BEFORE THE
STATE OF NEW YORK
PUBLIC SERVICE COMMISSION

In the Matter of

Consolidated Edison Company Of New York, Inc.

Case 22-E-0064 & 22-G-0065

May 2022

Prepared REDACTED Exhibits of:

Staff Accounting Panel

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Auditor 1 (Public Utilities)

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Cases 22-E-0064 and 22-G-0065

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Consolidated Edison Company of New York, Inc.
Electric Operating Income, Rate Base & Rate of Return
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No.	Staff Adjustments (Sch. 13)	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Operating Revenues								
Sales & Deliveries to Public	$ 8,235,705	$ 96,588	$ 8,332,293	1	$ 55,066	$ 8,387,359	$ 299,538	$ 8,686,898
Sales For Resale	38,823		38,823			38,823		38,823
Sales Revenue	$ 8,274,529	$ 96,588	$ 8,371,117		$ 55,066	$ 8,426,183	$ 299,538	$ 8,725,721
Other Operating Revenues	200,362	482	200,844	2	11,578	212,422	1,558	213,979
Total Operating Revenues	$ 8,474,890	$ 97,070	$ 8,571,960		$ 66,644	$ 8,638,604	$ 301,096	$ 8,939,700
Operating Expenses								
Purchased Power	$ 1,596,185	$ 19,814	$ 1,615,999	3a	$ 10,622	$ 1,626,621		$ 1,626,621
Operations & Maintenance Expenses	1,901,513	(87,399)	1,814,113	3	(174,892)	1,639,222	2,037	1,641,259
Depreciation Expense	1,434,787	6,304	1,441,091	4	(49,412)	1,391,679		1,391,679
Regulatory Amortization	213,368	(7,043)	206,325	5	(41,493)	164,832		164,832
Taxes Other Than Income Taxes	2,323,875	(7,740)	2,316,135	6	(105,085)	2,211,049	9,379	2,220,428
Total Operating Expenses	$ 7,469,727	$ (76,064)	$ 7,393,663		$ (360,259)	$ 7,033,404	$ 11,416	$ 7,044,820
Operating Income Before Income Taxes	$ 1,005,163	$ 173,134	$ 1,178,297		$ 426,903	$ 1,605,200	$ 289,680	$ 1,894,880
Income Taxes								
New York State Income Taxes	29,219	9,525	38,743		26,853	65,597	18,829	84,426
Federal Income Taxes	(32,833)	28,943	(3,890)		81,000	77,110	56,879	133,988
Utility Operating Income	$ 1,008,777	$ 134,667	$ 1,143,444		$ 319,050	$ 1,462,494	$ 213,972	$ 1,676,466
Rate Base	$ 26,285,849	$ 122,495	$ 26,408,345		$ (416,863)	$ 25,991,481		$ 25,991,481
Rate of Return	3.84%		4.33%			5.63%		6.45%

Consolidated Edison Company of New York, Inc.
Electric Other Operating Revenues
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No. 2	Staff Adjustments (Sch.13)	As Adjusted By Staff	Revenue Increase	Rate Year After Base Revenue Increase
Miscellaneous Service & Other Revenues								
AMI Opt Out Fees	$ 298		$ 298			$ 298		$ 298
Field Collection	5,103		5,103			5,103		5,103
Meter Recovery	254		254	a	1,375	1,629		1,629
No Access Charge	4,161		4,161			4,161		4,161
Miscellaneous Service Revenues - 4510	58		58			58		58
Transmission of Energy	7,000		7,000			7,000		7,000
Transmission Service Charges - 4571	5,000		5,000			5,000		5,000
Maintenance of Interconnection Facilities	1,062		1,062			1,062		1,062
Excess Distribution Facilities	2,043		2,043			2,043		2,043
Late Payment Charges	38,879	464	39,343	b	4,710	44,053	1,558	45,611
NYSERDA On-Bill Recovery Financing Program	4		4			4		4
The Learning Center Services	627		627	c	242	869		869
Wholesale Distribution Service	715		715			715		715
Facility Fees - KeySpan & NRG	-		-			-		-
Proceeds from Sales of TCCs	75,000		75,000			75,000		75,000
POR Discount (Revenues from ESCO)	17,510		17,510	d	5,251	22,761		22,761
Substation Operations Services	62		62			62		62
Management Fee	55		55			55		55
Electric Reconnection Fee	86		86			86		86
Reconnection Fee Waiver	(1,188)		(1,188)			(1,188)		(1,188)
Reconnection Fee Waiver	355	18	373			373		373
Miscellaneous	66		66			66		66
Total Miscellaneous Service & Other Revenues	$ 157,151	$ 482	$ 157,633		$ 11,578	$ 169,211	$ 1,558	$ 170,768
Rents								
Rent from Electric Property - 4540	$ 24,743	$ -	$ 24,743			$ 24,743		$ 24,743
Interdepartmental Rents - 4550	17,922		17,922			17,922		17,922
Total Rents	$ 42,665	$ -	$ 42,665		$ -	$ 42,665	$ -	$ 42,665
Revenue Imputation - Cases 09-M-0114 and 09-M-0243	$ 546		$ 546			$ 546		$ 546
Total Other Operating Revenue	$ 200,362	$ 482	$ 200,844		$ 11,578	$ 212,422	$ 1,558	$ 213,979

Consolidated Edison Company of New York, Inc.
Electric Operations & Maintenance Expenses
For the Twelve Months Ending December 31, 2023
($000's)

Operation & Maintenance Expenses	Initial Filing	Preliminary Update	As Updated	Adj. No. 3	Staff Adjustments (Sch. 13)	Incremental General Escalation	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Fuel and Purchased Power	$ 1,596,185	$ 19,814	$ 1,615,999	a	$ 10,622	$ -	$ 1,626,621		$ 1,626,621
A & G Health Insurance and Capital Overhead	(42,688)	-	(42,688)			-	(42,688)		(42,688)
Advanced Metering Infrastructure	30,902	6,055	36,957	b	(7,182)	131	29,906		29,906
Bargaining Unit Contract Cost	16	384	400	c	(200)	1	201		201
Bond Administration & Bank Fees	9,709	(1,996)	7,713			34	7,747		7,747
Company Labor - Advanced Metering Infrastructure	13,686	(4,708)	8,978	d	(287)	-	8,691		8,691
Company Labor - Central Engineering	4,691	4,077	8,768	e	(4,050)	-	4,718		4,718
Company Labor - Construction Management	4,655	-	4,655	f	(177)	-	4,478		4,478
Company Labor - Corporate & Shared Services	188,948	576	189,524	g	(13,020)	-	176,504		176,504
Company Labor - Customer Energy Solutions	31,903	(2,355)	29,548	h	(9,201)	-	20,347		20,347
Company Labor - Customer Information System	373	-	373	i	(14)	-	359		359
Company Labor - Customer Operations	120,264	(6,499)	113,765	j	(6,620)	-	107,145		107,145
Company Labor - Electric Operations	179,364	213	179,577	k	(34,106)	-	145,471		145,471
Company Labor - Gas Operations	1,005	-	1,005	l	(38)	-	967		967
Company Labor - Production	21,219	-	21,219	m	(947)	-	20,272		20,272
Company Labor - Substation Operations (SSO)	71,984	-	71,984	n	(2,739)	-	69,245		69,245
Company Labor - System & Transmission Operations (STO)	39,312	(1,164)	38,148	o	(3,259)	-	34,889		34,889
Corporate & Shared Services	33,630	(7,636)	25,994			115	26,109		26,109
Corporate Fiscal Expense	5,621	87	5,708	p	(2,460)	14	3,262		3,262
Customer Energy Solutions	22,327	(8,947)	13,380	q	(6,920)	29	6,488		6,488
Customer Information System	23,087	356	23,443			103	23,546		23,546
Duplicate Misc. Charge	(8,133)	-	(8,133)	r	(3,096)	-	(11,229)		(11,229)
Employee Welfare Expense	142,371	2,195	144,566	s	(8,390)	-	136,176		136,176
Environmental Affairs	4,004	62	4,066			18	4,084		4,084
ERRP Major Maintenance	4,385	2,233	6,618	t	(3,360)	-	3,258		3,258
External Audit Services	3,845	59	3,904			17	3,922		3,922
Facilities & Field Services	42,512	2,152	44,665	u	(1,497)	191	43,358		43,358
Finance & Accounting Operations	8,355	129	8,484			37	8,521		8,521
Information Technology	144,990	4,361	149,352	v	(48,884)	443	100,911		100,911
Informational Advertising	8,603	(1,649)	6,953			31	6,984		6,984
Injuries & Damages / Workers Compensation	55,534	(3,033)	52,502			232	52,733		52,733
Institutional Dues & Subscription	530	(304)	226			1	227		227
Insurance Premium	53,359	1,234	54,593			241	54,834		54,834
Intercompany Shared Services	(11,969)	4,989	(6,980)			(31)	(7,011)		(7,011)
Ops - Central Engineering	1,035	16	1,051			5	1,055		1,055
Ops - Construction Management	1,123	17	1,140			5	1,145		1,145
Ops - Customer Operations	65,869	(15,139)	50,731	w	(2,116)	215	48,829		48,829
Ops - Electric Operations	170,405	4,795	175,200	x	(19,786)	686	156,100		156,100
Ops - Gas Operations	2,258	35	2,293			10	2,303		2,303
Ops - Interference	144,441	2,323	146,763	y	(9,504)	-	137,259		137,259
Ops - Production	28,842	445	29,287	z	(5,659)	104	23,732		23,732
Ops - Substation Operations (SSO)	26,535	409	26,944			119	27,063		27,063
Ops - System & Transmission Operations (STO)	29,113	(3,120)	25,992	aa	(504)	112	25,601		25,601
Other Compensation (Long Term Equity)	4,289	1,306	5,594			25	5,619		5,619
Outside Legal Services	404	6	410			2	412		412
Pension and OPEB Costs	(219,656)	(72,029)	(291,685)	ab	(21,674)	-	(313,359)		(313,359)
Regulatory Commission Expense - All Other	2,312	36	2,348			10	2,358		2,358
Regulatory Commission Expense - General and R&D	41,383	638	42,021			185	42,206		42,206
Rents - ERRP	61,251	-	61,251			-	61,251		61,251
Rents - General	58,295	-	58,295	ac	757	-	59,052		59,052
Rents - Interdepartmental	14,256	-	14,256			-	14,256		14,256
Research & Development	7,633	2,867	10,500			46	10,546		10,546
Security	701	11	712			3	715		715
Storm Reserve	24,732	381	25,113	ad	25,492	-	50,605		50,605
System Benefit Charge	197,818	-	197,818			-	197,818		197,818
Uncollectible Reserve - Customer	42,847	-	42,847	ae	13,598	-	56,445		56,445
Uncollectible Reserve - Sundry	1,237	-	1,237	af	(920)	-	317		317
Worker's Comp NYS Assessment	1,272	351	1,623			7	1,630		1,630
All Other	(901)	(14)	(915)			(4)	(919)		(919)
Company Labor - Fringe Benefit Adjustment	8,984	(1,604)	7,381	ag	(1,294)	27	6,114		6,114
Business Cost Optimization	(23,360)	-	(23,360)			-	(23,360)		(23,360)
Total Operation & Maintenance Expenses	$ 3,497,698	$ (67,585)	$ 3,430,112		$ (167,434)	$ 3,165	$ 3,265,843	$ -	$ 3,265,843
Total O&M Expense Excluding Fuel and Purchased Power	$ 1,901,513	$ (87,399)	$ 1,814,113		$ (178,057)	$ 3,165	$ 1,639,222	$ -	$ 1,639,222

Consolidated Edison Company of New York, Inc.
Amortization of Regulatory Deferrals - Electric
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No. 5	Staff Adjustments (Sch. 13)	Rate Year Amortization
Regulatory Assets and Liabilities						
Additional 18a Assessment	$ 653	$ 1	$ 654			$ 654
AMI Customer Engagement	1,343	-	1,343			1,343
Carrying Charges (Net Plant Reconciliation)	4,937	688	5,625			5,625
Carrying Cost - SIR Deferred Balances	436	54	490			490
Customer Cash Flow Benefits - Bonus Depreciation	8	-	8			8
Energy Efficiency	(59,215)	26,566	(32,649)	a	11,083	(21,566)
EE and DM Programs Carrying Charge Deferral	3,506	(3,506)	-			-
Energy Efficiency - Clean Heat 10 years (19-E-0065)	-	(3,777)	(3,777)	b	1,259	(2,518)
Energy Efficiency - Clean Heat 15 year	-	(21,174)	(21,174)			(21,174)
Energy Efficiency and DM Programs Carrying Charge Deferral	-	2,587	2,587			2,587
Management Audit	-	(347)	(347)			(347)
Federal Tax Reform Transition Period	(472)	(19)	(491)			(491)
Former Employees/Contractor Proceeding	461	2	463			463
Interest on Deferrals	(1,159)	125	(1,034)			(1,034)
Interest Rate True-Up (Auction Rate / LT Debt)	11,633	(3,775)	7,858			7,858
Interference	12,965	(3,067)	9,898			9,898
Management Variable Pay	5,287	141	5,428			5,428
NYSIT Rate Change	(195)	-	(195)			(195)
Pensions/OPEBs	(71,393)	13,912	(57,481)	c	7,225	(50,256)
Heating Electrification	-	(1,420)	(1,420)	d	1,420	-
Property Tax Refund City	27	(13)	14			14
Property Tax Deferrals	(8,556)	(367)	(8,923)	e	12,835	3,912
Sales an Use tax Refund	3,218	3,604	6,822			6,822
SIR - Net of Shared Earnings	(13,896)	633	(13,263)	f	1,534	(11,729)
WTC Incident System Restoration Interest Accrued	(3)	-	(3)			(3)
Brooklyn Queens Demand Mgmt Program (BQDM)	(8,869)	(336)	(9,205)	g	4,603	(4,602)
BQDM & REV Demo Carrying Charge Deferral	6,847	3	6,850			6,850
Capital Expense Carrying Charge Refund	24	-	24			24
EV Make Ready	-	(3,550)	(3,550)			(3,550)
DSM Liquidated	995	-	995			995
Electric Service Reliability Rate Adjustment (CAIDI SAIFI)	5,000	(5,000)	-			-
Electric Vehicles Smart Charge	327	(846)	(519)			(519)
Electric Vehicles Rate Incentive Expense True Up	(12,258)	12,585	327			327
Emergency Low Income Credit	(13,117)	-	(13,117)			(13,117)
Interest on Rev Req Service Charge	(528)	-	(528)			(528)
MTA Work	(30,796)	15	(30,781)			(30,781)
Non Wire Alternative Projects (NWS)	(4,316)	26	(4,290)			(4,290)
Property Tax Refund Town	39	-	39			39
REV - Demonstration Projects	(3,484)	(352)	(3,836)	h	1,534	(2,302)
Sale of Property - Gain on North 1st Street	17,202	-	17,202			17,202
Sale of Property - Gain on Kent Avenue	5,440	-	5,440			5,440
Storage Dispatch General Expenses - 10 yrs	(217)	7	(210)			(210)
Storage Dispatch General Expenses - 7 yrs	(10,480)	41	(10,439)			(10,439)
Storm Reserve	(51,115)	(6,327)	(57,442)			(57,442)
System Peak Reduction	(4,805)	(71)	(4,876)			(4,876)
Riley & Quinn Storm Settlements	1,929	-	1,929			1,929
2012 Redemption of Preferred Stock	(771)	-	(771)			(771)
Total	$ (213,368)	$ 7,043	$ (206,325)		$ 41,493	$ (164,832)

Consolidated Edison Company of New York, Inc.
Electric Taxes Other Than Income Taxes
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No. 6	Staff Adjustments (Sch. 13)	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Property Taxes								
New York City	$ 1,855,539	$ (13,742)	$ 1,841,797	a	$ (99,103)	$ 1,742,694		$ 1,742,694
Westchester & Upstate	145,622	-	145,622			145,622		145,622
Total Property Taxes	$ 2,001,161	$ (13,742)	$ 1,987,419		$ (99,103)	$ 1,888,316	$ -	$ 1,888,316
Payroll Taxes	$ 60,816	$ 392	$ 61,208	b	$ (7,706)	$ 53,502		$ 53,502
Revenue Taxes	$ 256,655	$ 5,530	$ 262,185	c	$ 1,724	$ 263,909	$ 9,379	$ 273,288
Other Taxes								
Sale & Use Tax	$ 3,711	$ 57	$ 3,768			$ 3,768		$ 3,768
Other Taxes	1,532	23	1,555			1,555		1,555
Total Other Taxes	$ 5,243	$ 80	$ 5,323		$ -	$ 5,323	$ -	$ 5,323
Total Taxes Other Than Income Tax	$ 2,323,875	$ (7,740)	$ 2,316,135		$ (105,085)	$ 2,211,049	$ 9,379	$ 2,220,428

Consolidated Edison Company of New York, Inc.
Electric New York State Income Taxes
For the Twelve Months Ending December 31, 2023
($000's)

		Initial Filing	Preliminary Update	As Updated	Adj. No. 7	Staff Adjustments (Sch. 13)	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Operating Income Before Income Tax		$ 1,005,163	$ 173,134	$ 1,178,297		$ 426,903	$ 1,605,200	$ 289,680	$ 1,894,880
Interest Expense		(561,287)	(26,603)	(587,890)		(13,775)	(601,665)		(601,665)
Operating Income Before State Income Tax		$ 443,875	$ 146,531	$ 590,407		$ 413,128	$ 1,003,535	$ 289,680	$ 1,293,215
Permanent Differences									
Non-deductible transit expenses		$ 1,360	$ -	$ 1,360		$ -	$ 1,360	$ -	$ 1,360
Non-deductible parking expenses		2,229	-	2,229		-	2,229	-	2,229
Total Permanent Differences		$ 3,589	$ -	$ 3,589		$ -	$ 3,589	$ -	$ 3,589
Normalized Items									
Tax Depreciation		$ (1,527,316)	$ 8,659	$ (1,518,657)		$ 58,052	$ (1,460,604)		$ (1,460,604)
Tax Gain/(Loss)		(75,395)	(522)	(75,917)			(75,917)		(75,917)
Book Depreciation		900,181	6,226	906,407		(49,412)	856,995		856,995
Computer Software		152,954	(5,727)	147,227			147,227		147,227
Book Depreciation on Cost of Removal		383,354	2,854	386,208			386,208		386,208
Removal Costs		(238,598)	-	(238,598)			(238,598)		(238,598)
Accrued Bonus		(22,536)	656	(21,880)			(21,880)		(21,880)
Materials and Supplies		(54,470)	-	(54,470)			(54,470)		(54,470)
MSC		(49,205)	-	(49,205)			(49,205)		(49,205)
OPEB		(6,528)	1,655	(4,873)			(4,873)		(4,873)
Pension Book Difference		(118,327)	4,134	(114,193)			(114,193)		(114,193)
Repair Tax Expense		(800,159)	28,358	(771,801)			(771,801)		(771,801)
R&D Capitalization			26,452	26,452			26,452		26,452
Vacation Pay Accrual		(990)	29	(961)			(961)		(961)
Total Normalized Items		$ (1,457,037)	$ 72,774	$ (1,384,263)		$ 8,641	$(1,375,622)	$ -	$ (1,375,622)
New York State Taxable Income		$ (1,009,572)	$ 219,305	$ (790,267)		$ 421,769	$ (368,498)	$ 289,680	$ (78,818)
Current State Income Taxes @	6.50%	$ (65,622)	$ 14,255	$ (51,367)		$ 27,415	$ (23,952)	$ 18,829	$ (5,123)
Deferred State Income Taxes @	6.50%	$ 94,841	$ (4,730)	$ 90,111		$ (562)	$ 89,549	$ -	$ 89,549
Total New York State Income Tax		$ 29,219	$ 9,525	$ 38,743	a	$ 26,853	$ 65,597	$ 18,829	$ 84,426

Consolidated Edison Company of New York, Inc.
Electric Federal Income Taxes
For the Twelve Months Ending December 31, 2023
($000's)

		Initial Filing	Preliminary Update	As Updated	Adj. No. 8	Staff Adjustments (Sch. 13)	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Operating Income Before Tax		$ 1,005,163	$ 173,134	$ 1,178,297		$ 426,903	$ 1,605,200	$ 289,680	$ 1,894,880
Interest Expense		(561,287)	(26,603)	(587,890)		(13,775)	(601,665)		(601,665)
Operating Income Before Federal Income Tax		$ 443,875	$ 146,531	$ 590,407		$ 413,128	$ 1,003,535	$ 289,680	$ 1,293,215
Permanent Differences									
Non-deductible transit expenses		$ 1,360	$ -	$ 1,360		$ -	$ 1,360	$ -	$ 1,360
Non-deductible parking expenses		2,229	-	2,229		-	2,229	-	2,229
Total Permanent Differences		$ 3,589	$ -	$ 3,589			$ 3,589		$ 3,589
Flow Through Items									
Pre 1981 FT Depreciation		$ (304)	$ -	$ (304)		$ -	$ (304)	$ -	$ (304)
Book Depreciation on Cost of Removal		383,354	2,854	386,208		-	386,208	-	386,208
Removal Costs		(238,598)	-	(238,598)		-	(238,598)	-	(238,598)
Total Flow-Through Items		$ 144,452	$ 2,854	$ 147,306		$ -	$ 147,306	$ -	$ 147,306
Normalized Items									
Tax Depreciation		$ (1,155,414)	$ 8,956	$ (1,146,458)		$ 62,498	$ (1,083,960)		$ (1,083,960)
Tax Gain/(Loss) on Disposition of Assets		(48,546)	(892)	(49,438)			(49,438)		(49,438)
Book Depreciation		900,181	6,226	906,407		(49,412)	856,995		856,995
Computer Software		152,954	(5,727)	147,227			147,227		147,227
Accrued Bonus		(22,536)	656	(21,880)			(21,880)		(21,880)
Materials and Supplies		(54,470)	-	(54,470)			(54,470)		(54,470)
MSC		(49,205)	-	(49,205)			(49,205)		(49,205)
OPEB		(6,528)	1,655	(4,873)			(4,873)		(4,873)
Pension Book Difference		(118,327)	4,134	(114,193)			(114,193)		(114,193)
Repair Tax Expense		(800,159)	28,358	(771,801)			(771,801)		(771,801)
R&D Capitalization		-	26,452	26,452			26,452		26,452
Vacation Pay Accrual		(990)	29	(961)			(961)		(961)
Total Normalized Items		$ (1,203,041)	$ 69,847	$ (1,133,194)		$ 13,086	$ (1,120,108)	$ -	$ (1,120,108)
Taxable Income Before Current State Tax Deduction		$ (611,125)	$ 219,232	$ (391,893)		$ 426,214	$ 34,322	$ 289,680	$ 324,002
Less Current NYS Tax		65,622	(14,255)	51,367		(27,415)	23,952	(18,829)	5,123
Federal Taxable Income		$ (545,503)	$ 204,977	$ (340,525)		$ 398,799	$ 58,274	$ 270,851	$ 329,125
Tax Computation									
Current Federal Income Tax @	21%	$ (114,556)	$ 43,045	$ (71,510)		$ 83,748	$ 12,238	$ 56,879	$ 69,116
Deferred Federal Income Tax		227,065	(13,982)	213,083		(2,748)	210,335		210,335
Excess Deferred Federal Income Tax - Protected		(26,589)	(410)	(26,999)			(26,999)		(26,999)
Excess Deferred Federal Income Tax - Unprotected		(94,582)	313	(94,269)			(94,269)		(94,269)
Excess Deferred Federal Income Tax - Unprotected - Accelerated		(18,544)	-	(18,544)			(18,544)		(18,544)
Excess Deferred Federal Income Tax - Non-Plant		(739)	-	(739)			(739)		(739)
Amortization of Deferred ITC		(4,889)	(23)	(4,912)			(4,912)		(4,912)
Total Federal Income Tax		$ (32,833)	$ 28,943	$ (3,890)	a	$ 81,000	$ 77,110	$ 56,879	$ 133,988

Consolidated Edison Company of New York, Inc.
Electric Rate Base
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No. 9	Staff Adjustments (Sch. 13)	Rate Year As Adjusted
Utility Plant:						
Electric Plant In-Service	$ 35,167,927	$ 330,468	$ 35,498,395	a	$ (297,701)	$ 35,200,694
Electric Plant Held For Future Use	71,903	2	71,905			71,905
Common Utility Plant (Electric Allocation)	3,506,817	(77,625)	3,429,192	b	(18,219)	3,410,973
Total Utility Plant In Service	$ 38,746,648	$ 252,845	$ 38,999,493		$ (315,920)	$ 38,683,573
Utility Plant Reserves:						
Accumulated Reserve for Depreciation - Plant in Service	$ (8,885,156)	$ (1,327)	$ (8,886,483)	c	$ 22,579	$ (8,863,904)
Accumulated Reserve for Depreciation - Common Plant (Electric Allocation)	(1,193,850)	(46,184)	(1,240,034)	d	413	(1,239,621)
Total Utility Plant Reserves	$ (10,079,006)	$ (47,511)	$ (10,126,517)		$ 22,992	$ (10,103,525)
Net Plant	$ 28,667,641	$ 205,334	$ 28,872,975		$ (292,928)	$ 28,580,047
Non-Interest Bearing CWIP	856,530	(147,785)	708,745	e	(40,757)	667,988
Working Capital (from Schedule 9)	1,037,137	(7,377)	1,029,760		(42,423)	987,338
Unamortized Premium & Discount	146,933	2,491	149,424			149,424
Unamortized Preferred Stock Expense	14,422	-	14,422			14,422
Customer Advance Construction	(6,428)	-	(6,428)			(6,428)
Net Deferrals/Credits from Reconciliations (from Schedule 10)	899,706	71,997	971,703		(38,297)	933,406
Accumulated Deferred Income Taxes						
Net Accumulated Deferred Federal Income Tax	$ (4,549,728)	$ (1,637)	$ (4,551,365)		$ (1,374)	$ (4,552,739)
Net Accumulated Deferred State Income Tax	(1,007,074)	(528)	(1,007,602)		(1,085)	(1,008,687)
Total Accumulated Deferred Income Taxes (from Schedule 11)	$ (5,556,802)	$ (2,165)	$ (5,558,967)		$ (2,459)	$ (5,561,426)
Rate Base before EBCAP & Other Adjustments	$ 26,059,140	$ 122,495	$ 26,181,635		$ (416,863)	$ 25,764,772
Rate Base (Over)/Under Capitalization (EBCAP)	424,286		424,286			424,286
Pension/OPEBs Reduction	(141,980)		(141,980)			(141,980)
Former Employees/Contractor Proceeding Rate Base Reduction	(16,373)		(16,373)			(16,373)
Isias Storm Settlement	(17,647)		(17,647)			(17,647)
2018 Sales and use Tax Refund	(21,576)		(21,576)			(21,576)
Total Average Electric Rate Base	$ 26,285,849	$ 122,495	$ 26,408,345		$ (416,863)	$ 25,991,481

Consolidated Edison Company of New York, Inc.
Electric Working Capital Allowance
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No. 10	Staff Adjustments (Sch. 13)	Rate Year As Adjusted
Materials & Supplies						
Liquid Fuel Inventory	$ 27,560	$ 425	$ 27,985	a	$ 112	$ 28,098
Materials & Supplies	187,706	2,894	190,600	b	765	191,365
Total Materials & Supplies	$ 215,267	$ 3,319	$ 218,586		$ 877	$ 219,463
Prepayments						
Local Property Taxes	$ 398,706	$ (2,863)	$ 395,843	c	$ (20,646)	$ 375,197
Prepaid Other	7,391	114	7,505	d	30	7,536
Computer Maintenance & Software Support	32,564	502	33,066	e	133	33,198
Insurance	22,852	352	23,204	f	93	23,297
NYS PSC Assessment	9,753	150	9,903	g	40	9,943
NYS GRT	2,372	37	2,409	h	10	2,419
Interference Work	14,907	230	15,137	i	61	15,198
Rents	22,260	343	22,603	j	91	22,694
Total Prepayments	$ 510,805	$ (1,135)	$ 509,670		$ (20,189)	$ 489,481
Cash Working Capital						
Operation & Maintenance Exp.	$ 3,497,698	$ (67,585)	$ 3,430,112		$ (167,434)	$ 3,262,678
Less:						
Purchased Power	$ 1,596,185	$ 19,814	$ 1,615,999		$ 10,622	$ 1,626,621
Uncollectibles Reserve	44,084	-	44,084		12,678	56,762
Rents - Interdepartmental	14,256	-	14,256		-	14,256
Rents - ERRP	61,251	-	61,251		-	61,251
System Benefit Charge	197,818		197,818			197,818
Cash Working Capital Subject to 1/8th Allowance	$ 1,584,104	$ (87,399)	$ 1,496,705		$ (190,735)	$ 1,305,970
Cash Working Capital @ 1/8	$ 198,013	$ (10,925)	$ 187,088	k	$ (23,842)	$ 163,246
Less: Purchased Power	$ 1,596,185	$ 19,814	$ 1,615,999		$ 10,622	$ 1,626,621
Less: Deferred Fuel	45,818	-	45,818			45,818
Net Purchase Power	$ 1,642,003	$ 19,814	$ 1,661,817		$ 10,622	$ 1,672,439
Working Capital Related to Purchased Power @ 6.89%	$ 113,052	$ 1,364	$ 114,416		$ 731	$ 115,147
Unamortized Debt Discount/Premium Expense	146,933	2,491	149,424			149,424
Unamortized Prefered Stock Expense	14,422		14,422			14,422
Customer Advances for Construction	(6,428)		(6,428)			(6,428)
Total Working Capital	$ 1,192,065	$ (4,886)	$ 1,187,179		$ (42,423)	$ 1,144,756

Consolidated Edison Company of New York, Inc.
Electric Regulatory Deferrals in Rate Base
Average Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No. 11	Staff Adjustments (Sch. 13)	Rate Year As Adjusted
Electric Regulatory Deferrals (Net of Tax)						
Additional 18A Assessment	$ (1,205)	$ (2)	$ (1,207)			$ (1,207)
AMI Customer Engagement	(2,480)	-	(2,480)			(2,480)
Carrying Charges (Net Plant Reconciliation)	(9,117)	(1,271)	(10,388)			(10,388)
Carrying Cost - SIR Deferred Balances	(806)	(100)	(906)			(906)
Customer Cash Flow Benefits - Bonus Depreciation	(15)	-	(15)			(15)
Energy Efficiency	333,609	(139,343)	194,266	a	2,986	197,252
Energy Efficiency - Clean Heat 10 years (19-E-0065)	-	26,501	26,501	b	464	26,965
Energy Efficiency - Clean Heat 15 year	-	226,780	226,780			226,780
Energy Efficiency and DM Programs Carrying Charge Deferral	(6,474)	1,697	(4,777)			(4,777)
Federal Tax Reform Transition Period	872	34	906			906
Former Employees/Contractor Proceeding	(850)	(4)	(854)			(854)
Interest on Deferrals	2,140	(231)	1,909			1,909
Interest Rate True-Up (Auction Rate / LT Debt)	(21,481)	6,971	(14,510)			(14,510)
Interference	(23,942)	5,665	(18,277)			(18,277)
Management Audit	-	640	640			640
Management Variable Pay	(9,763)	(261)	(10,024)			(10,024)
NYSIT Rate Change	360	-	360			360
Pensions/OPEBs	131,836	(25,691)	106,145	c	(13,341)	92,804
PROP TAX REFUND CITY	(50)	25	(25)			(25)
Property Tax Deferrals	15,799	679	16,478	d	(23,702)	(7,224)
Sales and Use Tax Refund	(5,942)	(6,655)	(12,597)			(12,597)
SIR net of Shared Earnings	29,967	(1,446)	28,521	e	(2,252)	26,269
BQDM & REV Demo Carrying Charge Deferral	(12,643)	(7)	(12,650)			(12,650)
Brooklyn Queens Demand Management Program (BQDM)	24,826	1,115	25,941	f	1,701	27,642
Capital Expense Carrying Charge Refund	(45)	-	(45)			(45)
DSM Liquidated	(1,836)	-	(1,836)			(1,836)
Electric Vehicle Rate Incentive Expense True Up	(603)	-	(603)			(603)
Electric Vehicle Smart charge	62,603	(58,958)	3,645			3,645
EV Make Ready	-	8,906	8,906			8,906
Emergency Low Income Credit	24,223	-	24,223			24,223
Heating Electrification	-	4,720	4,720	g	(4,720)	-
Interest on Rev Req Service Change	975	-	975			975
MTA work	56,868	(26)	56,842			56,842
Non Wire Alternative Projects (NWS)	24,873	(179)	24,694			24,694
Property Tax Refund Town	(71)	-	(71)			(71)
REV - Demonstration Projects	10,915	1,430	12,345	h	567	12,912
Riley & Quinn Storm Settlements	(3,562)	(1)	(3,563)			(3,563)
Sale of Property - Gain on North 1st Street	(31,766)	-	(31,766)			(31,766)
Sale of Property - Gain on Kent Avenue	(10,046)	-	(10,046)			(10,046)
Storage Dispatch General Expenses - 10 yrs	1,210	(51)	1,159			1,159
Storage Dispatch General Expenses - 7 yrs	24,464	(199)	24,265			24,265
Storm Reserve	94,391	11,683	106,074			106,074
System Peak Reduction	23,069	343	23,412			23,412
WTC Incident System Restoration Interest Accrued	6	-	6			6
Electric Service Reliability Rate Adjustment (CAIDI SAIFI)	(9,233)	9,233	-			-
Total Electric Regulatory Deferrals (Net of Tax)	$ 711,076	$ 71,997	$ 783,073		$ (38,297)	$ 744,776
Add: (Items not included in Exhibit__(SAP-1) Schedule 4)						
Unbilled Revenue Taxes (Excluded Deferred Fuel)	$ 94,332	$ -	$ 94,332			$ 94,332
Deferred Fuel - Net of Tax	94,298	-	94,298			94,298
Total Electric Regulatory Deferrals (Net of Tax)	$ 899,706	$ 71,997	$ 971,703		$ (38,297)	$ 933,406

Consolidated Edison Company of New York, Inc.
Electric Accumulated Deferred Tax in Rate Base
Average Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No. 12	Staff Adjustments (Sch. 12)	Rate Year As Adjusted
Accumulated Deferred Income Taxes						
Statutory Tax Depreciation MACRS - Normalized	$ (3,427,722)	$ (6,117)	$ (3,433,839)	a	$ (1,374)	$ (3,435,213)
Change of Accounting Section 263A	(181,899)	(111)	(182,010)			(182,010)
Repair Allowance	(911,330)	4,368	(906,962)			(906,962)
Cost of Removal	41,207	49	41,256			41,256
Materials & Supplies Deduction (Tang Prop Regs)	(95,906)	52	(95,854)			(95,854)
Vested Vacation (Non-Plant Portion)	12,629	195	12,824			12,824
Prepaid Insurance Expenses	(4,738)	(73)	(4,811)			(4,811)
Unbilled Revenues	48,574	-	48,574			48,574
Call Premium	(2,727)	-	(2,727)			(2,727)
Hudson Avenue Topside		-	-			-
EDFIT Non-Property	(27,816)	-	(27,816)			(27,816)
Total Accumulated Deferred Federal Income Taxes	$ (4,549,728)	$ (1,637)	$ (4,551,365)		$ (1,374)	$ (4,552,739)
Statutory Tax Depreciation MACRS - Normalized	$ (432,444)	$ (1,844)	$ (434,288)	b	$ (1,085)	$ (435,373)
Change of Accounting Section 263A	(60,234)	(37)	(60,271)			(60,271)
Repair Allowance	(304,464)	1,519	(302,945)			(302,945)
Cost of Removal	(195,880)	(224)	(196,104)			(196,104)
Materials & Supplies Deduction (Tang Prop Regs)	(31,842)	17	(31,825)			(31,825)
Vested Vacation (Non-Plant Portion)	4,181	65	4,246			4,246
Prepaid Insurance Expenses	(1,568)	(24)	(1,592)			(1,592)
Unbilled Revenues	16,080	-	16,080			16,080
Call Premium	(903)	-	(903)			(903)
Hudson Avenue Topside	0	-	-			-
Total Accumulated Deferred State Income Taxes	$ (1,007,074)	$ (528)	$ (1,007,602)		$ (1,085)	$ (1,008,687)
Total	$ (5,556,802)	$ (2,165)	$ (5,558,967)		$ (2,459)	$ (5,561,426)

Consolidated Edison Company of New York, Inc.
Capital Structure
For the Twelve Months Ending December 31, 2023
($000's)

Per Company - Initial Filing

	Capital	Ratio	Cost Rate	Weighted Average Ratio	Pre Tax Ratio 73.87%
Long-Term Debt	$ 19,733,200	49.11%	4.28%	2.10%	2.10%
Customer Deposits	356,200	0.89%	0.05%	0%	0.00%
Subtotal	20,089,400	50.00%		2.10%	2.10%
Common Equity	18,699,900	50.00%	10.00%	5.00%	6.77%
Total Capitalization	$ 38,789,300	100.00%		7.10%	8.87%

Per Company - Preliminary Update

	Capital	Ratio	Cost Rate	Weighted Average Ratio	Pre Tax Ratio 73.87%
Long-Term Debt	$ 19,733,200	49.36%	4.33%	2.14%	2.14%
Customer Deposits	255,100	0.64%	0.00%	0.00%	0.00%
Subtotal	19,988,300	50.00%		2.14%	2.14%
Common Equity	18,462,400	50.00%	10.00%	5.00%	6.77%
Total Capitalization	$ 38,450,700	100.00%		7.14%	8.91%

Per Staff

	Capital	Ratio	Cost Rate	Weighted Average Ratio	Pre Tax Ratio 73.87%
Long-Term Debt	$ 19,733,200	51.36%	4.33%	2.22%	2.22%
Customer Deposits	255,100	0.64%	0.00%	0.00%	0.00%
Subtotal	$ 19,988,300	52.00%		2.22%	2.22%
Common Equity	18,462,400	48.00%	8.80%	4.22%	5.72%
Total Capitalization	$ 25,991,481	100.00%		6.45%	7.94%

Consolidated Edison Company of New York, Inc.
Explanation of Staff's Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment	
1	**Operating Revenues - (Schedule 1)**			
	To adjust operating revenues to reflect Staff's sales forecast	SRP		$ 55,066
2	**Other Operating Revenues - (Schedule 2)**			
	a. Meter Recovery			
	To reflect Staff's forecast of meter recovery revenues	SAP		$ 1,375
	b. Late Payment Charge			
	To reflect Staff's forecast of late payment fees based on current data	SAP		$ 4,710
	c. The Learning Center Services			
	To reflect three-year average of revenues	SAP		$ 242
	d. POR Discount Revenue			
	To reflect five-year average POR discount rate	SAP		$ 5,251
	Total Adjustments to Other Operating Revenues			$ 11,578
3	**Operation and Maintenance Expenses - (Schedule 3)**			
	a. Fuel and Purchased Power			
	To track Staff's forecasted change in sales	SAP		$ 10,622
	b. Advance Metering Infrastructure			
	To reflect the four-year average underspend of AMI O&M expenses	SAP		$ (7,182)
	c. Bargaining Unit Contract Costs			
	To remove bargaining unit contract costs	SAP		$ (200)
	d. Company Labor - Advanced Metering Infrastructure			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (91)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(196)	
	Total adjustments to Company Labor - Advanced Metering Infrastructure			$ (287)
	e. Company Labor - Central Engineering			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (75)	
	To remove 19 FTE's from requested program changes	SEIOP	(3,700)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(275)	
	Total adjustments to Company Labor - Central Engineering			$ (4,050)
	f. Company Labor - Construction Management			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (75)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(102)	
	Total adjustments to Company Labor - Construction Management			$ (177)
	g. Company Labor - Corporate & Shared Services			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (2,893)	
	To remove 41 common FTE's from requested program changes	SEIOP	(5,831)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(4,296)	
	Total adjustments to Company Labor-Corporate & Shared Services			$ (13,020)
	h. Company Labor - Customer Energy Solutions			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (321)	
	To reflect a reduction to labor expense for EE - Electric & Gas, LMI, Clean Heat & TDM - NWS, NPA, DR (SCEPP)	SCEPP	(8,234)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(646)	
	Total adjustments to Company Labor Customer Energy Solutions			$ (9,201)

Consolidated Edison Company of New York, Inc.
Explanation of Staff's Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment	
	i. Company Labor - Customer Information System			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (6)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(8)	
	Total adjustments to Company Labor - Customer Information System			$ (14)
	j. Company Labor - Customer Operations			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (1,722)	
	To remove 22 common FTE's from requested program changes	SCSP	(2,346)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(2,552)	
	Total adjustments to Company Labor - Customer Operations			$ (6,620)
	k. Company Labor - Electric Operations			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (2,790)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(3,946)	
	To reflect reduction in labor expense based on actual historic average spending	SEIOP	(27,370)	
	Total adjustments to Company Labor - Electric Operations			$ (34,106)
	l. Company Labor - Gas Operations			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (16)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(22)	
	Total adjustments to Company Labor - Gas Operations			$ (38)
	m. Company Labor - Production			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (341)	
	To reflect reduction in labor expense based on actual historic average spending	SEIOP	(140)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(466)	
	Total adjustments to Company Labor - Production			$ (947)
	n. Company Labor - Substation Operations (SSO)			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (1,156)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(1,583)	
	Total adjustments to Company Labor - SSO			$ (2,739)
	o. Company Labor - System & Transmission Operations (STO)			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (561)	
	To reflect a reduction of the forecasted salaries for 36 FTEs	SEIOP	(1,203)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(865)	
	To reflect reduction in labor expense based on actual historic average spending	SEIOP	(630)	
	Total adjustments to Company Labor - STO			$ (3,259)
	p. Corporate Fiscal Expense			
	To remove Long Term Equity Grants for non-employee board members	SAP		$ (2,460)
	q. Customer Energy Solutions			
	To reflect the removal of the Make Ready DEC for DC & LI Customers Program, Innovative Pricing Pilot, and adjustments to the Energy Storage & Installation Operation Project	SCEPP		$ (6,920)
	r. Duplicate Misc. Charge			
	To reflect a three-year average of actual charges	SAP		$ (3,096)
	s. Employee Welfare Expense			
	To reflect latest known premiums and GDP inflation	SAP		$ (8,390)
	t. ERRP Major Maintenance			
	To reflect the refund of the entire deferral credit balance in the RY	SAP		$ (3,360)
	u. Facilities & Field Services			
	To remove 3rd Ave Yard Transportation Garage Demo Project	Witness Sri		$ (1,497)

Consolidated Edison Company of New York, Inc.
Explanation of Staff's Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment	
	v. Information Technology			
	To reflect Staff's adjustment to Customer Relationship Management	SCSP	$ (597)	
	To reflect Staff's adjustment to Back Office Automation and Workforce Management	SCSP	(683)	
	To reflect Staff's adjustment to Privacy Readiness	SCSP	(2,714)	
	To reflect Staff's adjustment to Cybersecurity	SSP	(6,937)	
	To reflect Staff's adjustment to Learning and Inclusion Digital Learning Transformation	Witness Sri	(439)	
	To reflect Staff's adjustment to XM10 (i.e., Hardware Maintenance Contracts)	Witness Sri	(7,784)	
	To reflect Staff's adjustment to CCTN (Maintenance on end of life equipment)	SITP	(302)	
	To reflect Staff's adjustment to Mobility	SITP	(336)	
	To reflect a correction to IT O&M expense per DPS-38-800	SITP	(399)	
	To reflect 's Staff adjustment for three-year average growth rate	SITP	(23,612)	
	To reflect removal of Customer Recommendation & Analysis Tools	SCEPP	(5,081)	
	Total adjustments to Information Technology			$ (48,884)
	w. Ops - Customer Operations			
	To reflect Staff's adjustment to Customer Outreach and Education	SCSP	$ (1,885)	
	To reflect termination of CRA customer satisfaction survey vendor contract	SCSP	(231)	
	Total adjustments to Ops-Customer Operations			$ (2,116)
	x. Ops - Interference			
	To reflect the three-year average growth rate of Interference O&M expenses	SAP		$ (9,504)
	y. Ops - Electric Operations			
	To reflect reduction in O&M expense based on actual historic average spending	SEIOP		$ (19,786)
	z. Ops - Production			
	To reflect reduction in O&M expense based on actual historic average spending	SEIOP		$ (5,659)
	aa. Ops - System & Transmission Operations (STO)			
	To reflect reduction in O&M expense based on actual historic average spending	SEIOP		$ (504)
	ab. Pension and OPEB Costs			
	To reflect five-year average Non-Qualified Plan Gains/Losses in RY	SAP		$ (21,674)
	ac. Rents - General			
	To reflect latest known rent agreements	SAP		$ 757
	ad. Storm Reserve			
	To reflect three-year average of actual major storm and premobilization costs	SEIOP		$ 25,492
	ae. Uncollectible Reserve - Customer			
	To reflect more current uncollectible ratio	SAP		$ 13,598
	af. Uncollectible Reserve - Sundry			
	To reflect latest twelve months of net sundry write-offs	SAP		$ (920)
	ag. Company Labor - Fringe Benefit Adjustment			
	To track changes made to labor forecast	SAP		$ (1,294)
	Total Adjustment to Operating and Maintenance Expense			$ (167,434)
4	**Depreciation Expense**			
	a. To reflect Staff's forecasted plant additions and recommended depreciation rates	SEIOP	$ (34,703)	
	b. To reflect Staff's adjustment to the reserve deficiency	SEIOP	(14,709)	
	Total Adjustments to Depreciation Expense			$ (49,412)

Consolidated Edison Company of New York, Inc.
Explanation of Staff's Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment	
5	**Amortization of Deferrals - (Schedule 4)**			
	a. Energy Efficiency			
	To reflect a 15-year amortization period	SAP		$ 11,083
	b. Energy Efficiency Clean Heat 10 Years			
	To reflect a 15-year amortization period	SAP		$ 1,259
	c. Pension/OPEB			
	To track changes to Pension/OPEBs	SAP		$ 7,225
	d. Heating Electrification			
	To reflect a 15-year amortization period	SAP		$ 1,420
	e. SIR - Net of Shared Earnings			
	To reflect a reduction in the forecasted spending based on actual historic underspending	SSIRP		$ 1,534
	f. Brooklyn Queens Demand Mgmt. Program (BQDM)			
	To reflect a 10-year amortization period	SAP		$ 4,603
	g. Property Tax Deferrals			
	To track changes to NYC Property taxes	SAP		$ 12,835
	h. REV - Demonstration Projects			
	To reflect a 10-year amortization period	SAP		$ 1,534
	Total Adjustments to Amortization of Regulatory Deferrals			$ 41,493
6	**Taxes Other Than Income Taxes - (Schedule 5)**			
	a. NYC - Property Taxes			
	To reflect latest known tax rates	SAP		$ (99,103)
	b. Payroll Taxes			
	To reflect the impact of the changes made to forecasted labor expense	SAP		$ (7,706)
	c. Revenue Taxes			
	To reflect the impact of the changes made to forecasted revenues	SAP		$ 1,724
	Total Adjustments to Taxes Other Than Income Taxes			$ (105,085)
7	**State Income Tax - Schedule 6**			
	a. To adjust current State Income Taxes, tracking adjustments	SAP		$ 26,853
8	**Federal Income Tax - Schedule 7**			
	a. To adjust current Federal Income Taxes, tracking adjustments	SAP		$ 81,000
9	**Rate Base - Schedule 8**			
	a. Plant In-Service			
	To reflect Staff's forecasted Plant In Service	SEIOP	$ (297,701)	
	b. Common Utility Plant (Electric Allocation)			
	To reflect Staff's forecasted Common Utility Plant	SEIOP	(18,219)	
	Total Adjustment to Plant In-Service			$ (315,920)

Consolidated Edison Company of New York, Inc.
Explanation of Staff's Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment	
	Utility Plant Reserves			
	c. To adjust Accumulated Reserve for Depreciation - Plant in Service	SEIOP	$ 22,579	
	d. To adjust Accumulated Reserve for Depreciation - Common Plant (Electric Allocation)	SEIOP	413	
	Total Adjustment to Utility Plant Reserves			$ 22,992
	e. Non-Interest Bearing CWIP			
	To reflect Staff's Non-Interest Bearing CWIP	SEIOP		(40,757)
10	**Working Capital in Rate Base - (Schedule 9)**			
	a. Liquid Fuel Inventory			
	To reflect Staff's General Escalation Rate	SAP		$ 112
	b. Materials & Supplies			
	To reflect Staff's General Escalation Rate	SAP		$ 765
	Prepayments			
	c. Prepaid Property Taxes			
	To track changes to NYC Property Taxes	SAP	$ (20,646)	
	d. Prepaid Other			
	To reflect Staff's General Escalation Rate	SAP	30	
	e. Computer Maintenance & Software Support			
	To reflect Staff's General Escalation Rate	SAP	133	
	f. Insurance			
	To reflect Staff's General Escalation Rate	SAP	93	
	g. NYS PSC Assessment			
	To reflect Staff's General Escalation Rate	SAP	40	
	h. NYS GRT			
	To reflect Staff's General Escalation Rate	SAP	10	
	i. Interference Work			
	To reflect Staff's General Escalation Rate	SAP	61	
	j. Rents			
	To reflect Staff's General Escalation Rate	SAP	91	
	Total Adjustments to Prepayments			$ (20,189)
	k. Cash Working Capital			
	To track changes to O&M	SAP		$ (23,110)
	Total Adjustments to Working Capital			$ (42,423)

Consolidated Edison Company of New York, Inc.
Explanation of Staff's Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment
11	**Deferrals in Rate Base - (Schedule 10)**		
	a. Energy Efficiency		
	To reflect the impact of Staff's adjustment to the amortization period	SAP	$ 2,986
	b. Energy Efficiency - Clean Heat 10 years (19-E-0065)		
	To reflect the impact of Staff's adjustment to the amortization period	SAP	464
	c. Pension/OPEB Deferral		
	To track Changes to Pension/OPEB	SAP	(13,341)
	d. Property Tax Deferrals		
	To track changes to NYC Property Taxes	SAP	(23,702)
	e. SIR net of Shared Earnings		
	To track changes to SIR	SSIRP/SAP	(2,252)
	f. Brooklyn Queens Demand Management Program (BQDM)		
	To reflect the impact of Staff's adjustment to the amortization period	SAP	1,701
	g. Heating Electrification		
	To reflect the impact of removing the regulatory asset related to the Heating Electrification Proposal	SAP	(4,720)
	h. REV - Demonstration Projects		
	To reflect the impact of Staff's adjustment to the amortization period	SAP	567
	Total Adjustments to Deferrals in Rate Base		$ (38,297)
12	**Accumulated Deferred Income Taxes in Rate Base - (Schedule 11)**		
	a. Accumulated Deferred Federal Income Taxes		
	To track the ADFIT tax effect of Staff's book depreciation adjustment	SAP	$ (1,374)
	b. Accumulated Deferred State Income Taxes		
	To track the ADSIT tax effect of Staff's book depreciation adjustment	SAP	(1,085)
	Total Adjustments to ADIT in Rate Base		$ (2,459)
	Total Adjustments to Rate Base		$ (416,863)

Consolidated Edison Company of New York, Inc.
Gas Operating Income, Rate Base & Rate of Return
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No.	Staff Adjustments (Sch. 13)	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Operating Revenues								
Sales Revenues	$ 2,775,714	$ (15,262)	$ 2,760,452	1	$ 19,608	$ 2,780,060	$ 165,440	$ 2,945,500
Other Operating Revenues	33,892	(402)	33,490	2	3,027	36,516	700	37,217
Total Operating Revenues	$ 2,809,606	$ (15,664)	$ 2,793,942		$ 22,635	$ 2,816,576	$ 166,140	$ 2,982,717
Operating Expense								
Fuel and Purchased Gas	$ 905,442	$ -	$ 905,442	3a	$ 6,396	$ 911,838		$ 911,838
Operation & Maintenance Expenses	409,781	(17,864)	391,917	3	(41,880)	350,037	1,124	351,161
Depreciation Expense	469,492	(3,006)	466,486	4	($38,950)	427,536		427,536
Regulatory Amortization	37,871	(13,782)	24,089	5	(14,319)	9,770	-	9,770
Taxes Other Than Income Taxes	596,012	(53,111)	542,901	6	(21,083)	521,819	4,268	526,087
Total Operating Expenses	$ 2,418,598	$ (87,763)	$ 2,330,835		$ (109,835)	$ 2,221,000	$ 5,392	$ 2,226,392
Operating Income Before Income Taxes	$ 391,008	$ 72,099	$ 463,106		$ 132,470	$ 595,576	$ 160,748	$ 756,324
Income Taxes								
New York State Income Tax	11,523	4,979	16,502		8,144	24,646	10,449	35,094
Federal Income Tax	28,807	14,657	43,464		24,074	67,538	31,563	99,101
Utility Operating Income	$ 350,678	$ 52,463	$ 403,141		$ 100,252	$ 503,393	$ 118,736	$ 622,129
Rate Base	$ 10,030,055	$ (333,096)	$ 9,696,959		$ (48,713)	$ 9,648,246		$ 9,648,246
Rate of Return	3.50%		4.16%			5.22%		6.45%

Consolidated Edison Company of New York, Inc.
Gas Other Operating Revenues
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No.2	Adjustments (Sch. 13)	As Adjusted by Staff	Revenue Increase	Base Revenue Increase
Miscellaneous Service & Other Revenues								
AMI Opt Out Fees	$ 93		$ 93			$ 93		$ 93
Meter Recovery	48		48	a	262	310		310
No Access Charge	793		793			793		793
Miscellaneous Service Revenues	-		-			-		-
Reconnection Fee Waiver	(75)		(75)			(75)		(75)
Gas Reconnect Fees	-		-			-		-
Late Payment Charges	9,626	(73)	9,553	b	2,214	11,767	700	12,467
Learning Center Revenues	434		434			434		434
POR Discount	2,933		2,933	c	1,022	3,955		3,955
Net Unbilled Revenue	-		-			-		-
Reimbursement To National Grid - Governor's Island	(37)		(37)			(37)		(37)
R&D Ventures	11		11			11		11
Miscellaneous	2		2			2		2
Total Miscellaneous Service & Other Revenues	$ 13,828	$ (73)	$ 13,755		$ 3,499	$ 17,253	$ 700	$ 17,954
Interdepartmental Rents	$ 8,878		$ 8,878			$ 8,878		$ 8,878
New York Facilities	7,954		7,954	d	(472)	7,482		7,482
Real Estate Rents	483	(329)	154			154		154
Total Rent Revenue	$ 17,315	$ (329)	$ 16,986		$ (472)	$ 16,514	$ -	$ 16,514
Transmission Revenues								
NYPA Variable and Maintenance	$ 1,400		$ 1,400			$ 1,400		$ 1,400
Steam Department - ERRP Incremental Charges	1,215		1,215			1,215		1,215
Total Transmission Revenues	$ 2,615	$ -	$ 2,615		$ -	$ 2,615	$ -	$ 2,615
Revenue Imputation - Cases 09-M-0114 & 09-M-0243	134		134			134		134
Total Gas Other Operating Revenues	$ 33,892	$ (402)	$ 33,490		$ 3,027	$ 36,516	$ 700	$ 37,217

Consolidated Edison Company of New York, Inc.
Gas Operation & Maintenance Expenses
For the Twelve Months Ending December 31, 2023
($000's)

Operation & Maintenance Expenses	Initial Filing	Preliminary Update	As Updated	Adj. No.3	Staff Adjustments (Sch. 13)	Incremental General Escalation	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Fuel and Purchased Power	$ 905,442	$ -	$ 905,442	a	$ 6,396	$ -	$ 911,838		$ 911,838
A&G, Health Ins. Cap.	(8,774)	-	(8,774)			-	(8,774)		(8,774)
Advanced Metering Infrastructure	5,438	1,075	6,513	b	(842)	25	5,696		5,696
Bargaining Unit Contract Cost	81	1	82	c	(41)	0	41		41
Bond Administration & Bank Fees	1,612	(27)	1,585			7	1,592		1,592
Company Labor - Advanced Metering Infrastructure	2,346	(897)	1,449	d	(43)	-	1,406		1,406
Company Labor - Construction Management	7,008	-	7,008	e	(244)	-	6,764		6,764
Company Labor - Corporate & Shared Services	43,931	506	44,437	f	(3,541)	-	40,896		40,896
Company Labor - Customer Energy Solutions	3,648	-	3,648	g	3,075	-	6,723		6,723
Company Labor - Customer Information System	71	-	71	h	(3)	-	68		68
Company Labor - Customer Operations	27,169	(1,334)	25,835	i	(1,375)	-	24,461		24,461
Company Labor - Electric Operations	561	-	561	j	(19)	-	542		542
Company Labor - Gas Operations	87,813	(23)	87,790	k	(2,817)	-	84,973		84,973
Company Labor - Substation Operations (SSO)	2	-	2			-	2		2
Corporate & Shared Services	10,675	(3,306)	7,368	l	(1,282)	27	6,113		6,113
Corporate Fiscal Expense	1,155	18	1,173	m	(506)	3	671		671
Customer Energy Solutions	2,741	(1,637)	1,104	n	(959)	1	146		146
Customer Information System	4,725	73	4,798			21	4,819		4,819
Duplicate Misc. Charges	(479)	-	(479)	o	(205)	-	(684)		(684)
Employee Welfare Expense	28,312	437	28,749	p	(749)	-	28,000		28,000
Environmental Affairs	800	12	812			4	816		816
External Audit Services	791	12	803			4	807		807
Facilities & Field Services	8,353	437	8,790	q	(308)	37	8,520		8,520
Finance & Accounting Operations	523	8	531			2	533		533
Information Technology	30,846	798	31,644	r	(7,816)	105	23,934		23,934
Informational Advertising	2,427	(608)	1,819			8	1,827	132	1,959
Injuries & Damages / Workers Compensation	10,627	164	10,791			48	10,839		10,839
Institutional Dues & Subscription	190	(25)	165			1	166		166
Insurance Premium	8,835	327	9,163			40	9,203		9,203
Intercompany Shared Services	(1,431)	(22)	(1,453)			(6)	(1,459)		(1,459)
New York Facilities	3,675	51	3,726			-	3,726		3,726
Ops - Construction Management	1,137	18	1,155			5	1,160		1,160
Ops - Customer Operations	12,752	(3,013)	9,740	s	(359)	41	9,423		9,423
Ops - Electric Operations	(20)	(0)	(20)			(0)	(20)		(20)
Ops - Gas Operations	87,750	2,359	90,109			398	90,506		90,506
Ops - Interference	43,060	1,569	44,629	t	(23,914)	-	20,715		20,715
Ops - Production	(0)	(0)	(0)			(0)	(0)		(0)
Other Compensation (Long-Term Equity)	881	268	1,150			5	1,155		1,155
Outside Legal Services	159	2	161			1	162		162
Pension and OPEB Costs	(45,148)	(14,805)	(59,953)	u	(4,455)	-	(64,408)		(64,408)
Regulatory Commission Expense - All Other	798	12	810			4	814		814
Regulatory Commission Expense - General and R&D	10,390	160	10,550			47	10,597		10,597
Rents - General	143	-	143	v	(45)	-	99		99
Rents - Interdepartmental	4	-	4			-	4		4
Research & Development	1,585	24	1,610			7	1,617		1,617
Security	144	2	146			1	147		147
System Benefit Charge	274	(274)	-			-	-		-
Uncollectible Reserve - Customer	12,895	-	12,895	w	4,736	-	17,631	992	18,622
Uncollectible Reserve - Sundry	254	-	254	x	(189)	-	65		65
Worker's Comp NYS Assessment	329	5	334			1	335		335
All Other	770	12	782			3	786		786
Company Labor - Fringe Benefit Adjustment	4,150	(245)	3,905	y	(834)	14	3,085		3,085
Business Cost Optimization	(6,200)	-	(6,200)			-	(6,200)		(6,200)
Total Operation & Maintenance Expenses	$ 1,315,223	$ (17,864)	$ 1,297,359		$ (36,336)	$ 853	$ 1,261,875	$ 1,124	$ 1,262,999
Total O&M Excluding Fuel and Purchased Power	$ 409,781	$ (17,864)	$ 391,917		$ (42,733)	$ 853	$ 350,037	$ 1,124	$ 351,161

Consolidated Edison Company of New York, Inc.
Amortization of Regulatory Deferrals - Gas
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No.5	Staff Adjustments (Sch. 13)	Rate Year Amortization
Regulatory Assets and Liabilities						
Additional 18A Assessment	$ 80	$ -	$ 80			$ 80
AMI Customer Engagement	53	-	53			53
Carrying Charges (Net Plant Reconciliation)	15,104	3,662	18,766			18,766
Carrying Cost - SIR Deferred Balances	42	7	49			49
Customer Cash Flow Benefits - Bonus Depreciation	(2)	-	(2)			(2)
Energy Efficiency	(19,377)	3,177	(16,200)	a	5,400	(10,800)
Energy Efficiency and DM Programs Carrying Charge Deferral	797	(265)	532			532
Federal Tax Reform Transition Period	(334)	(32)	(366)			(366)
Former Employees/Contractor Proceeding	77	2	79			79
Interest on Deferrals	(554)	(642)	(1,196)			(1,196)
Interest Rate True-Up (Auction Rate / LT Debt)	3,355	(1,272)	2,083			2,083
Interference	(693)	3,366	2,673			2,673
Management Audit	-	(71)	(71)			(71)
Management Variable Pay	1,260	35	1,295			1,295
NYSIT Rate Change	(55)	-	(55)			(55)
Pensions/OPEBs	(12,303)	2,860	(9,443)	b	1,111	(8,332)
Prop Tax Refund City	154	-	154			154
Property Tax Deferrals	1,042	2,787	3,829	c	7,283	11,112
Sales and Use Tax Refund	446	741	1,187			1,187
SIR net of Shared Earnings	(5,250)	(80)	(5,330)	d	525	(4,805)
Building Meter Conversion Study	(35)	1	(34)			(34)
Gas Service Line	(21,203)		(21,203)			(21,203)
Inside Gas Meters	1,848	(374)	1,474			1,474
Meadowlands Heaters	(2,960)	-	(2,960)			(2,960)
Penalties on Off-peak / interruptible customers	726	137	863			863
Pipeline Integrity	84	-	84			84
Pipeline Upgrade Projects	(269)	-	(269)			(269)
Positive Incentive Revenue Adjustments	178	(257)	(79)			(79)
R and D Recon	61	-	61			61
Transition Gas Adjustment	2	-	2			2
Unauthorized Use Charge - Divested Stations	1	-	1			1
2012 Redemption of Preferred Stock	(146)	-	(146)			(146)
Total	$ (37,871)	$ 13,782	$ (24,089)		$ 14,319	$ (9,770)

Consolidated Edison Company of New York, Inc.
Gas Taxes Other Than Income Taxes
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No. 6	Staff Adjustments (Sch. 13)	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Property Taxes								
New York City	$ 450,033	$ (52,402)	$ 397,631	a	$ (21,947)	$ 375,684		$ 375,684
Upstate and Westchester	59,881	-	59,881			59,881		59,881
Total Property Taxes	509,914	(52,402)	457,512		(21,947)	435,565	-	435,565
Revenue Taxes	$ 71,743	$ (545)	$ 71,198	b	$ 1,378	$ 72,576	$ 4,268	$ 76,845
Payroll Taxes	$ 13,246	$ (181)	$ 13,065	c	$ (514)	$ 12,551		$ 12,551
Other Taxes								
Sales and Use Tax	$ 758	$ 12	$ 770			$ 770		$ 770
Other Taxes	351	5	356			356		356
Total Other Taxes	$ 1,109	$ 17	$ 1,126		$ -	$ 1,126	$ -	$ 1,126
Total Taxes Other Than Income Taxes	$ 596,012	$ (53,111)	$ 542,901		$ (21,083)	$ 521,819	$ 4,268	$ 526,087

Consolidated Edison Company of New York, Inc.
Gas New York State Income Tax
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No.7	Staff Adjustments (Sch. 13)	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Operating Income Before Income Taxes	$ 391,008	$ 72,099	$ 463,106		$ 132,470	$ 595,576	$ 160,748	$ 756,324
Interest Expense	(214,866)	4,497	(210,369)		(7,174)	(217,543)		(217,543)
Operating Income Before State Income Tax	$ 176,142	$ 76,596	$ 252,738		$ 125,296	$ 378,034	$ 160,748	$ 538,781
Permanent Differences								
Non-deductible transit expenses	$ 280	$ -	$ 280		$ -	$ 280		$ 280
Non-deductible parking expenses	458	-	458		-	458		458
Total Permanent Differences	$ 738	$ -	$ 738		$ -	$ 738		$ 738
Normalized Items								
Tax Depreciation	$ (652,487)	$ (14,890)	$ (667,377)		$ 77,618	$ (589,759)		$ (589,759)
Tax Gain/(Loss)	(21,733)	(161)	(21,895)			(21,895)		(21,895)
Book Depreciation	250,434	18,311	268,745		($38,950)	229,795		229,795
Computer Software	66,785	(7,640)	59,146			59,146		59,146
Book Depreciation on Cost of Removal	140,146	686	140,832			140,832		140,832
Cost of Removal Expense	(44,870)	-	(44,870)			(44,870)		(44,870)
Accrued Bonus	(4,632)	135	(4,497)			(4,497)		(4,497)
Materials and Supplies	(11,196)	-	(11,196)			(11,196)		(11,196)
MSC	(28,323)	-	(28,323)			(28,323)		(28,323)
OPEB	(1,342)	340	(1,002)			(1,002)		(1,002)
Pension Book Diff	(24,321)	850	(23,471)			(23,471)		(23,471)
R&D Capitalization	-	5,437	5,437			5,437		5,437
Vacation Pay Accrual	(204)	6	(198)			(198)		(198)
Total Normalized Items	$ (331,743)	$ 3,074	$ (328,669)		$ 38,668	$ (290,001)	$ -	$ (290,001)
New York State Taxable Income	$ (154,863)	$ 79,670	$ (75,194)		$ 163,964	$ 88,770	$ 160,748	$ 249,518
Current State Income Tax @ 6.5%	$ (10,066)	$ 5,179	$ (4,888)		$ 10,658	$ 5,770	$ 10,449	$ 16,219
Deferred State Income Tax @ 6.5%	$ 21,589	$ (200)	$ 21,389		$ (2,513)	$ 18,876	$ -	$ 18,876
Total New York State Income Tax	$ 11,523	$ 4,979	$ 16,502	a	$ 8,144	$ 24,646	$ 10,449	$ 35,094

Consolidated Edison Company of New York, Inc.
Gas Federal Income Tax
For the Twelve Months Ending December 31, 2023
($000's)

		Initial Filing	Preliminary Update	As Updated	Adj. No.8	Staff Adjustments (Sch. 13)	As Adjusted by Staff	Revenue Increase	Rate Year After Base Revenue Increase
Operating Income Before Income Taxes		$ 391,008	$ 72,099	$ 463,106		$ 132,470	$ 595,576	$ 160,748	$ 756,324
Interest Expense		(214,866)	4,497	(210,369)		(7,174)	(217,543)		(217,543)
Operating Income Before Federal Income Tax		$ 176,142	$ 76,596	$ 252,738		$ 125,296	$ 378,034	$ 160,748	$ 538,781
Permanent Differences									
Non-deductible transit expenses		$ 280	$ -	$ 280		$ -	$ 280	$ -	$ 280
Non-deductible parking expenses		458	-	458		-	458	-	458
Total Permanent Differences		$ 738	$ -	$ 738		$ -	$ 738	$ -	$ 738
Flow Through Items									
Pre 1981 FT Depreciation		$ (62)	$ -	$ (62)		$ -	$ (62)	$ -	$ (62)
Book Depreciation on Cost of Removal		140,146	686	140,832		-	140,832	-	140,832
Removal Costs		(44,870)	-	(44,870)		-	(44,870)	-	(44,870)
Total Flow-Through Items		$ 95,213	$ 686	$ 95,899		$ -	$ 95,899	$ -	$ 95,899
Normalized Items									
Tax Depreciation		$ (520,828)	$ (14,719)	$ (535,548)		$ 77,618	$ (457,930)		$ (457,930)
Tax Gain/(Loss) on Disposition of Assets		(17,227)	(182)	(17,409)			(17,409)		(17,409)
Book Depreciation		250,434	18,311	268,745		($38,950)	229,795		229,795
Computer Software		66,785	(7,640)	59,146			59,146		59,146
Accrued Bonus		(4,632)	135	(4,497)			(4,497)		(4,497)
Materials and Supplies		(11,196)	-	(11,196)			(11,196)		(11,196)
MSC		(28,323)	-	(28,323)			(28,323)		(28,323)
OPEB		(1,342)	340	(1,002)			(1,002)		(1,002)
Pension Book Difference		(24,321)	850	(23,471)			(23,471)		(23,471)
Repair Tax Expense		-	-	-			-		-
R&D Capitalization		-	5,437	5,437			5,437		5,437
Vacation Pay Accrual		(204)	6	(198)			(198)		(198)
Total Normalized Items		$ (290,854)	$ 2,538	$ (288,316)		$ 38,668	$ (249,647)	$ -	$ (249,647)
Taxable Income Before Current State Tax Deduction		$ (18,761)	$ 79,820	$ 61,059		$ 163,964	$ 225,023	$ 160,748	$ 385,771
Less Current NYS Tax		10,066	(5,179)	4,888		(10,658)	(5,770)	(10,449)	(16,219)
Federal Taxable Income		$ (8,695)	$ 74,642	$ 65,947		$ 153,306	$ 219,253	$ 150,299	$ 369,553
Tax Computation									
Current Federal Income Tax	21%	$ (1,826)	$ 15,675	$ 13,849		$ 32,194	$ 46,043	$ 31,563	$ 77,606
Deferred Federal Income Tax		55,159	(484)	54,674		(8,120)	46,554		46,554
Excess Deferred Federal Income Tax - Protected		(7,065)	(546)	(7,611)			(7,611)		(7,611)
Excess Deferred Federal Income Tax - Unprotected		(11,926)	85	(11,840)			(11,840)		(11,840)
Excess Deferred Federal Income Tax - Non-Plant		(3,780)	-	(3,780)			(3,780)		(3,780)
Amortization of Deferred ITC		(750)	-	(750)			(750)		(750)
R&D Tax Credit		(1,005)	(73)	(1,078)			(1,078)		(1,078)
Total Federal Income Tax Expense		$ 28,807	$ 14,657	$ 43,464	a	$ 24,074	$ 67,538	$ 31,563	$ 99,101

Consolidated Edison Company of New York, Inc.
Gas Rate Base
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No.9	Staff Adjustments (Sch. 13)	Rate Year As Adjusted
Utility Plant						
Gas Plant In Service	$ 12,680,968	$ (32,897)	$ 12,648,071	a	$ (29,543)	$ 12,618,528
Common Utility Plant (Gas Allocation)	718,264	(15,899)	702,365	b	(3,732)	698,633
Total Utility Plant In Service	$ 13,399,232	$ (48,796)	$ 13,350,436		$ (33,275)	$ 13,317,161
Utility Plant Reserves						
Accumulated Reserve for Depreciation - Plant in Service	$ (2,350,669)	$ (5,554)	$ (2,356,223)	c	$ 19,044	$ (2,337,179)
Accumulated Reserve for Depreciation - Common Plant (Gas Allocation)	(244,524)	(9,459)	(253,983)	d	85	(253,898)
Total Depreciation	$ (2,595,193)	$ (15,013)	$ (2,610,206)		$ 19,129	$ (2,591,077)
Net Plant	$ 10,804,039	$ (63,809)	$ 10,740,230		$ (14,146)	$ 10,726,083
			-			-
Non-Interest Bearing CWIP	624,925	(223,171)	401,754	e	(4,539)	397,215
Working Capital (from Schedule 9)	190,800	(12,460)	178,339		(9,510)	168,830
Unamortized Debt Discount/Premium Expense	30,201	512	30,713		-	30,713
Unamortized Preferred Stock Expense	2,732	-	2,732		-	2,732
Customer Advance Construction	(2,482)	-	(2,482)		-	(2,482)
Net Deferrals/Credits from Reconciliations (from Schedule 10)	196,375	(28,247)	168,128		(14,581)	153,547
Accumulated Deferred Income Taxes						
Accumulated Deferred Federal Income Taxes	$ (1,677,182)	$ (4,471)	$ (1,681,652)		$ (4,060)	$ (1,685,712)
Accumulated Deferred State Income Taxes	(259,470)	(1,450)	(260,919)		(1,878)	(262,797)
Total Accumulated Deferred Income Taxes (from Schedule 11)	$ (1,936,651)	$ (5,920)	$ (1,942,572)		$ (5,938)	$ (1,948,510)
Rate Base before EBCAP & Other Adjustments	$ 9,909,938	$ (333,096)	$ 9,576,842		$ (48,713)	$ 9,528,129
Earnings Base Capitalization Adjustment to Rate Base	142,667	-	142,667			142,667
Pension/OPEB Reduction	(16,201)	-	(16,201)			(16,201)
Former Employees/Contractor Proceeding Rate Base Reduction	(4,019)	-	(4,019)			(4,019)
2018 Sales and Use Tax Refund	(2,330)	-	(2,330)			(2,330)
Total Average Gas Rate Base	$ 10,030,055	$ (333,096)	$ 9,696,959		$ (48,713)	$ 9,648,246

Consolidated Edison Company of New York, Inc.
Gas Working Capital Allowance
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No.10	Staff Adjustments (Sch. 13)	Rate Year As Adjusted
Materials & Supplies	$ 24,043	$ 371	$ 24,414	a	$ 98	$ 24,512
Prepayments						
Local Property Taxes	$ 98,747	$ (10,917)	$ 87,830	b	$ (4,572)	$ 83,258
Prepaid Other	1,519	23	1,543	c	6	1,549
Computer Maintenance and Software Support	6,693	103	6,796	d	27	6,824
Insurance	4,697	72	4,769	e	19	4,789
NYPSC Assessment	2,005	31	2,036	f	8	2,044
NYS GRT	488	8	495	g	2	497
Interference Work	3,064	47	3,111	h	12	3,124
Total Prepayment	$ 117,213	$ (10,632)	$ 106,580		$ (4,497)	$ 102,083
Cash Working Capital						
Total Operations & Maintenance Expenses	$ 1,315,223	$ (17,864)	$ 1,297,359		$ (36,336)	$ 1,261,023
Less:						
Purchased Gas Expenses	905,442	-	905,442			905,442
Uncollectible Reserve - Customer	12,895	-	12,895		4,736	17,631
Uncollectible Reserve - Sundry	254	-	254		(189)	65
Rents - Interdepartmental	4	-	4			4
System Benefit Charge	274	(274)	-			-
Cash Working Capital Subject to 1/8th Allowance	$ 396,355	$ (17,590)	$ 378,765		$ (40,883)	$ 337,881
Cash Working Capital @ 1/8th	$ 49,544	$ (2,199)	$ 47,346	i	$ (5,110)	$ 42,235
Unamortized Debt Discount/Premium Expense	30,201	512	30,713			30,713
Unamortized Preferred Stock Expense	2,732		2,732			2,732
Customer Advances for Construction	(2,482)		(2,482)			(2,482)
Total Working Capital	$ 221,251	$ (11,949)	$ 209,302		$ (9,510)	$ 199,793

Consolidated Edison Company of New York, Inc.
Gas Regulatory Deferrals in Rate Base
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No.11	Staff Adjustments (Sch. 13)	Rate Year As Adjusted
Gas Regulatory Deferrals (Net of Tax)						
Additional 18A Assessment	$ (148)	$ (1)	$ (148)			$ (148)
AMI Customer Engagement	(99)	-	(99)			(99)
Carrying Charges (Net Plant Reconciliation)	(27,891)	(6,762)	(34,654)			(34,654)
Carrying Cost - SIR Deferred Balances	(78)	(13)	(91)			(91)
Customer Cash Flow Benefits - Bonus Depreciation	4	-	4			4
Energy Efficiency	105,876	(8,800)	97,076	a	1,995	99,071
Energy Efficiency and DM Programs Carrying Charge Deferral	(1,471)	488	(983)			(983)
Federal Tax Reform Transition Period	616	60	676			676
Former Employees/Contractor Proceeding	(143)	(2)	(146)			(146)
Interest on Deferrals	1,023	1,185	2,208			2,208
Interest Rate True-Up (Auction Rate / LT Debt)	(6,196)	2,350	(3,845)			(3,845)
Interference	1,279	(6,216)	(4,937)			(4,937)
Management Audit	-	131	131			131
Management Variable Pay	(2,326)	(65)	(2,391)			(2,391)
NYSIT Rate Change	101	-	101			101
Pensions/OPEBs	22,719	(5,281)	17,438	b	(2,742)	14,696
Prop Tax Refund City	(285)	-	(285)			(285)
Property Tax Deferrals	(1,925)	(5,147)	(7,072)	c	(13,448)	(20,520)
Sales and Use Tax Refund	(824)	(1,368)	(2,192)			(2,192)
SIR net of Shared Earnings	6,361	284	6,644	d	(386)	6,258
Building Meter Conversion Study	64	(2)	62			62
Gas Service Line	39,154	-	39,154			39,154
Inside Gas Meters	(3,413)	691	(2,722)			(2,722)
Meadowlands Heaters	18,587	-	18,587			18,587
Penalties on Off-peak / interruptible customers	(1,340)	(253)	(1,593)			(1,593)
Pipeline Integrity	(155)	-	(155)			(155)
Pipeline Upgrade Projects	496	1	496			496
Positive Incentive Revenue Adjustments	(328)	473	146			146
R and D Recon	(113)	-	(113)			(113)
Transition Gas Adjustment	(4)	-	(4)			(4)
Unauthorized Use Charge - Divested Stations	(1)	-	(1)			(1)
Total Gas Regulatory Deferrals (Net of Tax)	$ 149,538	$ (28,247)	$ 121,292		$ (14,581)	$ 106,711
Add: (Items not included in Exhibit__(SAP-2) Schedule 4)						
Unbilled Revenue Taxes (Excluded Deferred Fuel)	$ 45,598	$ -	$ 45,598			$ 45,598
Gas Stored Underground - Noncurrent FERC 1171	1,239	-	1,239			1,239
Total Gas Regulatory Deferrals (Net of Tax)	$ 196,375	$ (28,247)	$ 168,128		$ (14,581)	$ 153,547

Consolidated Edison Company of New York, Inc.
Gas Accumulated Deferred Income Taxes
For the Twelve Months Ending December 31, 2023
($000's)

	Initial Filing	Preliminary Update	As Updated	Adj. No.12	Staff Adjustments (Sch. 13)	Rate Year As Adjusted
Accumulated Deferred Federal Income Taxes						
Statutory Tax Depreciation MACRS - Normalized	$ (1,523,575)	$ (4,578)	$ (1,528,153)		$ (4,060)	$ (1,532,213)
Change of Accounting Section 263A	(93,401)	32	(93,368)			(93,368)
Repair Allowance	(38,441)	34	(38,408)			(38,408)
Cost of Removal	(106)	10	(96)			(96)
Materials and Supplies Deduction (Tang Prop Regs)	(21,305)	7	(21,299)			(21,299)
Vested Vacation (non-plant portion)	2,599	40	2,639			2,639
Prepaid Insurance Expenses	(974)	(15)	(989)			(989)
Unbilled Revenues	4,252	-	4,252			4,252
Call Premium	(561)	-	(561)			(561)
EDFIT Non Property	(5,671)	-	(5,671)			(5,671)
Total Accumulated Deferred Federal Income Taxes	$ (1,677,182)	$ (4,471)	$ (1,681,652)		$ (4,060)	$ (1,680,042)
Accumulated Deferred State Income Taxes						
Statutory Tax Depreciation - Normalized	$ (211,061)	$ (1,442)	$ (212,504)		$ (1,878)	$ (214,381)
Change of Accounting Section 263A	(30,972)	13	(30,959)			(30,959)
Repair Allowance	(12,852)	13	(12,840)			(12,840)
Cost of Removal	731	(44)	687			687
Materials and Supplies Deduction (Tang Prop Regs)	(7,074)	3	(7,071)			(7,071)
Vested Vacation (non-plant portion)	860	13	874			874
Prepaid Insurance Expenses	(322)	(5)	(327)			(327)
Unbilled Revenues	1,407	-	1,407			1,407
Call Premium	(186)	-	(186)			(186)
Total Accumulated Deferred State Income Taxes	$ (259,470)	$ (1,450)	$ (260,919)		$ (1,878)	$ (262,797)
Total	$ (1,936,651)	$ (5,920)	$ (1,942,572)		$ (5,938)	$ (1,942,839)

Consolidated Edison Company of New York, Inc.
Capital Structure
For the Twelve Months Ending December 31, 2023
($000's)

Per Company - Initial Filing

	Capital	Ratio	Cost Rate	Weighted Average Ratio	Pre Tax Ratio 73.87%
Long Term Debt	$ 19,733,200	49.11%	4.28%	2.10%	2.10%
Customer Deposits	356,200	0.89%	0.05%	0.00%	0.00%
Subtotal	20,089,400	50.00%		2.10%	2.10%
Common Equity	18,699,900	50.00%	10.00%	5.00%	6.77%
Total	$ 38,789,300	100.00%		7.10%	8.87%

Per Company Update

	Capital	Ratio	Cost Rate	Weighted Average Ratio	Pre Tax Ratio 73.87%
Long Term Debt	$ 19,733,200	49.36%	4.33%	2.14%	2.14%
Customer Deposits	255,100	0.64%	0.00%	0.00%	0.00%
Subtotal	19,988,300	50.00%		2.14%	2.14%
Common Equity	18,462,400	50.00%	10.00%	5.00%	6.77%
Total	$ 38,450,700	100.00%		7.14%	8.91%

Per Staff

	Capital	Ratio	Cost Rate	Weighted Average Ratio	Pre Tax Ratio 73.87%
Long Term Debt	$ 19,748,280	51.36%	4.33%	2.22%	2.22%
Customer Deposits	246,084	0.64%	0.00%	0.00%	0.00%
Subtotal	19,994,364	52.00%		2.22%	2.22%
Common Equity	18,456,336	48.00%	8.80%	4.22%	5.72%
Total	$ 38,450,700	100.00%		6.45%	7.94%

Consolidated Edison Company of New York, Inc.
Explanation of Staff Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment	
1	**Operating Revenues - (Schedule 1)**			
	To adjust operating revenues to reflect Staff's sales forecast	SRP		$ 53,422
2	**Other Operating Revenue - (Schedule 2)**			
	a. Meter Recovery			
	To reflect Staff's forecast of meter recovery revenues	SAP		$ 262
	b. Late Payment Charges			
	To reflect Staff's forecast of late payment fees based on current data	SAP		$ 2,214
	c. POR Discount			
	To reflect five-year average POR discount rate	SAP		$ 1,022
	d. New York Facilities			
	To reflect three-year average sales	SAP		$ (472)
	Total Adjustment to Other Operating Revenues			$ 3,027
3	**Operations and Maintenance Expenses - (Schedule 3)**			
	a. Fuel and Purchased Power			
	To track Staff's forecasted change in sales	SAP		$ 6,396
	b. Advanced Metering Infrastructure			
	To reflect the four-year average underspend of AMI O&M expenses	SAP		$ (842)
	c. Bargaining Unit Contract Cost			
	To remove bargaining unit contract costs	SAP		$ (41)
	d. Company Labor - Advanced Metering Infrastructure			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (11)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(32)	
	Total adjustments to Company Labor - Advanced Metering Infrastructure			$ (43)
	e. Company Labor - Construction Management			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (90)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(154)	
	Total adjustments to Company Labor - Construction Management			$ (244)
	f. Company Labor - Corporate & Shared Services			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (544)	
	To remove 41 common FTE's & 3 gas only FTE's from requested program changes	SEIOP/SGIOP	(1,508)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(1,007)	
	To remove 4 FTE's from Cybersecurity	SSP	(481)	
	Total adjustments to Company Labor-Corporate & Shared Services			$ (3,541)
	g. Company Labor - Customer Energy Solutions			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (47)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(80)	
	To reflect an addition to labor expense for EE - Electric & Gas, LMI, Clean Heat & TDM - NWS, NPA, DR	SCEPP	3,202	
	Total adjustments to Company Labor Customer Energy Solutions			$ 3,075
	h. Company Labor - Customer Information System			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (1)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(2)	
	Total adjustments to Company Labor - Customer Information System			$ (3)
	i. Company Labor - Customer Operations			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (315)	
	To remove 22 common FTE's from requested program changes	SCSP	(483)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(577)	
	Total adjustments to Company Labor - Customer Operations			$ (1,375)

Consolidated Edison Company of New York, Inc.
Explanation of Staff Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment	
	j. Company Labor - Electric Operations			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (7)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(12)	
	Total adjustments to Company Labor - Electric Operations			$ (19)
	k. Company Labor - Gas Operations			
	To adjust HTY headcount for latest known headcount and to reflect a vacancy adjustment	SAP	$ (899)	
	To reflect additional 1% productivity adjustment in labor escalation rate	SAP	(1,918)	
	Total adjustments to Company Labor - Gas Operations			$ (2,817)
	l. Corporate & Shared Services			
	To eliminate consulting expenses for the Gas Distribution Peak Forecasting Model	SGIOP		$ (1,282)
	m. Corporate Fiscal Expense			
	To remove Long Term Equity Grants for non-employee board members	SAP		$ (506)
	n. Customer Energy Solutions			
	To reflect the removal of the Make Ready DEC for DC & LI Customers Program, Innovative Pricing Pilot, and adjustments to the Energy Storage & Installation Operation Project	SCEPP		$ (959)
	o. Duplicate Misc. Charges			
	To reflect a three-year average of actual charges	SAP		$ (205)
	p. Employee Welfare Expense			
	To reflect latest known premiums and GDP inflation	SAP		$ (749)
	q. Facilities & Field Services			
	To remove 3rd Ave Yard Transportation Garage Demo Project	Witness Sri		$ (308)
	r. Information Technology			
	To reflect Staff's adjustment to Customer Relationship Management	SCSP	$ (123)	
	To reflect Staff's adjustment to Back Office Automation and Workforce Management	SCSP	(141)	
	To reflect Staff's adjustment to Privacy Readiness	SCSP	(558)	
	To reflect Staff's adjustment to Cybersecurity	SSP	(1,321)	
	To reflect Staff's adjustment to Learning and Inclusion Digital Learning Transformation	Witness Sri	(84)	
	To reflect Staff's adjustment to XM10 (i.e., Hardware Maintenance Contracts)	Witness Sri	(1,483)	
	To reflect Staff's adjustment to CCTN (Maintenance on end of life equipment)	SITP	(58)	
	To reflect Staff's adjustment to Mobility	SITP	(64)	
	To reflect a correction to IT O&M expense per DPS-38-800	SITP	(76)	
	To reflect 's Staff adjustment for three-year average growth rate	SITP	(2,941)	
	To reflect removal of Customer Recommendation & Analysis Tools	SCEPP	(968)	
	Total adjustments to Information Technology			$ (7,816)
	s. Ops - Customer Operations			
	To reflect Staff's adjustment to Customer Outreach and Education	SCSP	$ (315)	
	To reflect termination of CRA customer satisfaction survey vendor contract	SCSP	(44)	
	Total adjustments to Ops-Customer Operations			$ (359)
	t. Ops - Interference			
	To reflect the three-year average growth rate of Interference O&M expenses	SAP		$ (23,914)
	u. Pension and OPEB Costs			
	To reflect five-year average Non-Qualified Plan Gains/Losses in RY	SAP		$ (4,455)
	v. Rents - General			
	To reflect latest known rent agreements	SAP		$ (45)
	w. Uncollectible Reserve - Customer			
	To reflect more current uncollectible ratio	SAP		$ 4,736
	x. Uncollectible Reserve - Sundry			
	To reflect latest twelve months of net sundry write-offs	SAP		$ (189)
	y. Company Labor - Fringe Benefit Adjustment			
	To track changes made to labor forecast	SAP		$ (834)
	Total Adjustment to Operating and Maintenance Expense			$ (36,336)

Consolidated Edison Company of New York, Inc.
Explanation of Staff Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment	
4	**Depreciation Expense**			
	Depreciation Expense			
	a. To reflect Staff's forecasted plant additions and recommended depreciation rates	SGIOP	$ (28,035)	
	b. To reflect Staff's adjustment to the reserve deficiency	SGIOP	(10,915)	
	Total Adjustments to Depreciation Expense			($38,950)
5	**Amortization of Deferrals - (Schedule 4)**			
	a. Energy Efficiency			
	To reflect a 15-year amortization period	SAP		$ 5,400
	b. Pensions/OPEBs			
	To track changes to Pensions/OPEBs	SAP		$ 1,111
	c. Property Tax Deferrals			
	To track changes to NYC Property Taxes	SAP		$ 7,283
	d. SIR net of Shared Earnings			
	To reflect a reduction in the forecasted spending based on actual historic underspending	SSIRP		$ 525
	Total Adjustments to Amortization of Regulatory Deferrals			$ 14,319
6	**Taxes Other Than Income Tax - Gas (Schedule 5)**			
	a. NYC - Property Taxes			
	To reflect latest known tax rates	SAP		$ (21,947)
	b. Revenue Taxes			
	To reflect the impact of the changes made to forecasted revenues	SAP		$ 1,378
	c. Payroll Taxes			
	To reflect the impact of the changes made to forecasted labor expense	SAP		$ (514)
	Total Adjustments to Taxes Other Than Income Taxes			$ (21,083)
7	**State Income Tax - Schedule 6**			
	a. To adjust current State Income Taxes, tracking adjustments	SAP		$ 8,144
8	**Federal Income Tax - Schedule 7**			
	a. To adjust current Federal Income Taxes, tracking adjustments	SAP		$ 24,074
9	**Gas Rate Base (Schedule 8)**			
	Gas Utility Plant			
	a. Gas Plant In Service			
	To adjust Leak Prone Main Replacement	SGIOP	$ (11,526)	
	To adjust Westchester/Bronx border	SGIOP	(8,227)	
	To adjust Meter Installations	SGIOP	(4,303)	
	To adjust Clean Heat & Business Connections	SGIOP	(3,520)	
	To adjust Winter Load Relief Program	SGIOP	(1,699)	
	To adjust Service Replacement Program	SGIOP	(261)	
	To adjust Capex labor	SGIOP/SAP	(7)	
	Total Adjustments to Gas Plant in Service			$ (29,543)
	b. Common Utility Plant (Gas Allocation)			
	To adjust CCTN Program	SITP	$ (1,032)	
	To adjust Computer Equipment Program	Witness Sri	(1,029)	
	To adjust all other Common Utility Plant Programs	Witness Sri/SITP/SEIOP/SCEPP/SPP/SCSP	(866)	
	To adjust Technology Improvement Program	SITP	(306)	
	To adjust Roof Replacement Program	SEIOP	(290)	
	To adjust Relay Protection Communications Program	SEIOP	(209)	
	Total Adjustments to Common Utility Plant			$ (3,732)
	c. Accumulated Reserve for Depreciation - Plant in Service			
	To adjust depreciation rates	SGIOP	$ 18,801	
	To adjust all other Accumulated Reserve for Depreciation-Plant in Service	SGIOP	244	
	Total adjustments to Accumulated Reserve for Depreciation - Plant in Service			$ 19,044
	d. Accumulated Reserve for Depreciation - Common Plant (Gas Allocation)			
	To adjust Computer Equipment Program (Witness-Sri S.)	Witness Sri	$ 36	
	To adjust CCTN Program (SITP)	SITP	20	
	To adjust all other Accumulated Reserve for Depreciation-Common Plant	Witness Sri/SITP/SEIOP/SCEPP/SPP/SCSP	18	
	To adjust Technology Improvement Program	SITP	11	
	Total Adjustments to Accumulated Reserve for Depreciation-Common Plant			$ 85

Consolidated Edison Company of New York, Inc.
Explanation of Staff Adjustments
For the Twelve Months Ending December 31, 2023
($000's)

Adj. No.	Explanation	Witness	Adjustment	
	e. Non-Interest Bearing CWIP			
	To adjust Customer Recommendation & Analysis Tools	SCEPP	$ (1,020)	
	To adjust all other Non-Interest Bearing CWIP	SGIOP	(1,557)	
	To adjust Privacy Readiness Program	SITP	(935)	
	To adjust Cybersecurity	SSP	(517)	
	To adjust Customer Relationship Management	SITP	(510)	
	Total adjustments to Non-Interest Bearing CWIP			$ (4,539)
	Total Adjustments to Rate Base			$ (18,685)
10	**Working Capital in Rate Base - (Schedule 9)**			
	a. Material and Supplies			
	To reflect Staff's General Escalation Rate	SAP		$ 98
	Prepayments			
	b. Local Property Taxes			
	To track changes to NYC Property Taxes	SAP	$ (4,572)	
	c. Prepaid Other			
	To reflect Staff's General Escalation Rate	SAP	6	
	d. Computer Maintenance and Software Support			
	To reflect Staff's General Escalation Rate	SAP	27	
	e. Insurance			
	To reflect Staff's General Escalation Rate	SAP	19	
	f. NYPSC Assessment			
	To reflect Staff's General Escalation Rate	SAP	8	
	g. NYS GRT			
	To reflect Staff's General Escalation Rate	SAP	2	
	h. Interference Work			
	To reflect Staff's General Escalation Rate	SAP	12	
	Total Adjustment to Prepayments			$ (4,497)
	i. Cash Working Capital			
	To track changes to O&M	SAP		$ (5,110)
	Total Adjustment to Working Capital			$ (9,510)
11	**Deferrals in Rate Base - (Schedule 10)**			
	a. Energy Efficiency			
	To reflect the impact of Staff's adjustment to the amortization period	SAP		$ 1,995
	b. Pensions/OPEBs			
	To track changes to Pensions/OPEBs	SAP		$ (2,742)
	c. Property Tax Deferrals			
	To track changes to NYC Property Taxes	SAP		$ (13,448)
	d. SIR net of Shared Earnings			
	To track changes to SIR	SSIRP/SAP		$ (386)
	Total Adjustments to Deferrals in Rate Base			$ (14,581)
12	**Accumulated Deferred Income Taxes - (Schedule 11)**			
	a. Accumulated Deferred Federal Income Taxes			
	To track the ADFIT tax effect of Staff's book depreciation adjustment	SAP		$ (4,060)
	b. Accumulated Deferred State Income Taxes			
	To track the ADSIT tax effect of Staff's book depreciation adjustment	SAP		$ (1,878)
	Total Adjustments to ADIT in Rate Base			$ (5,938)
	Total Adjustments Gas Rate Base			$ (48,713)

Cases 22-E-0064 and 21-E-0065

Relied Upon Con Edison's Redacted Responses
to Information Requests

Index of Exhibit__(SAP-3)

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Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-3
Date of Response: February 22, 2022
Responding Witness: Accounting Panel

Question No. :277
Subject: Other Operating Revenues: Late Payment Charges

Refer to page 43 of the Company's Accounting Panel testimony which states that "the Rate Year Forecast is based on the level that was approved by the Commission in the Company's 2019 electric rate case. The Company applied the factor that was also approved in the Company's 2019 electric rate case [0.48%] to the Rate Year sales revenue forecast to arrive at late payment charges at the proposed rate."

1. For both electric and gas, provide the Company's actual late payment charge revenues per month for calendar years 2018 through 2021.
2. For both electric and gas, provide the Company's actual sales revenues, per month, for calendar years 2018 through 2021.
3. Explain why the Company used the late payment charge factor that was approved in its 2019 electric rate case for its electric operations to forecast the Rate Year late payment charge revenues for its gas operations.
4. Refer to the Company's workpapers, "AP-EG3, Schedule 05 – OOR." The Company used the RY3 level of late payment charge revenues that was approved by the Commission in the Company's 2019 rate case to forecast the Rate Year late payment amount in the current proceeding prior to the rate increase. Explain why this is a more reasonable methodology than applying the late payment factor of 0.48%, as approved by the Commission in the 2019 rate case, to the Company's forecast of sales revenues in the current proceeding.
5. Explain why the Company believes that using the late payment charge factor from the 2019 electric rate case is more reasonable than the actual ratio of late payment charges to sales revenues for the 12-months ended September 30, 2019 (before the COVID-19 Pandemic).
6. Explain in detail how the COVID-19 Pandemic (e.g., COVID-related Moratorium Orders) has affected the Company's late payment charge revenues for the 12-months ended September 30, 2020 and September 30, 2021, including any changes to the Company's policies or accounting procedures.
7. Provide the actual late payment charge revenue lost by the Company each month, broken down by electric and gas operations, due to the various New York Executive Orders or law changes since the onset of the COVID-19 pandemic to date. This is an ongoing request and should be updated every month during these proceedings.

Response

1. The tables below show the actual late payment charge revenues per month for calendar years 2018 through 2021 for electric and gas:

	Electric Late Payment Charges			
	2018	2019	2020	2021
Jan	$ 3,007,349	$ 3,613,745	$ 3,696,101	$ (126,475)
Feb	$ 2,817,843	$ 2,970,368	$ 2,958,365	$ (52,760)
Mar	$ 3,235,284	$ 3,362,136	$ 1,264,206	$ (60,100)
Apr	$ 2,937,799	$ 2,995,526	$ (206,158)	$ (57,068)
May	$ 3,068,827	$ 3,151,310	$ (134,030)	$ (28,831)
Jun	$ 2,889,846	$ 2,863,246	$ (95,958)	$ (28,192)
Jul	$ 3,009,662	$ 3,131,756	$ (107,549)	$ (110,525)
Aug	$ 3,911,778	$ 3,697,784	$ (91,351)	$ (6,154)
Sep	$ 3,398,478	$ 3,648,123	$ (91,003)	$ 5,146,500
Oct	$ 4,014,278	$ 4,104,970	$ (313,396)	$ 10,807,741
Nov	$ 3,782,805	$ 3,327,911	$ (153,496)	$ 9,459,413
Dec	$ 3,304,410	$ 3,447,567	$ (207,033)	$ 9,375,287

	Gas Late Payment Charges			
	2018	2019	2020	2021
Jan	$ 509,288	$ 647,063	$ 328,176	$ (19,390)
Feb	$ 598,435	$ 731,066	$ 646,542	$ (13,953)
Mar	$ 716,741	$ 945,702	$ 518,693	$ (7,711)
Apr	$ 705,498	$ 939,404	$ (73,906)	$ (22,586)
May	$ 689,214	$ 1,013,890	$ (5,957)	$ (11,883)
Jun	$ 737,222	$ 708,273	$ (46,473)	$ (15,836)
Jul	$ 513,580	$ 649,388	$ (19,064)	$ (24,521)
Aug	$ 595,892	$ 748,881	$ (18,846)	$ (23,362)
Sep	$ 397,222	$ 686,927	$ (135,983)	$ 640,383
Oct	$ 510,257	$ 516,397	$ (54,622)	$ 2,120,836
Nov	$ 514,717	$ 680,712	$ (12,421)	$ 1,825,127
Dec	$ 523,653	$ (33,808)	$ (20,904)	$ 1,805,369

2. The tables below show the actual sales revenues per month for calendar years 2018 through 2021 for electric and gas. Note that these amounts do not include NYPA related revenues as recorded in FERC accounts titled “Miscellaneous Revenues,” “Other Electric Revenues” or “Revenues from Transportation of Gas of Others through Distribution Facilities.” Such revenues were also used to develop the late payment factors in the Company’s prior rate cases.

	Electric Sales Revenue

	2018	2019	2020	2021
Jan	$ 617,097,533	$ 582,278,331	$ 521,303,705	$ 606,826,823
Feb	$ 433,959,141	$ 439,568,126	$ 499,619,024	$ 627,152,323
Mar	$ 539,480,449	$ 518,771,717	$ 501,463,942	$ 551,986,164
Apr	$ 494,373,281	$ 441,539,052	$ 466,009,533	$ 491,519,310
May	$ 562,670,388	$ 481,012,738	$ 487,634,831	$ 609,212,983
Jun	$ 589,411,247	$ 666,500,016	$ 731,458,903	$ 779,396,077
Jul	$ 928,543,931	$ 944,345,943	$ 942,187,005	$ 883,880,718
Aug	$ 799,056,821	$ 704,959,105	$ 737,703,671	$ 925,803,376
Sep	$ 715,408,470	$ 674,424,169	$ 635,761,635	$ 735,533,948
Oct	$ 622,272,204	$ 561,889,053	$ 564,783,468	$ 632,942,272
Nov	$ 525,145,656	$ 509,859,077	$ 533,817,459	$ 560,954,568
Dec	$ 489,661,069	$ 549,699,832	$ 593,463,265	$ 554,215,887

	Gas Sales Revenue			
	2018	2019	2020	2021
Jan	$ 264,390,436	$ 344,393,606	$ 276,469,276	$ 314,754,207
Feb	$ 224,763,953	$ 258,797,900	$ 255,627,250	$ 296,575,595
Mar	$ 250,653,572	$ 220,478,252	$ 209,627,224	$ 240,838,277
Apr	$ 173,407,632	$ 138,511,725	$ 144,790,493	$ 163,405,116
May	$ 103,907,610	$ 99,485,117	$ 99,582,054	$ 121,118,851
Jun	$ 91,489,768	$ 78,167,189	$ 77,909,928	$ 97,217,304
Jul	$ 84,660,959	$ 67,568,112	$ 50,819,908	$ 83,682,907
Aug	$ 87,863,649	$ 70,737,011	$ 94,891,492	$ 71,981,020
Sep	$ 72,989,832	$ 74,917,592	$ 77,644,937	$ 117,303,535
Oct	$ 133,462,149	$ 115,222,216	$ 112,671,219	$ 110,402,001
Nov	$ 169,904,782	$ 187,722,855	$ 166,235,553	$ 256,847,571
Dec	$ 264,953,597	$ 240,501,667	$ 281,823,712	$ 271,749,225

3. As stated in the Accounting Panel Testimony, the Company proposes to continue full, symmetric reconciliation of late payment fees, in order to make both the customers and the Company whole. For simplicity, the Company used the Electric late payment charge factor that was approved in the 2019 case for both its Electric and Gas operations in this filing. The Company is open to using the Gas late payment charge factor that was approved in the 2019 case for Gas Operation.

4. Refer to the Company's response to Part 3 above for the purpose of the Company's proposal of full reconciliation of late payment fees. For simplicity, the Company uses the late payment charge levels as approved in the 2019 cases in this filing.

5. Refer to the Company's responses to Parts 3 and 4 above.

6. In March 2020, CECONY stopped assessing new late payment charges for all customers. For the twelve months ended September 30, 2020 and September 30, 2021, the late payment charges that were not billed were approximately $23 million and $41 million lower than the amounts that were approved to be collected pursuant to CECONY's rate plans.

7. Please see “DPS 3-277-Attachment”

Consolidated Edison Company of New York, Inc.
Cases 22-E-0064 & 22-G-0065
IR DPS-3-277

Other Operating Revenues: Late Payment Charges, Year 2020, by Month

Thousands of Dollars

Actuals per GL	January	February	March	April	May	June	July	August	September	October	November	December	YTD 2020
Electric	3,696	2,958	1,264	(206)	(134)	(96)	(108)	(91)	(91)	(313)	(153)	(207)	6,519
Gas	$328	647	519	(74)	(6)	(46)	(19)	(19)	(136)	(55)	(12)	(21)	1,105
Total Actuals	$4,024	$3,605	$1,783	($280)	($140)	($142)	($127)	($110)	($227)	($368)	($165)	($228)	$7,624
Rate Allowance													
Electric	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$35,462
Gas	$708	$708	$708	$708	$708	$708	$708	$708	$708	$708	$708	$708	$8,500
Total Rate Allowance	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$43,962
Variation													
Electric	$741	$3	($1,691)	($3,161)	($3,089)	($3,051)	($3,063)	($3,047)	($3,046)	($3,269)	($3,108)	($3,162)	($28,943)
Gas	($380)	($62)	($190)	($782)	($714)	($755)	($727)	($727)	($844)	($763)	($721)	($729)	($7,395)
Total Variation	$361	($59)	($1,881)	($3,944)	($3,803)	($3,806)	($3,790)	($3,774)	($3,890)	($4,032)	($3,829)	($3,891)	($36,337)

Over / (Under)

Consolidated Edison Company of New York, Inc.
Cases 22-E-0064 & 22-G-0065
IR DPS-3-277

Other Operating Revenues: Late Payment Charges, Year 2021, by Month

Thousands of Dollars

Actuals per GL	January	February	March	April	May	June	July	August	September	October	November	December	YTD 2021
Electric	($126)	($53)	($60)	($57)	($29)	($28)	($111)	($6)	$5,147	$10,808	$9,459	$9,375	$34,319
Gas	($19)	($14)	($8)	($23)	($12)	($16)	($25)	($23)	$640	$2,121	$1,825	$1,805	$6,252
Total Actuals	($146)	($67)	($68)	($80)	($41)	($44)	($135)	($30)	$5,787	$12,929	$11,285	$11,181	$40,571
Rate Allowance													
Electric	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$37,228
Gas	$751	$751	$751	$751	$751	$751	$751	$751	$751	$751	$751	$751	$9,010
Total Rate Allowance	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$46,238
Variation													
Electric	($3,229)	($3,155)	($3,162)	($3,159)	($3,131)	($3,130)	($3,213)	($3,108)	$2,044	$7,705	$6,357	$6,273	($2,909)
Gas	($770)	($765)	($759)	($773)	($763)	($767)	($775)	($774)	($110)	$1,370	$1,074	$1,055	($2,758)
Total Variation	($3,999)	($3,920)	($3,921)	($3,933)	($3,894)	($3,897)	($3,988)	($3,883)	$1,934	$9,075	$7,431	$7,328	($5,666)
Over / (Under)													

Consolidated Edison Company of New York, Inc.
Cases 22-E-0064 & 22-G-0065
IR DPS-3-277

Other Operating Revenues: Late Payment Charges, Year 2022, by Month

Thousands of Dollars

Actuals per GL	January	February	March	April	May	June	July	August	September	October	November	December	YTD 2022
Electric	$11,262												$11,262
Gas	$2,300												$2,300
Total Actuals	$13,562	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$13,562
Rate Allowance													
Electric	$3,240												$3,240
Gas	$802												$802
Total Rate Allowance	$4,042	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$4,042
Variation													
Electric	$8,022	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$8,022
Gas	$1,498	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$1,498
Total Variation	$9,520	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$9,520
Over / (Under)													

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-3
Date of Response: March 15, 2022
Responding Witness: Accounting Panel

Question No. :277-Supp1
This supplemental response provides the monhly update request in sub-part 7 of the original question:
7. Provide the actual late payment charge revenue lost by the Company each month, broken down by electric and gas operations, due to the various New York Executive Orders or law changes since the onset of the COVID-19 pandemic to date. This is an ongoing request and should be updated every month during these proceedings.

Response
Please see "Attachment DPS 3-277 Supplemental"

Consolidated Edison Company of New York, Inc.
Cases 22-E-0064 & 22-G-0065
IR DPS-3-277

Other Operating Revenues: Late Payment Charges, Year 2020, by Month
Thousands of Dollars

Actuals per GL	January	February	March	April	May	June	July	August	September	October	November	December	YTD 2020
Electric	3,696	2,958	1,264	(206)	(134)	(96)	(108)	(91)	(91)	(313)	(153)	(207)	6,519
Gas	$328	647	519	(74)	(6)	(46)	(19)	(19)	(136)	(55)	(12)	(21)	1,105
Total Actuals	$4,024	$3,605	$1,783	($280)	($140)	($142)	($127)	($110)	($227)	($368)	($165)	($228)	$7,624
Rate Allowance													
Electric	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$35,462
Gas	$708	$708	$708	$708	$708	$708	$708	$708	$708	$708	$708	$708	$8,500
Total Rate Allowance	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$43,962
Variation													
Electric	$741	$3	($1,691)	($3,161)	($3,089)	($3,051)	($3,063)	($3,047)	($3,046)	($3,269)	($3,108)	($3,162)	($28,943)
Gas	($380)	($62)	($190)	($782)	($714)	($755)	($727)	($727)	($844)	($763)	($721)	($729)	($7,395)
Total Variation	$361	($59)	($1,881)	($3,944)	($3,803)	($3,806)	($3,790)	($3,774)	($3,890)	($4,032)	($3,829)	($3,891)	($36,337)
Over / (Under)													

Consolidated Edison Company of New York, Inc.
Cases 22-E-0064 & 22-G-0065
IR DPS-3-277

Other Operating Revenues: Late Payment Charges, Year 2021, by Month

Thousands of Dollars

Actuals per GL	January	February	March	April	May	June	July	August	September	October	November	December	YTD 2021
Electric	($126)	($53)	($60)	($57)	($29)	($28)	($111)	($6)	$5,147	$10,808	$9,459	$9,375	$34,319
Gas	($19)	($14)	($8)	($23)	($12)	($16)	($25)	($23)	$640	$2,121	$1,825	$1,805	$6,252
Total Actuals	($146)	($67)	($68)	($80)	($41)	($44)	($135)	($30)	$5,787	$12,929	$11,285	$11,181	$40,571
Rate Allowance													
Electric	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$37,228
Gas	$751	$751	$751	$751	$751	$751	$751	$751	$751	$751	$751	$751	$9,010
Total Rate Allowance	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$46,238
Variation													
Electric	($3,229)	($3,155)	($3,162)	($3,159)	($3,131)	($3,130)	($3,213)	($3,108)	$2,044	$7,705	$6,357	$6,273	($2,909)
Gas	($770)	($765)	($759)	($773)	($763)	($767)	($775)	($774)	($110)	$1,370	$1,074	$1,055	($2,758)
Total Variation	($3,999)	($3,920)	($3,921)	($3,933)	($3,894)	($3,897)	($3,988)	($3,883)	$1,934	$9,075	$7,431	$7,328	($5,666)

Over / (Under)

Consolidated Edison Company of New York, Inc.
Cases 22-E-0064 & 22-G-0065
IR DPS-3-277

Other Operating Revenues: Late Payment Charges, Year 2022, by Month

Thousands of Dollars

Actuals per GL	January	February	March	April	May	June	July	August	September	October	November	December	YTD 2022
Electric	$11,262	$10,648											$21,910
Gas	$2,300	$2,247											$4,547
Total Actuals	$13,562	$12,895	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$26,457
Rate Allowance													
Electric	$3,240	$3,240											$6,480
Gas	$802	$802											$1,604
Total Rate Allowance	$4,042	$4,042	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$8,084
Variation													
Electric	$8,022	$7,408	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$15,430
Gas	$1,498	$1,445	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$2,943
Total Variation	$9,520	$8,853	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$18,373
Over / (Under)													

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-3
Date of Response: April 15, 2022
Responding Witness: Accounting Panel

Question No. :277-Supp2
This supplemental response provides the monhly update request in sub-part 7 of the original question:
7. Provide the actual late payment charge revenue lost by the Company each month, broken down by electric and gas operations, due to the various New York Executive Orders or law changes since the onset of the COVID-19 pandemic to date. This is an ongoing request and should be updated every month during these proceedings.

Response

Please see " Attachment DPS 3-277 Supplemental"

Consolidated Edison Company of New York, Inc.
Cases 22-E-0064 & 22-G-0065
IR DPS-3-277

Other Operating Revenues: Late Payment Charges, Year 2020, by Month

Thousands of Dollars

Actuals per GL	January	February	March	April	May	June	July	August	September	October	November	December	YTD 2020
Electric	3,696	2,958	1,264	(206)	(134)	(96)	(108)	(91)	(91)	(313)	(153)	(207)	6,519
Gas	$328	647	519	(74)	(6)	(46)	(19)	(19)	(136)	(55)	(12)	(21)	1,105
Total Actuals	$4,024	$3,605	$1,783	($280)	($140)	($142)	($127)	($110)	($227)	($368)	($165)	($228)	$7,624
Rate Allowance													
Electric	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$2,955	$35,462
Gas	$708	$708	$708	$708	$708	$708	$708	$708	$708	$708	$708	$708	$8,500
Total Rate Allowance	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$3,663	$43,962
Variation													
Electric	$741	$3	($1,691)	($3,161)	($3,089)	($3,051)	($3,063)	($3,047)	($3,046)	($3,269)	($3,108)	($3,162)	($28,943)
Gas	($380)	($62)	($190)	($782)	($714)	($755)	($727)	($727)	($844)	($763)	($721)	($729)	($7,395)
Total Variation	$361	($59)	($1,881)	($3,944)	($3,803)	($3,806)	($3,790)	($3,774)	($3,890)	($4,032)	($3,829)	($3,891)	($36,337)

Over / (Under)

Consolidated Edison Company of New York, Inc.
Cases 22-E-0064 & 22-G-0065
IR DPS-3-277

Other Operating Revenues: Late Payment Charges, Year 2021, by Month

Thousands of Dollars

Actuals per GL	January	February	March	April	May	June	July	August	September	October	November	December	YTD 2021
Electric	($126)	($53)	($60)	($57)	($29)	($28)	($111)	($6)	$5,147	$10,808	$9,459	$9,375	$34,319
Gas	($19)	($14)	($8)	($23)	($12)	($16)	($25)	($23)	$640	$2,121	$1,825	$1,805	$6,252
Total Actuals	($146)	($67)	($68)	($80)	($41)	($44)	($135)	($30)	$5,787	$12,929	$11,285	$11,181	$40,571
Rate Allowance													
Electric	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$3,102	$37,228
Gas	$751	$751	$751	$751	$751	$751	$751	$751	$751	$751	$751	$751	$9,010
Total Rate Allowance	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$3,853	$46,238
Variation													
Electric	($3,229)	($3,155)	($3,162)	($3,159)	($3,131)	($3,130)	($3,213)	($3,108)	$2,044	$7,705	$6,357	$6,273	($2,909)
Gas	($770)	($765)	($759)	($773)	($763)	($767)	($775)	($774)	($110)	$1,370	$1,074	$1,055	($2,758)
Total Variation	($3,999)	($3,920)	($3,921)	($3,933)	($3,894)	($3,897)	($3,988)	($3,883)	$1,934	$9,075	$7,431	$7,328	($5,666)

Over / (Under)

Consolidated Edison Company of New York, Inc.
Cases 22-E-0064 & 22-G-0065
IR DPS-3-277

Other Operating Revenues: Late Payment Charges, Year 2022, by Month

Thousands of Dollars

Actuals per GL	January	February	March	April	May	June	July	August	September	October	November	December	YTD 2022
Electric	$11,262	$10,648	$13,225										$35,135
Gas	$2,300	$2,247	$2,760										$7,307
Total Actuals	$13,562	$12,895	$15,985	$0	$0	$0	$0	$0	$0	$0	$0	$0	$42,442
Rate Allowance													
Electric	$3,240	$3,240	$3,240										$9,720
Gas	$802	$802	$802										$2,406
Total Rate Allowance	$4,042	$4,042	$4,042	$0	$0	$0	$0	$0	$0	$0	$0	$0	$12,126
Variation													
Electric	$8,022	$7,408	$9,985	$0	$0	$0	$0	$0	$0	$0	$0	$0	$25,415
Gas	$1,498	$1,445	$1,958	$0	$0	$0	$0	$0	$0	$0	$0	$0	$4,901
Total Variation	$9,520	$8,853	$11,943	$0	$0	$0	$0	$0	$0	$0	$0	$0	$30,316
Over / (Under)													

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-16
Date of Response: March 21, 2022
Responding Witness: Accounting Panel

Question No. :481
Subject: Other Operating Revenues: Late Payment Charges

Refer to the Company's response to IR DPS-3-277, question 2. The Company states that the monthly sales revenues provided "…do not include NYPA related revenues as recorded in FERC accounts titled 'Miscellaneous Revenues,' 'Other Electric Revenues' or 'Revenues from Transportation of Gas of Others through Distribution Facilities.' Such revenues were also used to develop the late payment factors in the Company's prior rate cases."
1. Indicate under which line item(s) of the revenue requirement model NYPA related revenues recorded in FERC accounts "Miscellaenous Revenues," "Other Electric Revenues," and "Revenues from Transportation of Gas of Others through Distribution Facilities" were included in Case 19-E-0065 and 19-G-0066.
2. Indicate under which line item(s) of the revenue requirement model NYPA related revenues recorded in FERC accounts "Miscellaenous Revenues," "Other Electric Revenues," and "Revenues from Transportation of Gas of Others through Distribution Facilities" were included in the current proceeding for both the HTY and RY1.
3. For both electric and gas, provide the Company's actual NYPA revenues as recorded in FERC accounts "Miscellaenous Revenues," "Other Electric Revenues," and "Revenues from Transportation of Gas of Others through Distribution Facilities," per month, for calendar years 2018 through 2021.

Response
1. The HTY and RY levels of such NYPA related revenues recorded in FERC accounts "Miscellaneous Revenues," "Other Electric Revenues," and "Revenues from Transportation of Gas of Others through Distribution Facilities" were normalized out of the Other Operating Revenue line and included in the "Sales & Deliveries to Public" line for the Company's past rate cases as well as the current rate proceeding.
2. See response to part 1 above.
3. "Attachment DPS-16-481" contains the actual NYPA revenues as recorded in FERC accounts "Miscellaneous Revenues," "Other Electric Revenues," and "Revenues from Transportation of Gas of Others through Distribution Facilities," per month, for calendar years 2018 through 2021, for both electric and gas.

Attachment DPS-16-481

Sum of Transaction Amount	Column Labels												
Row Labels	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Grand Total
ELECTRIC													
2018	(48,866,210.05)	(33,693,584.01)	(41,991,502.08)	(44,909,001.77)	(49,831,631.80)	(61,281,323.76)	(73,127,833.89)	(72,911,069.56)	(74,293,643.27)	(54,126,402.32)	(52,066,676.66)	(34,710,420.22)	(641,809,299.39)
2019	(56,671,455.08)	(39,606,676.46)	(41,797,351.89)	(43,532,137.19)	(49,302,883.36)	(65,430,514.93)	(72,596,422.50)	(67,084,818.47)	(73,210,778.23)	(55,580,592.15)	(43,618,803.19)	(46,055,627.88)	(654,488,061.33)
2020	(51,685,615.77)	(40,711,733.69)	(42,593,472.18)	(43,263,270.23)	(39,504,409.53)	(63,247,485.14)	(79,807,269.50)	(63,872,776.38)	(62,267,386.62)	(62,423,933.60)	(40,654,041.32)	(48,841,668.28)	(638,873,062.24)
2021	(43,961,835.28)	(43,741,959.92)	(46,039,791.14)	(47,499,411.41)	(49,842,930.72)	(68,338,656.50)	(75,573,821.22)	(77,417,046.65)	(67,341,769.88)	(61,938,311.52)	(50,399,956.53)	(52,830,658.36)	(684,926,149.13)
GAS													
2018	(2,099,080.84)	(2,057,096.48)	(2,228,000.07)	(2,025,162.73)	(2,159,840.16)	(2,297,113.01)	(3,050,818.14)	(3,318,742.53)	(2,778,020.45)	(2,481,066.67)	(1,956,985.95)	(2,228,172.50)	(28,680,099.53)
2019	(1,880,860.32)	(2,011,108.20)	(2,109,809.08)	(1,845,104.46)	(1,952,898.90)	(2,219,842.33)	(2,570,326.15)	(2,140,373.97)	(2,442,308.18)	(1,858,606.48)	(1,859,775.12)	(1,921,960.89)	(24,812,974.08)
2020	(1,901,285.73)	(1,775,438.12)	(1,871,724.53)	(1,846,699.14)	(1,955,007.24)	(1,918,778.32)	(2,632,764.60)	(2,541,858.42)	(2,281,743.77)	(1,846,472.95)	(1,766,815.34)	(1,920,031.05)	(24,258,619.21)
2021	(1,437,237.09)	(1,835,240.65)	(2,686,002.82)	(849,309.46)	(2,209,101.54)	(2,353,597.04)	(2,860,933.49)	(2,494,875.40)	(2,642,092.86)	(2,567,417.95)	(2,671,027.06)	(2,540,961.45)	(27,147,796.81)

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-19
Date of Response: March 31, 2022
Responding Witness: Accounting Panel

Question No. :547
Subject: Meter Recovery Revenues

1. Refer to the Company's Excel Workpaper "AP-EG3, Schedule 5 – OOR," (Customer Ops tab), which provides the forecasted Meter Recovery revenues for calendar year 2022 in the amount of $378K. Provide the calculation and supporting documentation for how this amount was derived.
2. Refer to the Company's Excel Workpaper "AP-EG3, Schedule 5 – OOR," (Customer Ops tab), which indicates the Company developed the forecasted Meter Recovery revenues for calendar year 2023, by reducing the calendar year 2022 forecast by 20% due to recovery from Covid.
a. Explain the nature of the 20% reduction in revenues due to recovery from Covid.
b. Explain why the Company believes it is appropriate to reduce the calendar year 2022 forecasted revenues by 20%, due to recovery from Covid, to develop its calendar year 2023, forecasted Meter Recovery revenues.
3. Refer to the Company's Excel Workpaper "AP-EG3, Schedule 5 – OOR," (Customer Ops tab), which indicates the Company developed the forecasted meter recovery revenues based only on commercial accounts, since most residential customers will be able to be turned off remotely via AMI.
a. Provide the number of residential accounts with AMI meters.
b. Provide the number of residential accounts without AMI meters.
c. Provide a revised forecast of Meter Recovery revenues inclusive of residential accounts without AMI meters for calendar year 2022.
4. Refer to the Company's Excel Workpaper "AP-EG3, Schedule 5 – OOR," (3 Year History and Forecast tab), which provides the actual meter recovery revenues for calendar years 2019, 2020 and 2021.
a. For the electric operations, the revenues decreased from $3.8M in calendar year 2019, to $2.5M in calendar year 2020, and $2.5M in calendar year 2020, to $1.0M in calendar year 2021. Confirm whether the year over year decrease in revenues is the result of the installation of AMI meters. If not, explain why the revenues are decreasing year over year.
b. For the gas operations, the revenues increased from $47K to $357K from calendar year 2019 to calendar year 2020. Explain what caused the significant increase in revenues.
c. For the gas operations, the revenues decreased from $357K to $20K from calendar year 2020, to calendar year 2021. Explain what caused the significant decrease in revenues.

Response

1. The Company forecasted that 2022 revenues in the Meter Recovery category would be 10 percent of the 2019 revenues because the suspension of collections due to the COVID-19 pandemic distorted its revenues in the Meter Recovery category for 2020 and 2021. The Company believes 10% of 2019 revenues to be a reasonable assumption because, as explained in its responses to DPS-3-275 and DPS-4-282, the vast majority of residential accounts will have remote connect / disconnect (RCD) capable electric meters by the end of 2022, making it unlikely that meter recovery will be necessary to address customer arrearages except for commercial customers without RCD-capable meters.

2. (a) The Company expects that, by 2023, customers in arrears will be reduced as the economy recovers and those still in arrears will be more likely to be on a payment agreement with flexible terms, as the Company has offered throughout the pandemic. Customers therefore are less likely to require meter recovery in order to address their arrearages. As such, we forecasted a further modest reduction in Meter Recovery revenues of 20% from the 2022 forecast.

   (b) Please see the response to Part 2(a).

3. a. There are currently 3,022,096 residential accounts with AMI meters.

   b. There are 126,427 residential accounts without AMI meters.

   c. The Company does not believe it is necessary to revise its Meter Recovery revenue projections based on the number of residential non-AMI metered customers who will also meet the criteria for a meter recovery charge because this population will be minimal.

4. a. Electric Meter Recovery revenues decreased steadily from 2019 to 2020 and from 2020 to 2021 for multiple reasons. Most notably, the Company suspended collections and terminations-related activity for all customers due to the COVID-19 pandemic in March 2020. Once the Company stopped these activities, it resulted in a decrease in meter recovery revenues. Additionally, as AMI penetration increases, the Company is able to remotely disconnect meters for non-payment after one field visit, making meter recovery efforts less necessary.

   An item to note is that AMI Refusal Fees were incorrectly mapped to the Meter Recovery activity and caused the Historic Test Year levels to be overstated in the periods for the 12 months ended September 2019 and 2020 for both electric and gas, and slightly understated for electric for the 12 months ended September 2021. The Company will correct the mapping going forward and will make the necessary update in the Preliminary Update filing. The table below shows the amounts of AMI Refusal Fees that were inadvertently mapped to Meter Recovery:

Electric	
12 months ended September 2019	$ 458,400

12 months ended September 2020	$ 758,100
12 months ended September 2021	$ (13,300)
Gas	
12 months ended September 2019	$ 14,200
12 months ended September 2020	$ 334,600

b. Gas Meter Recovery revenues increased from $47K in 2019 to $357K in 2020 due to an inadvertent error, resulting in mapping of AMI Refusal Fees to the Meter Recovery activity. See response to part 4a above relating to AMI Refusal fees.

c. See response to part 4a above for the reasons supporting the decrease. There was no AMI Refusal Fee revenue for the period of 12 months ended September 2021.

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-32
Date of Response: April 22, 2022
Responding Witness: Accounting Panel

Question No. :761
Subject: Meter Recovery Revenues

1. Refer to the Company's response to IR DPS 19-547, question 1, in which the Company indicates that it developed the forecasted meter recovery revenues for calendar year 2022 by taking 10% of the 2019 revenues. Further, the Company indicates that 10% is a reasonable assumption because, as explained in response to IRs DPS 3-275 and DPS 4-282, the vast majority of residential accounts will have remote connect/disconnect capable meters by the end of calendar year 2022. Staff reviewed the above responses provided by the Company, which provided an explanation as to why the Company believes the reduction is necessary but do not include a calculation of the 10%.
a. Provide the calculation of the 10% used to develop the calendar year 2022 forecast.
b. Provide any analysis or supporting documentation used to develop the 10%.
2. Refer to the Company's response to IR DPS 19-547, question 2, in which the Company indicates that it expects that by calendar year 2023, customers in arrears will be reduced as the economy recovers and those still in arrears will be more likely to be on a payment agreement and thus, forecasted a further reduction in meter recovery revenue of 20%.
a. Provide the calculation of the 20% used to develop the calendar year 2023 forecast.
b. Provide any analysis or supporting documentation used to develop the 20%.
3. Refer to the Company's response to IR DPS 19-547, question 4, in which the Company indicates that it suspended collections and terminations-related activity for all customers due to the COVID-19 pandemic in March 2020. Indicate when the Company resumed assessing meter recovery fees.
4. Refer to the Company's response to IR DPS 19-547, question 4, in which the Company indicates that the meter recovery revenues erroneously included AMI refusal fees.
a. Please confirm that the tables below correctly reflect the Company's actual meter recovery revenues for calendar years 2019, 2020 and 2021. If not, provide the corrected amount of revenues in each year.
b. Explain whether the AMI Refusal Fees are the same as AMI Opt Out Fees. If not, explain the nature of AMI Refusal Fees.
c. Explain whether the Company understated the AMI Opt Out Fees shown in the Company's Excel Workpaper, "AP-EG3, Schedule 5 – OOR (3 Year History and Forecast tab), for calendar years 2019, 2020 and 2021, as a result of this mapping error. If so, provide the corrected amounts.

5. Refer to the Company's Excel Workpaper, "AP-EG3, Schedule 5 – OOR", (Customer Ops tab), which provides the forecasted Meter Recovery revenues for calendar year 2022, in the amount of $378K.
a. Confirm these forecasted revenues are based only on commercial accounts. If not, indicate the other accounts included in these revenues.
b. Provide the actual meter recovery revenues, for all types of accounts (e.g., residential, commercial, etc.), by month, for October 2021 through March 2022.

Response

1.a. The Company made a judgment call on the forecasted meter recovery revenue for calendar year 2022 by assuming 10% of the 2019 revenues based on the vast majority of residential accounts having remote connect / disconnect (RCD) capable electric meters by the end of 2022, making it unlikely that meter recovery will be necessary to address customer arrearages except for commercial customers without RCD-capable meters. The Company does not have any specific calculations to support this assertion.

b. The Company does not have any specific analysis or supporting documentation used to develop the 10% figure.

2.a. The Company's forecast is that by calendar year 2023, customers in arrears will be reduced as the economy recovers and those still in arrears will be more likely to be on a payment agreement. The Company is aware there is COVID-19 governmental relief that customers have already received and will continue to receive. The Company has also proactively been making customers aware of their options for payment agreements, to which customers have been responding. The Company considered these factors along with the expected economic recovery to make a judgment call on the forecast of a further reduction in meter revenue recovery of 20% in 2023.

b. The Company does not have any specific analysis or supporting documentation used to develop the 20% figure.

3. The Company has not resumed assessing fees related to meter recovery.

4.a .The amounts stated for meter recovery revenues for the 12-month periods ending in September 2019, 2020, and 2021 were correct for both electric and gas.

b. AMI Refusal Fees are not the same as AMI Opt Out Fees. AMI Opt Out Fees are manual meter reading fees, which the Company may assess if a customer opts out of AMR or AMI metering or refuses to permit the Company to install such metering.

An explanation of AMI Refusal Fees can be found in the Company's tariff (Leaf 107, 1.1):

> The Company's duly authorized representatives shall have the right of access to the premises of the Customer and to all of the Company's property thereon at all reasonable

> times for the purpose of reading and testing meters, inspecting equipment used in connection with its service, metering the demand, ascertaining and counting the connected load of the Customer's installation, installing, inspecting, maintaining and replacing, where necessary, its load testing equipment, removing its property, or any other proper purpose except as provided below.
>
> However, in non-emergency situations, entry to the premises of residential Customers shall be limited to non-holiday workdays between 8 A.M. and 6 P.M., or at such other reasonable times as may be requested by a residential Customer; or between 8 A.M. and 9 P.M. on any day when there is evidence of meter tampering or theft of service. However, when an emergency may threaten the health and safety of a person, the surrounding area, or the Company's distribution system, or when authorized by a court order, entry by authorized Company representatives shall be permitted at any time for purpose of the inspection and examination permitted under this paragraph. A Customer who at any time, directly or indirectly prevents or hinders the inspection or examination provided under this provision, at any reasonable time, may be billed a $100 penalty charge for each such offense. In addition, the Company shall have all other remedies against such a Customer as are provided under this tariff or at law.

c. The AMI Opt Out Fees were correctly reflected in workpapers supporting Exhibit AP-EG3, Schedule 5 – OOR for the 12-month periods ending in September 2019, 2020 and 2021. AMI Refusal Fees and AMI Opt Out Fees are different in nature as indicated in Company's response to part 4b above.

5.a. The forecast revenue was based only on commercial accounts.

b. Actual Meter Recovery revenues for October 2021 to March 2022 are included in the table below. As indicated in Company's response to DPS 19-547, question 4, AMI Refusal Fees were incorrectly mapped to Meter Recovery revenues. In the table below AMI Refusal Fees were deducted from the total to arrive at the correct level for Meter Recovery revenues for the periods requested.

Note that the Meter Recovery revenue actuals and forecast shown in AP-EG3 Schedule 05 – OOR include a number of different revenue sources combined together, including meter recovery fees, unhonored check charges, and theft of service investigation charges. As such, the Meter Recovery revenue actuals in the table below show a limited amount of revenue even though the Company has not resumed activities related to replevin of meters.

Attachment DPS-32-761 Part 5b
Consolidated Edison Company of New York, Inc.
Meter Recovery Fees October 2021 to March 2022

	GL Activity 7087 (A)	AMI Refusal Fees (B)	Meter Recovery Fees (C)= (A)-(B)
ELECTRIC			
2021			
Oct	99,884.67	(300)	100,184.67
Nov	251,066.61	(800)	251,866.61
Dec	197,848.61	(500)	198,348.61
2022			-
Jan	1,177,482.39	1,019,400	158,082.39
Feb	1,380,768.49	1,218,596	162,172.29
Mar	2,607,544.56	2,420,900	186,644.56
GAS			
2021			
Oct	1,487.00		1,487.00
Nov	(24,091.57)		(24,091.57)
Dec	(9,830.00)		(9,830.00)
2022			
Jan	5,126.00	13,300	(8,174.00)
Feb	28,797.60	34,700	(5,902.40)
Mar	34,419.20	42,100	(7,680.80)

Note- For illustration purposes, positive dollar sign represents revenues, negative dollar sign represents reversals - debits to revenues.

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-35
Date of Response: April 14, 2022
Responding Witness: Accounting Panel

Question No. :783
Subject: Meter Recovery Revenues

Refer to the Company's Excel Workpaper "AP-EG3, Schedule 5 – OOR" (3 Year History and Forecast tab), which provides the actual Meter Recovery revenues for calendar years 2019, 2020, and 2021. Provide the actual meter recovery revenues for all types of accounts (e.g., residential, commercial, etc.) for calendar years 2016, 2017, and 2018.

Response

The meter recovery revenues for 2016 to 2018 are included in Attachment DPS-35-783.

Attachment DPS-35-783
Consolidated Edison Company of New York, Inc.
Meter Recovery 2016 to 2019

Row Labels	Sum of Transaction Amount
ELECTRIC	
2016	(3,282,954.50)
2017	(3,527,266.70)
2018	(3,255,386.49)
GAS	
2016	(27,473.40)
2017	(30,042.40)
2018	(32,465.80)
Grand Total	(10,155,589.29)

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-32
Date of Response: April 15, 2022
Responding Witness: Customer Operations Panel

Question No. :759
Subject: AMI Opt Out Fees

Refer to the Company's Excel Workpaper "AP-EG3, Schedule 5 – OOR."
1) On the tab labeled "Customer Ops," the Company indicated that there was a decrease in the total number of completed AMI Opt Outs on Staten Island from January 2021 to May 2021 of approximately 2.5% which, all else equal, would result in a drop of 5% for the year.
a. Provide the number of completed AMI Opt Outs for Staten Island, by month, for calendar year 2020.
b. Provide the number of completed AMI Opt Outs for Staten Island, by month, for calendar year 2021.
2) On the tab labeled "Customer Ops," the Company assumed a 5% annual decrease in the amount of AMI Opt Out fees every year after CY 2023.
a. Explain why the Company expects the AMI Opt Out fees to decrease by 5% year over year.
b. Provide any analysis performed by the Company or any other documentation to support the Company's assertion that the AMI Opt Out fees will decrease by 5% annually.
3) Provide the number of completed AMI Opt Outs, for all boroughs, for calendar years 2017, 2018 and 2019.
Refer to the Company's response to IR DPS 19-545.
4) In response to question 4(b), the Company indicates that one of the assumptions used to develop the forecasted AMI Opt Out Fees is that the Company will not assess four months of manual reading fees per year as a result of missed readings during adverse weather conditions.
a. Explain how the Company reached the conclusion to exclude four months from the calculation and provide any analysis or documentation to support the conclusion.

Response

1.a. Please see the table below for the number of completed AMI opt-outs for Staten Island by month for calendar year 2020.

January	695
February	676
March	674
April	659
May	654

June	644
July	639
August	634
September	634
October	632
November	631
December	628

b. Please see the table below for the number of completed AMI opt-outs for Staten Island by month for calendar year 2021.

January	623
February	620
March	617
April	615
May	610
June	607
July	605
August	606
September	604
October	601
November	601
December	598

2.a. The Company expects AMI opt-out fees to decrease by 5 percent year over year based on a review of historical data for Staten Island, which has completed mass deployment of AMI and shown a consistent, steady decline in the number of customers who have opted out of AMI. At the time of the forecast, the number of opt-out customers in Staten Island had declined about 2.5 percent over the previous six months (January 2021 to June 2021). The Company assumed that this trend would continue and that we would see an overall decline of about 5 percent for the year because, when opt-out customers move out of their premises, the Company is then able to install smart meters in those locations, leading to a further decrease in AMI opt-out fees. This prediction was validated by the Company's experience over the remainder of 2021, as the number of opt-out customers in December 2021 was 4.8 percent lower than a year earlier.

b. Please see the Company's response to Questions 1 and 2(a) above.

3. Please see the table below for the number of completed AMI opt-outs, for all boroughs for calendar years 2017, 2018 and 2019.

	Staten Island	Westchester	Brooklyn	Manhattan	Bronx	Queens
2017	156	90	N/A	N/A	N/A	N/A
2018	574	385	265	77	N/A	N/A
2019	739	1,116	693	448	70	117

4.a. The Company concluded that, on average, it will not assess four months of manual reading fees per year because of missed readings during adverse weather conditions based on the assumption that adverse weather conditions would prevent it from manually reading meters once each in the winter and summer months.

When a customer opts out of AMI, the Company will attempt to read the meter manually bi-monthly and render bills monthly. The monthly bills will contain an incremental charge of $9.50 per electric account or combined electric and gas account, at half the charge specified in General Rule 17.1.f. Where the Company is unable to perform a manual meter reading due to adverse weather, the Company will not assess manual meter reading fees for that two-month cycle.

The Company does not have documentation to support the assumption that it will be unable to perform a certain number of manual meter readings due to adverse weather events, but this conclusion is supported by its experience of severe weather events adversely affecting meter reading schedules, most often in the winter and summer months.

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-42
Date of Response: May 09, 2022
Responding Witness: Customer Energy Solutions / Accounting Panels

Question No. :812
Subject: No Access Fees

Refer to the Company's Rate Year forecast for No Access Fees as shown in Exhibit___(AP-E3), Schedule 5 and Exhibit___(AP-G3), Schedule 5.

1. Provide the cumulative number of AMI meters deployed, by month, from 1/1/2019 through 12/31/2021.

2. Provide the dollar amounts of No Access Fees assessed, by month, from 1/1/2019 through 4/30/2020.

Response

1. Please see table for the cumulative number of AMI meters deployed, by month, from 1/1/2019 through 12/31/2021.

Year/Month	Total Actual - Installed	Total Cumulative
2017 - 2018	793,071	793,071
2019-January	95,781	888,852
2019-February	126,834	1,015,686
2019-March	123,721	1,139,407
2019-April	126,628	1,266,035
2019-May	128,924	1,394,959
2019-June	129,609	1,524,568
2019-July	121,688	1,646,256
2019-August	132,590	1,778,846
2019-September	145,401	1,924,247
2019-October	143,497	2,067,744
2019-November	113,321	2,181,065
2019-December	105,762	2,286,827
2020-January	141,555	2,428,382
2020-February	127,587	2,555,969
2020-March	75,593	2,631,562

2020-April	2,119	2,633,681
2020-May	2,710	2,636,391
2020-June	22,544	2,658,935
2020-July	101,321	2,760,256
2020-August	141,695	2,901,951
2020-September	131,414	3,033,365
2020-October	130,623	3,163,988
2020-November	131,762	3,295,750
2020-December	107,744	3,403,494
2021-January	118,940	3,522,434
2021-February	94,875	3,617,309
2021-March	126,006	3,743,315
2021-April	117,233	3,860,548
2021-May	120,052	3,980,600
2021-June	91,108	4,071,708
2021-July	75,105	4,146,813
2021-August	80,218	4,227,031
2021-September	61,746	4,288,777
2021-October	62,665	4,351,442
2021-November	56,200	4,407,642
2021-December	42,853	4,450,495
1Q2022	93,729	4,544,224
Total 01/01/2019 through 12/31/2021	3,657,424	
Total Project Installations through 03/31/2022	4,544,224	

2. Please find the requested No Access Fees information from January 2019 through April 2022 in DPS-42-812 Att. 1. (Please note that if a month is not included in the attachment, it means that there was no activity in the account for the month.)

Consolidated Edison of New York, Inc.
No Access Revenues from January 2019 to April 2022

Row Labels	Sum of Transaction Amount
ELECTRIC	
2019	-$14,482,300.00
2020	-$2,248,200.00
2021	$13,000.00
2022	-$977,825.00
GAS	
2019	-$2,409,250.00
2020	-$488,175.00
2021	$2,575.00
2022	-$91,275.00
(blank)	

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-13
Date of Response: March 11, 2022
Responding Witness: N/A

Question No. :422
Subject: New York Facilities Agreement

1. Refer to the Company's Excel Workpaper, "AP-EG, Schedule 05 – OOR" (3 Year History and Forecast tab), which indicates rent revenues related to the New York Facilities Agreement in the amount of $7.7M, $6.8M, and $8.0M, for the 12 months ended 12/31/19, 12/31/20, and 12/31/21, respectively. Provide supporting documentation for the rent revenues related to the New York Facilities agreement for the 12 months ended 12/31/19, 12/31/20, and 12/31/21.
2. Refer to page 53 of the Company's Accounting Panel Testimony, which indicates that the Rate Year forecast of New York Facilities revenues reflects the Historic Test Year amount. Explain why the Historic Test Year amount is a reasonable amount to use to forecast the New York Facilities revenues in the Rate Year.

Response

1. The levels indicated in the question and as reflected in Company's workpaper were for 12 months ended September 2019, 2020, and 2021. Please refer to "Attachment DPS-13-422" for the general ledger details supporting the historic levels for these periods.
2. Using the historic year as the estimate for the future years' revenues is a conservative approach given the complicated calculation of the expected New York Facilities revenues which is based on actual gas flows, the timing on newly installed facilities, and a combined model that is run annually with National Grid with the proposed projects with anticipated in-service dates for the upcoming year to calculate the payment for the upcoming winter season.

Consolidated Edison Company of New York, Inc.
22-E-0064, 22-G-0065
Attachment DPS-13-422
Attachment 1

GL Compar	GL Natural	GL Natural	GL Ferc Acc	GL Ferc Acc	GL Service	GL Service	GL Locatio	GL Locatio	GL Master	GL Master	GL Activity	GL Activity	GL Elemen	GL Elemen	GL Cost Ce	GL Cost Ce	GL Provide	GL Provide	Accounting	Accounting	GL Journal	Folio Numl	Journal He	Journal Lin	Transaction Amount	GL Effective Date	GL Inter Co	Fiscal Perio	JE Preparer	JE Creation Date	Historic Year - 12 months ended September
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 15-/	51165	2768249~2	51165	Recurring	To record c	(518,000.00)	4/30/2019	0	19-Apr		4/15/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 23-I	51165	2786976~2	51165	Recurring	To record c	(518,000.00)	5/31/2019	0	19-May		5/23/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 25-.	51165	2807474~2	51165	Recurring	To record c	(518,000.00)	7/31/2019	0	19-Jul		7/25/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 25-I	51165	2749257~2	51165	Recurring	To record c	(518,000.00)	3/31/2019	0	19-Mar		3/25/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 26-/	51165	2826159~2	51165	Recurring	To record c	(518,000.00)	8/31/2019	0	19-Aug		8/26/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 26-.	51165	2794002~2	51165	Recurring	To record c	(518,000.00)	6/30/2019	0	19-Jun		6/26/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 27-!	51165	2859244~2	51165	Recurring	To record c	(518,000.00)	9/30/2019	0	19-Sep		9/27/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 28-I	51165	2719262~2	51165	Recurring	To record c	(518,000.00)	2/28/2019	0	19-Feb		2/28/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Spreadshe	50644	2182285~1	50644	Spreadshe	To record c	(11,036,333.33)	11/30/2018	0	18-Nov	Yang, Ashle	12/6/2018	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Spreadshe	50644	2182285~9	50644	Spreadshe	To record c	(507,333.33)	11/30/2018	0	18-Nov	Yang, Ashle	12/6/2018	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Spreadshe	50648	2373487~5	50648	Spreadshe	To record c	(507,333.33)	12/31/2018	0	18-Dec	Yang, Ashle	1/5/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Spreadshe	50601	2612240~5	50601	Spreadshe	To record c	(518,000.00)	1/31/2019	0	19-Jan	Yang, Ashle	2/6/2019	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 15-I	51165	2937192~2	51165	Recurring	To record c	(518,000.00)	11/30/2019	0	19-Nov		11/15/2019	2020
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 15-I	51165	2889091~2	51165	Recurring	To record c	(518,000.00)	10/31/2019	0	19-Oct		10/15/2019	2020
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 19-I	51165	2968190~2	51165	Recurring	To record c	(518,000.00)	12/31/2019	0	19-Dec		12/19/2019	2020
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	51165: 31-.	51165	3061190~2	51165	Recurring	To record c	(518,000.00)	1/31/2020	0	20-Jan		1/31/2020	2020
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Reverses "1	Reverses "1	3065449~2	51165	Recurring	To record c	518,000.00	1/31/2020	0	20-Jan		2/4/2020	2020
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Spreadshe	50730	3239375~9	50730	Spreadshe	Reclass NY	(2,311,924.28)	7/31/2020	0	20-Jul	Yang, Ashle	8/6/2020	2020
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	AUG-20 Sal	3251676~10		Receivable	Journal Im	(577,981.07)	8/31/2020	0	20-Aug	UC_User, L	8/17/2020	2020
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	SEP-20 Sal	3266539~8		Receivable	Journal Im	(577,981.07)	9/30/2020	0	20-Sep	UC_User, L	9/16/2020	2020
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	APR-20 Sal	3118337~16		Receivable	Journal Im	(1,733,943.21)	4/30/2020	0	20-Apr	UC_User, L	4/13/2020	2020
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7032	OTHER RE\	85	OTHER	9916	CORP ACC1	9916	CORP ACC1	Receivable	NOV-18 Cr	2114271~5		Receivable	Journal Im	8,976,745.70	11/30/2018	0	18-Nov	UC_User, L	11/28/2018	2019
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	OCT-20 Sal	3273103~11		Receivable	Journal Im	(1,633,174.89)	10/31/2020	0	20-Oct	UC_User, L	10/19/2020	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	OCT-20 Cre	3274940~9		Receivable	Journal Im	1,633,174.89	10/31/2020	0	20-Oct	UC_User, L	10/21/2020	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	OCT-20 Sal	3274941~10		Receivable	Journal Im	(1,633,174.89)	10/31/2020	0	20-Oct	UC_User, L	10/21/2020	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	NOV-20 Sa	3281616~10		Receivable	Journal Im	(574,582.84)	11/30/2020	0	20-Nov	UC_User, L	11/9/2020	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	DEC-20 Sal	3335916~16		Receivable	Journal Im	(574,583.44)	12/31/2020	0	20-Dec	UC_User, L	12/9/2020	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	JAN-21 Sal	3407929~18		Receivable	Journal Im	(574,583.44)	1/31/2021	0	21-Jan	UC_User, L	1/11/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	FEB-21 Sal	3504928~13		Receivable	Journal Im	(47,128.78)	2/28/2021	0	21-Feb	UC_User, L	2/9/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	FEB-21 Sal	3510924~14		Receivable	Journal Im	(527,454.66)	2/28/2021	0	21-Feb	UC_User, L	2/10/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	MAR-21 Sa	3553068~20		Receivable	Journal Im	(574,583.44)	3/31/2021	0	21-Mar	UC_User, L	3/8/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	APR-21 Sal	3568548~16		Receivable	Journal Im	(574,583.44)	4/30/2021	0	21-Apr	UC_User, L	4/8/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	MAY-21 Sa	3595243~18		Receivable	Journal Im	(574,583.44)	5/31/2021	0	21-May	UC_User, L	5/12/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	JUN-21 Sal	3625359~15		Receivable	Journal Im	(574,583.44)	6/30/2021	0	21-Jun	UC_User, L	6/16/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	JUL-21 Sal	3643351~7		Receivable	Journal Im	(527,454.66)	7/31/2021	0	21-Jul	UC_User, L	7/15/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	JUL-21 Sal	3647394~11		Receivable	Journal Im	(47,128.78)	7/31/2021	0	21-Jul	UC_User, L	7/21/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	AUG-21 Sal	3680387~11		Receivable	Journal Im	(574,583.44)	8/31/2021	0	21-Aug	UC_User, L	8/16/2021	2021
210	41114	OTHER RE\	4930	RENT FROI	20	GAS	0	UNASSIGN.	0	Default	7030	OTHER RE\	85	OTHER	9944	GAS OPERA	9916	CORP ACC1	Receivable	SEP-21 Sal	3737591~8		Receivable	Journal Im	(574,583.44)	9/30/2021	0	21-Sep	UC_User, L	9/20/2021	2021

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Case: 22-E-XXXX, 22-G-XXXX

Response to DPS Interrogatories – Set DPS-9
Date of Response: March 08, 2022
Responding Witness: Accounting Panel

Question No. :359
Subject: Other Operating Revenue- Purchase of Receivable (POR) Discount

Refer to page 44 of the Company's Accounting Panel testimony which explains that the Rate Year forecast for the POR discount reflects the current Historic Test Year level.
1. Explain why the Company forecasted the Rate Year level of POR discount based on the Historic Test Year level instead of using a three-year or five-year average.
Refer to pages 120 through 121 of the Company's Accounting Panel testimony in which the Company proposes to reconcile the POR related revenues against the level included in the revenue requirement since ESCOs can opt-in or opt-out of the POR program depending on the annual rate which drives variability in the POR discount revenue collected.
2. For calendar years 2015 through 2021, identify the number of ESCOs that have participated in Con Edison's electric and gas POR program.
3. For calendar years 2015 through 2021, for each instance in which an ESCO has opted-in or opted-out of the POR program:
a. identify the name of the ESCO;
b. the date of opt-in or opt-out; and
c. the reason for the opt-in or opt-out (e.g., change of annual rate).
4. For each ESCO that participated in Con Edison's electric and gas POR program, indicate if the ESCO's entire customer base in Con Edison's service territory was enrolled in the POR program. If not, provide the number accounts for each ESCO that participated in Con Edison's POR program by ESCO and service classification at year end for calendar years 2015 through 2021.
5. Refer to the Company's Excel workpaper entitled "AP-EG3 Schedule 5 OOR" which is used to support the Company's Rate Year revenue forecast for the POR Discount. On the tab labeled "3 Year History and Forecast" the Company indicates the revenue for electric and gas service in the amount of $22.6M, $27.8M, and $17.5M for calendar years 2019 through 2021.
a. Explain the methodology used by the Company to calculate POR Discount revenues and POR program costs (i.e., uncollectible accounts expense, program administration costs, credit and collection costs, etc.).
b. Provide detailed support for the derivation of each of the above historic POR Discount revenues.
c. Provide the Company's electric and gas POR Discount revenue for calendar years 2017 and 2018.
6. Provide the actual annual electric and gas account receivables purchased from the ESCOs for calendar years 2015 through 2021.

7. Provide the electric and gas POR discount rate applicable to the POR program by cost component (i.e., uncollectible rate, program administration cost rate, credit and collection function rate with respect to ESCO receivables, etc.) for the rate year and calendar years 2015 through 2021.
8. In Case 13-G-0031, on page 27 of the Company's Accounting Panel Testimony (lines 20-23), the Company included a "Interest on Purchase of Receivables Program" line item under its Other Operating Revenue forecast and indicates these revenues represent interest accrued on the revenues generated from the discount of the purchase of ESCO receivables. Explain the nature of these revenue and why the Company did not reflect these revenues in the current filing?

Response

1. The Company was being consistent with the approach that the Company and Staff took in the previous proceedings, Cases 19-E-0065 and 19-G-0066. In those cases, the Company proposed to use the Historic Test Year level, due to the steep increase in the gas revenues from $3.6 million to $8.6 million. In these cases, the Company's decision to use the Historic Test Year level was based on the steep decrease in the gas revenues from $7.6 million to $2.9 million. The gas POR revenues are down to 73% of the prior year and to 39% of the year prior to that. The electric POR revenues declined from $22.6 million to $17.5 million in two years. The electric POR revenues are down to 63% of the prior year and to 78% of the year prior to that.

2. The Company has this data beginning in 2016.

Year	ESCO Count
2016	204
2017	215
2018	215
2019	201
2020	203
2021	193

3.
   a. See the attached document, labeled "DPS-9-359, Attachment A." The Company has this data beginning in 2016.
   b. See the attached document, labeled "DPS-9-359, Attachment A." The Company has this data beginning in 2016.
   c. We do not maintain this information.

4. We do not track this information by ESCO or service class. We are providing the year end customer count by bill option for all customers in the Consolidated Edison Service territory served by an ESCO.

Year	CUBS	Dual Billed	Total	CUBS

	Customers	Customers		Percent
2015	832,652	41,594	874,246	95%
2016	863,933	46,933	910,866	95%
2017	821,639	47,108	868,747	95%
2018	734,709	47,650	782,359	94%
2019	716,311	48,356	764,667	94%
2020	627,470	43,042	670,512	94%
2021	560,754	39,279	600,033	93%

5.

a. The POR Discount is described in the Company's tariff, P.S.C. 10 Electric Tariff, at Leaf 146. The POR Discount Percentage consists of an Uncollectible Bill Percentage, a Risk Factor, a Credit and Collections ("C&C") component and an Incremental Cost component associated with POR program administration. The uncollectible component is the Company's uncollectible rate for all residential, small non-residential and POR electric and gas customers. The risk factor component is 15 percent of the uncollectible rate. The incremental cost component is a fixed rate of 0.15 percent to compensate the Company for incremental costs associated with the POR program administration. The C&C costs for POR customers are reconciled every year through the C&C component of the POR Discount Percentage. The reconciliation is performed annually by comparing the annual target for POR C&C to actual POR C&C revenue. Any over or under collections are included in the Credit and Collections Component for the upcoming POR Discount Percentage. This percentage is included in the Statement of Purchase of Receivable Discount Percentage.

b. The 2021 uncollectible rate of 0.5 percent was calculated by dividing the uncollectibles of $41.7 million by the sales of $8,404.3 million for the period December 2019 through November 2020. The 2021 risk factor of 0.08 percent is 15% of the 0.5 percent uncollectible rate. The 2021 incremental cost component is 0.15 percent. The Credit and Collection component of 0.17 percent is based on the C&C related POR discount to be collected ($0.8 million) and the estimated supply revenue ($435.1 million) for 2021. The 2021 collection amount of $0.8 million is a net amount of the $10.4 million C&C POR target and the $9.6 million overcollection from the prior reconciliation period. The $0.8 million collection divided by the estimated supply revenue of $435.1 million results in the C&C component for POR discount of 0.17 percent.

c. Electric POR Discount revenues for the 12 months ended September 2017 and 2018 were $26,975,703.87 and $26,716,875.01, respectively. The gas POR Discount revenues for the 12 months ended September 2017 and 2018 were $6,397,347.27 and $8,642,337.28, respectively.

6. See the attached document, labeled "DPS-9-359, Attachment A." The Company has this data beginning in 2016.

7.

Service	Effective Date	Total POR Rate	Uncollectible Bill Percentage	Risk Factor	Credit and Collections Component	Incremental Cost Component
EL	1/1/2015	2.85	0.95	0.14	1.61	0.15
EL	1/1/2016	2.77	0.88	0.13	1.61	0.15
EL	1/1/2017	2.68	0.8	0.12	1.61	0.15
EL	2/1/2017	2.81	0.8	0.12	1.74	0.15
EL	1/1/2018	2.73	0.69	0.1	1.79	0.15
EL	1/1/2019	2.45	0.66	0.1	1.54	0.15
EL	1/1/2020	3.05	0.72	0.11	2.07	0.15
EL	2/1/2020	3.62	0.72	0.11	2.64	0.15
EL	1/1/2021	0.90	0.5	0.08	0.17	0.15

Service	Effective Date	Total POR Rate	Uncollectible Bill Percentage	Risk Factor	Credit and Collections Component	Incremental Cost Component
Gas	1/1/2015	2.30	0.95	0.14	1.06	0.15
Gas	1/1/2016	2.26	0.88	0.13	1.1	0.15
Gas	1/1/2017	2.17	0.8	0.12	1.1	0.15
Gas	2/1/2017	4.24	0.8	0.12	3.17	0.15
Gas	1/1/2018	4.11	0.69	0.1	3.17	0.15
Gas	1/1/2019	3.37	0.66	0.1	2.46	0.15
Gas	1/1/2020	3.55	0.72	0.11	2.57	0.15
Gas	2/1/2020	1.37	0.72	0.11	0.39	0.15
Gas	1/1/2021	1.86	0.5	0.08	1.13	0.15

8. The Company reconciles actual POR credit and collections to the target it is collecting through a surcharge. The Company calculates interest on the deferred under or over collection. The interest refunded, pursuant to Case 13-G-0031 was interest calculated on an overcollection related to this reconciliation. The Company did not reflect the interest in the proceeding because currently this interest is refunded or recovered via a surcharge.

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Name (3a)	2016	2017	2018	2019	2020	2021	Opt in(3b)
ABC ENERGY LLC (F)	1,130,077.34	1,166,975.09	1,208,427.50	1,471,016.38	1,328,353.57	1,156,157.80	02/27/2013
ABEST GREEN POWER	14,572.31	-	61,619.83	114,271.11	565,195.22	1,369,218.45	08/23/2013
ABN ENERGY LLC	1,532,532.35	1,120,162.51	916,020.81	774,035.28	649,839.13	616,082.09	05/25/2011
ABN ENERGY LLC (F)DBA GREATENERGYREBATE.	63,204.54	112,738.86	133,180.18	120,775.63	113,542.09	127,623.27	12/13/2010
ACCENT ENERGY	-	-	-	359.62	64.04	-	12/04/2007
ACCENT ENERGY MIDWEST GAS	984,668.16	1,165,319.13	1,254,697.14	967,530.24	506,762.88	-	12/04/2007
ACCENT ENERGY MIDWEST LLC	11,988,206.86	9,182,661.98	8,813,569.25	6,979,194.80	2,705,015.49	6,178.13	12/04/2007
AGERA ENERGY LLC	7,480,937.96	12,812,684.54	13,387,350.63	11,169,001.39	450,287.90	-	12/11/2014
AGERA ENERGY LLC (F)	428,936.14	1,765,076.29	3,106,029.64	2,199,384.19	195,668.17	-	12/11/2014
AGGRESSIVE ENERGY (F) LLC	5,816,421.00	7,464,862.72	8,708,368.84	6,429,970.46	6,243,904.55	10,816,917.86	12/29/2009
AGGRESSIVE ENERGY LLC	10,181,566.37	9,217,631.46	16,554,397.00	19,681,817.34	20,239,059.16	26,494,287.49	08/27/2012
AGWAY ENERGY SERVICES LLC	5,752,300.66	4,895,074.04	4,235,079.61	2,986,818.97	2,314,895.64	2,293,993.86	05/08/2009
AGWAY ENERGY SVCS (F)	993,682.07	1,103,792.33	1,107,939.79	912,381.22	661,733.55	648,836.06	05/08/2009
ALL AMERICAN POWER AN D GAS LLC	-	-	4,721,488.95	9,736,123.61	6,658,938.44	7,866,120.14	01/05/2018
ALL CHOICE ENERGY LLC	-	-	438,035.65	1,960,905.52	2,503,752.67	2,545,677.94	04/13/2018
ALL CHOICE ENERGY LLC (F)	-	-	74,929.27	359,901.29	362,905.95	281,344.00	04/13/2018
ALPHA GAS & ELEC (F)	391,852.34	347,036.97	348,229.36	489,011.35	684,286.88	530,167.86	04/07/2011
ALPHA GAS & ELECTRIC LLC	3,701,098.12	2,695,079.05	2,351,411.54	3,587,370.49	6,955,112.25	6,343,818.23	05/04/2011
AMBIT NEW YORK (F)LLC	3,852,110.27	4,348,244.47	3,467,244.99	-	2,456.04	-	11/03/2007
AMBIT NEW YORK, LLC	32,984,737.05	25,168,991.50	28,058,535.88	23,032,472.82	24,608,446.23	27,169,692.74	07/02/2007
AMERICAN POWER & GAS LLC	18,858,881.76	15,339,811.42	11,480,432.31	9,825,666.69	9,200,454.56	10,109,613.10	03/20/2012
AMERICAN POWER & GAS LLC (F)	2,619,777.84	2,495,252.86	2,519,154.97	2,165,456.45	1,711,129.36	2,113,545.97	03/20/2012
AMERIGREEN ENERGY INC (F)	272,916.47	522,886.91	1,180,054.53	2,332.28	9.43	-	09/12/2013
AMERISTAR ENERGY (F)	457,215.14	393,580.54	258,619.29	6,341.22	-	2,210.97	11/16/2007
AMERISTAR ENERGY LLC	2,640,399.56	1,815,141.75	1,590,222.00	-	-	547.14	08/30/2011
AMPLIFIED POWER & GAS LLC	3,174.82	-	417.46	-	-	-	10/24/2012
AMPLIFIED POWER & GAS LLC (F)	8.81	-	-	-	-	-	10/24/2012
AP GAS & ELECTRIC LLC	6,354,215.09	4,197,941.91	3,726,701.25	3,412,154.43	2,873,897.91	256,905.18	01/19/2010
AP GAS & ELECTRIC(NY) LLC	7,358,985.03	2,269,873.34	1,315,309.06	931,880.20	639,563.75	3,938,267.10	03/14/2012
APPROVED ENERGY II LL C	-	515,487.58	1,441,220.74	2,253,683.99	2,926,976.28	4,469,670.28	01/11/2017
APPROVED ENERGY II LL C (F)	-	820,093.78	3,028,268.11	3,519,360.93	4,863,746.98	5,232,582.83	01/11/2017
ASC ENERGY (F)	50,386.38	106,819.10	148,454.66	166,205.47	110,996.44	129,365.86	10/12/2010
ASC ENERGY SERVICES INC.	-	173,817.64	335,444.79	610,060.86	1,453,839.35	1,874,431.44	10/12/2010
ASSOCIATED RENEWABLE INC.	316.32	198.25	224.24	-	-	-	11/12/2015
ASTRAL ENERGY LLC	7,600,975.16	3,564,442.92	2,696,580.37	2,232,364.23	2,147,896.39	2,883,462.19	04/13/2019
ASTRAL ENERGY LLC (F)	196,344.95	164,607.29	210,799.30	300,820.30	298,214.55	421,533.99	10/03/2013
ATLANTIC ENERGY (F) LLC	2,547,074.49	2,322,402.32	2,318,104.25	2,675,199.36	1,906,028.55	1,390,113.09	07/24/2012
ATLANTIC ENERGY LLC	19,173,246.05	19,957,502.87	17,773,146.25	15,625,209.79	10,007,680.23	8,069,657.20	7/24/2012
ATLANTIC POWER AND GA S LLC	1,314,509.47	1,177,055.43	1,075,154.77	830,313.75	664,352.43	556,030.23	07/24/2014
ATLANTIC POWER AND GA S LLC (F)	146,185.39	189,483.65	200,459.82	184,387.53	160,892.77	156,983.86	07/24/2014
BLUCO ENERGY LLC	-	10.02	-	-	-	-	02/10/2011
BLUCO ENERGY LLC (F)	7,934.75	249.42	281.56	-	-	-	08/27/2007
BLUE ROCK ENERGY (F)	380,355.36	593,999.13	1,228,553.46	108,079.05	598.72	-	01/10/2011
BLUEROCK ENERGY INC	7,399,127.99	6,745,324.07	6,302,236.92	56,972.14	-	15,134.52	01/27/2010
BOUNCE ENERGY NY, LLC	21,630.45	12.72	-	-	-	-	02/27/2013
BROWNS ENERGY SERVICE LLC	4,244,032.38	3,446,607.45	2,801,659.01	2,220,630.09	2,343,154.54	2,163,026.70	07/31/2009
BROWNS FUEL SVC (F)	566,750.10	581,039.80	506,614.10	411,919.55	267,306.85	273,965.12	08/27/2007
BUY ENERGY DIRECT (F)	328,287.80	290,232.93	301,710.71	261,952.15	194,120.37	102,579.02	08/25/2010
BUY ENERGY DIRECT LLC	5,199,075.61	3,871,885.27	3,561,979.34	2,135,526.75	1,527,130.11	3,067,214.48	05/28/2010
CASTLE ENERGY (F)SOLUTIONS LLC	3,620.50	-	-	-	-	-	03/25/2011
CCA-CONED SOLUTIONS	31,906,410.76	8,338,718.27	24,791.79	-	515.91	150.49	04/05/2016
CCA-CONSTELLATION NEW ENERGY INC (MM)	-	37,928,670.03	52,414,787.67	57,952,649.45	63,662,364.69	55,180,255.82	01/24/2017
CENSTAR ENERGY (F)	4,711,629.47	4,066,508.57	3,169,216.67	13,477.41	197.90	-	03/20/2009
CENSTAR ENERGY CORP.	20,780,975.12	20,168,218.21	14,550,907.48	96,964.40	-	1,766.42	06/07/2011
CHAMPION ENERGYSERVICES	2,462,615.09	2,116,936.27	1,918,254.51	1,081,036.47	1,006,756.88	2,662,337.32	08/23/2013
CHIEF ENERGY GAS LLC (F)	800,702.50	1,143,270.30	1,233,213.94	1,189,373.82	1,004,798.46	726,008.94	08/27/2007
CHIEF ENERGY POWERLLC	6,960,712.04	5,705,708.30	6,006,889.31	5,996,875.15	5,595,610.23	5,471,683.80	08/04/2010
CIMA ENERGY SOLUTIONS LLC (F)	-	-	-	6,216,945.34	10,713,154.21	5,754,319.74	04/15/2019
CITIZENS CHOICE (F)	237,714.50	302,943.23	290,581.56	210,111.81	145,384.15	110,226.00	09/24/2010
CITIZENS CHOICEENERGY LLC	2,315,045.53	2,684,760.11	1,687,733.78	1,298,076.03	1,078,050.01	942,098.01	12/02/2010
CITY POWER & GAS (F)	1,241,954.07	1,052,196.20	946,729.85	-	12,666.78	144,346.46	12/13/2010
CITY POWER & GAS LLC	7,901,175.72	7,319,800.16	7,040,992.05	4,517,533.83	3,675,566.18	4,390,108.56	04/03/2012
CLEANCHOICE ENERGY IN C.	3,947,009.69	7,231,783.46	11,289,476.81	15,449,503.62	19,718,440.56	26,085,652.10	01/01/2014
CLEARVIEW ELEC (F)	-	30,900.91	218,148.52	201,008.92	135,097.25	24,727.09	08/16/2013
CLEARVIEW ELECTRICINC	319,808.53	1,295,842.69	2,847,492.41	3,156,978.95	3,585,887.36	3,987,832.73	02/19/2008
COLUMBIA UTIL (F)	1,499,294.67	1,450,698.04	1,377,040.09	962,801.52	765,209.22	1,367,252.41	08/09/2007
COLUMBIA UTILITIESPOWER LLC	3,974,453.61	1,623,724.48	1,270,002.72	1,371,115.26	3,176,998.98	6,208,296.46	07/02/2007
COMMERCE ENERGY INC D/B/A AMIGO ENERGY	752,971.58	491,524.10	410,306.99	330,472.89	184,833.34	-	04/24/2012
CONEDISON SOLUTIONS	19,213,423.48	4,145,159.83	-	-	-	-	07/02/2007
CONSTELLATION (F)ENERGY GAS CHOICE	1,441,330.41	1,339,020.95	28,441.17	1,333.86	14.74	-	07/23/2007
CONSTELLATION ENERGY POWER CHOICE INC.	5,456,034.75	430,094.13	-	429.98	-	-	07/23/2007
CONSTELLATION ENERGY SERVICES INC	1,531,668.37	1,127,275.53	-	-	-	-	08/06/2007
CONSTELLATION N.E.INC	1,254,128.40	578,330.68	-	-	-	-	11/24/2015
CONSTELLATION NE GAS DIVISION LLC	-	644,727.04	2,301,926.41	2,461,497.84	3,666,597.63	3,081,842.64	06/15/2017
CONSTELLATION NEW ENE RGY INC (MM)	35,264.82	12,724,169.62	16,729,554.25	16,484,134.81	17,107,652.60	10,494,329.77	09/21/2016
CONSTELLATION NEWENER GY INC (C&I)	-	2,446,302.63	5,544,288.30	11,399,504.02	12,825,370.39	10,689,049.79	09/21/2016
DAVID ENERGY SUPPLY, LLC	-	-	-	-	-	75,317.73	03/24/2021
DEFINITE ENERGY GROUP	293,406.62	301,544.95	149,978.69	1,197.99	-	-	04/15/2014
DEFINITE ENERGY GROUP	446,455.65	412,136.36	157,928.49	337.72	-	-	12/04/2013
DIRECT ENERGY (F)	10,722,534.71	9,169,151.50	9,127,340.02	8,402,061.52	5,431,232.11	5,160,416.14	07/02/2007
DIRECT ENERGY BUSINES MKTNG LLC DBA DEB(	196,960.50	292,508.63	542,247.74	4,457,435.22	7,726,548.11	11,565,562.98	11/21/2013
DIRECT ENERGY SERVICE LLC	59,361,742.47	39,917,013.99	31,228,806.20	24,595,525.37	16,617,761.56	15,342,500.12	07/02/2007

DIRECT ENERGY SMALL BUSINESS LLC	202.78	136.55	-	-	-	-	11/06/2007
DIRECT ENERGYBUSINESS LLC	28,278,344.66	20,958,161.02	32,686,306.77	34,601,365.59	28,644,994.79	20,819,094.60	07/02/2007
DUAL FUEL ENERGY CORP (F)	490,804.45	1,006,013.63	1,183,822.37	1,133,430.98	735,445.59	790,608.78	08/23/2013
DUAL FUEL ENERGY CORP (F)	490,804.45	1,006,013.63	1,183,822.37	1,133,430.98	735,445.59	790,608.78	08/23/2013
EAGLE POWER AUTHORITY INC.	1,007,028.90	949,888.33	993,817.39	1,031,460.45	983,274.54	1,069,108.29	05/04/2011
EAST COAST POWER (F)	6,814,923.22	8,912,593.71	14,432,615.81	13,393,132.25	6,676,070.33	-	08/12/2008
EAST COAST POWER (F)	6,814,923.22	8,912,593.71	14,432,615.81	13,393,132.25	6,676,070.33	-	08/12/2008
EAST COAST POWER INC	13,819,015.76	21,083,880.51	29,896,819.35	31,892,918.83	12,545,758.76	136,135.84	05/25/2011
EDF INDUSTRIAL POWER SERVICES (NY) LLC	-	-	281,210.01	-	95,852.47	744,326.63	05/04/2011
ELIGO ENERGY LLC	2,404,692.14	1,851,354.50	1,265,722.66	3,074,428.03	6,018,961.17	5,613,119.01	04/01/2013
ENERGY COOPERATIVE OF AMERICA, INC.	93,218.43	224,024.49	304,875.16	280,174.58	199,954.67	151,707.69	08/27/2007
ENERGY DISCOUNTERS LL C DBA MAX POWER (F	66,736.23	64,664.30	68,386.20	8.27	-	-	12/13/2011
ENERGY DISCOUNTERS LL C DBA MAXIMUM POWE	23,080.77	42,457.04	14,768.40	-	-	-	12/13/2011
ENERGY PLUS	16,267,881.55	11,133,315.53	9,509,714.11	7,751,353.66	6,587,342.16	5,821,455.64	10/01/2007
ENERGY PLUS NATURAL GAS LLC (F)	1,254,211.77	679,092.55	591,664.39	489,668.95	374,856.36	298,278.33	09/24/2010
ENERGY SOLUTIONS (F)	70,572.83	74,003.82	81,889.18	89,038.55	55,541.80	32,329.19	09/01/2010
ENERGY TECHNOLOGYSAVINGS INC	4,062.40	2,777.37	1,595.33	1,024.99	804.40	857.03	06/19/2014
ENGIE POWER AND GAS L LC	25,729,455.40	24,389,395.76	25,202,111.13	25,281,649.11	31,821,895.86	29,484,497.19	09/24/2010
ENGIE POWER AND GAS L LC (F)	13,117,105.58	14,948,586.60	20,480,587.92	27,467,128.18	32,433,019.63	35,823,490.26	08/27/2007
ENGIE RESOURCES LLC	3,767,896.87	3,982,379.41	2,389,747.84	1,437,683.67	1,305,988.47	644,195.65	04/24/2012
ENTRUST ENERGY EAST INC	6,399,836.86	14,961,368.44	15,808,103.88	9,080,101.51	4,080,383.66	685,459.77	02/22/2013
ENTRUST ENERGY EAST INC (F)	20,117.97	40,803.94	13,831.70	-	221.50	19.62	02/22/2013
EVERYDAY ENERGY DBA E NERGY REWARDS	-	-	-	-	1,239.14	3,536.06	11/13/2019
FAMILY ENERGY INC	25,709,573.69	25,430,671.16	28,145,038.69	26,814,465.62	33,003,422.12	40,936,117.18	08/02/2011
FAMILY ENERGY INC (F)	1,960,728.03	2,756,089.96	7,070,527.63	11,167,118.23	13,289,301.74	11,767,991.21	10/02/2009
FFC ENERGY LLC(F)	327,381.58	419,481.08	494,156.60	420,948.83	332,355.25	307,216.97	08/27/2007
FIRST CHOICE ENERGY (F)	717,821.50	256,220.79	336,088.92	368,788.22	347,929.19	395,107.32	04/03/2012
FIRST CHOICE ENERGY INC.	1,124,433.84	950,669.99	1,035,563.64	860,305.20	800,564.17	797,557.65	04/03/2012
FLANDERS ENERGY LLC	293,846.63	10,313,516.59	7,239,318.99	4,831,742.90	3,296,518.08	102,451.87	02/14/2013
FRONTIER UTILITIESNORTHEAST LLC	1,003,908.06	284,406.42	799.57	-	-	-	10/31/2013
FRONTIER UTILITIESNORTHEAST LLC (F)	85,542.43	39,514.34	-	-	-	-	10/31/2013
GALAXY ENERGY LLC	2,757,997.81	2,277,388.19	2,125,472.04	1,800,752.34	1,621,360.44	1,394,195.09	08/17/2012
GATEWAY ENERGY (F)	2,243,049.82	2,267,621.10	2,320,160.09	2,126,792.10	1,559,838.63	1,481,501.70	3/22/2004
GATEWAY ENERGYSERVICES	7,238,415.07	5,961,543.79	5,542,455.60	5,145,964.21	4,221,354.09	3,723,149.75	06/11/2007
GLACIAL ENERGYNEW YORK INC	-	64.89	-	-	-	-	07/02/2007
GLACIAL NAT GAS (F)	-	-	-	-	9.06	-	09/24/2010
GLOBAL ENERGY (F)	4,725,632.58	3,478,766.43	1,201,019.31	-	-	-	08/14/2009
GLOBAL ENERGY LLC	220,735.16	154,691.08	93,288.47	-	0.80	-	07/24/2012
GLOBAL ENERGY LLC	2,298,309.57	2,333,696.68	2,220,233.94	1,615,768.08	886,543.20	610,812.85	08/23/2011
GREAT AMERICAN GAS AN D ELECTRIC LLC	-	-	-	-	1,898,427.92	9,888,742.90	01/15/2020
GREAT AMERICAN GAS AN D ELECTRIC LLC (F)	-	-	-	-	1,606,838.14	5,740,144.83	01/15/2020
GREAT EASTERN (F)	7,278,293.39	8,453,301.17	10,498,528.18	6,404,496.75	63,738.83	-	07/23/2007
GREAT EASTERN ENERGY	23,216,503.40	23,204,737.21	26,711,220.44	3,317,634.51	-	-	06/25/2010
GREAT EASTERN RE (F)	63,825.79	46,986.93	33,527.95	-	20.22	-	07/23/2007
GREEN LIGHT ENERGY(F)	540,844.07	530,620.61	536,681.77	540,131.11	442,561.73	409,381.16	12/22/2009
GREEN MOUNTAIN	45,149,524.71	41,582,570.95	45,788,462.82	45,852,575.05	43,364,199.05	41,009,945.51	08/14/2009
GREEN MOUNTAIN LLC(GAS) (F)	-	-	25,647.59	146,708.68	210,150.31	163,426.74	11/15/2017
GREENLIGHT ENERGY INC	2,371,493.47	2,041,385.68	2,185,164.27	1,994,746.01	1,502,665.49	1,569,547.27	05/09/2012
GRID POWER DIRECT LLC	-	-	-	209,071.80	1,072,264.33	2,908,836.37	07/16/2019
GULF OIL LIMITEDPARTNERSHIPS	31.19	-	-	-	-	-	5/7/2013
HIGH RISE ENERGY (F)	813,725.24	709,300.80	596,264.32	480,430.54	335,607.92	242,087.97	11/14/2008
HIKO ENERGY LLC	7,593,411.66	7,244,745.37	6,422,750.14	22,619.09	-	-	06/14/2010
HIKO ENERGY LLC (F)	580,202.64	783,249.12	840,617.55	10,596.33	1,014.05	-	06/14/2010
HUDSON ENERGY (F)	3,894,016.38	4,205,315.95	4,399,463.51	3,914,107.78	3,082,018.46	2,393,894.15	11/06/2007
HUDSON ENERGYSERVICES	64,009,704.87	49,259,029.68	41,348,924.74	35,229,593.40	15,114,526.13	24,979,048.62	11/06/2007
ICON ENERGY LLC	-	-	-	-	-	5,621.62	06/22/2021
IDT ENERGY INC (F)	2,186,980.17	2,496,209.58	2,604,039.42	2,137,626.33	1,800,239.08	1,814,967.84	07/23/2007
IDT ENERGY, INC.	34,627,688.84	31,780,600.42	25,060,972.84	21,977,256.69	21,156,242.38	20,104,562.24	07/23/2007
INDEPENDENCE ENERGY GROUP LLC	-	309.03	504.38	566.50	313.00	-	11/08/2011
INSPIRE ENERGY HOLDIN GS LLC	224,378.04	187,311.09	127,683.98	1,488,571.07	2,490,704.48	2,747,872.14	09/30/2014
INTELLIGENT ENERGY(F)	1,798,638.98	2,001,147.73	3,197,750.02	1,835,157.42	28,884.72	14,743.92	07/02/2007
IRON ENERGY D/B/AKONA ENERGY	2,377,037.42	-	230.15	-	-	-	10/10/2012
JOSCO ENERGY CORP	14,081,476.51	15,801,843.10	14,201,284.33	12,785,561.06	9,904,384.44	6,888,636.03	02/11/2014
JOSCO ENERGY CORP (F)	1,083,809.19	1,636,326.84	1,797,079.73	1,562,064.26	1,059,289.53	708,728.51	02/11/2014
JUST ENERGY	27,594,532.18	21,077,236.09	18,008,875.83	14,528,743.95	11,488,699.61	5,916,346.11	10/30/2007
JUST ENERGY (F)	5,341,161.88	4,385,580.86	4,397,390.16	4,029,097.94	3,303,789.99	2,176,355.31	10/30/2007
KIWI ENERGY NY LLC	25,336,779.97	20,594,592.34	19,991,590.18	15,124,539.72	15,031,353.45	12,425,494.44	09/01/2010
KIWI ENERGY NY LLC(F)	2,973,952.36	3,039,813.51	3,056,855.49	2,574,312.15	1,969,457.15	2,005,055.53	09/01/2010
L&L ENERGY LLC	645,477.14	531,476.49	19.85	-	-	-	04/03/2012
L&L ENERGY LLC (F)	54,878.44	31,793.57	-	-	-	-	04/03/2012
LEXINGTON POWER &LIGHT, LLC	4,528,550.76	3,643,479.83	2,726,435.40	211,723.25	-	-	11/19/2010
LEXINGTON POWER (F)	359,183.46	438,926.95	536,836.67	172,406.24	103.75	-	11/19/2010
LIBERTY POWER CORP	-	-	-	-	-	867.35	09/25/2007
LIBERTY POWER HOLDING S LLC	33,330,396.22	21,335,663.23	12,653,054.63	14,140,773.08	15,736,880.73	13,723,082.14	09/25/2007
LOGISTIC ENERGY LLC	-	-	-	1,045,281.31	3,134,755.13	2,678,263.30	07/25/2019
MAJOR ENERGY (F)	1,765,965.19	1,800,357.98	2,138,085.54	1,822,600.59	1,223,183.67	1,407,590.45	11/06/2007
MAJOR ENERGY ELECTRIC SERVICES LLC	35,726,489.03	30,764,290.44	35,383,959.89	37,050,208.22	27,133,785.53	14,187,242.58	01/12/2010
MARATHON POWER LLC	24,319,163.38	22,103,237.70	23,591,919.36	48,547,396.38	38,741,336.11	38,038,256.64	11/10/2011
MARATHON POWER LLC(F)	3,141,479.82	4,381,052.06	5,297,326.17	8,583,043.68	7,585,886.60	7,263,317.45	09/09/2011
MAYFLOWER POWER & GAS LLC	-	-	-	-	-	3,581,236.66	12/10/2020
MAYFLOWER POWER & GAS LLC (F)	-	-	-	-	-	1,634,623.94	01/01/2021
MEDIAN ENERGY CORP	-	3,822,805.40	5,019,649.63	4,305,235.06	3,822,403.12	2,932,658.84	12/15/2016
MEDIAN ENERGY CORP (F)	-	448,406.19	604,348.09	468,679.69	398,510.27	276,893.13	12/15/2016
MIDAMERICAN ENERGY SE RVICES LLC	-	-	-	-	-	153,425.62	03/13/2020
MP2 ENERGY NE LLC	-	-	-	-	-	89,977.61	12/18/2019
MPOWER ENERGY (F)	2,322,450.90	2,987,141.03	3,056,898.71	2,820,186.08	2,553,007.86	2,442,447.73	03/04/2010

MPOWER ENERGY LLC	29,736,867.52	31,517,781.51	29,261,433.55	24,171,104.96	21,656,892.55	18,849,257.14	03/04/2010
NATGASCO (F)	6,303,457.03	7,032,344.88	9,724,993.63	9,548,436.41	44,007.58	5,863.19	11/06/2007
NATGASCO (F)	6,303,457.03	7,032,344.88	9,724,993.63	9,548,436.41	44,007.58	5,863.19	11/06/2007
NATGASCO INC.	2,993,477.46	2,351,369.90	3,070,999.22	1,799,055.50	1,575.71	4,008.82	01/11/2012
NATIONAL GAS &ELECTRIC LLC	-	36,937.82	8,875.99	2,684.34	1,909.95	8,143.02	03/02/2016
NATIONAL GAS &ELECTRIC LLC (F)	3,256.15	56,406.29	30,898.61	-	-	-	03/02/2016
NEXT UTILITY ENERGY LLC	4,153,048.72	3,529,073.72	3,386,773.67	3,415,484.10	3,133,124.81	2,848,344.18	12/04/2013
NEXT UTILITY ENERGY LLC (F)	595,563.32	606,162.77	680,517.43	736,143.56	631,426.64	423,080.93	11/08/2013
NEXTERA ENERGYSERVICES OF NY LP	4,861,088.93	3,752,325.69	4,922,522.31	6,396,788.33	9,440,712.21	7,989,641.36	03/18/2011
NORDIC ENERGY SERVICE S LLC	591,082.43	2,430,243.60	2,730,071.25	3,261,368.28	74,453.98	-	03/04/2015
NORTH AMERICAN POWER AND GAS LLC	5,436,738.15	3,857,889.69	3,873,481.97	3,258,695.37	2,734,794.85	1,569,832.88	05/17/2011
NORTH AMERICAN POWER AND GAS LLC (F)	1,128,286.20	871,224.37	930,269.26	1,054,673.00	878,617.80	465,519.79	05/17/2011
NORTH ENERGY LLC (F)	1,240,543.17	1,833,406.44	1,146,553.19	3,439.25	-	3,938.56	04/17/2009
NORTH ENERGY POWERLLC	15,050,871.70	10,870,136.17	7,306,219.20	-	-	-	02/14/2012
NORTHEASTERN (F)ENERGY	132,507.92	112,460.50	103,830.63	-	-	-	11/13/2007
OASIS ENERGY	4,731,917.47	4,800,464.48	3,026,562.81	52,195.38	160.06	-	11/20/2009
OASIS POWER (F)	527,832.80	510,565.00	413,875.70	1,352.13	5,129.36	-	12/21/2009
PAY LESS ENERGY LLC	296,881.10	785,046.30	1,286,949.36	1,004,690.78	665,802.79	514,074.11	08/28/2014
PAY LESS ENERGY LLC (F)	32,124.06	79,792.59	177,518.85	174,646.29	126,755.40	95,656.70	05/11/2013
PERIGEE ENERGY LLC	655,437.67	271,795.06	259.02	-	-	-	1/25/2013
PHOENIX ENERGY (F)	654,550.42	896,656.54	918,249.06	825,360.74	484,418.05	334,166.43	07/06/2011
PHOENIX ENERGY GROUP LLC	5,868,893.63	6,973,379.36	5,950,470.26	4,765,978.59	2,768,027.95	1,873,787.52	08/23/2013
PLANET ENERGY CORP	11,335.38	5,982.96	248.36	-	-	-	01/12/2011
PLATINUM ENERGY LLC (F)	120,957.46	113,191.50	123,074.09	69,235.11	22,816.52	16,779.89	01/01/2014
POLARIS POWER SERVICE S LLC	-	-	-	-	-	231,054.23	04/14/2021
POWER UP ENERGY LLC	-	-	-	-	-	1,758,927.76	05/13/2021
PREMIER EMPIRE ENERGY LLC	1,836,415.30	1,365,676.53	808,605.26	1,148,215.45	1,133,723.66	829,760.53	05/01/2014
PREMIER EMPIRE ENERGY LLC (F)	691,852.93	390,779.97	80,628.92	70,450.56	51,803.94	51,070.46	09/14/2015
PUBLIC POWER LLC (F)	475,034.69	728,351.08	1,591,603.88	1,200,663.35	901,193.04	648,700.78	06/22/2010
PUBLIC POWER, LLC	12,442,237.41	9,502,235.54	8,945,712.72	6,713,748.85	5,405,215.62	4,640,345.68	11/25/2009
PURE ENERGY USA, LLC	-	14,720.66	1,509,261.85	4,907,084.42	13,865,908.27	9,672,050.73	10/19/2017
QUANTUM POWER CORP	-	561,624.57	1,669,383.74	3,775,119.16	4,325,920.90	6,978,247.51	03/23/2017
QUANTUM POWER CORP (F)	-	157,321.63	674,377.69	896,225.77	862,619.24	1,202,737.61	03/23/2017
RELIANT ENERGY NE DBA NRG RETAIL SOLUTIO	1,187,836.86	895,939.25	660,219.86	1,480,292.28	2,205,936.04	2,383,894.16	03/14/2012
RELIANT ENERGY NE DBA NRG RETAIL SOLUTIO	13,642.20	30,147.96	26,822.08	26,549.02	24,966.03	15,622.19	07/07/2015
RENAISSANCE POWER & G AS, INC	3,351,971.00	4,074,119.61	3,255,053.33	2,727,428.91	2,319,724.70	2,525,577.68	07/10/2014
RENAISSANCE POWER& GAS INC. (F)	488,003.52	738,372.83	913,510.96	934,834.21	643,413.06	439,802.17	11/29/2012
RESIDENTS ENERGY LLC	6,256,018.44	4,685,532.57	2,742,906.86	2,346,118.32	2,818,304.04	2,152,525.15	05/02/2014
RESIDENTS ENERGY LLC (F)	247,770.36	242,741.58	231,807.61	225,401.56	320,604.88	217,136.10	06/14/2010
ROBISON ENERGY	6,483,833.43	5,549,634.26	1,719,152.81	1,118,543.18	826,489.08	801,830.30	11/06/2007
ROBISON ENERGY (CM) L LC (F) DBA ORIGINA	-	2,580,908.47	16,194,962.66	18,575,177.37	14,729,507.93	11,676,546.98	08/31/2017
ROBISON ENERGY (CM) L LC DBA ORIGINAL EN	-	961,528.64	6,966,443.12	8,399,246.06	11,662,380.91	10,324,290.73	08/31/2017
ROBISON ENG LLC (F)	12,584,398.29	14,863,503.28	3,593,669.38	1,452,921.30	1,301,996.65	1,247,410.11	11/06/2007
S J ENERGY PARTNERS	7,590,515.12	4,718,663.31	4,264,218.74	3,757,444.11	5,620,699.50	4,163,385.68	04/21/2010
S J ENERGY SVSC (F) LLC	5,917,049.64	6,038,789.75	5,806,196.80	4,540,130.90	3,305,671.31	3,204,262.60	08/27/2007
SBR ENERGY LLC	138,287.00	78,533.39	50,515.90	40,938.24	33,872.06	7,334.90	05/04/2011
SBR ENERGY LLC (F)	106,859.51	109,670.76	103,422.34	142,306.20	91,592.30	-	06/25/2010
SIRRIUS ENERGY, LLC	-	-	-	-	-	3,979,281.52	03/04/2021
SMART ENERGY HOLDING LLC	-	-	-	-	331.86	804,020.67	01/21/2015
SMART ONE ENERGY	1,184,092.40	730,096.65	596,168.60	447,541.32	368,459.83	152,053.69	11/24/2010
SMART ONE ENERGY (F)	261,077.56	202,902.69	192,303.83	154,466.71	136,208.72	77,996.54	11/06/2009
SMARTESTENERGY US LLC	-	-	-	-	1,760,157.34	15,675,333.40	04/06/2020
SOUTH BAY ENERGY CORP	2,866,820.10	7,074,765.25	11,384,821.92	8,673,866.48	7,035,922.16	5,805,573.85	05/13/2014
SOUTH BAY ENERGY CORP (F)	521,363.85	615,197.87	1,236,587.70	1,136,345.76	843,656.09	739,451.21	11/14/2013
SOUTH ENERGY LLC	-	-	-	-	185,679.47	560,224.61	03/27/2020
SOUTHERN ENERGY SOLUT IONS LLC	-	-	1,477.39	1,495.89	782.02	-	12/16/2015
SPARK ENERGY LP (F)	2,992,556.72	2,255,490.53	2,992,814.25	4,236,194.74	3,029,994.19	1,180,729.75	11/06/2007
SPARK ENERGY, L.P.	12,516,950.49	10,844,652.12	8,852,510.69	916,822.11	482,261.03	292,129.82	11/06/2007
SPERIAN ENERGY CORP	364,907.37	151,236.92	128,466.81	52,598.91	-	-	11/14/2013
SPRAGUE OP RES DBASPRAGUE NAT GAS (F	-	-	1,338,175.95	3,104,116.30	2,805,371.96	2,564,316.06	03/16/2018
STARION ENERGY (F)	218,973.85	273,257.10	322,463.34	126,273.39	89,979.34	39,550.68	11/2/2010
STARION ENERGY NY INC	4,004,385.43	3,158,057.93	3,034,628.11	1,304,180.63	2,378,618.86	1,858,084.39	11/02/2010
STREAM ENERGY NY, LLC	1,544,269.07	2,239,791.50	4,660,014.90	3,096,003.86	2,277,919.13	2,251,398.41	06/07/2013
STREAM ENERGY NY, LLC (F)	154,431.75	192,803.59	391,380.59	412,434.08	334,016.62	311,434.04	06/07/2013
SUEZ ENERGY RESOURCES NA, INC.	5,068,226.28	6,609,171.85	7,387,563.46	10,225,775.59	16,334,028.40	23,217,978.39	07/02/2007
SUNSEA ENERGY LLC	-	-	-	381,709.75	1,798,479.09	2,164,480.99	12/11/2018
SUNSEA ENERGY LLC (F)	-	-	-	58,955.83	267,851.16	375,214.61	12/11/2018
SUNWAVE GAS & POWER NEW YORK INC.	-	-	-	3,228.76	104,798.59	400,965.16	07/25/2019
SUNWAVE GAS AND POWER	-	-	-	-	1,509.15	55,593.72	03/16/2020
TITAN GAS LLC (F)	556,603.58	-	-	-	-	-	11/06/2007
TRANSCANADA POWERMARKETING LTD	164,532.43	633,257.45	206,640.36	-	-	-	11/06/2007
TRIDENT RETAIL ENERGY DBA TRIDENT POW (F	52,976.68	47,359.13	36,014.35	3,706.07	38.84	-	11/12/2015
TRIDENT RETAIL ENERGY LLC DBA TRIDENT PO	598,053.28	323,526.52	237,909.60	10,052.71	-	-	11/12/2015
U.S. GAS & ELECTRIC	13,793,453.67	14,513,147.48	8,916,719.59	10,257,689.99	7,978,262.09	6,973,936.35	07/02/2007
UER LLC (F)	3,663,620.21	2,787,098.56	2,183,924.42	8,933.09	830.91	527.04	08/23/2010
UGI ENERGY SVCS (F)	171,024.44	110,703.99	513,008.70	2,463,352.55	2,955,551.16	4,253,850.69	09/25/2007
UNITED ENERGY SUPPLY CORP. (F)	130,395.13	100,324.67	115,027.48	182,806.78	138,876.78	44,833.01	10/12/2011
UNITED METRO ENERGY SERVICES CORP (F)	57,349.89	54,387.16	52,294.16	48,007.47	41,198.48	22,294.34	08/22/2013
US GAS & ELECTRIC (F)	3,094,574.34	5,189,246.57	5,278,480.71	2,735,774.83	1,979,793.98	1,374,426.84	11/18/2008
UTILITY EXPENSEREDUCTION LLC	19,661,950.20	14,608,538.86	15,597,361.19	642,845.88	13,073.07	334.29	12/28/2011
VERDE ENERGY	2,964,169.42	2,218,366.73	8,641,254.10	24,180,879.64	14,222,903.10	6,602,471.20	05/31/2013
VIRIDIAN ENERGY NYLLC	18,284,156.10	13,228,865.12	9,367,791.47	6,677,970.30	5,131,721.36	4,371,270.81	02/10/2011
VIRIDIAN ENERGY PALLC	2,059,079.51	1,472,558.34	1,401,466.89	914,007.71	629,997.51	510,390.42	02/23/2012
XOOM ENERGY NEW YORK LLC	31,109,990.98	31,899,850.97	32,599,608.29	29,470,344.66	25,711,014.45	24,326,724.29	
XOOM ENERGY NEW YORK LLC (F)	4,042,113.59	5,020,904.70	4,878,950.17	4,391,251.50	3,360,762.89	3,327,533.85	
ZONE ONE ENERGY LLC	1,024,188.21	1,603,702.74	1,624,402.73	4,396,494.55	3,685,326.61	3,834,384.06	02/19/2015

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-21
Date of Response: April 01, 2022
Responding Witness: Accounting Panel

Question No. :627
Subject: Purchase of Receivable (POR) Discount - Follow up to response to DPS-9-359

Refer to Company's response to DPS-9-359 question 7, in which the Company provided the following electric and gas POR discount rates applicable to the POR program by cost component for the calendar years 2020 and 2021:
Service Effective Date Total POR Rate Uncollectible Bill Percentage Risk Factor Credit and Collections Component Incremental Cost Component
EL 1/1/2020 3.05 0.72 0.11 2.07 0.15
EL 2/1/2020 3.62 0.72 0.11 2.64 0.15
EL 1/1/2021 0.90 0.5 0.08 0.17 0.15
Gas 1/1/2020 3.55 0.72 0.11 2.57 0.15
Gas 2/1/2020 1.37 0.72 0.11 0.39 0.15
Gas 1/1/2021 1.86 0.5 0.08 1.13 0.15

1. Explain the why the Company changed its POR discount rate on 2/1/2020, as opposed to 1/1/2020.
2. Confirm that the lower POR discount rate that was effective on 1/1/2021, was due to the impact of COVID-19 Pandemic.

Response

1. The POR discount rate was updated effective February 1, 2020, to reflect the POR Credit & Collections target adopted in the Commission's January 16, 2020 Order Adopting Terms of Joint Proposal and Establishing Electric and Gas Rate Plans in Cases 19-E-0065 and 19-G-0066. The Order was not issued before January 1, 2020.

2. The lower POR discount rate, effective on January 1, 2021, was due to over-recoveries in the actual portion of the POR credit and collections recoveries for the prior period from January 1, 2020 to December 31, 2020. The over-recoveries in 2020 are due to the decrease in actual uncollectible write-offs due to the prohibition on disconnections implemented during the COVID-19 pandemic.

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Case: 22-E-XXXX, 22-G-XXXX

Response to DPS Interrogatories – Set DPS-9
Date of Response: March 07, 2022
Responding Witness: Accounting Panel

Question No. :358
Subject: Revenues-The Learning Center

Refer to the tabs labeled "Electric from Forecasting" and "Gas from Forecasting" of the Company's excel workpapers entitled "AP-EG3 Schedule 05 OOR," where the Company provides the budgeted Learning Center Revenue from 2018 through 2021, and the projected revenue from 2022 through 2026. Refer also to the Company' Accounting Panel Testimony, page 44, lines 5-8, which states: "[t]hese revenues result from providing training and conference services to outside parties. The Rate Year forecast is based on the Company's 2021 budget for such revenues with a 2% escalation per year."

1. Confirm that to forecast the RY level of learning center revenues, the Company utilized the amounts from its 2021 prepared budget, as reflected on the referenced tabs, which indicates that the 2022 budget was increased by 2% escalation per year to reach the budgets for calendar year 2023, 2024, and 2025.
2. For both electric and gas operations, provide all workpapers and documentation supporting how the Company derived its calendar year 2021 and 2022 budgets for the learning center revenues.
3. Provide a basis for the 2% per year increases applied to reach the 2023, 2024, and 2025 budgets. Provide all supporting workpapers and documentation.
4. For both electric and gas, explain the reason for the decrease in budgeted learning center revenues from calendar year 2021 to calendar year 2022.
5. For both electric and gas operations, did the COVID-19 Pandemic (e.g., COVID-related Moratorium Orders) have any effect on the learning center revenues for the 12-months ended September 30, 2020 and September 30, 2021? If yes, explain in detail how COVID-19 affected the Company's learning center revenues for these periods including a quantification of any such impacts for both electric and gas operations.
6. For both electric and gas operations, provide the actual "Revenues from The Learning Center" for calendar years 2017 and 2018.

Response

1. The budget is escalated 2% per year to reach the budgets for calendar year 2023, 2024 and 2025.

2. Please see "Attachment DPS-9-358-1" for 2021 budget and "Attachment DPS-9-358-2" for 2022 budget for the learning center revenues.

3. The 2% is used as a general escalation factor to reflect growth of the revenues. This factor was generally used for escalation before the COVID-19 pandemic. As seen in the response to question 4 below, actual annual escalation from the COVID period would not representative for the Rate Year.

4. The budget is derived by three year average of actuals. Electric actuals were significantly lower in 2020 due to the COVID -19 pandemic which impacted the three year averages used to derive the budget. Gas budget did not decrease from 2021 to 2022. Gas budget increased from 2021 to 2022 due to a higher actuals for 2020 which impacted the three year averages used to derive the budget.

5. Yes. Training provided to both company employees and externals was limited due to COVID-19 restrictions with class sizes and safety protocols. Additionally, the Training areas were challenged to ensure company employees could receive the training required to perform their functions of their jobs. These challenges required the Learning Center to add additional classes for employees at much smaller sizes.

   During the 12-month period ending 9/30/2020:
   - There was a reduction in training provided for externals as a result of the COVID-19 pandemic. In March 2020, early in the pandemic, external training for Gas Operations was not offered for a couple of months. After this, Gas Training re-commenced, although it was sporadic during the months of May, August and September.
   - Electric Operations normally has lower offerings for externals. After the pandemic began in NY, there were no classes offered. The last class offered for externals for Electric was in January 2020.

   During the 12-month period ending 9/30/2021:
   - Gas training for externals was slightly lower than normal.
   - Electric Operations did not offer training for externals.

   To date, external training has not fully returned to prior levels, although Gas external training continues to climb. Restrictions are slowly being lifted, but there may still be a delay in training externals as the Company prioritizes training for Company employees.

6. Please refer to "Attachment DPS-9-358-1" for learning center revenues for calendar years 2017 and 2018 for both electric and gas operations.

Attachment DPS-9-358-1

Electric

	2019	2018	2017	3 Year Avg
The Learning Center	1,209,961	487,308	911,117	869,462.11

	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Total
2020 Budget	48,388	16,376	58,281	88,619	8,171	57,593	30,833	145,771	50,770	60,345	83,624	220,690	869,462
Allocation	5.57%	1.88%	6.70%	10.19%	0.94%	6.62%	3.55%	16.77%	5.84%	6.94%	9.62%	25.38%	100.00%
2020	48,388	16,376	58,281	88,619	8,171	57,593	30,833	145,771	50,770	60,345	83,624	220,690	869,462
2021	49,356	16,704	59,446	90,392	8,335	58,745	31,450	148,687	51,786	61,552	85,296	225,104	886,851
2022	50,343	17,038	60,635	92,200	8,501	59,920	32,079	151,660	52,822	62,783	87,002	229,606	904,588
2023	51,350	17,378	61,848	94,044	8,671	61,118	32,721	154,694	53,878	64,039	88,742	234,198	922,680
2024	52,377	17,726	63,085	95,924	8,845	62,340	33,375	157,788	54,956	65,320	90,517	238,882	941,134
2025	53,424	18,081	64,347	97,843	9,022	63,587	34,042	160,943	56,055	66,626	92,327	243,659	959,956

Gas

	2019	2018	2017	3 Year Avg
The Learning Center	180,993	74,742	136,393	130,709

	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Total
2020 Budget	7,297	2,469	8,788	13,363	1,232	8,685	4,649	21,464	7,498	9,629	12,357	33,278	130,709
Allocation	5.58%	1.89%	6.72%	10.22%	0.94%	6.64%	3.56%	16.42%	5.74%	7.37%	9.45%	25.46%	100.00%
2020	7,297	2,469	8,788	13,363	1,232	8,685	4,649	21,464	7,498	9,629	12,357	33,278	130,709
2021	7,442	2,519	8,964	13,630	1,257	8,858	4,742	21,894	7,648	9,821	12,604	33,944	133,324
2022	7,591	2,569	9,143	13,903	1,282	9,035	4,837	22,332	7,800	10,018	12,856	34,623	135,990
2023	7,743	2,621	9,326	14,181	1,308	9,216	4,934	22,778	7,956	10,218	13,113	35,315	138,710
2024	7,898	2,673	9,513	14,465	1,334	9,400	5,033	23,234	8,116	10,423	13,375	36,021	141,484
2025	8,056	2,726	9,703	14,754	1,360	9,588	5,133	23,698	8,278	10,631	13,643	36,742	144,314

Sum of Transaction Amount	Column Labels					
Row Labels	**2015**	**2016**	**2017**	**2018**	**2019**	**Grand Total**
ELECTRIC	**(758,991)**	**(382,031)**	**(911,117)**	**(487,308)**	**(1,209,961)**	**(3,749,408)**
1		(0)	9,939	(0)	(452,513)	(442,573)
2		8,029	6,117	(10,194)		3,951
3		0		(3,150)	(173,473)	(176,623)
4	(156,416)			(200,655)	(167,994)	(525,066)
5	0	2,973			(46,605)	(43,632)
6			(45,959)		21,202	(24,758)
7			(152,023)		127	(151,895)
8		(156,440)	23,447	0	(10,632)	(143,625)
9		22,343			(119,027)	(96,685)
10		(111,458)	(137,322)		(187,278)	(436,058)
11	(171,927)	(61,591)			18,885	(214,633)
12	(430,647)	(85,887)	(615,316)	(273,308)	(92,654)	(1,497,812)
GAS	**(112,712)**	**(57,085)**	**(136,393)**	**(74,742)**	**(180,993)**	**(561,925)**
1		0	1,485	0	(67,617)	(66,132)
2		1,200	914	(1,523)		590
3		0		(471)	(25,922)	(26,392)
4	(23,373)			(29,983)	(25,296)	(78,652)
5	0	444			(6,964)	(6,520)
6			(6,867)		3,168	(3,699)
7			(22,716)		19	(22,697)
8		(23,376)	3,504	0	(1,589)	(21,461)
9		3,339			(17,786)	(14,447)
10		(16,655)	(20,768)		(27,984)	(65,407)
11	(24,990)	(9,203)			2,822	(31,371)
12	(64,350)	(12,834)	(91,944)	(42,765)	(13,845)	(225,737)
Grand Total	**(871,703)**	**(439,116)**	**(1,047,510)**	**(562,050)**	**(1,390,954)**	**(4,311,334)**

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-20
Date of Response: March 29, 2022
Responding Witness: Accounting Panel

Question No. :571
Subject: Advanced Metering Infrastructure (AMI)

1) Refer to the Company's Exhibit___(AP-E3), Schedule 6 and Exhibit___(AP-G3), Schedule 6, which indicates a Historic Test Year operation and maintenance expense (O&M) for Advanced Metering Infrastructure in the amount of $28.5M and $5.0M, for electric and gas, respectively.
a. Provide the forecasted/budgeted non-labor operation and maintenance expenses for Advanced Metering Infrastructure for calendar years 2017, 2018, 2019, 2020, and 2021.
b. Provide the actual non-labor operation and maintenance expenses for Advanced Metering Infrastructure for calendar years 2017, 2018, 2019, 2020, and 2021.
2) Exhibit___(CES-7), page 7, states, "Beginning 2023 the AMI project O&M expenses will be allocated to each budget (CES and IT) accordingly." Further, the Company's Excel Workpaper Exhibit AP-EG3 Schedule 6 Customer Energy Solutions, specifically the tab labeled " CES AMI 1118," shows AMI funding amounts that agree with the amounts requested in Exhibit CES-7. However, Exhibit___(AP-E3), Schedule 6 and Exhibit___(AP-G3), Schedule 6, reflect a separate O&M line item for AMI in the Rate Year (e.g., calendar year 2023). Explain whether the expenses shown in the AMI O&M line item in Exhibit___(AP-E3), Schedule 6 and Exhibit___(AP-G3), Schedule 6, are already included in the Customer Energy Solutions and Information Technology O&M line items. If not, explain the nature of the expenses included in the separate AMI O&M line item and provide supporting documentation showing that a double count of the expenses does not exist.

Response

1- See below for summary of forecasted AMI non-labor O&M and actual AMI non-labor O&M.

	12 Months Ended December,				
AMI Non-Labor (Rate Case Forecast)	**2017**	**2018**	**2019**	**2020**	**2021**
ELECTRIC	4,038,000	8,754,000	15,331,000	32,745,000	34,093,000
ELECTRIC - Customer Engagement Pilot*	3,184,000	9,189,000	9,839,000		
GAS	886,000	1,922,000	3,365,000	5,704,000	6,166,000
GAS - Customer Engagement Pilot*	16,000	817,000	1,193,000		

	12 Months Ended December,				
AMI Non-Labor (actuals)	**2017**	**2018**	**2019**	**2020**	**2021**
ELECTRIC	3,432,874	8,577,678	12,556,679	24,531,379	27,591,140
ELECTRIC - Customer Engagement Pilot*	1,870,894	5,992,008	8,613,322		
GAS	624,719	1,656,263	2,400,758	4,003,245	4,846,730
GAS - Customer Engagement Pilot*	166,688	745,555	1,021,016		

** Pilots costs were reconciled to the benefit of the rate payers*

2- For rate making purposes, AMI and Customer Energy Solutions are separate elements of expense. The expenses summarized are separate and are not included in Customer Energy Solutions or Information Technology O&M line items. However, in the initial filing, certain AMI program changes were included in the Customer Energy Solutions line items. This will be adjusted in the preliminary update filing.

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Case: 22-E-XXXX, 22-G-XXXX

Response to DPS Interrogatories – Set DPS-1
Date of Response: January 28, 2022
Responding Witness: Compensation and Benefits Panel

Question No. :29
Provide copies of all current union contracts, which will be effective within one year of the test period or linking period ending date. Indicate whether the company is presently engaged in collective bargaining negotiations, identify the union(s) and estimate when agreement(s) may be reached.

Response

Copies of the current Memorandum of Agreements and contracts with Con Edison union employees are attached:

- 2020-2024 Collective Bargaining Memorandum of Agreement June 21, 2020 through June 20, 2024 between Consolidated Edison Company of New York, Inc. and the Utility Workers Union of America AFL-CIO Local 1-2. (Attachment 1)
- 2016 – 2020 Collective Bargaining Agreement between Consolidated Edison Company of New York, Inc. and the Utility Workers Union of America AFL-CIO Local 1-2. (Attachment 2)
- 2021 – 2021 Collective Bargaining Memorandum of Agreement June 20, 2021 between Consolidated Edison Company of New York, Inc. (Staten Island) and Local Union No. 3 of the International Brotherhood of Electrical Workers, AFL-CIO. (Attachment 3)
- 2017 – 2021 Collective Bargaining Agreement between Consolidated Ediosn Company of New York, Inc. (Staten Island) and Local Union No. 3 of the International Brotherhood of Electrical Workers, AFL-CIO. (Attachment 4)

The Company is not currently engaged in collective bargaining negotiations.

AGREEMENT

COLLECTIVE BARGAINING CONTRACT 2020-2024

BETWEEN

CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.

AND THE

UTILITY WORKERS UNION OF AMERICA, AFL-CIO, LOCAL 1-2

June 21, 2020

Effective June 21, 2020, CONSOLIDATED EDISON COMPANY OF NEW YORK, INC. (the "Company") and the UTILITY WORKERS UNION OF AMERICA, AFL-CIO, and its LOCAL UNION 1-2 (the "Union"), agree to the following amendments to the 2016-2020 Collective Bargaining Contract. The terms of the 2016-2020 Collective Bargaining Contract, as amended, together with the letter agreements executed herewith, shall constitute the 2020-2024 Collective Bargaining Contract ("2020-2024 Contract"). All provisions of the 2016-2020 Collective Bargaining Contract not specifically amended or terminated herein shall continue in effect and are part of the 2020-2024 Collective Bargaining Contract.

Term

The 2020-2024 Contract will cover the period June 21, 2020 through June 22, 2024. Whenever the dates June 26, 2016 and June 20, 2020 appear in the 2016-2020 Collective Bargaining Contract, they shall be changed to June 21, 2020 and June 22, 2024, respectively, in the 2020-2024 Contract.

I. Wage Increases

Exhibit I, Part 1, of the 2016-2020 Collective Bargaining Contract shall be amended to read in its entirety as follows:

Part 1

WAGE INCREASES

The following wage increases will be granted to each eligible employee who is on the active weekly payroll on the effective date of such increase. On the effective date of each increase, the minimum and maximum rates of pay for all job titles shall, as reflected in the Statement of Job Titles and Established Minimum-Maximum Hourly Rates of Pay in Part 5 of this Exhibit, be raised by the percentage of the increase.

(a) **For the period June 21, 2020, through June 19, 2021:**

1. Effective June 21, 2020, a 2.75% general wage increase for all regular employees.

2. Effective June 21, 2020, a 0.25% increase for (a) each regular employee at the maximum rate of pay as of June 20, 2020, for his or her job title, whose record has in all respects been satisfactory in the period from April 28, 2019 to April 25, 2020; and (b) each regular employee at less than the maximum rate of pay as of June 20, 2020, for his or her job title, who received either the October 2019 or February 2020 wage progression.

3. The wage increases effective June 21, 2020, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 20, 2020.

(b) **For the period June 20, 2021, through June 18, 2022:**

1. Effective June 20, 2021, a 2.75% general wage increase for all regular employees.

2. Effective June 20, 2021, a 0.25% increase for (a) each regular employee at the maximum rate of pay as of June 19, 2021, for his or her job title, whose record has in all respects been satisfactory in the period from April 26, 2020 to April 24, 2021; and (b) each regular employee at less than the maximum rate of pay as of June 19, 2021, for his or her job title, who received either the October 2020 or February 2021 wage progression.

3. The wage increases effective on June 20, 2021, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 19, 2021.

(c) **For the period June 19, 2022, through June 17, 2023:**

1. Effective June 19, 2022, a 2.75% general wage increase for all regular employees.

2. Effective June 19, 2022, a 0.25% increase for (a) each regular employee at the maximum rate of pay as of June 18, 2022, for his or her job title, whose record has in all respects been satisfactory in the period from April 25, 2021 to April 23, 2022; and (b) each regular employee at less than the maximum rate of pay as of June 18, 2022, for his or her job title, who received either the October 2021 or February 2022 wage progression.

3. The wage increases effective on June 19, 2022, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 18, 2022.

(d) **For the period June 18, 2023, through June 22, 2024:**

1. Effective June 18, 2023, a 2.75% general wage increase for all regular employees.

2. Effective June 18, 2023, a 0.25% increase for (a) each regular employee at the maximum rate of pay as of June 17, 2023, for his or her job title, whose record has in all respects been satisfactory in the period from April 24, 2022 to April 22, 2023; and (b) each regular employee at less than the maximum rate of pay as of June 17, 2023, for his or her job title, who received either the October 2022 or February 2023 wage progression.

3. The wage increases effective on June 18, 2023, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 17, 2023.

II. Wage Progression Plan

Exhibit I, Part 2(a) of the 2016-2020 Collective Bargaining Contract shall be amended to read in its entirety as follows:

Part 2

WAGE PROGRESSION PLAN

(a) The Wage Progression Plan shall permit a regular employee whose record has in all respects been satisfactory to progress from the minimum rate of pay to the maximum rate of pay for his/her job title. Wage progression increases in the amount of fifty-two cents ($0.52) per hour ($20.80 per week), shall be effective on the following dates:

Effective Date	**Review Period**
October 25, 2020	December 29, 2019 - August 29, 2020
February 28, 2021	August 30, 2020 - December 26, 2020

(b) The Wage Progression Plan shall permit a regular employee whose record has in all respects been satisfactory to progress from the minimum rate of pay to the maximum rate of pay for his/her job title. Wage progression increases in the amount of sixty cents ($0.60) per hour ($24.00 per week), shall be effective on the following dates:

Effective Date	**Review Period**
February 27, 2022	September 5, 2021 - January 1, 2022
October 30, 2022	January 2, 2022 - September 3, 2022
February 26, 2023	September 4, 2022 - December 31, 2022
October 29, 2023	January 1, 2023 - September 2, 2023
February 25, 2024	September 3, 2023 - December 30, 2023

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III. Benefits

Exhibit I, Part 4, of the 2016-2020 Collective Bargaining Contract shall be amended to read in its entirety as follows:

Part 4

BENEFITS

A. Health Care Benefits

1. The Coinsurance Plan

Effective January 1, 2021, the Coinsurance Plan will no longer be available as a health care option.

2. The Copay Plan

(a) In-Network Hospital/Medical Benefits

(i) In-Network Annual Deductible: Effective January 1, 2021, there will be one combined annual in-network hospital/medical deductible of $340 for individual or $1,000 for family, which can be met by either hospital or medical charges, or both.

(ii) In-Network Annual Out-of-Pocket Limits: Effective January 1, 2021, there will be an annual in-network out-of-pocket limit (including copayments, hospital/medical coinsurance and deductible) of $1,300 for individual or $3,100 for family.

(iii) Cigna Care Network ("CCN") Co-payments for Office Visits: Effective January 1, 2021, the Cigna Care Network ("CCN") for primary care and specialist providers' office visits will continue to be offered. The co-payment for the CCN primary care office visits will remain at $25, and the co-payment for CCN specialists' office visits will be $34. Effective January 1, 2023, the co-payment for CCN specialists' office visits will be $35.

(iv) In-Network Co-payments for Office Visits for Non-CCN Network Providers: Effective January 1, 2021, the in-network co-payment for Non-CCN primary care office visits will be $35, and the in-network co-payment for Non-CCN specialists' office visits will be $40. Effective January 1, 2024, the in-network co-payment for Non-CCN specialists' office visits will be $41.

(v) Telemedicine Services: Effective January 1, 2024, the co-payment for Telemedicine services will be $20.

(b) Out-of-Network Hospital/Medical Benefits

(i) Out-of-Network Annual Deductible: Effective January 1, 2021, there will be one combined annual out-of-network hospital/medical deductible of $875 for individual or $2,500 for family, which can be met by either hospital or medical charges, or both.

(ii) Out-of-Network Annual Out-of-Pocket Limits: Effective January 1, 2021, there will be an annual out-of-network individual/family out-of-pocket limit (including the hospital/medical coinsurance and deductible) of $2,000 for individual or $6,400 for family.

(c) Prescription Drug Program

(i) Retail

(A) Effective January 1, 2021, the co-payment for the retail card program for brand-name drugs when no generic substitute is available will be $36, and the co-payment for brand-name drugs

when a generic substitute is available will be $41. Effective January 1, 2023, the co-payment for the retail card program for brand-name drugs when no generic substitute is available will be $40, and the co-payment for brand-name drugs when a generic substitute is available will be $43.

(B) Effective January 1, 2024, the separate annual deductible for the retail card program will be $215 per family.

(ii) Mail Order (Including CVS in-store)

(A) There will continue to be no deductible for mail order (including CVS in-store) prescription drugs, and there will continue to be a 90-day mail order supply limit.

(B) Effective January 1, 2021, the co-payment for mail order (including CVS in-store) for brand-name drugs when no generic substitute is available will be $36, and the co-payment for brand-name drugs when a generic substitute is available will be $41.

(iii) Annual Out-of-Pocket Limits

(A) Effective January 1, 2021, there will be an annual individual/family out-of-pocket limit of $7,150/$13,500, respectively.

3. High Deductible Health Plan

(a) In-Network Hospital/Medical/Prescription Drug Benefits

(i) In-Network Annual Deductible: Effective January 1, 2021, the combined annual in-network hospital/medical/prescription drug deductible will be $1,400 for individual or $2,800 for family. If the Internal Revenue Service (IRS) minimum amounts announced for high deductible plans for 2021 differ, those rates will apply. The deductible can be met by hospital, medical or prescription drug charges, or any combination of these charges. Effective January 1, 2022, the combined annual in-network hospital/medical/prescription drug deductible will be $1,400 for individual or $2,800 for family. If the IRS minimum amounts announced for high deductible plans for 2022 differ, those rates will apply. Effective January 1, 2023, the combined annual in-network hospital/medical/prescription drug deductible will be $1,415 for individual or $2,815 for family. If the IRS minimum amounts announced

for high deductible plans for 2023 differ, those rates will apply. Effective January 1, 2024, the combined annual in-network hospital/medical/prescription drug deductible will be $1,415 for individual or $2,815 for family. If the IRS minimum amounts announced for high deductible plans for 2024 differ, those rates will apply.

(ii) In-Network Annual Out-of-Pocket Limits: Effective January 1, 2021, the combined annual in-network individual/family out-of-pocket limit will be $3,200 or $6,300, respectively, which can be met by hospital, medical or prescription drug charges (including deductibles but not weekly contributions), or any combination of these charges. Effective January 1, 2022, and each year thereafter the annual in-network out-of-pocket limit for individual will be subject to the Internal Revenue Code (IRC) cost of living adjustment increase for that year.

(b) Out-of-Network Hospital/Medical/Prescription Drug Benefits

(i) Out-of-Network Deductible: Effective January 1, 2021, the combined annual out-of-network hospital/medical/prescription drug deductible will be $2,700 for individual or $5,400 for family, which can be met by out-of-network hospital, medical or prescription drug charges, or any combination of these charges. The combined annual hospital/medical/prescription drug deductible for the individual or the family for 2022, and years thereafter, will be subject to the Internal Revenue Code (IRC) cost of living adjustment increase for that year. Effective January 1, 2022, the annual out-of-network out-of-pocket individual/family deductible will be the lesser of (i) $2,700/$5,410 or (ii) the 2021 annual out-of-network out-of-pocket individual/family limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2022. Effective January 1, 2023, the annual out-of-network out-of-pocket individual/family deductible will be the lesser of (i) $2,700/$5,430 or (ii) the 2022 annual out-of-network out-of-pocket family limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2023. Effective January 1, 2024, the annual out-of-network out-of-pocket individual/family deductible will be the lesser of (i) $2,710/$5,435 or (ii)

the 2023 annual out-of-pocket family limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2024.

(ii) Out-of-Network Annual Out-of-Pocket Limits: Effective January 1, 2021, there will be an annual out-of-network individual/family out-of-pocket limit of $6,300 and $12,750, respectively. Effective January 1, 2022, the annual out-of-network, out-of-pocket limit for individual and family will be subject to the Internal Revenue Code (IRC) cost of living adjustment increase for that year. Effective January 1, 2023, the annual out-of-network individual/family out-of-pocket limit will be the lesser of (i) $6,320/$12,790 or (ii) the 2022 annual out-of-network individual/family out-of-pocket limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2023. Effective January 1, 2024, the annual out-of-network individual/family out-of-pocket limit will be the lesser of (i) $6,325/$12,800 or (ii) the 2023 annual out-of-network individual/family out-of-pocket limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2024.

4. Essential Health Plan

(a) In-Network Hospital/Medical/Prescription Drug Benefits

(i) In-Network Deductible: Effective January 1, 2021, the combined annual hospital/medical/prescription drug deductible will be $2,275 for individual and $4,650 for family, which can be met by in-network hospital/medical/prescription drug charges, or any combination of these charges. Effective January 1, 2022, the combined annual hospital/medical/prescription drug in-network deductible for the individual and the family for 2022 will be the lesser of (i) $2,275/$4,700 or (ii) the 2021 annual in-network individual/family deductible increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2022. Effective January 1, 2023, the combined annual hospital/medical/prescription drug in-network deductible for the individual and the family for 2023 will be

the lesser of (i) $2,400/$4,750 or (ii) the 2022 annual in-network individual/family deductible increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2023. Effective January 1, 2024, the combined annual hospital/medical/prescription drug in-network deductible for the individual and the family for 2024 will be the lesser of (i) $2,475/$4,950 or (ii) the 2023 annual in-network individual/family deductible increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2024.

(ii) In-Network Annual Out-of-Pocket Limits: Effective January 1, 2021, the annual in-network individual or family out-of-pocket limit will be $3,750 for individual and $8,300 for family, which can be met by hospital, medical or prescription drug charges, including deductibles (but not weekly contributions), or any combination of these charges. Effective January 1, 2022, the combined annual hospital/medical/prescription drug out-of-pocket limit for individuals and family for 2022 will be the lesser of (i) $3,900/$8,500 or (ii) the 2021 annual in-network individual/family out-of-pocket limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2022. Effective January 1, 2023, the combined annual hospital/medical/prescription drug out-of-pocket limit for individuals and family for 2023 will be the lesser of (i) $3,900/$8,625 or (ii) the 2022 annual in-network individual/family out-of-pocket limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2023. Effective January 1, 2024, the combined annual hospital/medical/prescription drug out-of-pocket limit for individuals and family for 2024 will be the lesser of (i) $4,275/$8,625 or (ii) the 2023 annual in-network individual/family out-of-pocket limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2024. After the annual deductible is met, the Essential Health Plan will pay 80% and the participant will pay 20% of the usual and customary charges for out-of-network health care services. After

the annual out-of-pocket limit is met, the Essential Health Plan will pay 100%.

(b) Out-of-Network Hospital/Medical/Prescription Drug Benefits

(i) Out-of-Network Annual Deductible: Effective January 1, 2021, there will be one combined annual out-of-network hospital/medical/prescription drug deductible of $3,700 for individual or $6,900 for family, which can be met by out-of-network hospital, medical or prescription drug charges, or any combination of these charges. Effective January 1, 2022, the combined annual hospital/medical/prescription drug deductible for the individual or the family for 2022 will be the lesser of (i) $3,800/$7,350 or (ii) the 2021 annual in-network individual/family deductible increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2022. Effective January 1, 2023, the combined annual hospital/medical/prescription drug deductible for the individual or the family for 2023 will be the lesser of (i) $3,835/$7,285 or (ii) the 2022 annual in-network individual/family deductible increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2023. Effective January 1, 2024, the combined annual hospital/medical/prescription drug deductible for the individual or the family for 2024 will be the lesser of (i) $3,850/$7,400 or (ii) the 2023 annual in-network individual/family deductible increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2024.

(ii) Out-of-Network Annual Out-of-Pocket Limits: Effective January 1, 2021, the annual in-network individual or family out-of-pocket limit will be $5,550 for individual and $12,450 for family, which can be met by hospital, medical or prescription drug charges, including deductibles (but not weekly contributions), or any combination of these charges. Effective January 1, 2022, the combined annual hospital/medical/prescription drug out-of-pocket limit for individuals and family for 2022 limit will be the lesser of (i) $6,000/$13,000 or (ii) the 2022 annual out-of-network individual/family out-of-pocket

limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2022. Effective January 1, 2023, the combined annual hospital/medical/prescription drug out-of-pocket limit for individuals and family for 2023 limit will be the lesser of (I) $6,000/$13,000 or (ii) the 2023 annual out-of-network individual/family out-of-pocket limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2023. Effective January 1, 2024, the combined annual hospital/medical/prescription drug out-of-pocket limit for individuals and family for 2024 limit will be the lesser of (I) $6,150/$13,100 or (ii) the 2023 annual out-of-network individual/family out-of-pocket limit increased by the announced Internal Revenue Code (IRC) cost of living adjustment increase for 2024.

(iii) Out-of-Network Coinsurance for Health Care Services: Effective January 1, 2021, after the annual out-of-network hospital/medical/prescription drug deductible is met, the Essential Health Plan will pay 60% and the participant will pay 40% of the usual and customary charges for out-of-network health care services. After the annual out-of-pocket limit is met, the Essential Health Plan will pay 100%.

(iv) Emergency Room Services: After the annual out-of-network hospital/medical/prescription drug deductible is met, the Essential Health Plan will pay 80% and the participant will pay 20% of the usual and customary charges for Emergency Room services. After the annual out-of-pocket limit is met, the Essential Health Plan will pay 100%.

5. Dental Benefits

The benefits, terms and conditions provided under the Dental Plans currently provided by MetLife and Administrative Services (“ASO”) in effect on June 20, 2020, shall be continued with the following changes:

MetLife: Effective January 1, 2023, the annual deductible for use of a

participating dentist program will be $180 per person. The annual deductible does not apply to preventive and diagnostic procedures, which are covered at 100% of reasonable and customary charges.

Basic Restorative Services

Effective January 1, 2021, after the annual deductible for use of a participating provider is met, the plan will pay 85% and the participant will pay 15% for Basic Restorative Services. Effective January 1, 2021, after the annual deductible for use of a non-participating provider is met, the plan will pay 80% and the participant will pay 20% for Basic Restorative Services.

Major Restorative Services

Effective January 1, 2021, after the annual deductible for use of a participating provider is met, the plan will pay 65% and the participant will pay 35% for Major Restorative Services. Effective January 1, 2021, after the annual deductible for use of a non-participating provider is met, the plan will pay 55% and the participant will pay 45% for Major Restorative Services.

Orthodontics

Effective January 1, 2021, after the annual deductible for use of a participating provider is met, the plan will pay 60% and the participant will pay 40% for orthodontic services. Effective January 1, 2021, after the annual deductible for use of a non-participating provider is met, the plan will pay 55% and the participant will pay 45% for orthodontic services.

The lifetime limit for orthodontics is $2,000 per child. The annual limit for non-orthodontic services is $1,500 per person.

ASO Choice 1: Effective January 1, 2021, the plan will pay 60% and the participant will pay 40% for orthodontic services. The plan pays up to $900 per year for periodontics service and the lifetime maximum for

orthodontic services is $900 per child.

6. **Usual and Customary Charges**

   The usual and customary charges for services supplied by out-of-network providers under the Copay Plan, the Coinsurance Plan (through December 31, 2020), the High Deductible Health Plan and the Essential Health Plan continue to be at the 90th percentile.

7. **Annual Maximums for Deductibles and Out-of-Pocket Limits**

   Amounts applied towards the Copay Plan annual in-network deductibles or annual in-network out-of-pocket limits will continue to be credited towards meeting the annual out-of-network deductibles or annual out-of-network out-of-pocket limits. Additionally, annual out-of-network deductibles or annual out-of-network out-of-pocket limits will continue to be credited towards meeting the annual in-network deductibles or annual in-network out-of-pocket limits.

8. **Employee Weekly Payroll Contributions for the Copay Plan, High Deductible Health Plan and the Essential Health Plan**

   Effective January 1, 2021, and each year thereafter during the term of this Contract, the employee weekly payroll contribution for hospital, medical, prescription drug and vision care coverage currently provided by Cigna/CVS/Caremark and CPS will be as follows:

Plans / Coverage	2021	2022	2023	2024
COPAY PLAN:				
Individual	$75	$78	$80	$84
Family	$123	$128	$133	$135
HIGH DEDUCTIBLE HEALTH PLAN:				
Individual	$48	$50	$53	$55
Family	$57	$59	$64	$65
ESSENTIAL HEALTH PLAN:				
Individual	$12	$12	$12	$12
Family	$30	$30	$30	$30

9. Employee Weekly Payroll Contributions for Emblem Health, MVP and the Aetna Managed Choice Plans

Effective January 1, 2021, and each year thereafter during the term of this Contract, the employee weekly payroll contributions for the HMO and Managed Choice plans currently offered will be as follows, and shall not exceed the caps provided below:

Plans / Coverage	2021	2022	2023	2024
EMBLEM HEALTH:				
Individual	$49	$53	$57	$62
Family	$126	$132	$142	$150
MVP:				
Individual	$50	$54	$58	$63
Family	$124	$132	$143	$153
AETNA (Managed Choice):				
Individual	$46	$50	$53	$57
Family	$124	$135	$145	$156

10. Employee Weekly Payroll Contributions for Dental Coverage

Effective January 1, 2021, and each year thereafter during the term of this Contract, the employee weekly payroll contribution for dental coverage currently provided by MetLife and ASO will be as follows:

Plans / Coverage	2021	2022	2023	2024
METLIFE:				
Individual	$4	$4	$4	$4
Family	$7	$7	$7	$7
ASO CHOICE 1:				
Individual	$3	$3	$3	$3
Family	$5	$5	$5	$5
ASO CHOICE 2:				
Individual	$2	$2	$2	$2
Family	$4	$4	$4	$4

11. Health Savings Account for the High Deductible Health Plan and the Essential Health Plan

Each employee who elects the High Deductible Health Plan or the Essential Health Plan will continue to have the option of opening a Health Savings Account ("HSA") in his or her name. For each employee who selects the High Deductible Health Plan, opens an HSA and makes a weekly contribution to his or her HSA of at least $5.00 per week for individual coverage or $10.00 per week for family coverage, the Company will make a weekly payroll contribution to the HSA of $15.38 per week, up to a maximum of $800 annually for individual coverage, and $30.76 per week, up to a maximum of $1,600 annually for family coverage.

For each employee who selects the Essential Health Plan, opens an HSA and makes a weekly contribution to his or her HSA of at least $10.00 per week for individual coverage or $20.00 per week for family coverage, the Company will make a weekly payroll contribution to the HSA of $5.76 per week, up to a maximum of $300 annually for individual coverage, and $11.53 per week, up to a maximum of $600 annually for family coverage.

Effective January 1, 2022, each employee who selects the Essential Health Plan, opens an HSA and makes a weekly contribution to his or her HSA of at least $10.00 per week for individual coverage or $20.00 per week for family coverage, the Company will make a weekly payroll

contribution to the HSA of $6.25 per week, up to a maximum of $325 annually for individual coverage, and $12.50 per week, up to a maximum of $650 annually for family coverage. Effective January 1, 2023, each employee who selects the Essential Health Plan, opens an HSA and makes a weekly contribution to his or her HSA of at least $10.00 per week for individual coverage or $20.00 per week for family coverage, the Company will make a weekly payroll contribution to the HSA of $6.73 per week, up to a maximum of $350 annually for individual coverage, and $13.46 per week, up to a maximum of $700 annually for family coverage.

Each employee who is newly hired during the calendar year and elects coverage under the High Deductible Health Plan or the Essential Health Plan, will receive a pro rata Company contribution beginning in the first week of the month immediately following the week in which he or she is first covered under the High Deductible Health Plan or the Essential Health Plan. Each year, employees enrolled in the High Deductible Health Plan or the Essential Health Plan will be eligible to make pre-tax contributions up to the maximum permitted by law. Employees enrolled in the High Deductible Health Plan or the Essential Health Plan will be ineligible to also participate in the Health Care Flexible Reimbursement Account for that year.

12. Health Assessment

(a) Employee Credit

Effective January 1, 2021, the employee credit of $3.00 per week for completing a Health Assessment will no longer be offered.

(b) Spousal Credit

Effective January 1, 2021, the spousal credit of $2.00 per week for completing a Health Assessment will no longer be offered.

13. Health Care Credit for Basic Medical Screenings

(a) Employee Credit

Effective January 1, 2021, the employee credit for participating in a

Basic Medical Screening increases from $1.00 per week to $5.00 per week.

(b) Spousal Credit

Effective January 1, 2021, each employee's spouse who is covered as a dependent in a Company health care plan will have an opportunity to participate in a Basic Medical Screening during an Open Enrollment Period and the employee will receive a separate credit of $3.00 towards his or her employee weekly payroll contribution commencing with his or her paycheck beginning January 1 of the next plan year.

14. Wellness Incentives

(a) The Company will continue to offer a Wellness Incentive Program to each employee who is enrolled in a Company Health Plan and who receives a credit for participating in a Basic Medical Screening.

(b) Each employee may continue to receive a reimbursement for the cost of the following wellness programs up to a total of $100 per year:

(i) Weight reduction programs (i.e., Weight Watchers, Jenny Craig, LA Weight Loss, hypnosis, acupuncture)

(ii) Gym, fitness center or fitness classes (i.e., gym/health club membership, karate, yoga, Pilates, dance)

(iii) Community-sponsored fitness challenges (i.e., marathon, race entry fees)

(iv) Department of Health certified smoking cessation program (i.e., hypnosis, acupuncture, laser therapy)

(v) Participation in a Company-sponsored wellness activity or other Joint Wellness Committee programs approved by the Company.

(c) Each employee, age 50 and above, or for whom a preventive colonoscopy is medically necessary who is enrolled in a Company Health Care Plan, and who completes and receives a credit for participating in a Basic Medical Screening will continue to be eligible for one day (8 hours) of excused time at straight-time pay to have the colonoscopy in the year they are receiving both credits.

15. Opt-Out Cash Payment

Employees will continue to be eligible to receive an Opt-Out Cash Payment in the amount of $10 each weekly payroll period. The employee must opt-out of coverage under the Company Health Care Plan and Dental Coverage during the immediately preceding Open Enrollment Period. The employee must not be covered under any of the Consolidated Edison, Inc.'s affiliates' health or dental care plans as a participant or a dependent.

B. Retirement Plan

Except as set forth below, the Company shall continue the provisions of the Consolidated Edison Retirement Plan that apply to the pension benefit allowance for each employee covered by this Contract (the "Retirement Plan") as in effect on June 20, 2020.

The Union agrees: (a) that, for the term of this Contract, it will not seek any further change in the benefits and qualifications of employees or any other provisions of the Retirement Plan; and (b) that the Board of Trustees of the Company may amend the Retirement Plan, or any plan or plans that may be adopted amending the Retirement Plan: (i) as it may deem necessary or desirable, provided that for the term of this Contract, no such amendment shall reduce the benefits or increase the qualifications, as heretofore provided in the Retirement Plan, or (ii) in order to comply with the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), or any other applicable law; provided that the Union shall be notified promptly after any such amendment.

C. The Consolidated Edison Thrift Savings Plan

Except as set forth below, the Company shall continue the provisions of the Thrift Savings Plan that apply to each employee covered by this Contract, as in effect on June 20, 2020.

1. Company Stock Fund

The Union agrees that the Company may, in its sole discretion, terminate the Company Stock Fund (as defined in the Thrift Savings Plan) at any point during the term of this Contract. Decisions regarding the transfer of assets held in the Company Stock Fund will be made in accordance with applicable law.

2. Auto Enrollment

The contribution rate for each employee who is automatically enrolled pursuant to the automatic enrollment provision of the Thrift Savings Plan on or after July 1, 2020, will be set to equal three (3) percent of his or her straight-time pay. Employees will continue to have the opportunity to opt-out of this provision in accordance with the terms of the Thrift Savings Plan.

3. Auto Escalation

Effective July 1, 2020, the automatic escalation feature will increase from ten (10) percent to fifteen (15) percent. Starting with the first payroll period of July of 2021, and in each July thereafter, the contribution rate for each participant who has not opted out of this auto escalation feature and is contributing less than fifteen (15) percent to the Thrift Savings Plan, will be automatically increased by one (1) percent.

4. Weekly Maximum Employer Matching Contribution for Employees Covered Under the Final Average Pay Pension Formula

Effective January 1, 2021, and each year thereafter, the Weekly and Annual Maximum Employer Matching Contributions will be as follows:

Calendar Year Beginning	**Weekly Maximum Employer Matching Contribution**	**Annual Maximum Employer Matching Contribution**
January 1, 2021	$34.13	$1,775
January 1, 2022	$35.58	$1,850
January 1, 2023	$37.02	$1,925
January 1, 2024	$38.46	$2,000

5. Weekly Maximum Employer Matching Contribution for Employees Covered Under the Cash Balance Pension Formula or the Defined Contribution Pension Formula

Effective January 1, 2021, and each year thereafter, the Weekly and Annual Maximum Employer Matching Contributions will be as follows:

Calendar Year Beginning	Weekly Maximum Employer Matching Contribution	Annual Maximum Employer Matching Contribution
January 1, 2021	$68.27	$3,550
January 1, 2022	$71.15	$3,700
January 1, 2023	$74.04	$3,850
January 1, 2024	$76.92	$4,000

The Union agrees: (a) that for the term of the Contract, it will not seek any further change in the benefits and qualifications of employees or any other provisions of the Thrift Savings Plan, and (b) that the Company may amend the Thrift Savings Plan: (i) as it may deem necessary or desirable, provided that for the term of this Contract, no such amendment shall reduce the benefits or increase the qualifications as heretofore provided in the Thrift Savings Plan or (ii) in order to comply with the ERISA, or any other applicable law; provided that the Union shall be notified promptly after any such amendment.

D. Employee Stock Purchase Plan

Except as set forth below, the Company shall continue the provisions of the Employee Stock Purchase Plan (the "ESPP"), that apply to each employee covered by this Contract, as in effect on June 20, 2020.

1. Effective January 1, 2021, for purposes of Article 4 of the ESPP ("Means of Payment of Employee Contributions"), employees participating in the ESPP will be able to make contributions only through payroll deductions. Employees who currently make cash payments will be directed to authorize payroll deductions, which will continue for each successive

Purchase Period (as defined in the ESPP) until such time as the employee ceases authorization for deductions.

2. Effective August 1, 2020, for purposes of Article 6 of the ESPP ("Purchase of Shares"), Share Price will be determined by using the stock price on the last business day of the month in which contributions and/or reinvested dividends are received by the Agent (as defined in the ESPP).

E. Legal Services Plan

Effective for payroll periods as soon as practicable after January 1, 2021, and thereafter for the term of this Contract, employees may elect to participate in the Company's legal services plan. Employees choose to participate during an Open Enrollment Period and must pay a monthly contribution for the benefit, as determined by the plan provider, which is currently $14.00 per month which may be adjusted for future periods. An employee's contribution must be paid through payroll deductions on an after-tax basis in the first paycheck of each month.

F. Student Loan Refinance Program

Effective January 1, 2021, employees may elect to participate in the Company's student loan refinance program. The program provides employees with a choice of vendors through which consolidation of current federal and private loans for bachelor and/or graduate degrees may be obtained. Employees will be given information about potential vendors that may be contacted directly. Any repayment plan is to be established directly with the vendor and not implemented through Company payroll deductions.

G. Long Term Disability Plan

The Company shall continue the Long Term Disability Plan as in effect on June 20, 2020.

H. Eldercare

The Company Shall continue the Eldercare benefits as in effect on June 20, 2020.

I. Transportation Reimbursement Account Plan

The Company shall continue the Transportation Reimbursement Account Plan as in effect on June 20, 2020.

J. Consolidated Edison, Inc. AFLAC Supplemental Insurance Plan

The Company shall continue to make available to employees the opportunity to purchase, on a pre-tax basis, additional cancer and dismemberment insurance from AFLAC, as in effect on June 20, 2020.

K. Life Insurance:

Effective January 1, 2021, the Company-provided group term life insurance program provides a life insurance benefit will be $100,000.

L. Business Travel Accident Insurance Plan:

The Business Travel Accident Insurance Plan provides a death benefit of $250,000.

M. Crime Protection Insurance Plan:

The Crime Protection Insurance Plan provides a death benefit of $250,000.

IV. Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay

The Statement of Job Titles contained in Exhibit I, Part 5, of the 2016-2020 Collective Bargaining Contract shall be amended as follows:

"X" SCHEDULE JOB TITLES

TITLE	**DEPARTMENT**
Mechanic Technician	Steam Operations

Junior Field Electrical Technician	Electric Operations
Field Electrical Technician	Electric Operations
Senior Field Electrical Technician	Electric Operations
Distribution Splicer A	Electric Operations
Troubleshooter Gas	Gas Operations

NON "X" SCHEDULE JOB TITLES

TITLE	**DEPARTMENT**
Field Inspector	Construction
CSR Router	Customer Operations
Senior Special Technician	Customer Operations

V. Miscellaneous Modifications

The 2016-2020 Collective Bargaining Contract shall be amended, as follows:

Article III
HOURS AND WORKING CONDITIONS

8(c) Pay Advance

Insert as 8(c) the following:
Effective as soon as practicable, the company shall cease the practice of advancing new employees 40 hours of pay in the first week they are hired.

Effective as soon as practicable, the company shall cease the practice of increasing the amount of the pay advance for incumbent employees hired on or before June 20, 2020, and when that practice ceases, the Company will provide each such employee with a statement of the amount of the advance and how the amount was calculated.

10. Overtime Pay and Meal Allowance

The Company will pay an allowance of fifteen dollars ($15.00) for a meal during overtime work when the period is ten (10) or more hours, and a second meal allowance of fifteen dollars ($15.00) when the hours worked exceed a total of sixteen (16) hours.

Effective January 1, 2021, the amount of each allowance shall be $16.00.
Effective January 1, 2022, the amount of each allowance shall be $16.50.
Effective January 1, 2023, the amount of each allowance shall be $17.00.
Effective January 1, 2024, the amount of each allowance shall be $17.50.

11. Premiums for Night and Sunday Work:

Designate section 11 of 2016-2020 contract as 11(a), entitled Premiums and Shift Differential, and insert as last paragraph of 11(a) the following:

Based on operating need, the Department may permit an individual or a group of employees to start work between 5:00 AM and 6:59 AM, other than on a Sunday, provided the Department has a written agreement with the Union to that effect, and the Company shall not be required to pay midnight premium to such employee(s) provided that the employee(s) shall receive a paid, 20-minute lunch each such day.

Add new subsection (b) entitled “Stipends” as follows:

11(b). Stipends

A full-time Customer Field Representative assigned to perform cycle meter reading (Cycle Meter Reader) will receive a weekly stipend payment of $25.00 to cover incidental expenses related to the actual performance of his or her job duties, commencing upon the Sunday following ratification of the 2020-2024 Collective Bargaining Contract. In the event weekly expenses exceed $25.00, expenses will be reimbursed provided they are supported by a receipt or otherwise substantiated. The weekly stipend will be pro-rated in accordance with the number of days actually worked during the regularly scheduled workweek.

16. Diversity Holiday

Replace subsection 16(b) "Personal Holiday" with the following subsection 16(b) entitled "Diversity Holiday":

(b) The Union and the Company are united in their condemnation of racism and inequality in all forms and recognize the importance of celebrating our diverse workforce. To provide employees the opportunity to observe days of special cultural or religious significance, effective January 1, 2021, regular employees who have completed one (1) year of continuous service on any December 31, beginning with December 31, 2020, shall be entitled to designate one (1) scheduled working day as a Diversity Holiday, to be taken in the following calendar year. The Diversity Holiday shall be scheduled in advance and shall be allotted by the Company to ensure orderly operations and adequate and continuous service to the public

17. Travel Pay:

Insert as new paragraph (c), and re-designate paragraphs (c) and (d) of the 2016-2020 contract as paragraphs (d) and (e), respectively:

(c) Where non-overhead employees are required to perform storm emergency or on-loan work for utilities in the territory of a utility company other than Con Edison or Orange and Rockland Utilities, Inc., the hourly wage rate applicable for such work will be 150% of the maximum hourly wage rate for the employee's job title, for all hours worked. Employees will also receive a stipend of $75 per day in lieu of meal allowances. If a recognized holiday occurs during such an assignment, the assigned employee will be paid for time actually worked, in accordance with paragraph 16 (d) of the Collective Bargaining Contract. These rates will be paid for time actually worked and shall include travel time between the Company's departure location and the other utility.

18. Replace Section 18 with the following:

18. Mileage Rate and Allowance for Use of Personal Vehicle

(a) Employees who are authorized to use their personal cars for Company business shall be reimbursed at the allowable mileage rate established from time to time

by the Internal Revenue Service. Any adjustment in such rate shall be effective the first day of the following month.

All reimbursements will be subject to audit as the Company may require.

(b) The Company may require certain employees to use their personal vehicles in specified jobs and in certain geographic areas for Company business when performing their jobs. Employees who, on December 1, of any year, are required by the Company to use their personal cars in specified jobs and in certain geographic areas for Company business shall, in addition to the allowance provided in subparagraph (a), be paid, on or about December 15, the sum of eight hundred fifty dollars ($850) effective December 2020, for use of the vehicle in the following calendar year.

Effective December 2021, the sum will be eight hundred fifty dollars ($850) for use of the vehicle in 2022.

Effective December 2022, the sum will be nine hundred fifty dollars ($950) for use of the vehicle in 2023.

Effective December 2023, the sum will be one thousand fifty dollars ($1,050) for use of the vehicle in 2024.

Employees receiving the aforesaid sums for use of their personal vehicle for Company business pursuant to this paragraph, regardless of their specific job or geographic location, will not be eligible to receive the payment pursuant to paragraph (c), below.

(c) If the Company assigns an employee to use his or her own vehicle for business purposes during a storm or other emergency, the Company will pay the employee one hundred and forty dollars ($140) a day for the use of the vehicle, tolls, gas used, and other expenses, for each day of such use. The Company will assume liability for the use of the vehicle pursuant to the provisions of the Company’s Storm Recovery Guide. Employees receiving the mileage allowance

for personal vehicle use under paragraph (a) above will not be eligible to receive this $140 payment.

(d) Employees using their personal vehicles for business purposes as described in paragraph (a), (b), or (c) above may be required to carry Company equipment to and from their home, as well as to and from various worksites. Each Organization shall meet with their local union representatives to mutually determine what Company equipment employees shall be required to carry. In the event the Company and the Union cannot agree, the matter shall be submitted to "Final Offer" Arbitration.

19. Alternate Work Arrangements

The parties agree to rename section 19 "Alternate Work Arrangements" and replace existing section 19 with the following:

(a) Experimental Work Schedules

Notwithstanding anything to the contrary contained in this Collective Bargaining Contract and subject to, and solely in accordance with, the mutual written agreement of the parties in each particular case, any section and/or department may implement an Experimental Work Schedule ("EWS") after the applicable written agreement has been fully signed, provided a majority of the employees involved expressly waive in writing those provisions of the Collective Bargaining Contract that would otherwise require the payment of overtime for work in excess of eight (8) hours in any workday. It is the intention of the parties that the employees involved shall not suffer any loss in pay because they are not working schedules they would have otherwise regularly worked for a 40-hour work week, nor shall the Company suffer any increases in payroll costs for these Experimental Work Schedules.

Without limiting the foregoing, such Experimental Work Schedules may provide in any workweek schedules such as, but not limited to:

<u>Ten (10) Hour Experimental Work Schedules</u>

1. Consecutive workweeks consisting of four (4) workdays of ten (10) hours each day.
2. In a Payroll Week during which any Company Holiday (as prescribed in Article III, Paragraph 16 of the Collective Bargaining Contract) falls, the entire workweek shall revert to a Regular Work Schedule of five (5) workdays of eight (8) hours per day. All provisions of Article III, Paragraph 16 shall apply to employees on the EWS. Employees who are excused with pay on a Holiday will be paid only for eight (8) hours.

Twelve (12) Hour Experimental Work Schedules

1. A combination of several workweeks, as noted below, so that a full rotation of the work schedule will be the equivalent of 40 hours times the number of workweeks in the rotation:
   a. Workweek(s) consisting of four (4) workdays of eight (8) hours each day totaling 32 hours.
   b. Workweek(s) consisting of four (4) workdays of twelve (12) hours each day totaling 48 hours, in which case employees will be paid 1.5x the regular rate of pay for the last eight (8) hours worked in the workweek.
   c. Workweek(s) consisting of three (3) workdays of twelve (12) hours each day totaling 36 hours.
   d. Workweek(s) consisting of five (5) workdays of eight (8) hours each day totaling 40 hours.

A common EWS rotation is comprised of two 48-hour workweeks, two 36-hour workweeks, and one 32-hour workweek. The five (5) week rotation equals 200 hours. The EWS should result in 2080 annual work hours, equal to the number of work hours an employee working a standard hour schedule would work annually (40 hours x 52 weeks = 2080 hours).

2. An employee who was previously working an eight (8) hour day shift, and ineligible for premium pay, shall not receive night or midnight premium when their shift is expanded to twelve (12) hours under the EWS. Conversely, an employee who was previously working an eight (8) hour shift, and eligible for night or

midnight premium pay, shall continue to receive the same premium when the shift is expanded to twelve (12) hours under an EWS.

3. When a work schedule consists of two shifts (e.g., 7:00 AM to 7:00 PM and 7:00 PM to 7:00 AM) employees working 7:00 AM to 7:00 PM shifts shall be paid for 12 hours at their regular rate of pay. Employees working the 7:00 PM to 7:00 AM shifts shall be paid for 12 hours at the midnight premium rate. Regardless of the start time of the shift, employees who work a shift primarily covering daytime hours will be paid regular pay rates without regard for shift premiums. Employees who work a shift primarily covering the midnight shift will be paid the midnight premium rate.
4. Employees who are out sick shall have their time for that day recorded on an hourly basis, i.e., each one (1) day shall equal twelve (12) hours of time out sick if the employee was scheduled to work twelve (12) hours on that day. Employees who are out sick for an entire workweek shall revert to a five (5) day, forty (40) hour workweek and have their time recorded as such. Certification of illness or injury shall be provided, when required, in accordance with Section 39(a) of the Collective Bargaining Contract ("CBC"). Employees who are on medical restrictions shall revert to a regular work schedule if they cannot be reasonably accommodated in the Experimental Work Schedule.

All Experimental Work Schedules

1. Either party may, at any time, upon written notice to the other, request the termination of an EWS, whereupon the EWS agreement shall terminate not more than thirty (30) days following receipt of said notice and the work schedule shall revert to the Regular Work Schedule.
2. Each 10 or 12 hour regularly scheduled shift in an EWS shall contain a twenty (20) minute paid lunch period in the middle of the first eight (8) hours of the shift. When an EWS contains a regularly scheduled 8-hour work day, there shall be a regularly scheduled 30 minute unpaid lunch period, unless otherwise specified in the EWS.
3. Overtime shall be paid at the rate of time-and-one-half for work in excess of the EWS day (i.e., after the ten (10) hour or twelve (12) hour workday) or, if employees are on a Regular Work Schedule, after the (8) hour workday.

Overtime also shall be paid for all work in excess of forty (40) hours in any workweek, and for all work in excess of the EWS Workweek when that workweek is less than forty (40) hours. No employee shall be paid daily and weekly overtime for the same hours of work. The initial meal allowance shall be paid when an employee on an EWS works twelve (12) hours in a workday. The second meal allowance shall be paid as provided in Article III, Section 10 of the CBC. In a Regular Work Schedule workweek consisting of eight (8) hour days, meal allowance shall be paid in accordance with Article III, Section 10 of the CBC.

4. An individual vacation day or Diversity Holiday should be scheduled prior to the workweek in which it is taken. Employees approved for an individual vacation day or a Diversity Holiday shall be assigned to the Regular Work Schedule for the workweek in which the vacation day or Diversity Holiday is scheduled. Diversity Holidays shall be recorded as eight (8) hours at straight-time pay. When an employee on an EWS is approved to take a vacation day, but there is insufficient time to assign the employee to a Regular Work Schedule, that employee shall be allowed to use ten (10) hours or twelve (12) hours of vacation time, depending upon the length of the EWS workday (provided the employee has ten (10) or twelve (12) hours of vacation leave available. If not, the employee can supplement with leave no-pay).
5. All provisions of Article III, Section 16 (d) of the CBC shall be applicable.
6. Employees who are suspended during the EWS shall have their time recorded on an hourly basis. The Company shall schedule a suspension day(s) during the Regular Work Schedule (eight (8) hour days) instead of the EWS (ten (10) hour or twelve (12) hour days). However, this does not apply to suspensions pending investigation or suspensions for major infractions or serious misconduct, which the Company may impose immediately. The Company may assign an employee to the Regular Work Schedule for the purpose of having suspension days served during the Regular Work Schedule (eight (8) hour days) instead of during the EWS (ten (10) or twelve (12) hour days) whenever feasible.
7. Excused time with pay may be used in increments of eight, ten, or twelve hours depending on the work schedule in effect at the time, and subject to management’s approval. However, no employee shall exceed twenty-four (24)

hours of excused pay in a calendar year, in accordance with the Company's Personnel Policies and Practices, entitled *"Excused Absence – Personal Reasons: Weekly Employees."*

8. Employees who are either on "Telephone Standby" for Jury Duty or who are physically called in for Jury Duty shall be assigned to the Regular Work Schedule for the workweek in which the first day of "Telephone Standby" or actual Jury Duty is scheduled. These employees shall remain on the Regular Work Schedule until they have completed the Regular Work Schedule for the workweek in which their last day of "Telephone Standby" and/or Jury Duty was satisfied.
9. The Company maintains the right to assign any employee to a Regular Work Schedule for training or operational needs, either on-site or off-site. On those occasions when operating needs require the employee to revert to the Regular Work Schedule, any such changes shall be made in accordance with the provisions of the CBC. When the employee attends training, the work schedule will include a 30-minute unpaid lunch break.
10. In any and all EWS Agreements entered into after July 1, 2020, which permit an individual employee or a group of employees to start work between 5:00 AM and 6:59 AM, other than on a Sunday, the Company shall not be required to pay midnight premium to such employee(s) unless otherwise specified, provided that the employee(s) shall receive a paid, 20-minute lunch each such day.

(b) Home Agent Pilot Program - Customer Assistance

The parties agree that they shall establish a telecommuting program (hereinafter "Home Agent Pilot Program") option for Union-represented employees in the Customer Assistance Department (hereinafter "Department") who express a desire to work remotely. This Home Agent Pilot Program will remain in effect through June 22, 2024.

1. Determination of Suitability of Home Agent Telecommuting

a. Designated full-time and part-time employees within the Department will be scheduled to telecommute on a full-time or part time basis. The parties understand that not every position within the Department lends itself to a

telecommuting work arrangement. As a preliminary matter, Section Managers will determine employee suitability for participation in the Home Agent Pilot Program based on job function.

b. If an employee's request to telecommute is denied, he or she will have the right to request and receive timely feedback from the Section Manager on the reasons why he or she was denied telecommuting, and the employee will have the right to grieve any such denial in accordance with the Collective Bargaining Contract (CBC).

c. Section Managers will be responsible for implementing the program and determining the daily and weekly availability of telecommuting for employees based on operating needs of the section, including how many employees can telecommute on each day of the work week. Section Managers may limit telecommuting requests for business needs.

d. Employees who telecommute must provide their supervisor with a phone number at which they can be reached throughout the workday.

2. Work Schedules for Home Agent Telecommuting

a. The Company agrees not to schedule or cancel the opportunity for employees to telecommute on the dates of scheduled Union meetings, provided the Section Manager receives advanced written notice of the meeting dates.

b. While telecommuting, employees' work hours will conform to their regularly scheduled work hours. Deviations shall not be permitted unless the employee obtains prior approval from his or her supervisor or manager. The Company agrees that it will follow all requirements contained in the CBC with regard to the payment of overtime, shift premiums, and/or changes of schedule. Notwithstanding the aforementioned, if a telecommuting employee is assigned, or otherwise approved to work overtime, he or she will not be paid any meal allowance under Article III, Paragraph 10 of the contract.

c. When signed onto the Company network, the telecommuting employee will remotely log on to the Company network and sign into the LYNC, SKYPE, or TEAMS application (and future replacement applications)

during his or her scheduled telecommuting hours, except during the set time periods for applicable rest breaks and meal breaks, to ensure that he or she is available for assignments, questions, teleconferences, emails, telephone calls and other communications throughout the workday. If the employee is unable to remotely log on to the Company network**,** he or she must immediately notify his or her supervisor of the problem and then call the Help Desk for assistance.

d. The employee is responsible for retrieving and responding to voice mail messages and will be required to set the call forwarding feature on his or her office phone during workday hours to a number on which he or she can be reached while working remotely.

e. The telecommuting employee must perform regular work functions and be readily available by phone during his or her normal work schedule, as if he or she were in the office.

3. Equipment/Furnishings/Office Supplies

a. The Company will provide the employee with a laptop, dual monitor and headset, or comparable equipment for his or her home office. The Union and the employee understand that the Company will not provide any other equipment or office furnishings for the employee's home office.

b. The Company will pay each telecommuting employee a yearly reimbursement, up to a maximum of $360, receipts required, to compensate the employee for internet and telephone usage. Receipts will be reviewed annually in July, with the first reimbursement being made in July 2021. In order to be eligible for this reimbursement, the employee must be an active employee within the Department at the time of the reimbursement. The employee would be responsible for any incidental costs associated with maintaining his or her home workspace as he or she desires for the purposes of working in an efficient, safe and expeditious manner.

c. In order to be eligible to telecommute, the employee must have a high-speed internet connection of 200 megabytes per second (Mbps), or greater.

d. Employees who choose to telecommute understand that they are subject to the Standards of Business Conduct and required to use Company resources, including the e-mail system, Internet access, and Company-issued mobile devices and computers professionally and appropriately at all times. These same requirements apply to the employee's use of his or her personal phone during working hours.

e. Telecommuting employees must have a designated home workspace to be utilized for telecommuting. The employee must also maintain a quiet, safe and sound work environment while telecommuting. Except in cases of emergency, management employees will not enter or visit an employee's home, unless agreed to by the employee and the Union.

f. Telecommuting employees will be responsible for maintaining home office furnishings - such as a desk, chair, and lighting, at his or her own expense.

4. Additional Requirements for Home Agent Telecommuting

a. Telecommuting employees must work within a two (2) hour commute of his or her assigned work location.

b. The employee's supervisor will assign all work to be performed while telecommuting. Employees who complete their assignment before the end of their regularly scheduled shift must contact their supervisor.

c. To maintain eligibility to telecommute, the employee must complete all assignments and continue to work in a satisfactory manner while telecommuting.

d. The employee will be required to report to the employee's regular Company work location if the employee loses the capability to telecommute, e.g., the employee's computer stops working or internet connection is lost for a prolonged period of time (i.e., greater than two (2) hours). If the employee is unable to report on a timely basis, the Department will evaluate the circumstances, and grant requests to take vacation, or leave without pay (a non-chargeable frequency), based on operational need.

e. If the supervisor or manager determines that the employee's telecommuting assignments are not being completed, the supervisor or manager may remove the employee from the Home Agent Pilot Program. Should the employee or the Union believe that an employee is being removed from the program without reasonable cause, the employee or the Union may file a grievance pursuant to the procedure outlined in the CBC.

f. While telecommuting, any overtime must be assigned and/or approved in writing by the employee's supervisor or manager. The employee will not be paid overtime, as provided in Article III, Section 10 of the CBC, unless he or she has received written pre-approval from his or her supervisor or manager for a specified period of overtime work.

g. The employee's home workspace is considered a remote extension of the employee's normal reporting location. The employee will be covered by the applicable NYS Workers' Compensation law for any work-related injuries or illnesses that occur in the designated home workspace during scheduled telecommuting periods. The employee agrees to report any work- related injuries or illnesses occurring during telecommuting to his or her manager as soon as possible, and to cooperate in any investigation, in accordance with Corporate Policy.

h. While telecommuting, the employee is expected to remain in compliance with all applicable Con Edison employment rules, policies and procedures.

5. Termination/Suspension of the Home Agent ~~Telecommuting~~ Pilot Program

a. Either the Union or the Company, upon written notice to the other, may terminate the Home Agent Pilot ~~p~~Program, whereupon the program will cease thirty (30) days following receipt of said notice, and the participating employees will be returned to their work location, or if no space is available, to other Company call center locations. If during this thirty-day (30) period, however, operational conditions warrant the immediate change of the participating employee's work schedule, the Company has the right to require the participating employees to return to his or her assigned work location by the next Sunday.

b. The employee may also terminate an approved telecommuting arrangement by providing a minimum of seven (7) calendar days' notice to his or her Section Manager. If an employee terminates his or her telecommuting arrangement, the employee must wait a minimum of 30 days before opting back into the Program and may do so only with his or her Manager's approval. Should the employee or the Union believe that managerial approval is being withheld arbitrarily or discriminatorily, the employee or the Union may file a grievance pursuant to the procedure outlined in the CBC.

6. Not Precedent Setting

a. This Home Agent Pilot Program ~~Agreement~~ will not establish a precedent in any way, nor shall it be used as a precedent for settlement in other matters between the Company and the Union in the future. ~~This Agreement~~ This program shall not be used or referred to by any party hereto in connection with any grievance or arbitration proceeding other than grievance or arbitration under this program ~~Agreement~~, or any other proceeding before any court or government agency, except for the enforcement hereof or adjudication of rights hereunder.

b. Nothing in this ~~Agreement~~ program shall alter any provision of the CBC nor past practice between the parties other than as specifically addressed herein.

(c) Telecommuting Pilot Program

The Company and the Union will identify organizations and employees seeking to telecommute, in accordance with the terms and conditions defined below. Each Section Head will work with the appropriate Business Agent to define the scope of the local arrangement using Appendix A. This Telecommuting Pilot Program will be in effect through June 22, 2024.

1. Determination of Suitability of Telecommuting

a. The parties understand that not every position lends itself to telecommuting work arrangements. Section Managers will grant or deny a request to participate in a telecommuting arrangement based on the following requirements for eligibility: the business needs of the department; the employee's seniority, job functions and skill set; and the employee's ability to accomplish the business objectives of his or her position while working in a telecommuting arrangement, including remote systems accessibility.

b. If an employee's request to participate is denied, he or she will have the right to request and receive timely feedback from the Section Manager about the reasons why he or she was denied participation and the employee will have the right to grieve any such denial in accordance with the Collective Bargaining Contract (CBC).

c. Section Managers will be responsible for implementing the program and for determining the daily and weekly availability of telecommuting for employees based on operating needs of the section, including how many employees can telecommute on each day of the work week. Section Managers may limit telecommuting for business needs, e.g. financial closing, holidays, etc.

d. Employees who telecommute must provide their supervisor with a phone number at which they can be reached during the workday.

2. Work Schedules for Telecommuting

a. On an annual basis, employees in each organization may select one or more days of the week to telecommute on a recurring basis, based on the work schedule and seniority.

b. The Company agrees not to schedule or cancel the opportunity for employees to telecommute on the dates of scheduled Union meetings provided the Section Manager receives advanced written notice of the meetings.

c. The employees' telecommuting work hours will conform to their regularly scheduled work hours. Any deviation shall not be permitted unless the employee obtains prior approval from his or her supervisor or manager. The Company agrees that it will follow all requirements contained in the CBC with

regard to the payment of overtime, shift premiums, and/or changes of schedule.

d. Employees shall be permitted to participate in telecommuting even if a scheduled telecommuting day or days is/are scheduled adjacent to an excused leave provided there is no negative impact on the productivity or operational needs of the department.

e. An employee's regular telecommuting day may be cancelled or changed if the employee's presence in the office is required. The change in reporting location will be communicated prior to the end of the prior workday. Any change of work location, that does not result in a change of work hours, is not considered a Change of Schedule under the Collective Bargaining Contract ("CBC"). However, if an employee is given less than sixteen (16) hours' notice to report to the office, he or she will receive two (2) hours of pay at the overtime rate of pay for any inconvenience, unless the need is to replace an unscheduled absence.

f. When signed onto the company network, the employee will remotely log on to the company network and sign into the LYNC, SKYPE, or TEAMS application during his or her scheduled telecommuting hours, except during the set time periods for applicable rest breaks and meal breaks, to ensure that he or she is available for assignments, questions, teleconferences, emails, telephone calls and other communications throughout the workday. If the employee is unable to remotely log on to the company network**,** he or she must immediately notify his or her supervisor of the problem and then call the Help Desk for assistance.

g. The employee is responsible for retrieving and responding to voice mail messages and will be required to set the call forwarding feature on his or her office phone during workday hours to a number on which he or she can be reached while working remotely.

h. The telecommuting employee must perform regular work functions and be readily available by phone during his or her normal work schedule, as if he or she were in the office.

3. Equipment/Furnishings/Office Supplies

a. The Company will provide each employee who chooses to work from home with a laptop computer by the end of 2020, for use at home and in the workplace. The employee is responsible for transporting the laptop, once provided, between home and the workplace. Each department shall determine its needs with regard to having employees work from home, including the number of employees who may reasonably do so without disruption of operational needs. Any issue arising out of this provision shall be subject to the grievance and arbitration provision, including but not limited to any determination by the department as to whether any given employee may work from home.

b. The employee is responsible for all other costs associated with equipping and maintaining his or her home workspace so that he or she can accomplish his or her work in an efficient, safe and expeditious manner

c. The employee must possess the technological capability and necessary equipment to telecommute, depending on the nature of his or her job. Employees should test their technological capability prior to agreeing to take part in the telecommuting program. The Company shall not, for any reason, access an employee's personal computer, hard drive, or computer system unless that employee has explicitly authorized access.

d. The employee who chooses to telecommute understands that he or she is subject to the Standards of Business Conduct and expected to use company resources, including the e-mail system, Internet access, and company-issued mobile devices and computers professionally and appropriately at all times and these same Standards will apply to the usage of his or her personal computer and phone during working hours.

e. The employee must have a home workspace to be utilized for telecommuting. The employee must also maintain a safe work environment while telecommuting, free of distractions. Management employees will not enter or visit an employee's home, unless agreed to by the employee and the Union.

f. The employee is responsible for providing other office furnishings - such as a

desk, chair, and lighting at his or her own expense

4. Additional Requirements

a. The employee's supervisor will assign all work to be performed while telecommuting.

b. To continue to be eligible to telecommute, the employee will complete all assignments and continue to work in a satisfactory manner while telecommuting.

c. The employee understands he or she may be required to forego telecommuting, by, at the employee's choice, either coming to work, taking vacation, or taking leave without pay (a non-chargeable frequency) in instances when the employee loses the capability to telecommute (e.g. the employee's computer stops working or internet connection is lost for a prolonged period of time, i.e. greater than four (4) hours remaining in the workday). If less than four (4) hours remain in the employee's workday, the employee shall be paid for the balance of the workday.

d. If the supervisor or manager determines that the employee's telecommuting assignments are not being completed, he or she can remove the employee from the program. Should the employee or the Union believe that an employee is being removed from the program without reasonable cause, the employee or the Union may file a grievance pursuant to the procedure outlined in the CBC.

e. While telecommuting, the employee will not be paid beyond an 8-hour day unless he or she has received written pre-approval for overtime work by his or her supervisor or manager, which will be provided by text or email. When an employee has received direction from a supervisor to complete certain work by the end of the calendar day and the employee is not able to complete the work by the end of the regular shift, the employee must request permission to work overtime. If permission is granted, the supervisor will email authorization to the employee to work a finite number of hours of overtime.

f. The employee's home workspace is a remote extension of the employee's

normal reporting location. The employee will be covered by the applicable NYS Workers' Compensation law for any work-related injuries that occur in the designated home workspace during scheduled telecommuting periods. The employee agrees to report any work-related injuries occurring during telecommuting to his or her manager as soon as possible, and cooperate in any accident investigation, in accordance with Corporate Policy.

g. Employees who are not working from their official home address must notify their supervisor of the address they are at and a phone number they can be reached. Employees may not work from a different time zone or from a location that prevents them from reporting to work within four hours of notification.

h. While telecommuting, the employee is subject to and expected to remain in compliance with all applicable Con Edison employment business policies and procedures.

i. The Company will not allow a contractor or temporary employee to work in place of the employee working from home nor to use the desk, computer, or telephone of a bargaining unit employee participating in the Telecommuting Program.

5. Termination/Suspension of the Telecommuting Program

a. The employee understands that the Telecommuting Program is not a universal benefit or entitlement, but rather is an option and alternative method of meeting the work needs of the Company and its employees.

b. Either the Union or the Company may suspend or terminate the telecommuting arrangement upon thirty (30) calendar days' written notice to the other.

c. The employee may also terminate an approved telecommuting arrangement with a minimum of seven (7) calendar days' notice to his or her Section Manager. If an employee opts out of the Telecommuting Program, the employee must wait a minimum of 30 days to opt back into the Program and may do so only with his or her Manager's approval. Should the employee or the Union believe that managerial approval is being withheld arbitrarily or

discriminatorily, the employee or the Union may file a grievance pursuant to the procedure outlined in the CBC.

APPENDIX A

Section:

_____

Description of Local Work from Home Agreement:

Remote Schedule:

Equipment Needs:

Section Manager (print): _____

Section Manager (sign): _____

Business Agent (print): _____

Business Agent (sign):_____

Article IV

VACATIONS – VESTING

20. **Vacations with Pay:**
Amend Article IV, Section 20 – Vacation with Pay (1)(a) to read:

(1) (a) Vacation with pay in each year during the term of this Contract shall be granted regular employees who were in the employ of the Company on December 31 of the previous year, on the following basis:

Years of Service Completed as of December 31	**Vacation**

Less Than One (1) Year:	
If Employed After Aug. 31	1 week
If Employed Before Aug. 31	2 weeks
1 to 2 Years Inclusive	2 weeks
3 Years	2 weeks + 2 days
4 Years	2 weeks + 4 days
5 - 8 Years	3 weeks + 2 days
9 - 12 Years	3 weeks + 3 days
13 - 14 Years	3 weeks + 4 days
15 - 16 Years	4 weeks + 1 days
17 - 21 Years	4 weeks + 2 days
22 Years	4 weeks + 3 days
23 - 24 Years	4 weeks + 4 days
25 Years	5 weeks

Amend first paragraph of Article IV, Section 20 (2) to read:

Time of Vacations and Vacation Procedure: If and where it is practicable, the Company will grant vacations on a consecutive basis and at the time desired by the employee but the final right to allot any employee's vacation periods or any part thereof is reserved exclusively to the Company, to such extent as it may deem the same to be necessary to ensure orderly operation and adequate and continuous service to the public. Subject to the foregoing, an employee may be permitted, at the Company's discretion, to carry over up to 80 hours of unused vacation with pay from any calendar year during the term of this Contract, to be used by June 30 of the following year.

Such carry-over vacation time is used before the current year vacation allowance. Effective January 2022, employees who do not use their carry-over vacation time by June 30 of the year after it was earned will be paid in August for 75% of that unused carry-over vacation time at the rate of pay in effect on December 31 of the year the vacation time was earned, except that if the employee was not able to take their carry-over vacation time prior to June 30 because of the operational needs of the Company or at the request of the employee's supervisor, the employee will be paid for 100% of that carry-over vacation time at the rate of pay in effect on December 31 of the year the vacation time was earned.

Amend Article IV, Section 20 (3) to read:

Vacation Pay to Surviving Spouses and Certain Other Dependents:

In the case of an employee who was in the employ of the Company on December 31 of the previous year and who dies during a current calendar year, the uncollected pay for any unused portion of the vacation for which such employee would otherwise have been eligible in that year shall be payable to the employee's surviving spouse, or if there is no surviving spouse, to family member(s) of such deceased employee consistent with §1310 of the New York Surrogate's Court Procedure Act, and, if there is no such person, to his or her heirs. Payment by the Company in good faith to one who claims to be entitled to payment of such uncollected pay shall discharge the Company from any further liability therefor to any other claimant.

Article V
EXCUSED ABSENCES AND LEAVES

22. **Excused Absence:**

Replace Section 22(a) (before the table) with the following:

(a) Excused Time for Wellness: A regular employee who is enrolled in any Company health plan as the primary insured or as a family member of another employee, will be permitted up to one half day (4 hours) of excused time subject to advance approval by the employee's manager at straight-time pay for a routine well visit with a medical provider. Employees who are not enrolled in a healthcare plan offered by the Company are not eligible for this benefit. Excused time for visits with the medical provider of the employee's choice must be in accordance with the schedule below:

Article IX
PROVISIONS FOR SICKNESS, DISABILITY, RETIREMENT, ETC.

39.(a) **Company Sick Allowance:**

Amend the second paragraph of Section 39.(a) to read:

Certification of illness or injury, either through the Company's medical service or through an acceptable report from the employee's personal physician, is required for the payment of Company Sick Allowance for illness or injury causing absences in

excess of two (2) days. The Company's medical service shall have the option to certify an employee's illness or injury via an in-person visit or a virtual visit (video teleconference). Any payment for Company Sick Allowance is not considered earned until the absence in question has been approved by the Company's medical service. Any Company Sick Allowance payments made in advance of such approval may be recovered from subsequent payments of wages if the absence in question is not approved.

Article XI

DIRECTION OF WORKING FORCES; FAIR TREATMENT FOR EMPLOYEES

44. **Promotions**

(f) No employee shall apply for more than five job transfers during any twelve-month period. Any transfer applications in excess of this number may be rejected by management without any consideration of their merits.

45. **Protection of Employees as to Layoff, etc.:**

(3.) **Protection of Employees with Permanent Medical Restrictions**

An employee who cannot perform the essential functions of his or her regular job due to permanent medical restrictions, and who has completed at least twenty-seven (27) consecutive months of service with the Company, will be assigned to some work function which the employee is capable of performing provided such other work is available and the employee is qualified. The Company will further accommodate the employee by providing basic training to the employee for such other available work assignment in accordance with its present policy.

Employees with ten (10) or more years of service with the Company will retain the same job title for the duration of their employment with the Company and will continue to receive the same rate of compensation as theretofore, regardless of the range of pay commensurate with the job classification pay for such other work function, but shall not be eligible for wage increases beyond the maximum rate for that work function which the employee is performing, except as provided for in Exhibit I, Part 1, Paragraph (e). An employee with less than ten (10) years of service

with the Company will receive either his present rate of pay or the maximum hourly rate of pay for the title he or she is assigned, whichever is lower.

Article XIV

DURATION OF CONTRACT: NEGOTIATIONS

54. **Duration and Termination; Annual Consideration of Wages, etc.:**

1. This Contract shall be in force through June 22, 2024, and shall continue in force from year to year thereafter, unless terminated as hereinafter provided.

2. Through June 22, 2024, and subject to Paragraph 40 hereof the agreements set forth in Exhibit "I" attached hereto and made a part hereof shall constitute a final and conclusive settlement as to wages, increases and wage adjustments and as to any and all other claims, demands and proposals raised, or any other proposals of whatever nature, which might have been raised by either party for discussion and negotiation between the parties for this new Contract or otherwise, provided, however, that the foregoing shall not preclude either party from pursuing or defending against any grievance, any proposed Settlement Agreement and/or any NLRB charge pending as of June 20, 2024, whether or not the subject of the grievance was raised in those negotiations.

VI. Provisional Customer Field Representative Letter Agreement, Customer Field Representative, and Senior Meter Technician

Provisional Customer Field Representative Letter Agreement

The Letter Agreement dated June 26, 2016, in the 2016 - 2020 Contract, shall be republished in the 2020 - 2024 Contract and the no layoff clause for Customer Field Representatives shall be extended until June 22, 2024.

Customer Field Representative

The “Agreement to Encourage CFRs to Transfer to Other Job Titles” dated January 2, 2019, shall be extended through December 31, 2022. In the event of a substantial delay to the Advanced Metering Infrastructure (AMI) project, the parties agree to discuss an extension of this agreement.

Senior Meter Technician

The “Agreement to Encourage SMTs to Transfer to Other Job Titles” dated January 2, 2019, shall be extended through December 31, 2022. In the event of a substantial delay to the Advanced Metering Infrastructure (AMI) project, the parties agree to discuss an extension of this agreement.

VII. Cost of Printing Contract and Providing Copies

The Company shall pay the cost of printing the 2020-2024 Collective Bargaining Contract and shall provide 8,000 copies to the Union.

VIII Letter Agreements

The parties have agreed to twenty-five Letter Agreements which shall be attached to the 2020-2024 contract. The parties also agree to meet and review Letter Agreements from prior contracts and mutually determine which, if any, shall be attached to or included into the printed 2020-2024 contract book.

The 2020-2024 Contract shall not be binding until ratified by the Union’s membership pursuant to the Union’s Constitution and Bylaws and the President of the Union so certifies ratification to the Company; nor shall it be binding until approved by the Board of Trustees of the Company. Upon such ratification,

certification and approval, the relevant provisions of the 2020-2024 Contract shall be incorporated into the applicable benefit plans.

The Union agrees to submit the provisions of the 2020-2024 Contract and the letter agreements executed herewith with a recommendation to the Union membership to vote for ratification.

The parties agree to abide by the terms of the 2016-2020 Collective Bargaining Contract until the provisions of the 2020-2024 Contract become binding as above set forth.

The provisions of the 2020-2024 Contract, and the letter agreements executed herewith, reflect the full and complete agreement reached by the undersigned parties through good faith negotiations for the 2020-2024 Contract and resolve all issues raised during those negotiations for the 2020-2024 Contract for the duration of that Contract, except as set forth in Section 54(2) as amended herein.

IN WITNESS WHEREOF, the parties have duly executed the 2020-2024 COLLECTIVE BARGAINING CONTRACT as of the day and year first above written.

FOR THE UNION	FOR THE COMPANY
James Shillitto President	Nancy Shannon Vice President
William Smith Vice President	Vincent Frankel Director

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2016-2020

Collective Bargaining Contract

between

Consolidated Edison Company of New York, Inc.

and the

Utility Workers Union of America AFL-CIO and its Local No. 1-2

June 26, 2016 through June 20, 2020

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COLLECTIVE BARGAINING CONTRACT BETWEEN THE CONSOLIDATED EDISON COMPANY OF NEW YORK, INC. AND THE UTILITY WORKERS UNION OF AMERICA, AFL-CIO, AND ITS LOCAL UNION NO. 1-2

Contract made as of June 26, 2016, by and between Consolidated Edison Company of New York, Inc. (hereinafter called "the Company") and the Utility Workers Union of America, AFL-CIO and its Local Union No. 1-2 (hereinafter called "the Union"):

WITNESSETH:

The Union was duly chosen by a majority of the eligible employees of the Consolidated Edison Company of New York, Inc. (and its predecessor subsidiaries, now merged, referred to collectively as "The Consolidated Edison System") at elections held under the auspices of the National Labor Relations Board on December 13 and 14, 1945, and was duly certified by the Board on December 21, 1945, as the sole and exclusive collective bargaining representative of all of the eligible employees of the Consolidated Edison System. The Union and the Company have mutually preferred and have agreed, to bargain and to make their agreements upon a System-wide basis, rather than the electoral units. After the notice of termination of the Contract heretofore in effect between the parties and as of the termination thereof, they have agreed upon this new basic Contract commencing June 26, 2016, for the contract term and through June 20, 2020, and thereafter as herein provided, and containing such terms and conditions as to rates and ranges of pay, hours of work, conditions and continuity of employment, the rights, powers, and duties of the employees, the Union and the Company, the methods of collective bargaining between them, and the prompt adjustment or disposition of grievances or disputes at any time rising hereunder, as will advance the welfare and interests of the employees, promote increased cooperation between the Union and the Company through the maintenance of a stable and responsible Union among the employees, and enable them and the Company to join in fulfilling their obligations to furnish uninterrupted and adequate electric, gas and steam service to the public.

ACCORDINGLY, THE UNION AND THE COMPANY HEREBY MUTUALLY AGREE AS FOLLOWS:

Article I

RECOGNITION OF THE UNION

1. **Exclusive Bargaining Representative:**
   The Company continues to recognize the Union as the exclusive representative of all of the employees covered by this Contract, for the purposes of collective bargaining and handling of all matters within the scope of this Contract, for the time this Contract is in force.

2. **Employees Covered:**
   This Contract shall cover and apply to all regular employees of the Company on weekly payrolls, with exceptions only as may be determined as hereinafter provided. The parties agree that the employment and the work of employees covered by this Contract shall be upon the terms and conditions which are set out in this Contract or are duly determined hereunder.

3. **Definitions of Employees:**
   (a) **Regular Employee**: A Regular employee is defined as an employee who has completed the on-trial period, is employed on a continuous basis and whose title and rate of pay is established by the Collective Bargaining Contract.
   (b) **On-Trial Employee:** An On-Trial employee is defined as an employee who is in the first six months of probationary employment with the Company. During the first three (3) months of said On-Trial period, the Company may in its discretion terminate the employment of said On-Trial employee without such termination becoming the subject matter of a grievance. During the remaining three (3) months of said On-Trial period, such termination of employment shall be subject to the grievance procedure but shall not be subject to arbitration. An On-Trial employee shall, after three months of employment and as a condition of employment, become and remain a member of the Union, and shall be entitled to benefits to the same extent as regular employees.
   (c) **Full-Time Employee:** A Full-Time employee is defined as a regular employee in any contractual title who normally is scheduled to work a minimum of eight (8) hours per day and a minimum of forty (40) hours per week.
   (d) **Part-Time Employee:** A Part-Time employee is defined as a regular employee who normally is scheduled to work less than forty (40) hours per week with a minimum of not less than twenty (20) hours per week. Part-Time employees shall be limited to the titles identified by asterisks in Exhibit I, Part 5, Statement of Job Titles and Established Minimum-Maximum Rates of Pay.
   (e) **Limited Duty Employee:** A Limited Duty employee is defined as any Regular or On-Trial employee who incurs a temporary or permanent physical condition or other impairment which precludes the employee from performing all or part of his or her regular work functions.

Article II

INFORMATION; UNION SECURITY

4. **Information to the Union:**
   The Company shall, within seventy-two (72) hours after a new employee eligible for membership in the Union is engaged or an eligible employee laid off is reemployed or reinstated, notify the Union thereof, and give the Union information as to the name, employee number, department, section, date effective, status and home address of each such employee.

5. **Prohibition on Discrimination, Harassment, and Retaliation:**
   In a desire to restate their respective policies, neither the Company nor the Union shall discriminate against any employee because of such employee's race, color, religion, creed, sex, gender, age, national origin, marital status, sexual orientation, gender identity, gender expression, citizenship status, disability, or because he or she is disabled, a disabled veteran, or a veteran of the Vietnam Era, union status, or because of any other status protected by law, nor shall the Company and the Union tolerate sexual harassment in any form. Employees and the Union have the right to grieve and arbitrate complaints alleging that any of

these prohibitions have been violated. The Company and the Union are committed to promoting and fostering an atmosphere of open communication which encourages employees to report their concerns and complaints. Illegal retaliation and intimidation are specifically prohibited.

6. **Information of this Contract:**
   As soon as practicable after the signing of this Contract, the Union shall make available to each eligible employee a copy of this Contract, and thereafter shall make available a copy of this Contract to each eligible person hired and to each eligible employee reinstated or reemployed.

7. **Union Security:**
   In the interest of fuller cooperation between the Union and the Company and to secure the increased production, efficiency and economy which will result from greater harmony between employees and the Company, it is agreed that, pursuant to the Agreement stated in the Collective Bargaining Contract between the parties effective as of March 2, 1949, and the certification of the National Labor Relations Board dated October 28, 1949, following an election conducted by such Board pursuant to the provisions of the National Labor Relations Act, as amended, the following provisions respecting union security became effective as of October 28, 1949, and shall continue for the duration of this Contract:
   (a) All regular employees on the weekly payroll who are eligible for Union membership shall, as a condition of continued employment by the Company, maintain their membership in the Union in good standing through payment of initiation fees and dues, in accordance with the Constitution of the Union and the Constitution and By-Laws of the Local Union.
   (b) Regular, eligible employees who return to active employment and who are not members of the Union, shall on the thirtieth (30th) day after their return to active employment, make proper application to the Union for membership.
   (c) All persons upon employment shall be notified by the Company of the requirements of the Contract. All new employees shall, upon completion of three months as an on-trial employee, become and remain members of the Union.
   (d) If the Union shall refuse to accept any applicant as a member of the Union in good standing for any reason other than failure to pay initiation fees or dues regularly established by the Union and generally applicable to employees, his or her employment by the Company may be continued irrespective of the provisions of this Paragraph.
   (e) If any employee who is or who hereafter becomes a member of the Local Union is certified by it to the Company as having failed to pay such initiation fees or dues to the Local Union, and as thereby having ceased to be in good standing in his or her membership in the Union, the Company shall promptly notify such employee that unless he or she pays such initiation fees or dues to the Union his or her employment by the Company will be terminated as of the thirtieth (30th) day from the date of such notification. If any employee so certified shall deem himself or herself aggrieved thereby, the matter may be presented by him or her, or by the Company, or by the Union, as a grievance to be determined by a Board of Arbitration in accordance with the procedures provided in Article XII of this Contract, and the Company shall not retain in its employ any such employee for more than fourteen (14) days after the determination by such Board of Arbitration that the employee has ceased to be a member in good standing in the Union by reason of failure to pay such initiation fees or dues. Nothing in this Paragraph shall require the Company to terminate the employment of any employee whose retention in employment is required by statute or by an applicable valid directive or order of public authority.
   (f) Except in instances where the same is required by the Company by statute or valid order of public authority, no pension, separation allowance or severance pay shall be authorized or paid by the Company to any employee whose employment is terminated because of the provisions of this Paragraph.
   (g) The Union shall supply the Company with a copy of its Constitution and By-Laws and those of its Local Union No. 1-2 and shall promptly supply to the Company any change or amendment thereof.

Article III

HOURS AND WORKING CONDITIONS

8. (a) **Hours of Work:**
For the duration of this Contract, the working day of employees shall not be more than eight (8) hours, and the working week shall not be more than forty (40) hours, each except as may otherwise be determined hereunder. The daily hours of work shall be continuous, except for such lunch periods as may be authorized by the Company of not less than one-half (1/2) hour and not more than one (1) hour, which lunch period shall not be included in the working day or working week.

The practice of eight (8) hour normal workdays, including mealtime, in the Central Operations Department, shall apply only to operating forces, and all other agreements or practices to the contrary in Central Operations are eliminated.

The starting time of the employees' regular workday shall be at any hour of the calendar day designated by the Company, in accordance with the requirements of the work, but generally shall be the same, where operating conditions permit, for each workday of the regularly scheduled workweek.

Regularly scheduled working hours which overlap two (2) calendar days shall be considered and reported as applying wholly to the calendar day during which the work begins, except that, for shifts beginning between 11:00 P.M. and 11:59 P.M., regularly scheduled working hours shall be considered and reported as applying wholly to the next following calendar day after the work begins.

The regularly scheduled workweek shall consist of five (5) "regular workdays" and two (2) days off duty.

Except by mutual consent of Departmental Management and the Union, the "regular workdays" of successive weeks shall not be scheduled to require an employee to work more than seven (7) consecutive "regular workdays." If a schedule in excess of seven (7) consecutive workdays has not been arranged by such mutual consent, a premium of 50% of the base rate shall apply after the seventh (7th) consecutive "regular workday."

The two (2) days off duty shall be consecutive except where split days off duty are (a) arranged by mutual consent of Departmental Management and the Union, or (b) required to change a normal day off duty that would otherwise fall on a holiday occurring Monday to Friday, inclusive, or (c) due to weekend scheduled work for employees normally scheduled to work Monday to Friday. The two (2) days off duty shall not necessarily be consecutive in the same calendar week.

There shall be no regularly scheduled "short swing" (i.e., only eight (8) hours off duty between "regular workdays") in basic working schedules.

(b) **Method of Payment:**
All wages or other payments to employees pursuant to this Contract will be made by Electronic Funds Transfer (EFT) and all pay stubs and other records of such wages and other payments will be electronic.

9. **Requirements for Changing Weekly Schedule of Working Hours:**
Changes in the normal daily or weekly working schedules of employees, including the daily working hours and the days of the week, may be required by operating conditions and may be made by the Company at its discretion. The daily and weekly schedules resulting from changes in schedules shall be in conformance with the provisions set forth under "Hours of Work." Where changes in the normal weekly or daily schedule of working hours of employees are required, the Company will notify the employees as to such changes at least forty (40) hours in advance. The procedures for making changes in the normal daily or weekly working schedules are as follows:

(a) If for any reason the Company is unable to give at least forty (40) hours advance notice, the employee shall be paid "Change of Schedule" premium of 50% of the base rate for those rescheduled hours worked prior to or following his or her former scheduled hours, as the case may be, but only on the first day on which the new schedule is effective. If

the first day on which the new schedule is effective is a Sunday, the "Change of Schedule" premium shall be 75%, instead of 50%.

(b) The period of notice to an employee of a change in his or her schedule of working hours shall be considered as beginning at the termination of his or her regular working hours or the actual time of notification, whichever is later, on the day in which the notice is given and shall end at the starting hour of his or her new schedule of working hours on the day on which the change is effective.

(c) In cases where the employee's day off has been changed, the notice period shall begin at the termination of his or her regular working hours or the actual time of notification, whichever is later, on the day the notice is given, and shall end at the start of the previous regular working hours on the new day off, or at the start of the new regular working hours of the former day off, whichever is earlier.

When an employee's normal day off is being changed, the employee shall be allowed, if acceptable to the Company, to select his or her new day off, and the premium payments of item (a) shall not be allowed where the day off selected by the employee results in less than forty (40) hours notice as defined herein.

(d) When an employee is notified of a change in his or her normal daily or weekly schedule of working hours, the complete new schedule for the entire calendar week shall be designated individually in writing or if this is not practicable, by posting at the work location or at the dispatching point. If any subsequent change or cancellation of the employee's new schedule is made for that calendar week, change of schedule premium shall be paid.

For the purposes of this subparagraph (d), schedules will be posted by the end of the day shift on Wednesday of the preceding week, and any schedule change made after that time will be a schedule change within the meaning of this subparagraph.

(e) If a change in schedule results in a "short swing" (i.e., only eight (8) hours off duty between "regular workdays") change of schedule premium shall be paid only for the "regular workday" following the eight (8) hours off duty even though forty (40) hours notice of the change in schedule has been given, except that where a short swing resulting from a change in schedule is arranged by mutual consent of Departmental Management and the Union, the change of schedule premium as provided herein shall not be paid.

(f) An employee should not normally be contacted at home by telephone or otherwise to change his or her regular schedule of working hours. However, if circumstances require that an employee be so contacted, change of schedule premium shall be paid even though forty (40) hours notice of the schedule change is given, and, in addition, two (2) hours "traveling time" at the overtime rate shall be paid if the employee is notified at home of the change in schedule less than eight (8) hours before the starting time of his or her next shift under the changed schedule.

(g) An employee should not normally be contacted at home by telephone or otherwise to cancel scheduled overtime work. However, if circumstances require that an employee be so contacted, he or she shall be paid two (2) hours pay at the overtime rate because of such cancellation. This provision shall not operate to modify understandings heretofore agreed to between Departmental Management and the Union.

(h) An employee shall not be contacted while on vacation for the purpose of changing his or her regular work schedule for the period immediately following his or her vacation.

(i) Notification shall be given to the authorized Union representative of changes in basic schedules involving groups of employees.

(j) The Company agrees to maintain the present basic group schedules and cycles in the Power Generation Department, except as otherwise mutually agreed, for the duration of the Contract.

The foregoing notwithstanding, the Company may make changes in group schedules and cycles in order to meet operational needs. Before making such changes, the Company will discuss the proposed changes with the Union reasonably in advance of implementation.

In making these changes, the Company will not act arbitrarily or capriciously and will restore the regular schedules and cycles after the operational need for the changes no longer exists.

The Management and the Union agree to establish separate Joint Committees for the purpose of discussing schedules in those departments responsible for the production, construction and distribution functions of the Company. These Joint Committees will meet at least quarterly and will be empowered to work out mutually satisfactory solutions consistent with the Company obligations to render efficient and continuous service to the public.

Written progress reports shall be submitted by each Joint Committee to the Vice President, Human Resources and the President of the Union.

10. **Overtime Pay and Meal Allowance:**
Time and one-half shall be paid for all work in excess of eight (8) hours on any workday, and for all work in excess of forty (40) hours in any one (1) workweek; provided that no employee shall be paid both daily and weekly overtime on account of same hours of overtime work. Employees required to work an overtime period which does not immediately precede or follow their regularly scheduled hours shall be paid at the overtime rate of time and one-half for the hours worked, with a minimum of four (4) hours pay at the overtime rate.

Employees should not be required to work more than sixteen (16) hours continuously and employees who have completed an extended work period of sixteen (16) or more consecutive hours, excluding authorized time off for meals, shall be allowed an interval of at least eight (8) hours off before they are required to start work again. If the required eight (8) hours off extends into the employees' next regular work schedule, they shall be excused with pay at the straight-time rate for that part of their regular work schedule necessary to make up the eight (8) hours off.

Overtime work immediately following a regularly scheduled work period shall not ordinarily be required of employees unless it is expected that at least thirty (30) minutes of overtime will be needed. Overtime work which is in excess of the foregoing shall ordinarily be authorized and compensated to the end of the last fifteen (15) minute period in which overtime is worked.

The Company will pay an allowance of eleven dollars and twenty-five cents ($11.25) for a meal during overtime work when the period is ten (10) or more hours and a second meal allowance of eleven dollars and twenty-five cents ($11.25) when the hours worked exceed a total of sixteen (16) hours. Effective January 1, 2013, the Company will increase the allowance of eleven dollars and twenty-five cents ($11.25) to twelve dollars and twenty-five cents ($12.25) for a meal during overtime work when the period is ten (10) or more hours, and increase the second meal allowance of eleven dollars and twenty-five cents ($11.25) to twelve dollars and twenty-five cents ($12.25) when the hours worked exceed a total of sixteen (16) hours. Effective January 1, 2014, the Company will increase the allowance of twelve dollars and twenty-five cents ($12.25) to thirteen dollars and twenty-five cents ($13.25) for a meal during overtime work when the period is ten (10) or more hours, and increase the second meal allowance of twelve dollars and twenty-five cents ($12.25) to thirteen dollars and twenty-five cents ($13.25) when the hours worked exceed a total of sixteen (16) hours. Effective January 1, 2015, the Company will increase the allowance of thirteen dollars and twenty-five cents ($13.25) to fourteen dollars and twenty-five cents ($14.25) for a meal during overtime work when the period is ten (10) or more hours, and increase the second meal allowance of thirteen dollars and twenty-five cents ($13.25) to fourteen dollars and twenty-five cents ($14.25) when the hours worked exceed a total of sixteen (16) hours. Effective January 1, 2016, the Company will increase the allowance of fourteen dollars and twenty-five cents ($14.25) to fifteen dollars ($15.00) for a meal during overtime work when the period is ten (10) or more hours, and increase the second meal allowance of fourteen dollars and twenty-five cents ($14.25) to fifteen dollars ($15.00) when the hours worked exceed a total of sixteen (16) hours.

Excused absence for any reason shall be considered the same as normal time worked in determining the beginning of the overtime period.

11. **Premiums for Night and Sunday Work:**
Employees whose regularly scheduled hours of work include time within the period of 6:01 P.M. to 12:00 Midnight, inclusive, shall be paid a premium of 8% of the straight-time rate for the total scheduled hours worked, excluding overtime.

Employees whose regularly scheduled hours of work include time within the period of 12:01 A.M. and 6:59 A.M., inclusive, shall be paid a premium of 10% of the straight-time rate for the total scheduled hours worked, excluding overtime.

Employees whose regularly scheduled hours of work begin on Sunday shall be paid a premium of fifty per cent (50%) of the straight-time rate for all hours actually worked on that day.

No premium allowance shall be applicable for time not worked, except in the case of time an injured employee may be detained in a doctor's office before being assigned to "off duty" status as a result of an accident on the job.

When employees work shifts for the hours of which more than one (1) premium may apply, the highest applicable single premium only, based on the employees' straight-time rate, shall be paid for the hours so worked.

12. **Call in:**
Employees may be called from home for emergency service or for an extra shift without prior notification. Employees so called in shall be paid overtime pay for the overtime worked with a minimum of four (4) hours pay at the overtime rate. In addition, they shall receive two (2) hours pay at the overtime rate to compensate for traveling time and for any inconvenience which may result from lack of notification.

However, the two (2) hours additional pay for "traveling time" shall not be allowed if employees are notified at or prior to the time of last stopping regular work, or at least eight (8) hours in advance of the beginning of the overtime period.

13. (a) **Temporary Occupational Changes:**
Temporary vacancies in Power Generation and Central Substation Departments of the Company (not including Maintenance and Mechanical Force employees) may be filled by the temporary assignment of qualified operating employees to the higher-grade work. Upon such assignments, employees who perform such work for a period of up to four (4) hours during any regular work shift, will be paid the rate for the higher-grade work, for such hours actually worked at the higher-grade work. Employees who perform such work for a period of more than four (4) hours during any regular work shift, will be paid the rate for the higher-grade work for the entire period of such regular work shift. Employees will be paid their basic rate of pay applicable to their regular job for all holidays, sickness and other excused absences, if so assigned for periods of less than four (4) weeks, or at the rate for the higher-grade work if so assigned for periods of four (4) or more weeks.

(b) **Assignment to Work Functions: :**
Any employee assigned to perform any lower or lateral job or function except pursuant to a demotion, shall receive his or her regular rate of pay while performing such work.

14. **Low, Intermediate and High Voltage Switching:**
Employees in the job title Operating Mechanic A shall perform low, intermediate and high voltage switching duties as a normal part of their job duties at their regular rates of pay.

15. **On Loan and Vacation Relief:**
Employees made available for other work may be transferred as On Loan, Vacation Relief or Seasonal Transfer employees at their present rate of pay or at the minimum rate of pay for the job, whichever is higher, for the period involved. Such transfers shall normally be for a period of six (6) months with a possible extension of an additional three (3) months, after which they shall be returned to their original department.

16. (a) **Holidays:**

The following days shall be deemed to be holidays, so long as they are legal holidays in the State of New York and if their observance has not been suspended by National or State proclamation:

New Year's Day	(January 1)
Martin Luther King's Birthday	(third Monday in January)
Presidents Day	(third Monday in February)
Memorial Day	(last Monday in May)
Independence Day	(July 4)
Labor Day	(first Monday in September)
Columbus Day	(second Monday in October)
Veterans Day	(November 11)
Thanksgiving Day	(as proclaimed by the Governor of the State of New York)
The day after Thanksgiving Day	
Christmas Day	(December 25)

If one of the above holidays falls on Sunday, then the following Monday shall for all purposes be deemed to be a holiday.

If one of the above holidays falls on a Saturday, then the preceding Friday shall for all purposes be deemed to be a holiday.

(b) **Personal Holiday:**

Regular employees who have completed one (1) year of continuous service on any December 31, shall be entitled to designate one (1) scheduled working day as a personal holiday to be taken in the following calendar year. Such personal holiday shall be scheduled in advance and shall be allotted by the Company to ensure orderly operations and adequate and continuous service to the public.

(c) **Holidays After Leaves of Absence:**

If an employee is on a leave-no-pay status and one of the regularly scheduled holidays falls on the first regular working day immediately following the termination of said leave, then the employee shall be paid for the scheduled holiday.

(d) **Work and Pay as to Holidays:**

Work by employees on the holidays enumerated in paragraph 16 (a) shall be limited to that which is deemed by the Company to be essential to its performance of its obligations to furnish adequate and continuous service to consumers. An employee required to work on a holiday shall receive two and one-half (2 1/2) times his or her regular straight-time hourly rate for time actually worked. An employee not required to work on a holiday which falls on any one of the days in his or her regular scheduled workweek shall be allowed pay at the straight-time hourly rate for the number of hours he or she was scheduled to work on that day.

When one of the aforementioned holidays coincides with an employee's otherwise scheduled day off duty, then the schedule of such employee for that week shall be revised so as to give him or her an extra day off duty and to provide that his or her scheduled workweek shall be four (4) days, for which he or she shall receive five (5) days' pay at his or her straight-time hourly rate for his or her normally scheduled number of hours, together with any earned premium payments:

(i) If the employee's services are not to be required on this extra day off duty, it may be granted on any day in the week at the convenience of the Company.

(ii) If the employee's services are to be required on this extra day off duty, it shall be the day other than Sunday, which would have otherwise been the scheduled first day on duty in the calendar week and the employee shall receive overtime pay for work on such day off duty in accordance with the existing overtime policy.

17. (a) **Travel Pay:**

There shall be no payments for travel time except pursuant to (i) paragraph 12 of this Agreement; (ii) the existing practices concerning overhead storm emergencies and (iii) existing practices and agreements relating to employees assigned to report to Indian Point.

(b) Where overhead employees are required to perform storm emergency or on-loan work for utilities in the territory of a utility company other than Con Edison, the hourly wage rate applicable for such work shall

be the greater of the employee's current hourly wage rate or the hourly wage rate for the comparable job classification at the utility for which the work is performed; paid at double time. Employees will also receive a stipend of $75 per day in lieu of meal allowances. If a recognized holiday occurs during such an assignment, the assigned employee will be paid for time actually worked in accordance with paragraph 16 (d) of the Collective Bargaining Contract. These rates will be paid for time actually worked, and shall include travel time between the Company's departure location and the other utility.

(c) Pay for "pack up time" in Power Generation Maintenance is eliminated.

(d) The practices of additional pay for Tool Carrying and Toilet Pay in Central Construction are eliminated.

18. **Mileage Rate and Allowance for Use of Personal Vehicle:**

(a) Employees who are authorized to use their personal cars for Company business shall be reimbursed at the allowable mileage rate established from time to time by the Internal Revenue Service. Any adjustment in such rate shall be effective the first day of the following month.

All reimbursements will be subject to audit as the Company may require.

(b) The Company may require certain employees to use their personal vehicles in specified jobs and in certain geographic areas for Company business when performing their jobs. Employees who, on December 1, of any year, are required by the Company to use their personal cars in specified jobs and in certain geographic areas for Company business shall, in addition to the allowance provided in subparagraph (a), be paid, on or about December 15, the sum of six hundred and fifty dollars ($650) effective December 2012, for use of the vehicle in the following calendar year. Employees receiving the sum of $650 for use of their personal vehicle for Company business pursuant to this paragraph, regardless of their specific job or geographic location, will not be eligible to receive the payment pursuant to paragraph (c), below, in a calendar year for which they were paid the $650 payment the previous December.

(c) If the Company assigns an employee to use his or her own vehicle for business purposes during a storm or other emergency, the Company will pay the employee one hundred thirty-five dollars ($135) a day for the use of the vehicle, tolls, gas used, and other expenses, for each day of such use. The Company will assume liability for the use of the vehicle pursuant to the provisions of the Company's Storm Recovery Guide. Employees receiving the mileage allowance for personal vehicle use under paragraph (a) above will not be eligible to receive this $135 payment.

19. **New Experimental Work Schedules:**

Notwithstanding anything to the contrary contained in the Collective Bargaining Agreement and subject to the mutual agreement of the parties in each particular case, pilot programs instituting and implementing new experimental work schedules in designated sections and/or departments may be undertaken, provided a majority of the employees involved expressly waive in writing those provisions of the Collective Bargaining Agreement which would otherwise require the payment of overtime for work in excess of eight (8) hours in any workday. It is the intention of the parties that the employees involved will not suffer any loss in pay because they are not working schedules they would have otherwise regularly worked for a 40-hour week, nor shall the Company suffer any increases in payroll costs for said pilot programs.

Without limiting the foregoing, such experimental schedules may provide in any workweek schedules such as: Four (4) workdays of ten (10) hours each day; a workweek schedule of three (3) workdays of twelve (12) hours each day plus one (1) workday of four (4) hours; a schedule of four (4) workdays of twelve (12) hours each in one week with overtime payment for the last eight (8) hours worked, and in the following workweek, a schedule of three (3) workdays of twelve (12) hours each with thirty-six (36) hours of straight-time pay, or variations thereof.

Either party may, at any time, upon written notice to the other, request the termination of any such pilot program, whereupon the particular pilot program will cease within thirty (30) days following receipt of said notice.

Article IV

VACATIONS – VESTING

20. **Vacations With Pay:**

(1) (a) Vacation with pay in each year during the term of this Contract shall be granted regular employees who were in the employ of the Company on December 31 of the previous year, on the following basis:

Years of Service Completed as of December 31	Weeks of Vacation
Less Than One (1) Year:	
If Employed After Aug. 31	1
If Employed Before Aug. 31	2
1 to 2 Years Inclusive	2
3 Years	2 + 1 Day
4 Years	2 + 2 Days
5 to 11 Years Inclusive	3 + 1 Day
12 Years	3 + 2 Days
13 Years	3 + 3 Days
14 Years	3 + 4 Days
15 to 21 Years Inclusive	4 + 1 Day
22 Years	4 + 2 Days
23 Years	4 + 3 Days
24 Years	4 + 4 Days
25 Years	5

(b) A vacation week shall not exceed forty (40) hours and a vacation day shall not exceed eight (8) hours.

(c) Vacation pay for an employee shall be at the straight time hourly rate for the workweek in which December 31 of the previous year falls or for the workweek before the employee's vacation commences, whichever is higher,

(d) If one or more holidays fall during the vacation of an employee, the vacation may be extended by one or more additional days, as the case may be. Employees may be required to take such additional day or days off at some other date because of operating requirements.

(e) A vacation will not be rescheduled because of an illness which occurs during a vacation. An employee is "On Vacation" commencing with the first day for which he or she receives vacation pay. An employee on vacation for a full calendar week is deemed to have Sunday and Saturday as the employee's scheduled days off.

(2) **Time of Vacations and Vacation Procedure:** If and where it is practicable, the Company will grant vacations on a consecutive basis and at the time desired by the employee but the final right to allot any employee's vacation periods or any part thereof is reserved exclusively to the Company, to such extent as it may deem the same to be necessary to ensure orderly operation and adequate and continuous service to the public. Subject to the foregoing, an employee may be permitted, at the Company's discretion, to carry over up to 40 hours of unused vacation with pay from any calendar year during the term of this Contract, to be used in the first quarter of the following year.

Vacation periods are not cumulative from year to year.

Employees who enter military service and who are eligible for, but have not received their full vacation during the calendar year in which they leave, will be given their remaining vacation or pay in lieu of the vacation for that year. Otherwise, employees on military leave are not eligible for further vacation allowances until they are reinstated. Veterans who return from Military Leave of Absence and are reinstated in active employment are entitled to a full regular vacation within the calendar year of their reinstatement unless they have already received a portion or all of their regular vacation within the calendar year in which case they will be eligible to receive only the balance of their regular vacation within that calendar year. However, such vacation shall not extend into the next calendar year, even if such limitations

shall have the effect of shortening the vacation period which might otherwise be granted if the employee had been reinstated earlier in the year.

An employee scheduled to leave on vacation will receive pay during his or her vacation via Electronic Funds Transfer (EFT). As a result, the pay for the employee's vacation will be paid to him or her on his or her regular pay day(s) during his or her vacation.

(3) **Vacation Pay to Surviving Spouses and Certain Other Dependents:** In the case of an employee who was in the employ of the Company on December 31 of the previous year and who dies during a current calendar year, the uncollected pay for any unused portion of the vacation for which such employee would otherwise have been eligible in that year shall be payable to the surviving spouse, surviving dependent child or children or surviving dependent parent living in the same household of such deceased employee, and, if there is no such person, to his or her heirs. Payment by the Company in good faith to one who claims to be entitled to payment of such uncollected pay shall discharge the Company from any further liability therefor to any other claimant.

Article V

EXCUSED ABSENCES AND LEAVES

21. **Jury Duty:**

(a) (1) Regular employees who serve on jury duty shall be paid the difference between their straight-time hourly rate of pay for the hours they would have otherwise worked (not to exceed forty (40) hours in any one week) and the amount received, if any, for jury service, excluding payments for travel, lodging and meals, if any. Such employees shall promptly furnish the Company with the notice to serve, evidence of attendance and all jury duty payments, if received. If excused by the court within a reasonable time after reporting, they shall return to work.

(2) Employees whose schedule of hours requires them to be on duty between the hours of 5:00 P.M. to 9:00 A.M. shall not be required to report to work during such service.

(b) Employees will be eligible to receive jury duty pay only once in a period of twenty-four (24) calendar months.

(c) Employees who have solicited jury service shall receive no pay from the Company for the period of such service.

(d) Notwithstanding anything to the contrary contained in said Paragraph 21 (a) above, in the event that employees are solicited more than once in a twenty-four (24) calendar month period, the Company will provide certification relative to the Company's policy and officially request that the employee be excused from serving said jury duty. If the court refuses to excuse the employee, said cases will be reviewed on a case-by-case basis to determine whether the employee will receive pay pursuant to Paragraph 21 (a) above.

22. **Excused Absence:**

(a) **Excused Time for Wellness:** A regular employee who is enrolled in any Company health plan as the primary insured or as a family member of another employee, will be permitted up to one half day (4 hours) of excused time at straight-time pay for a routine well visit with a medical provider designated by the Company, subject to advance approval by the employee's manager. Employees who are not enrolled in a healthcare plan offered by the Company are not eligible for this benefit. Excused time for visits with the medical provider designated by the Company must be in accordance with the schedule below:

Age	Excused Time with Pay
Up to age 29	Once every 3 years
Age 30 to 39	Once every 2 years
Age 40 +	Once a year

(b) **Excused Absence Personal Reasons:** Reasonable time off with regular straight-time pay for a period of time not to exceed three (3) days may

be granted regular employees for valid personal reasons according to standard criteria to be established by the Human Resources Department and applied uniformly throughout the Company. Such time off shall be requested in writing and in advance by the employee except for validated emergencies, and shall be granted consistent with the Company's operational needs.

In case of death in the family, this period may be extended to four (4) days. "Family" shall be interpreted as meaning parent, guardian, wife, husband, same-sex domestic partner, brother, sister, child of employee, or other relative living with the employee. In the case of death of an employee's grandparent, grandchild, mother-in-law or father-in-law, this period shall be one (1) day, except if such relative is living with the employee in which case the period shall be four (4) days.

Such time off shall not be granted in conjunction with a vacation for marriage or for other purposes which could be scheduled appropriately during a vacation period.

(c) **Parental Leave:** In the case of birth of an employee's child or of the placement with the employee of a child, under the age of eighteen, for adoption or foster care, an employee, other than the birth parent, shall receive up to three (3) days paid leave, which may be taken only within the first twelve (12) months following the birth, adoption or placement in foster care.

23. **Leaves of Absence for Personal Reasons:**
Regular employees who can be spared from their work may be granted leaves of absence in the discretion of the Company, without pay, for a period of three (3) months, subject to a further leave of three (3) additional months. Leaves of absence in excess of six (6) months shall require approval by an executive of the Company.

Leaves of absence shall not be granted to employees to accept remunerative employment elsewhere, except by an executive of the Company.

Failure of employees to return to work on or before the first regular working day immediately following the last day of the original leave period or approved extension thereof shall terminate their employment as of the final day of the approved leave.

Employees on leave of absence for periods in excess of two (2) weeks are not eligible for any benefits from the Company except that (a) group insurance may be continued at the discretion of the Company and (b) during any leave of absence, not in excess of three months, by an employee immediately following a maternity disability, the Company shall provide coverage for the employee's hospital, medical, dental, vision care and prescription drug benefits provided under Part 4 of Exhibit I of this Contract.

Any part of a leave of absence in excess of six (6) months shall be deducted from the employee's continuous service, except when designated otherwise by executive approval.

On return from leave of absence in excess of two (2) weeks employees may be required to take a Company physical examination. In the event that such examination reveals a condition which in the Company doctor's opinion occurred during the leave of absence, the Company may be relieved of the responsibility of returning the employees to work.

24. **Military Leaves of Absence:**
Employees other than temporary who leave the Company to enter Military Service shall be granted a Military Leave of Absence with reemployment rights as provided under the Universal Military Training and Service Act as amended.

Regular employees with one (1) or more years' service in the Company entering active military service will be paid the difference between their straight-time Company pay and their military pay for an aggregate period of three (3) months, including all such extended active military service periods. The term "military pay" shall be interpreted and applied to include in addition to base pay any and all allowances for service, rank, ratings, special qualifications, or disability incurred in service but shall not include rental or subsistence allowances.

If employees are discharged from active military service before the expiration of the three (3) month period, they shall be required to refund

to the Company the proportionate balance of the three (3) month pay differential advanced to them.

Employees' group insurance will be cancelled as of the effective date of their Military Leave of Absence.

If employees do not return to the Company within the period specified by the law, they will be considered to have resigned from the Company.

25. **Military Reserve Duty:**
Regular employees who are members of the National Guard or the reserve components of the Armed Forces of the United States shall be granted time off for training on the following basis:

If they are ordered to participate in prescribed training formations to maintain their status in their unit and shall have presented orders or other satisfactory proof or if they voluntarily elect to attend such formations, the Company having determined that their services can be spared, they shall be granted a Military Leave of Absence of not more than two (2) weeks in any calendar year during which period they will receive differential pay on the same basis as set forth above; provided that, if the training period exceeds two (2) weeks, this extended service shall be charged either against their vacations or as leave of absence without pay if requested. If such training is for not more than two (2) days in any calendar year, they will receive their full basic straight-time pay for such period.

Article VI

CONTINUITY OF WORK

26. **Contracting Out Work:**
The Company agrees not to let out to contractors work which is ordinarily and usually performed by any group of regular employees of the Company, so as to cause a layoff or demotion in rate of pay by reason thereof.

27. **Work by Present Employees:**
The Company agrees that it will not, without giving previous information thereof to the Union, let out to contractors any major items of construction and maintenance work on Company premises or in the streets.

28. **Continuity of S ervice:**
The number of years of an employee's continuous service with the Company for all purposes of this Contract shall be calculated in the same manner as accredited service is calculated for accrual or computation of a pension benefit under the Pension and Benefits Plan in effect during the duration of this Contract, except that for all purposes other than determining an employee's accredited service under such plan:

(a) an employee who is reemployed following receipt of a cash-out from the Plan shall have his/her continuous service for the period of accredited service on which the cash-out was based restored upon the employee's reemployment without the need to repay the cash-out;

(b) an employee who is reemployed after receiving a pension or annuity from the Plan shall have his/her continuous service for the period of accredited service on which the pension or annuity is based restored upon the employee's reemployment; and

(c) an employee who is absent from work under leave granted pursuant to paragraph 32 hereof, by reason of his/her full-time employment as an officer or agent of the Union, shall not be considered to have incurred a break in service, and such period of absence shall be considered continuous service.

Notwithstanding the foregoing, for persons who were active employees on June 22, 1996, and who had breaks in service prior to such date, the employee's period of continuous service with the Company for all purposes of this Contract, except for purposes of determining accredited service for accrual or computation of a benefit under the Plan, will be the greater of the employee's period of continuous service calculated under the adjusted service credit procedure in effect on June 22, 1996, or the new procedure set forth above.

Article VII

RATES OF PAY AND CLASSIFICATIONS

29. **Rates of Pay:**

(1) The wage settlements, increases, wage adjustments and all other matters, for the current Contract term, as agreed upon pursuant to the provisions of this Contract, including Paragraph 54 hereof, shall be as set forth in Exhibit "I" hereto attached and made a part hereof, and in the respects and to the extent provided in the said Exhibit "I." The agreement set forth in Exhibit "I" shall constitute all of the wage settlements, increases, reclassifications and wage adjustments to be made by the Company, for the current Contract term, pursuant to collective bargaining negotiations under the provisions of the Contracts or otherwise, and pursuant to this Contract; and the Union and the Company hereby expressly waive any and all other claims as to such matters.

(2) Except as changed from time to time in the manner prescribed in this Contract, the rates of pay and the payroll classifications and titles, which are in force at the date hereof or are established pursuant to the provisions of Exhibit "I," shall be continued in force while the Contract is in effect.

(3) Wage Information To Union: The Company will supply the Union with information, quarterly, respecting the average hourly earnings of employees covered by the Contract both on a straight-time hourly basis and also including overtime and premiums.

30. **The Wage Progression Plan:**

(1) The Company and the Union recognize the Wage Progression Plan as herein modified, such Plan containing specified occupational classifications, with maximum and minimum rates and ranges of pay, and such Plan, as amended by Exhibit "I" hereof, as reflected in the Statement of Titles and Established Minimum-Maximum Hourly Rates of Pay hereto attached and made a part hereof, shall be continued as herein provided, subject to continuance, discontinuance or modification as provided in this Paragraph and in Paragraph 54 of this Contract.

(2) The extension or continuance of the Plan after June 20, 2020, and provisions thereof as to the amount and frequency of wage progression increases, may be determined by the written agreement of the parties, or by a Board of Arbitration as provided herein; but the Wage Progression Plan as hereby established through June 20, 2020, shall not be amended at any time, other than as provided in Paragraph 54 hereof, except by the written agreement of the parties. No provision of the Wage Progression Plan as agreed on by the parties or as determined by any Board of Arbitration shall disregard or in any manner violate any power, authority, function or duty which, under the provisions of this Contract, is expressly vested in or reserved to the Union or the Company.

31. **Quarterly Conferences between the Union and the Company:**

(a) Meetings between representatives of the Company and the Union, for the discussion of any matters which either party may wish to bring up and discuss, arising under and by virtue of this Contract, shall be held on the second Tuesday of each January, May, August and November, so long as this Contract is in force, unless a different month and date are mutually agreed on as to a particular Conference. Except at the Quarterly Conference for November, matters relating to wage structure, wage rate schedules, rates and ranges of pay, the extension or continuance of the Wage Progression Plan, including the provisions thereof as to the amount and frequency of wage progression increases, or the hours of work, shall not be presented by either party, except by mutual agreement. The presentation and discussion of any matter at such a Quarterly Conference shall be wholly without prejudice to or effect on the presentation of any such matters also as grievances of employees or the Union under the procedures hereinafter provided, if such matters constitute or comprise, wholly or in part, such a grievance as is defined in this Contract. With respect to the Quarterly Conference to begin in the month of January, while the Contract is in force, the provisions of Paragraph 54 hereof shall in all respects govern.

(b) Establishment of Joint Committees: Promptly following the inception of this Contract, there shall be established five (5) separate joint active committees, each of which shall be composed of an even number of members up to ten (10), of whom half shall be appointed by the Company and half shall be appointed by the Union, and shall serve separately to review and make recommendations concerning the following matters:

(1) Changes in work schedules.

(2) New or changed job and title reclassification, including merger and reevaluation of jobs.

(3) Need for changes in present training programs.

(4) Quality of Life Committee.

(5) Joint Wellness Committee. This Committee shall operate in accordance with the Side Letter Agreement dated July 28, 2012.

It is understood and agreed that neither the Company nor the Union shall be under any obligation to accept, or in any other manner act on or negotiate such recommendations or to increase or decrease any benefit, cost or rate of pay in connection therewith. With respect to item (2) above, the joint committee shall consider only such significant changes in job duties and/or functions as would justify a change in rates under current applicable governmental regulations.

Nothing contained in this section 31 (b) is intended to, or shall be construed as, limiting the rights and powers of the Company either expressed or implied in or by Article XI of this Contract.

(c) Reaffirmation of Goals: The Company and the Union reaffirm their goal of providing reliable and economic service to our customers. In the interest of fulfilling this goal, the Company agrees to provide for a safe and healthy work environment for its employees and to provide the basis for the most efficient work practices with due regard to the employees' welfare. As a means of assuring effective movement toward this goal, the Union and the Company may discuss at Quarterly Conferences safe, healthy, efficient and economic work procedures.

Article VIII

FACILITIES AND PRIVILEGES IN AID OF THIS CONTRACT

32. **Leaves of Absence for Union Officers, etc.:**
Members of the Union who have been or are hereafter elected or appointed to office in the Union, and are thereupon certified to the Company by the Union as having to be absent from their regular work for the proper performance of their duties to the Union, shall be granted leaves of absence without pay for the time they hold such office without prejudice to their seniority status and service records up to the time of the granting of such leaves, as provided in Paragraph 28 (c) of this Contract. Such persons shall be eligible to obtain coverage during their full-time leave of absence for the employee hospital, medical, dental, vision care and prescription drug benefits ("health care benefits") in effect on June 26, 2016, by paying the full insurance premiums (or the equivalent of insurance premiums in the case of the participating panel dental plan and the prescription drug benefits), together with a reasonable administrative fee, and meeting any other applicable requirements for the coverage. The health care benefits for such persons shall continue after the new "cafeteria" health care program for employees becomes effective January 1, 1994, but such persons will not be eligible to participate in such program. When their terms of office expire, such members of the Union shall be reinstated by the Company in jobs and seniorities at least equivalent to those held by them at the times such leaves of absence were first granted.

33. **Temporary Absence from Work on Business of the Union:**
Officers and agents of the Union who are regular employees of the Company shall be granted, on their application suitable in advance, such reasonable and limited leaves of absence from work, without pay for the time of their absence, as are necessary for their attendance at collective bargaining conferences with representatives of the Company. Stewards of the Local Union may meet and confer with representatives of the Company for the discussion and adjustment of grievances within their jurisdiction, on employer time and without loss of pay.

34. **Payroll Deduction of Dues for Members of the Union:**

(1) As a matter of convenience to employees and the Union, the Company will make payroll deductions of the monthly dues as they from time to time become payable to the Union, of such members as have hitherto signed, or may hereafter sign, individual authorization for such deductions which are on file with the Company and have not been revoked or cancelled in writing and which specifically provide that they may be revoked or cancelled in writing by the signing individual at any time.

(2) Such deductions shall in each instance be of such amounts of monthly dues as are certified from time to time by the Local Union.

(3) All amounts deducted by the Company from the pay of employees for the dues of members of the Local Union shall be paid by the Company to the Local Union in whose favor such authorization or request was made.

(4) It is stated to be the particular intent of and arrangement of the parties to provide for the above stated deductions of monthly dues for the Union in a manner complying in all respects with the National Labor Relations Act, as amended, but without requiring that the individual authorizations heretofore or hereafter filed shall comply with Section 46 et seq. of the Personal Property Law of the State of New York, as amended.

35. **Use of Bulletin Boards:**

For the purpose of giving notice to its members as to meetings and making announcements to its members, the Union shall have the right to make reasonable use of the regular bulletin boards of the Company, and to have such notices and announcements as may be required by its Constitution and Bylaws transmitted and posted through the interoffice communicating system of the Company; provided that such notices and announcements by the Union shall be restricted to:

(a) Notices of meetings of the Union;

(b) Notices of its elections;

(c) Notices of its appointments to office and the results of its elections.

36. **Distribution or Solicitation:**

There shall be no distribution by officers, agents, stewards or members of the Union, of pamphlets, printed or mimeographed or typewritten matter, or other circulars or notices, at any time in work areas of the Company, and there shall be no such distribution or solicitation for any cause which involves any employee during his/her work time.

37. **Shop Stewards:**

(1) Shop stewards of the Local Union may receive, but not solicit, and may discuss, complaints and grievances of employees on the premises and time of the Company, but only to such extent as does not neglect, retard or interfere with the work and duties of such shop stewards for the Company or with the work or duties of employees. The Union agrees that it and its officers, stewards and agents will not solicit members, collect dues, or engage in organization work or activity other than grievance procedures established by this Contract, on the premises or time of the Company; and the Company agrees that it will not permit the officers, stewards or agents of any other labor organization to do, on the Company premises or time, any of the things which the Union hereby agrees not to do. No shop steward of the Local Union shall be transferred from his or her location of work without prior consultation between the Director, Labor Relations and the Local Union, except in case of emergency or temporarily (but not more than five (5) consecutive days) because of fluctuations of work load.

(2) The Local Union shall advise the Company promptly of the names and addresses of the shop stewards and other representatives appointed, the groups represented and any subsequent changes therein, and no shop steward or other representative shall be recognized until the Company has been so notified.

38. **Exclusive Agency:**

As the Union is the exclusive bargaining agency of the employees of the Company, the latter will not grant or permit to any other local organization any of the facilities and accommodations granted to the Union by this Article of this Contract.

Article IX

PROVISIONS FOR SICKNESS, DISABILITY, RETIREMENT, ETC.

39. (a) **Company Sick Allowance:**

Each regular employee shall have a single Company Sick Allowance applicable to both occupational and non-occupational illnesses and injuries, computed as follows: Regular employees absent from work on account of non-occupational illness or injury and/or occupational illness or injury may receive in any fifty-two (52) consecutive weeks a Company Sick Allowance which shall consist of not more than one (1) week's straight-time pay for each year of continuous service, with an allowance of up to one (1) week's straight-time pay after a minimum of three (3) months' service, followed by an allowance of eighty percent (80%) of straight-time pay for up to twenty-six (26) additional weeks. In computing such Company Sick Allowance, all absence on account of any illness or injury during the fifty-two (52) weeks immediately preceding the first day of absence for the current illness or injury will be deducted from the total Company Sick Allowance for which any employee may be eligible. When an employee is absent from work on account of occupational illness or injury, any Company Sick Allowance payable under this paragraph shall be reduced by the amount of any Workers' Compensation payments for such illness or injury. Although an employee absent from work due to an occupational illness or injury may no longer be eligible for the Company Sick Allowance set forth above, such an employee shall not be terminated from employment until such an employee has been absent from work due to occupational illness or injury for one year. Such employees with occupational illnesses or injuries who are no longer eligible for the Company Sick Allowance shall be carried on leave-no pay status until one year after the date of the occupational illness or injury. Employees with non-occupational illnesses or injuries may be terminated when their Company Sick Allowance expires.

Certification of illness or injury, either through the Company's medical service or through an acceptable report from the employee's personal physician, is required for the payment of Company Sick Allowance for illness or injury causing absences in excess of two (2) days. Any payment for Company Sick Allowance is not considered earned until the absence in question has been approved by the Company's medical service. Any Company Sick Allowance payments made in advance of such approval may be recovered from subsequent payments of wages if the absence in question is not approved.

(b) **Panel Action Notice to the Union:**

Where the Disability Panel has recommended that an employee should be retired or released, the Company will give written notification of the action taken to the Union no later than five (5) business days after the date of the Panel Action.

40. **Existing Provisions Continued:**

Except as the Union and the Company may otherwise mutually agree, and except as otherwise provided elsewhere in this Contract:

For the duration of this Contract but without commitment or liability thereafter, the Company will continue substantially in force provisions for the welfare of the employees, such as but not limited to health and group benefits, sickness allowances, Flushing Savings Bank, Waterside Federal Credit Union, and the present provisions as to training and service periods for the National Guard, Naval Militia, Military and Naval Reserves, and employees granted leaves of absence for training or service in the Armed Forces of the United States.

Article X

SAFETY

The Company and the Union jointly agree to make safety their number one priority. To that end, they agree to work together to integrate safety into the everyday work activities of the Company and its employees in a continuous effort to improve employee safety on the job.

41. (1) **Safety:**

The joint Company-Union Safety Committee shall consist of five (5) Company representatives and five (5) Union representatives and,

so constituted, shall be continued for the term of this Contract. The joint Company-Union Safety Committee shall normally meet on a monthly basis. In addition, each Customer Service Organization, each Generating Station, and the Power Generation Maintenance Department shall have a local safety committee consisting of one (1) member of Management and one (1) employee designated by the Union. These local committees may be increased to a maximum of three (3) members of Management and three (3) employees designated by the Union by mutual agreement of the Management of the local organization and the Union. These local committees shall meet quarterly, or more frequently by mutual consent, to discuss safety issues. Issues which remain unresolved may be referred to the joint Company-Union Safety Committee for discussion.

(2) **Provisions for Safety of Employees:**
The Company continues to recognize that it has the responsibility to provide a work place free of recognized hazards that cause or are likely to cause death or serious physical harm to employees. The Company agrees to continue to provide a work place free of such hazards and shall adopt and use methods and processes and conduct such repairs and maintenance as are reasonably necessary to achieve that purpose. Protective devices, wearing apparel, and other equipment, necessary for the proper protection of employees in any department from injury, shall be provided by the Company in accordance with the practice now prevailing in such department.

(i) The Company may require employees to wear appropriate foot protection when performing their jobs.

(ii) When the Company requires an employee to wear safety shoes, except for a Customer Field Representative who is responsible for cycle meter reading (hereinafter called "Cycle Meter Reader"), the Company shall reimburse the employee for the cost of such shoes up to one hundred and seventy dollars ($170.00) per employee per calendar year effective January 1, 2013. When the Company requires a Cycle Meter Reader to wear safety shoes, the Company shall reimburse the Cycle Meter Reader for the cost of such shoes up to two hundred dollars ($200.00) per calendar year, effective January 1, 2013. All employees who are required to wear shoes with metatarsal guards and who purchase shoes which have such guards built in, thereby avoiding the need for the Company to provide Sanky foot protection, shall be reimbursed an additional ten dollars ($10.00) towards the cost of such safety shoes. These safety shoe allowances shall be paid directly to the employee for Company approved safety shoes, and only upon submission of a valid receipt indicating that the employee has paid for the shoes. Additionally, the employee may use his or her safety shoe allowance to purchase optional safety-related clothing from a Company pre-approved designated list of items, and only upon submission of a valid receipt indicating that the employee has paid for the items.

(3) **Chemical Substance Abuse Program:**
The Company and the Union recognize that chemical substance abuse in the workplace and affecting the workplace constitutes a serious threat to the health and safety of the employees and to society. To meet the threat and avert its consequences, the parties will cooperate to achieve the goal of a safe and healthful drug-free work environment through the established Drug Awareness Program. To that end, this Contract provides substantially increased medical benefits for those in need of treatment for chemical substance abuse. It is agreed that the Program will not be applied discriminatorily to any employee, and that discipline imposed upon any employee shall be subject to the grievance procedure and arbitration.

The Company shall have the right to require that any or all employees be subject to random drug testing, utilizing the procedures for such testing set forth in the Department of Transportation Procedures for Transportation Workplace Drug Testing Programs (49 CFR Part 40), at a rate to be determined by the Company, provided that such rate shall be no greater than the rate set forth in such Procedures, and to take appropriate action under the Chemical Substance Abuse Program based upon the results of such testing.

The foregoing shall not require the Company to limit in any way the drug and/or alcohol testing policies, practices and procedures already in effect or required by law or regulation.

42. **Work in Stormy Weather:**
Work by field forces in stormy weather, excepting emergency work for which protective apparel will be provided, shall not be required in the vicinity of outside live wires or live wire service equipment, and shall not be required if the weather conditions are deemed by the Company to jeopardize health or person. Employees who are required to stand by because of weather conditions will be paid at the normal rate of compensation in the same manner as if they had performed their regular work.

Article XI

DIRECTION OF WORKING FORCES; FAIR TREATMENT FOR EMPLOYEES

43. **Management and Operation of the Business; Rights of Employees and the Union:**

(1) The right and power to select and hire all employees, to suspend, discipline, demote or discharge them for reasonable cause, to promote them to supervisory or other positions, to assign, supervise and direct all working forces, to maintain discipline and efficiency among them, and to exercise the other customary functions of the Management for the carrying on of the business and operations, are recognized as vested exclusively in the Company. Such right and power shall not be exercised arbitrarily or unfairly as to any employee and shall not be exercised so as to violate any provision of this Contract. No rule, procedure or practice of the Management shall be contrary to any provision of this Contract.

(2) The Management agrees that as to major changes in business methods or practice or in the manner of operating units of the business, it will give advance information to the Union as to such contemplated changes as would reduce the number of employees of the Company or the pay of the employees in a job classification or work group or would cause the transfer of a substantial proportion of the employees in a job classification or work group into one or more other classifications or work groups.

(3) The provisions of this Paragraph shall not preclude the presentment and adjustment, through the grievance procedures hereunder and, if need be, arbitration under Paragraph 49, to the extent provided in this Paragraph, of any grievance based upon a claim by any employee that any provision of this Contract has been violated as to him or her. If any employee claims that he or she has been discriminated against or treated arbitrarily or unfairly by any action taken by the Management under its rights and powers recognized by this Paragraph, such a grievance may be submitted for adjustment through the grievance procedures hereunder. If a grievance of an employee is that the Management's action under this Paragraph has been exercised arbitrarily and capriciously as to him or her, then such grievance, if not adjusted through the grievance procedure, shall be arbitrable under the provisions of this Contract.

44. (a) **Promotion:**
In all cases of promotion or transfer of employees from one classification to another, the following factors shall be considered:
(1) Length of continuous service;
(2) Knowledge, training, ability, skill and efficiency;
(3) Physical fitness; and
(4) Attendance record.

Where factors (2), (3) and (4) are relatively equal, the length of continuous service shall govern. If action contrary to the foregoing is taken by the Company, any employee who is aggrieved thereby may present a grievance for adjustment or determination as provided in Article XII of this Contract.

(b) Promotions shall continue to be made as required for the duration of this Agreement, and shall continue to be discussed as in the past.

(c) Any such promotion which occurs shall be effective on the first Sunday of the pay period following notice of such promotion to the employee by his or her supervisor or such earlier date as may be agreed to between the Union and Local Management.

(d) In those cases involving promotions where employees of one department have been accepted by another department to fill a vacancy for which a regular posting has been made, such employees will be released from their former duties, not more than twenty (20) days from such acceptance.

(e) In order to properly assess the standards set forth in item (a)(2) above, namely; knowledge, training, ability, skill and efficiency, the Company in accordance with Federal Law and the Equal Employment Opportunity Commission's guidelines will require appropriate testing in all cases of promotion or transfer from one classification to another.

(f) No employee shall apply for more than three job transfers during any twelve-month period. Any transfer applications in excess of this number may be rejected by management without any consideration of their merits.

(g) Newly hired employees in the job titles of General Utility Worker and Customer Field Representative may not seek a lateral transfer to another position until one (1) year after the effective date of the employee's hire. Thereafter, the provisions of subparagraph (f) above shall apply.

(h) Upon promotion to the job title of Troubleshooter HV, an employee will receive a $2.00 increase in his or her regular hourly rate of pay, provided that the increase does not bring the employee's pay rate beyond the maximum rate of pay for the Troubleshooter HV job title – in which case the increased pay rate will be capped at the maximum rate of pay for Troubleshooter HV; or, if the $2.00 increase is insufficient to increase the employee's rate of pay to the minimum hourly rate for the Troubleshooter HV job title, the employee will receive an increase to the minimum hourly rate of pay for Troubleshooter HV.

45. **Protection of Employees as to Layoff, etc.:**

(1) **Protection of Employees as to Layoff:**
While the Company has no present intention for the duration of this Contract, if at any time it becomes necessary, in the opinion of the Company, to lay off employees for lack of work or other proper cause in a department of the Company, or to transfer or demote employees to such extent as will avoid the making of one or more imminent layoffs (but only if the Management is of the opinion that such layoffs would otherwise be necessary), in the selection of any employees who are to be laid off, transferred or demoted, preferred consideration shall be given to length of continuous service in the Consolidated Edison System. The Company reserves the right to determine the number of employees to be laid off, transferred or demoted, and the job classifications or work groups from which employees will be selected. In the event of a surplus of employees in a department, any employee who has been transferred into and has served less than one (1) year in a department shall be returned to the department from which he or she was transferred before any other employee is laid off, transferred or demoted, and any further consideration of laying him or her off shall be based upon the application, in the department to which he or she is returned, of the requirements of this paragraph. If conditions at any time arise in any department by reason of which layoffs will in the opinion of the Company become necessary, an alternative plan for sharing the work in lieu of such layoffs shall be offered by the Company to the Union for its consideration, where the conditions are such that in the judgment of the Company the submitted plan would, if approved by the Union, be practicable.

(2) **Employment Preference for Former Employees:**
In recognition of their experience and training with the Company, employees who resign under creditable circumstance, or who are released because of disability due to Panel Action, or who are released as a result of the Permanent Limited Duty Policy, will be given preferred consideration for reemployment provided: (a) suitable job vacancies exist for which they are qualified; (b) their prior employment records were satisfactory; and (c) they are physically qualified for

reemployment as determined by an examining physician of the Company.

(3) **Protection of Employees with Permanent Medical Restrictions:**
An employee who cannot hereafter perform his or her regular duties due to the imposition of permanent medical restrictions and whose record has in all respects been satisfactory, will be assigned to some work function which the employee is capable of performing provided such other work is available and the employee is qualified. The Company will provide basic training to the employee for such other available work assignment in accordance with its present policy. On a case-by-case basis and if basic training is not practicable under the Company's present policy, employees with ten (10) or more years of service may be given more comprehensive training for available work. It is understood that such comprehensive training will not apply to all job titles.

Employees with ten (10) or more years of service with the Company will retain the same job title for the duration of their employment with the Company and will continue to receive the same rate of compensation as theretofore, regardless of the range of pay commensurate with the job classification pay for such other work function, but shall not be eligible for wage increases beyond the maximum rate for that work function which the employee is performing, except as provided for in Exhibit I, Part 1, Paragraph (e). An employee with less than ten (10) years of service with the Company will receive either his present rate of pay or the maximum hourly rate of pay for the title he or she is assigned, whichever is lower.

(4) **Job Security:**
During the past several years a number of technological changes have been made in the Company's business and operations. The Company and the Union have generally been able to work out transfers of employees affected to other jobs with titles and rates of pay comparable to their previous jobs.

An effort will be made to continue this practice. However, the Company hereby states that while certain changes in methods and procedures may be made during the contract term, the Company agrees that employees affected will, in cooperation with the Union, be transferred without reduction in pay. While this declaration of agreement must be at the risk of the business, the Company, nevertheless, believes that it will be able to carry this declaration through the contract term.

46. **Transfers:**
The Company will require departments to take into consideration the residence of employees, before transfers from one division to another. Operating conditions may at times require the transfer of an employee to another division, regardless of place of residence; but where in the opinion of the Company it can be arranged, the employees to be transferred will be selected from those employees for whom the transfers would not involve a considerable increase in transportation expense and traveling time.

Article XII

GRIEVANCES AND THEIR ADJUSTMENT: ARBITRATION

47. **Definition of Grievance Under this Contract:**
(1) A Grievance is defined as any controversy, dispute or difference arising out of the meaning or application of this Contract or affecting the relationship between any employee or the Local Union and the Company.

(2) Changes in general business practice, the manner of operating units of the business, the control and direction of working forces, the selection of personnel (subject, however, to the specific provisions as to seniority and for the various preferences), the performance of the Company's public obligations as a regulated public utility, and other business and operating questions, shall not give rise to a grievance of employees or of the Local Union.

48. **Grievance Procedure and Rules of Grievance:**
Any grievance which arises under and by virtue of this Contract may be presented by the Local Union or the aggrieved employee and shall be governed by the provisions of this Article and by the Rules of the

Grievance Procedure herein. Any grievance shall be considered promptly and all parties shall make reasonable efforts to adjust or settle the same. Nothing contained in these procedures or in this Contract shall be construed or applied so as to limit or abridge in any way any right of individuals or groups of individuals under the Labor-Management Relations Act of 1947, as amended, or any other applicable statute, with respect to grievances.

Rule I:
Mutual Modification of the Rules: Any provision of these Rules may be modified, waived or suspended, for the consideration and hearing of a particular grievance, only by an agreement in writing between the President of the Local Union and the Vice President, Human Resources, of the Company. Any limitation of time in each Step contained in any Rule may be modified as to a particular grievance by the mutual agreement in writing of the persons then considering such grievance.

Rule II:
Prompt Presentation of Grievances: Any grievance shall be presented promptly and within a reasonable amount of time, in writing, within thirty (30) calendar days after the Local Union or the aggrieved employee knew or reasonably should have known of the occurrence or events claimed to have given rise to the grievance, or else shall be deemed to have been waived, and this provision may be modified as to a particular grievance only between the President of the Local Union and the Vice President, Human Resources, of the Company, in writing. Any grievance not satisfactorily adjusted within the time limit in each Step shall be presented at the next Step in the procedure within twenty-five (25) calendar days of the time stated for disposition in the prior Step, or shall be deemed to have been waived, provided further that, for good cause shown, this period may be extended by the mutual agreement of the persons then considering such grievance, to sixty (60) calendar days.

Rule III:
Procedure as to Grievances of Employees: All grievances shall be considered in the Steps set forth hereinafter. No claim shall be made for the adjustment of any grievance retroactive to or as of any date beyond thirty (30) calendar days prior to the first filing of such written statement. The grievant may be present at each Step of the Grievance Procedure.

Steps of the Grievance Procedure:
Step One: Within thirty (30) calendar days after the Local Union or the aggrieved employee knew or reasonably should have known of the occurrence or incident claimed to have given rise to the grievance, a written grievance shall be submitted by the aggrieved employee or the Local Union representative to the Section or Department Manager or designee, and a copy shall immediately be provided, thereafter to the aggrieved employee's immediate supervisor or designee, and, provided further, that not more than twenty-five (25) calendar days from the date of first submission of the grievance, shall be allowed for a written response to the grievance at this step.

Step Two: Within twenty-five (25) calendar days from receipt of the Company's decision at Step One, the written grievance may be submitted by the Business Agent representing employees in the department to the General Manager in charge of the department or designee, provided further, that not more than twenty-five (25) calendar days from the date of such submission shall be allowed for a written response to the grievance at this step.

Step Three: Within twenty-five (25) calendar days from receipt of the Company's decision at Step Two, the written grievance may be submitted by the Senior Business Agent representing employees in the department or designee to the Vice President in charge of the department or designee, provided that not more than twenty-five (25) calendar days from the date of such submission shall be allowed for a written response to the grievance. In the event of the failure to resolve the grievance, it may be submitted to arbitration as provided in this Article by the President of the Local Union or designee or by the Vice President, Human Resources, or designee. The President of the Local Union or designee and the Vice President, Human Resources, or designee shall continue to meet periodically to review and attempt to resolve any outstanding grievances. Meetings shall be scheduled within thirty (30) calendar days of the date of a request for such meeting.

Rule IV: Additional Procedures:

(a) If the claimed grievance is of the Local Union against the Company, the President of the Local Union shall present the matter in writing to the Vice President, Human Resources, of the Company. Not more than twenty-five (25) calendar days from the date of submission of such grievance shall be allowed for a written response to the grievance. In the event of a failure to resolve the matter, the grievance may be submitted to arbitration in accordance with the provisions of this Contract.

(b) In cases of suspensions, discharge or release of an employee, the Company shall provide the Local Union and the employee with a written statement of the grounds for such action within fifteen (15) calendar days of such suspension, discharge or release. The Company may modify, amend, or supplement this statement at any time thereafter.

(c) Any payment of back wages which may result from an arbitration award herein shall be offset by any unemployment insurance, workers' compensation, or other compensation the employee may have received during the time of the employee's separation from the payroll.

(d) The Union shall maintain an internal committee to review demands for arbitration – either pending or presented during the term of this agreement – with the objective of substantially reducing arbitration submissions by eliminating unmeritorious cases.

(e) An employee suspended without pay during the course of an investigation shall receive compensation for the regularly scheduled work hours he or she was suspended, provided the employee is exonerated of the alleged misconduct. This compensation shall be reduced by any unemployment insurance, workers' compensation, or other compensation the employee may have received during the time of the employee's suspension from the payroll.

(f) When a Regular Employee is terminated, the Union may bypass the contractual grievance procedure and instead submit a written demand for arbitration directly to the Vice President of Human Resources.

49. **Arbitration of Grievances:**

(1) **Notification:**
If a grievance is not adjusted or disposed of to the satisfaction of the parties in accordance with the Grievance Procedure and it is the desire of either party to arbitrate, the moving party shall so notify the other in writing. Such notification shall include the name of the Union representative with respect to the arbitration, a copy of the grievance, the specific contractual provisions alleged to have been violated and a statement of the moving party's contention as to the grievance.

(2) **Request for Information after Arbitration Demand:**
Upon written request, either party shall provide information relevant to the matters to be arbitrated within seven (7) calendar days prior to the opening of the arbitration hearing, if practicable. Relevant Company medical records requested by the Union in writing shall be provided upon receipt of an appropriate written release from the employee authorizing such disclosure to the Union. Disputes concerning requests for records or other materials in a case may be presented to the Arbitrator, but always on notice to the other party, for resolution.

(3) **Scope of Arbitrability:**

(a) An Arbitrator shall have no jurisdiction, power or authority to amend, modify, supplement, vary or disregard any provision of this Contract in any respect whatsoever.

(b) Nothing in the Contract shall be construed as obligating either party to arbitrate the terms of any contract or agreement to be entered into upon a termination of this Contract.

(c) If a question arises as to whether or not a defined grievance or stated issue is arbitrable under the provisions of this Article and Contract, including, but not limited to, whether or not a particular claim or grievance is a grievance, the question may be submitted to arbitration hereunder at the request of either party. Challenges to arbitrability shall be presented to the Arbitrator and to the other party no later than five (5) calendar days prior to the opening of the hearing, if practicable. The Arbitrator, after considering the basis

of any challenge to arbitrability and any response thereto, shall (if neither party had exercised its right to bifurcate the hearing) decide whether the challenge should be heard at a hearing, and if so, whether alone or together with the merits of the case, or whether it should be decided by other means, such as on the basis of written arguments by the parties. When a demand for arbitration is found to be inadequate to put the Company on notice of an issue which may comprise the basis of a challenge to arbitrability, such challenge may be filed within a reasonable time after the Company is so notified.

(d) No grievance shall be referable to arbitration that has not previously been submitted in writing as required by the Grievance Procedure and the requested arbitration shall be limited to the said written grievance.

(4) **Selection of Arbitrators:**

(a) The parties shall meet periodically to establish and maintain a panel of a mutually agreed upon number of arbitrators. In individual cases, either party may elect to bypass the panel of arbitrators and submit the dispute to the American Arbitration Association. Arbitrators shall be removed from the panel upon thirty (30) calendar days written notice of either party.

(b) Arbitration cases shall be jointly scheduled by the Union and the Company. Cases shall ordinarily be scheduled in the order in which the demands for arbitration are submitted, except that safety and termination cases shall have priority. Either party may, for good and sufficient reasons, request to schedule a case out of normal order, consent to which request shall not be withheld without good and sufficient reasons. Any disputes over hearing dates shall be addressed, in the first instance, by the Director of Labor Relations and the Vice President of the Union, and then, absent their agreement, by the President of the Local Union and the Vice President, Human Resources. Arbitrators shall be assigned to cases randomly through a system to be mutually agreed upon by the parties.

(5) **Hearing, Award and Enforcement:**

(a) Matters pertaining to arbitration, including rules governing arbitration proceedings and adjournments, shall be conducted pursuant to the Labor Arbitration Rules of the American Arbitration Association subject to such other procedural rules established by the parties and consistent with the terms of the Contract, and provided further that any reference in the American Arbitration Association rules requiring the intervention of or administration by the American Arbitration Association is not applicable. If the dispute is submitted to the American Arbitration Association pursuant to subparagraph 4 (a) above, however, such arbitration shall be conducted pursuant to the Labor Arbitration Rules of the American Arbitration Association.

(b) Any party may proceed without any particular witness or witnesses, including the grievant, and may present its case through any appropriate evidence, with each party retaining the right to make appropriate objections and argue the weight of the evidence. The Arbitrator may choose, in his or her discretion, to accord little or no weight to hearsay evidence (if admitted into evidence) and may also consider, to any extent which he or she deems appropriate, the failure of a party or witness to be present to testify and submit to cross-examination. All documentary evidence must be submitted by close of the hearing unless the Arbitrator directs its subsequent production.

(c) Such arbitration shall thereupon proceed to hearing, decision and award, but shall be subject at all stages to the limitations of jurisdiction and authority which are stated in subparagraph (3) hereof. In all matters not inconsistent herewith, such arbitration and the decision and award therein shall be governed by Article 75 of the Civil Practice Law and Rules of the State of New York; and proceedings upon and as to the decision and award of the Arbitrator including the review and enforcement of the award, shall be in accordance therewith.

(6) **Binding Effect of Decision and Award:**
Subject to the outcome of such proceedings as may be had respecting the decision and award, the Company and the Union each agree to abide by and comply with the decision and award of the Arbitrator, so long as this Contract is in force.

(7) **Expenses of the Arbitration:**
The compensation and expenses of the Arbitrator and the expenses for the hearing room or other administrative charges shall be borne and paid equally by the Company and the Union, except that each party shall be responsible for the costs of its own portion of the case, including fees and expenses for attorneys and witnesses.

50. **Lockouts, Strikes, Suspensions of Work, etc.:**
In view of the comprehensive provisions contained in this Article for the consideration and adjustment of grievances of employees and the Union, for the hearing and determination of such grievances through suitable procedures, and for the arbitration of grievances or stated issues therein by an Arbitrator and in view of the public obligation of the Company to render adequate and continuous service, the Company and the Union respectively agree that there shall be no lockout by the Company and that there shall be no strike, quitting, suspension, retarding or stoppage of work, by any employee or employees, or any action by the Union to that end, at any time while this Contract is in effect.

Article XIII

GENERAL PROVISIONS

51. **Considerations to Be Taken Into Account:**
The parties hereto agree that in all actions taken and all determinations made under this Contract, including those by an Arbitrator, the following factors and considerations, with any others pertinent to the particular matter, shall be taken into account and given weight:

(a) The relatively high degree of continuity of employment which the Company has been able (and intends to use its best efforts in the future) to secure and retain for its employees in the regular operating departments of the enterprise, save such types of work as are in their nature seasonal or sporadic;

(b) The fact that the Company is a regulated public utility under the public obligation to operate efficiently and economically and to maintain adequate and continuous service, and, as such a public utility, is unable to increase its rates and charges for services rendered consumers without securing the approval or permission of the Public Service Commission of the State of New York according to law; and

(c) Any existing and duly proclaimed state of war or other national emergency affecting the Company.

52. **Avoidance of Conflicts of Relationship:**
The Union agrees that the following should not become or remain members of the Union:
(a) An employee who holds a supervisory position by virtue of which he or she is the authorized representative of the Company to whom grievances hereunder may be presented by the Union, in first instance or at any subsequent stage;
(b) An employee who holds a supervisory position by virtue of which he or she has the power to hire, discharge, promote, demote or transfer other employees, or who regularly has the duty of recommending the hiring, discharge, promotion, demotion or transfer of employees, and whose action might thereby become the subject of a "grievance" or "dispute" hereunder;
(c) Armed guards and special patrolmen;
(d) Secretaries and administrative assistants for officers and department heads;
(e) Employees performing the work of: General Investigator, Special Investigator, Investigator A, and Investigator B, in the Law Department;
(f) Employees performing Major Service Representative work in the Division Engineering Departments;
(g) Employees performing Major Account Representative work in the Customer Service Department; and/or

(h) Employees performing the function of tree trimming inspector in Westchester Customer Service and employees performing the function of driver training instructor.

In the event of a disagreement between the Company and the Union as to the inclusion or exclusion of any employee from eligibility by reason of the above provisions of this Paragraph, the matter shall be finally determined by an Arbitrator.

53. **Use of Gender:**
The use of the masculine or feminine gender in this agreement shall be construed as including both genders and not as a sex limitation unless there is a bona fide occupational requirement.

Article XIV

DURATION OF CONTRACT: NEGOTIATIONS

54. **Duration and Termination; Annual Consideration of Wages, etc.:**

(1) This Contract shall be in force through June 20, 2020, and shall continue in force from year to year thereafter, unless terminated as hereinafter provided.

(2) Through June 20, 2020, and subject to Paragraph 40 hereof the agreements set forth in Exhibit "I" attached hereto and made a part hereof shall constitute a final and conclusive settlement as to wages, increases and wage adjustments and as to any and all other claims, demands and proposals raised, or any other proposals of whatever nature, which might have been raised by either party for discussion and negotiation between the parties for this new Contract or otherwise, provided, however, that the foregoing shall not preclude either party from pursuing or defending against any grievance, any proposed Settlement Agreement and/or any NLRB charge pending as of June 26, 2016, whether or not the subject of the grievance was raised in those negotiations.

(3) Upon notice, by either party to the other, the parties, as mutually agreed, may begin, not more than ninety (90) days prior to the date upon which the Contract can be terminated in any year, negotiations with respect to any matter covered by or arising out of this Contract. If such negotiations are not concluded prior to sixty (60) days before such date in any year and if no notice of termination is given, negotiations shall continue as provided in subdivisions (5) and (6) of this Paragraph.

(4) Not less than sixty (60) days before the date upon which the Contract can be terminated in any year, either party may notify the other, in writing, that it elects to terminate the Contract as of such date. In that event, negotiations between the parties shall be begun forthwith as to a new Contract.

(5) If notice of termination is not given by either party in any year, negotiations with respect to any matter covered by or arising out of this Contract shall be begun at the Quarterly Conference in January, for the period during which the Contract will continue in effect. If the parties fail to agree as to any proposals concerning wages or hours, or as to any proposals concerning working conditions which are not contrary to or inconsistent with this Contract, the proposals not agreed on may be submitted by either party to a Board of Arbitration constituted pursuant to Paragraph 49 hereof.

(6) The jurisdiction and powers of the Board of Arbitration shall be limited to the proposals in dispute as to wages, rates and ranges of pay, wage rate schedules, the continuance or discontinuance or modification of the Wage Progression Plan, including the provisions thereof as to the amount and frequency of wage progression increases, or hours of work. In respect to these matters so specified (but not in any other respect), the Board of Arbitration shall have the power to amend or supplement the provisions of this Contract as to such matters in such respects as it expressly formulates and states to constitute such amendments or supplements, if it finds such action to be necessary or proper for giving effect to its determination as to such matters.

(7) If the Union, at any time while this Contract is in force, ceases to be the certified and exclusive bargaining representative of all of the employees covered by this Contract, this Contract shall automatically

expire and terminate as of the next date upon which it can be terminated as herein provided.

55. Successor Clause and Notice:

(1) The parties to this Contract agree that it shall have force and effect as between them as herein named and described, and that this Contract, for any part of its term, shall be binding on the parties, their lawful successors and assigns.

(2) The Company agrees that it will provide written notice of the existence and the terms of the Contract to any purchaser of all or a significant part of its generating facilities.

(3) If the above-named Local Union is merged into or consolidated with any other Local Union of the Union, this Contract shall continue in force as between the Company and the successor Local Union resulting from such merger or consolidation.

IN WITNESS WHEREOF, CONSOLIDATED EDISON COMPANY OF NEW YORK, INC., and the UTILITY WORKERS UNION OF AMERICA, AFL-CIO, and its Local Union No. 1-2 have each signed this formal Contract effective as of June 26, 2016, except as otherwise expressly stated.

THE SIGNATORIES in behalf of the UTILITY WORKERS UNION OF AMERICA, AFL-CIO, and its Local 1-2, attest that the Contract effective as of June 26, 2016, was duly authorized by vote of the members of Local Union No. 1-2, and that their execution of the Contract is within the authority vested in them by the vote of the members of Local Union No. 1-2. The signatories on behalf of the CONSOLIDATED EDISON COMPANY OF NEW YORK, INC. attest that the Contract, effective as of June 26, 2016, was duly authorized by its Board of Trustees at a meeting regularly convened and held, and that their execution of the Contract is within the authority vested in them by the Board of Trustees at a meeting regularly convened and held.

FOR THE UNION

James Slevin
President

James Shillitto
Vice President

John Capra
Secretary-Treasurer

Reginald Davis
Senior National Representative

FOR THE COMPANY

Richard Bagwell
Vice President

Vincent Frankel
Director

Exhibit I

WAGE ADJUSTMENTS, WAGE PROGRESSION AND OTHER MATTERS FOR THE CURRENT CONTRACT TERM

Part 1

WAGE INCREASES

The following wage increases will be granted to each eligible employee who is on the active weekly payroll on the effective date of such increase. On the effective date of each increase, the minimum and maximum rates of pay for all job titles shall, as reflected in the Statement of Job Titles and Established Minimum-Maximum Hourly Rates of Pay in Part 5 of this Exhibit, be raised by the percentage of the increase.

(a) **For the period June 26, 2016, through June 24, 2017:**

1. Effective June 26, 2016, a 2.75% general wage increase for all regular employees.

2. Effective June 26, 2016, a 0.25% increase for (a) each regular employee at the maximum rate of pay as of June 25, 2016, for his or her job title, whose record has in all respects been satisfactory in the period from May 17, 2015, to April 30, 2016; and (b) each regular employee at less than the maximum rate of pay as of June 25, 2016, for his or her job title, who received either the October 2015 or February 2016 wage progression.

3. The wage increases effective June 26, 2016, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 25, 2016.

(b) **For the period June 25, 2017, through June 23, 2018:**

1. Effective June 25, 2017, a 2.75% general wage increase for all regular employees.

2. Effective June 25, 2017, a 0.25% increase for (a) each regular employee at the maximum rate of pay as of June 24, 2017, for his or her job title, whose record has in all respects been satisfactory in the period from May 1, 2016, to April 29, 2017; and (b) each regular employee at less than the maximum rate of pay as of June 24, 2017, for his or her job title, who received either the October 2016 or February 2017 wage progression.

3. The wage increases effective on June 25, 2017, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 24, 2017.

(c) **For the period June 24, 2018, through June 22, 2019:**

1. Effective June 24, 2018, a 2.75% general wage increase for all regular employees.

2. Effective June 24, 2018, a 0.25% increase for (a) each regular employee at the maximum rate of pay as of June 23, 2018, for his or her job title, whose record has in all respects been satisfactory in the period from April 30, 2017, to April 29, 2018; and (b) each regular employee at less than the maximum rate of pay as of June 23, 2018, for his or her job title, who received either the October 2017 or February 2018 wage progression.

3. The wage increases effective on June 24, 2018, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 23, 2018.

(d) **For the period June 23, 2019, through June 20, 2020:**

1. Effective June 23, 2019, a 2.75% general wage increase for all regular employees.

2. Effective June 23, 2019, a 0.25% increase for (a) each regular employee at the maximum rate of pay as of June 22, 2019, for his or her job title, whose record has in all respects been satisfactory in the period from April 29, 2018, to April 27, 2019; and (b) each regular employee at less than the maximum rate of pay as of June 22, 2019, for his or her job title, who received either the October 2018 or February 2019 wage progression.

3. The wage increases effective on June 23, 2019, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 22, 2019.

(e) **The application of the foregoing wage increases will be subject to the following:**
The increases will not cause the rate of pay of any employee to exceed the newly established maximum rate of pay for his/her classification, provided that an exception will be made in the case of a QOM, Q or OM employee (a limited duty employee or an employee whose rate of pay exceeds the established maximum rate for the job classification in which such an employee is working). Such an employee who meets the eligibility requirements for any increase shall be granted an amount equal to the wage increase percentage applied to the average straight-time hourly rate in effect prior to the applicable increase, or the wage increase percentage applied to his/her applicable base rate of pay as of the day before the effective date of the applicable wage increase, whichever is lower. An employee will not be denied a merit increase for an infraction that resulted in a written warning if the infraction has already resulted in the loss of a progression increase.

Part 2

WAGE PROGRESSION PLAN

(a) The Wage Progression Plan shall permit a regular employee whose record has in all respects been satisfactory to progress from the minimum rate of pay to the maximum rate of pay for his/her job title. Wage progression increases in the amount of fifty-two cents ($0.52) per hour ($20.80 per week), shall be effective on the following dates:

Effective Date	
October 30, 2016	February 26, 2017
October 29, 2017	February 25, 2018
October 28, 2018	February 24, 2019
October 27, 2019	February 23, 2020

The period for determining an employee's eligibility for each of the foregoing progression increases shall commence eight weeks prior to the effective date of the preceding progression increase and will conclude eight weeks before the effective date of the increase for which the employee is being evaluated. Employees who have been absent more than fifty percent (50%) of their scheduled worktime during this period shall not be eligible to receive this wage progression increase. An employee will not be denied a progression increase for an infraction that resulted in a written warning if the infraction has already resulted in the loss of a merit increase.

(b) An employee who is sick, on leave, or suspended on any of these Wage Progression Increase dates, and who is eligible to receive a progression increase under subparagraph (a) above, will be eligible for the progression increase otherwise applicable to that date effective the first Sunday following his/her return to the active payroll except that an employee who returns on his/her first scheduled day of work shall be granted the increase effective that week. If absence continues beyond the date of the next progression or progressions, the employee will be eligible for only the last progression missed if the employee is otherwise eligible under subparagraph (a) above for such progression.

(c) Temporary and permanently limited duty employees shall be reviewed with the intent of granting said employees a normal progression increase.

(d) An employee receiving an increase because of temporary occupational change shall, upon his or her return to his or her regular title, receive no less than he or she would have received if he or she had remained in his or her regular title and was subject to progression increases.

Part 3

PROMOTIONS AND STRUCTURAL CHANGES

Provision is hereby made for promotions and for the discussion and adjustment of problems which may arise out of Company decisions in connection with the Company's operations or structural changes affecting titles and work conditions.

For the duration of the terms of this Contract, but without commitment thereafter, the Company will continue a guaranteed Promotional Program.

The parties will discuss promotions and problems arising out of structural changes in Company operations.

Part 4

BENEFITS

A. **Health Care Benefits:**
Until January 1, 2017, the health care and flexible benefits program known as "Choices" shall continue as in effect on June 25, 2016, subject to the following changes and modifications:

1. Effective January 1, 2017, the Dental Plans will continue to be separate from the Health Care Plans for hospital, medical, prescription and vision benefits (together "Health Care Plans") and, to the extent permitted by law, an employee will continue to be able to elect to participate in, or opt out of, either or both Dental and Health Care Plans.

2. **The Copay Plan:** Effective January 1, 2017, the Copay Plan will be as follows:
   (a) This participating provider organization plan will provide hospital, medical, prescription drug, and vision care benefits.
      (1) In-Network Hospital/Medical Benefits
         i. ***In-Network Deductible:*** Effective January 1, 2017, there will be one combined annual in-network hospital/medical deductible of $275 for individual or $825 for family, which can be met by either hospital or medical charges, or both. Effective January 1, 2019, the combined annual in-network hospital medical deductible is $300 for individual or $900 for family.
         ii. ***In-Network Annual Out-of-Pocket Limits:*** Effective January 1, 2017, there will be an annual in-network out-of-pocket limit (including copayments, hospital/medical coinsurance, and deductible) of $1,100 for individual or $2,800 for family. Effective January 1, 2019, there will be an annual in-network out-of-pocket limit of $1,200 for individual or $3,000 for family.
         iii. ***In-Network Coinsurance for Health Care Services:*** Effective January 1, 2017, after the annual in-network hospital/medical deductible is met, the Copay Plan will continue to pay 90% and the participant will pay 10% of the charges for in-network health care services, such as in-patient hospital charges, out-patient surgery, CAT scans, MRIs, laboratory work not done at a physician's office, and physical therapy, up to the annual out-of-pocket limits. After the annual out-of-pocket limit is met, the Copay Plan will pay 100%.
         iv. ***Cigna Care Network ("CCN") Co-payments for Office Visits:*** Effective January 1, 2017, the Cigna Care Network ("CCN") for primary care and specialist providers' office visits will be offered. The co-payment for CCN primary care office visits will be $22, and the co-payment for CCN specialists office visits will be $33. Effective January 1, 2019, the co-payment for CCN primary care office visits will be $25, and the co-payment for CCN specialists office visits will continue to be $33.
         v. ***In-Network Co-payments for Office Visits for Non-CCN Network Providers:*** Effective January 1, 2017, the in-network co-payment for Non-CCN primary care office visits will be $30, and the in-network co-payment for Non-CCN specialists office visits will be $35. Effective January 1, 2019, the in-network co-payment for Non-CCN primary care

office visits will be $33, and the in-network co-payment for Non-CCN specialists office visits will be $38.

vi. ***In-Network Co-payments and Coinsurance for Emergency Room Visits:*** Effective January 1, 2017, the $100 co-payment for each in-network emergency room visit will continue. The $100 co-payment will continue to be waived and the charges will be covered if the participant is admitted to an in-network hospital from the emergency room visit.

vii. ***In-Network Preventive Care:*** To the extent required by law, the Copay Plan will continue to pay 100% of in-network "preventive care" services, as defined by and subject to the restrictions and limitations permitted under law.

viii. ***Telemedicine Services:*** Effective January 1, 2017, Telemedicine services will be offered. Telemedicine services provide on-demand access to a consultation for non-urgent health care through a Cigna national network of licensed, board certified U.S. based doctors. Participants may contact such physicians through this program by a designated telephone or internet connection to obtain a non-urgent medical consultation. The co-payment for Telemedicine services will be $15.

(2) **Out-of-Network Hospital/Medical Benefits**

i. ***Out-of-Network Deductible:*** Effective January 1, 2017, there will be one combined annual out-of-network hospital/medical deductible of $700 for individual or $2,100 for family, which can be met by either hospital or medical charges, or both. Effective January 1, 2019, there will be one combined annual out-of-network hospital/medical deductible of $800 for individual or $2,400 for family.

ii. ***Out-of-Network Annual Out-of-Pocket Limits:*** Effective January 1, 2017, there will be an annual out-of-network individual/family out-of-pocket limit (including the hospital/medical coinsurance and deductible) of $1,850 for individual or $5,500 for family. Effective January 1, 2019, there will be an annual out-of-network individual/family out-of-pocket limit of $1,900 for individual or $5,700 for family.

iii. ***Out-of-Network Coinsurance for Health Care Services:*** Effective January 1, 2017, after the annual out-of-network hospital/medical deductible is met, the Copay Plan will pay 75% of the usual and customary charges for out-of-network health care services such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health care office visits, emergency room visits, CAT scans, MRIs, laboratory work, and physical therapy, up to the annual out-of-pocket limits. After the annual out-of-pocket limit is met, the Copay Plan will pay 100% of the usual and customary charges.

iv. ***Out-of-Network Preventive Care:*** Preventive care services are available at in-network providers only.

(3) **Prescription Drug Program**

Effective January 1, 2017, the Copay Plan / CVS Prescription Drug Program will be changed as follows:

i. ***Retail:***

(a) Effective January 1, 2017, the separate annual deductible for the retail card program will continue to be $200 per family.

(b) Effective January 1, 2017, the co-payment for the retail card program for generic drugs will continue to be $15, the co-payment for brand-name drugs when no generic substitute is available will be $35, and the co-payment for brand-name drugs when a generic substitute is available will be $40.

ii. ***Mail Order (Including CVS in-store):***

(a) There will continue to be no deductible for mail order (including CVS in-store) prescription drugs, and there will be a 90-day mail order supply limit.

(b) Effective January 1, 2017, the mail order (including CVS in-store) co-payment for generic drugs will continue to be $15, the co-payment for brand name drugs when

no generic substitute is available will be $35, and the co-payment for brand name drugs when a generic substitute is available will be $40.

3. **The Coinsurance Plan:** Effective January 1, 2017, the Coinsurance Plan will be as follows:
   (a) This participating provider organization plan will provide hospital, medical, prescription drug, and vision care benefits.
      (1) **In-Network Hospital/Medical Benefits**
         i. ***In-Network Deductible:*** Effective January 1, 2017, there will be one combined annual in-network hospital/medical deductible of $450 for individual or $900 for family, which can be met by either hospital or medical charges, or both. Effective January 1, 2019, the annual in-network hospital/medical deductible is $475 for individual or $950 for family.
         ii. ***In-Network Annual Out-of-Pocket Limits:*** Effective January 1, 2017, there will continue to be an annual in-network out-of-pocket limit (including the hospital/medical coinsurance and deductible) of $1,900 for individual or $3,800 for family. Effective January 1, 2019, there will be an annual in-network out-of-pocket limit of $2,000 for individual or $4,000 for family.
         iii. ***In-Network Coinsurance for Health Care Services, CCN, Non-CCN, and Telemedicine Benefits:*** Effective January 1, 2017, after the annual in-network hospital/medical deductible is met, the Coinsurance Plan will pay 85% and the participant will pay 15% of the charges for in-network health care services, such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health care office visits, emergency room visits, CAT scans, MRIs, laboratory work, Telemedicine benefits, and physical therapy, up to the annual out-of-pocket limits. After the annual in-network out-of-pocket limit is met, the Coinsurance Plan pays 100%.
         iv. ***In-Network Preventive Care:*** To the extent required by law, the Coinsurance Plan will continue to pay 100% of in-network "preventive care" services, as defined by and subject to the restrictions and limitations permitted under law.

      (2) **Out-of-Network Hospital/Medical Benefits**
         i. ***Out-of-Network Deductible:*** Effective January 1, 2017, there will be one combined annual out-of-network hospital/medical deductible of $700 for individual or $2,000 for family, which can be met by either hospital or medical charges, or both. Effective January 1, 2019, there will be one combined annual out-of-network hospital/medical deductible of $750 for individual or $2,200 for family.
         ii. ***Out-of-Network Annual Out-of-Pocket Limits:*** Effective January 1, 2017, there will continue to be an annual out-of-network individual/family out-of-pocket limit (including the hospital/medical coinsurance and deductible) of $4,500 for individual or $9,000 for family. Effective January 1, 2019, there will be an annual out-of-network individual/family out-of-pocket limit of $4,800 for individual or $9,500 for family.
         iii. ***Out-of-Network Coinsurance for Health Care Services:*** Effective January 1, 2017, after the annual out-of-network hospital/medical deductible is met, the Coinsurance Plan will continue to pay 75% of the usual and customary charges for out-of-network health care services, such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health care office visits, emergency room visits, CAT scans, MRIs, laboratory work, and physical therapy, up to the annual out-of-pocket limits. After the annual out-of-pocket limit is met, the Coinsurance Plan will pay 100% of the usual and customary charges.
         iv. ***Out-of-Network Preventive Care:*** Preventive care services are available at in-network providers only.

(3) **Prescription Drug Program**
Effective January 1, 2017, the Coinsurance Plan / CVS Prescription Drug Program will continue to be as follows:

i. ***Retail:***
   (a) There will be no annual deductible for the retail card program.
   (b) The cost for generic drugs will be the greater of a co-payment of $10 or a coinsurance of 10 % of the cost of the prescription; the cost for brand-name drugs when no generic substitute is available will be the greater of a co-payment of $20 or a coinsurance of 20% of the cost of the prescription; and the cost for brand-name drugs when a generic substitute is available will be the greater of a co-payment of $30 or a coinsurance of 30% of the cost of the prescription.

ii. ***Mail Order (Including CVS in-store):***
   (a) There will continue to be no deductible for mail order (including CVS in-store) prescription drugs, and there will be a 90-day mail order supply limit.
   (b) Effective January 1, 2017, the plan will continue to pay 85% and the participant will pay 15% of the cost of the prescription for mail order (including CVS in-store) generic or brand-name drugs.

4. **The High Deductible Health Plan:** Effective January 1, 2017, the High Deductible Plan will be as follows:
   (a) This will be a high deductible health plan ("HDHP"), with a Health Savings Account ("HSA"). The High Deductible Health Plan will comply with the applicable limits and restrictions set forth in the Internal Revenue Code. The High Deductible Plan will provide hospital, medical, prescription drug, and vision care benefits as follows:
   (1) **In-Network Hospital/Medical/Prescription Drug Benefits**

i. ***In-Network Deductible: E***ffective January 1, 2017, there will be one combined annual in-network hospital/medical/prescription drug deductible at the new rate of $1,300 individual and $2,600 family, which can be met by hospital, medical or prescription drug charges, or any combination of these charges. The combined annual hospital/medical/prescription drug deductible for the individual and the family for 2018, and years thereafter, will be based on the Internal Revenue Service (IRS) announced deductible amounts for that year.

ii. ***In-Network Annual Out-of-Pocket Limits:*** Effective January 1, 2017, there will be an annual in-network individual/family out-of-pocket limit of $3,000 or $6,000, which can be met by hospital, medical or prescription drug charges (including deductibles but not weekly contributions), or any combination of these charges. Effective January 1, 2018, and each year thereafter, the annual in-network out-of-pocket limit for individual and family will be subject to the Internal Revenue Code (IRC) cost of living adjustment for that year.

iii. ***In-Network Coinsurance for Health Care Services:*** Effective January 1, 2017, after the annual in-network hospital/medical/prescription drug deductible is met, the High Deductible Health Plan will continue to pay 80% and the participant will pay 20% of the charges for in-network health care services such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health care office visits, emergency room visits, CAT scans, MRIs, laboratory work, Telemedicine benefits, and physical therapy and prescription drugs, up to the annual out-of-pocket limits. All mail order prescription drugs are limited to a 90 day supply. After the annual out-of-pocket limit is met the High Deductible Plan pays 100%.

iv. ***In-Network Preventive Care:*** To the extent required by law, the Coinsurance Plan will continue to pay 100% of in-network "preventive care" services, as defined by and subject to the restrictions and limitations permitted under law.

(2) **Out-of-Network Hospital/Medical /Prescription Drug Benefits**

i. ***Out-of-Network Deductible:*** Effective January 1, 2017, there will continue to be one combined annual out-of-network hospital/medical/prescription drug deductible of $2,500 for individual or $5,000 for family, which can be met by out-of-network hospital, medical or prescription drug charges, or any combination of these charges. The combined annual hospital/medical/ prescription drug deductible for the individual and the family for 2018, and years thereafter, will be subject to the Internal Revenue Service (IRS) cost of living adjustment for that year.

ii. ***Out-of-Network Annual Out-of-Pocket Limits:*** Effective January 1, 2017, there will continue to be an annual out-of-network individual/family out-of-pocket limit including the out-of network hospital/medical coinsurance and deductible of $6,000 or $12,000. The combined annual hospital/medical/prescription drug deductible for the individual and the family for 2018, and years thereafter, will be based on the Internal Revenue Service (IRS) announced deductible amounts for that year.

iii. ***Out-of-Network Coinsurance for Health Care Services:*** Effective January 1, 2017, after the annual out-of-network hospital/medical prescription drug deductible is met, the High Deductible Plan will continue to pay 60% of the usual and customary charges for out-of-network health care services, such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health office visits, emergency room visits, CAT scans, MRIs, laboratory work, and physical therapy, up to the annual out-of-pocket limits. After the annual out-of-pocket limit is met, the High Deductible Health Plan will pay 100% of the usual and customary charges.

iv. ***Out-of-Network Preventive Care:*** Preventive care services are available at in-network providers only.

5. **The Essential Health Plan:** Effective January 1, 2017, the Essential Health Plan will be as follows:

(a) This will be a new high deductible health plan with a Health Savings Account and will provide hospital, medical, prescription drug, and vision care benefits. The Essential Health Plan will comply with the applicable limits and restrictions set forth in the Internal Revenue Code.

(1) **In Network Hospital/Medical/Prescription Drug Benefit**

i. ***In Network Deductible:*** Effective January 1, 2017, there will be one combined annual hospital/medical/prescription drug deductible of $6,550 employee or $13,100 family, which can be met by in-network hospital/medical/prescription drugs charges, or any combination of these charges. The combined annual hospital/medical/prescription drug deductible for the individual and the family for 2018, and years thereafter, will be based on the Internal Revenue Service (IRS) announced maximum deductible amounts for that year.

ii. ***In-Network Annual Out-of-Pocket Limits:*** Effective January 1, 2017, there will be an annual in-network individual or family out-of-pocket limit of $6,550 employee or $13,100 family, which can be met by hospital, medical or prescription drug charges, including deductibles (but not including weekly contributions), or any combination of these charges. The combined annual hospital/medical/prescription drug deductible for the individual and the family for 2018, and years thereafter, will be based on the Internal Revenue Service (IRS) announced maximum deductible amounts for that year. After the annual out-of-pocket limit is met, the Essential Health Plan will pay 100%.

iii. ***Telemedicine Services:*** Effective January 1, 2017, Telemedicine services will be offered. After the annual hospital/medical/prescription drug deductible is met, the plan will pay 100% of the charges for Telemedicine services.

iv. ***In-Network Preventive Care:*** To the extent required by law, the Essential Health Plan will pay 100% of "preventive care,"

as defined by and subject to the restrictions and limitations permitted under law.

(2) **Out of Network Coverage:**

i. Treatment for medically necessary services performed by out-of-network providers that result from an In-Network facility will be covered.

6. **The Copay Plan, Coinsurance Plan and High Deductible Health Plan – Hearing Aids**
The lifetime maximum per covered person for audiometric exams and hearing aid evaluations and the purchase and fitting of hearing aids continues to be $3,500, subject to the applicable medical deductibles, co-insurance percentages and out-of-pocket limits.

7. **The Managed Choice Plan and Health Maintenance Organizations (HMOs):** Currently hospital/medical and prescription drug coverage are provided through HMOs (currently Emblem Health, MVP, Empire Blue Cross and Aetna). The Empire Blue Cross HMO will be available only through calendar year 2017.

8. **Dental Benefits:** The benefits, terms and conditions provided under the Dental Plans currently provided by MetLife and Administrative Services Only ("ASO") in effect on June 25, 2016, shall be continued.

MetLife: The annual deductible for use of a participating dentist program will continue to be $175.00 per person. The annual deductible for use of a provider outside the preferred dentist program will continue to be $300.00 per person. The annual deductible does not apply to preventive and diagnostic procedures, which are covered at 100% of reasonable and customary charges.

ASO Choice 1: Dental care is provided only at participating providers. Preventive and diagnostic procedures are covered at 100% of reasonable and customary charges. ASO Choice 1 does not pay for services provided by non-network dentists.

ASO Choice 2: Dental care is provided only at participating providers and dental care is limited to only preventive and diagnostic services.

9. **Usual and Customary Charges:** The usual and customary charges for services supplied by out-of-network providers under the Copay Plan, the Coinsurance Plan, the High Deductible Health Plan and the Essential Health Plan continue to be at the 90th percentile.

10. **Annual Maximums for Deductibles and Out-of-Pocket Limits:** Effective January 1, 2017, for the Copay Plan and the Coinsurance Plan, only, amounts applied towards the annual in-network deductibles or annual in-network out-of-pocket limits will continue to be credited towards meeting the annual out-of-network deductibles or annual out-of-network out-of-pocket limits. Additionally, annual out-of-network deductibles or annual out-of-network out-of-pocket limits will continue to be credited towards meeting the annual in-network deductibles or annual in-network out-of-pocket limits.

11. **Employee Weekly Payroll Contributions for the Copay Plan, Coinsurance Plan, High Deductible Health Plan, and the Essential Health Plan:**

(a) Effective January of each year the employee payroll weekly contribution for hospital, medical, prescription drug and vision care coverage will be set as follows:

Cigna / CVS Plans

Plans/Coverage	2017	2018	2019	2020
COPAY PLAN:				
Individual	$58	$63	$67	$72
Family	$98	$105	$111	$119
COINSURANCE PLAN:				
Individual	$47	$50	$56	$60
Family	$74	$78	$90	$95
HIGH DEDUCTIBLE HEALTH PLAN:				
Individual	$37	$40	$43	$46
Family	$43	$46	$51	$55
ESSENTIAL HEALTH PLAN:				
Individual	$5	$5	$5	$5
Family	$15	$16	$17	$18

12. **Employee Weekly Payroll Contributions for Emblem Health, MVP, Empire Blue Cross and Aetna Managed Choice Plans (HMOs):**
    (a) Effective January 1, 2017, and thereafter for the term of this contract, the employee weekly contribution for the HMOs currently offered will be set at 20% of the premiums for the selected plan, subject to the maximums in the chart below:

HMO/Managed Choice

Plans/Coverage	2017	2018	2019	2020
EMBLEM HEALTH:				
Individual	$53	$58	$63	$68
Family	$90	$97	$105	$113
MVP:				
Individual	$58	$63	$68	$73
Family	$99	$107	$116	$125
EMPIRE BLUE CROSS:				
Individual	$75	*	*	*
Family	$175	*	*	*
AETNA (Managed Choice):				
Individual	$56	$60	$65	$70
Family	$106	$114	$123	$133

** The Empire Blue Cross HMO will be available only through calendar year 2017.*

13. **Employee Weekly Payroll Contributions for Dental Coverage:**
    (a) Effective January of each year the employee payroll weekly contribution for dental care coverage will be set as follows:

Dental

Plans/Coverage	2017	2018	2019	2020
METLIFE:				
Individual	$2	$2	$2	$2
Family	$4	$4	$4	$4
ASO CHOICE 1:				
Individual	$1	$1	$1	$1
Family	$3	$3	$3	$3
ASO CHOICE 2:				
Individual	$0	$0	$0	$0
Family	$0	$0	$0	$0

14. **Health Savings Account for the High Deductible Health Plan and the Essential Health Plan:** Each employee who elects the High Deductible Health Plan or the Essential Health Plan has the option of opening a Health Savings Account ("HSA") in his or her name. For each employee who selects the High Deductible Health Plan, the Company will continue to make a weekly payroll contribution to the HSA of $14.40 per week, up to a maximum of $750 annually for individual, and $28.80 per week, up to a maximum of $1,500 annually for family coverage. Each employee who is newly hired during a calendar year and elects coverage under the High Deductible Health Plan will continue to receive a pro rata Company contribution beginning in the first week of the month immediately following the week in which he or she is first covered under the High Deductible Health Plan. Each year, employees enrolled in the High Deductible Health Plan or the Essential Health Plan will be eligible to make pre-tax contributions up to the maximum permitted by law, which is a combined Company and employee contribution of $3,400 for individual coverage and $ 6,750 for family for calendar year 2017. An employee may make an additional $1,000 per-tax catch-up contribution, as allowed by the Internal Revenue Code at any time during the year in which he or she is at least age 55. Employees enrolled in the High Deductible Health Plan or the Essential Health

Plan will be ineligible to also participate in the Health Care Flexible Reimbursement Account for that year.

15. **Health-Assessment:**
    (a) **Employee Credit**
        (1) Effective January 1, 2017, each employee who participates in the Copay Plan, the Coinsurance Plan, the High Deductible Plan, or the Essential Health Plan, will continue to have an opportunity to complete and file a Health-Assessment with the Health Care Administrator during each Open Enrollment Period and receive a credit of $3.00 towards his or her employee weekly payroll contribution in the following year.
        (2) If an employee is hired after an Open Enrollment Period, he or she will be eligible to receive this credit if he or she completes and files a Health-Assessment within 30 days after becoming eligible to participate in the Health Care Program and elects coverage under the Copay Plan, the Coinsurance Plan, the High Deductible Health Plan or the Essential Health Plan. In this case, the employee will begin to receive $3.00 towards his or her employee weekly payroll contribution rate commencing prospectively, and as soon as administratively possible thereafter, but no later than 30 days after the Company is notified that he or she has completed and filed a Health-Assessment.
    (b) **Spousal Credit**
        (1) Each employee's spouse who is not an employee of Consolidated Edison, Inc., or any of its affiliates, and who is covered as a dependent in the Copay Plan, the Coinsurance Plan, the High Deductible Health Plan or the Essential Health Plan will continue to have an opportunity to complete and file a Health-Assessment. If the employee's spouse completes and files a Health-Assessment during an Open Enrollment Period, the employee will also continue to receive a separate credit of $2.00 towards his or her employee weekly payroll contribution commencing with his or her paycheck beginning January 1 of the next plan year.

16. **Health Care Credit for Basic Medical Screenings:**
    (a) **Employee Credit**
        (1) Effective January 1, 2017, each employee who participates in the Copay Plan, the Coinsurance Plan, the High Deductible Health Plan or the Essential Health Plan will have an opportunity to receive a health care contribution credit if he or she takes a Basic Medical Screening (such as blood pressure, cholesterol, blood sugar, and body mass index levels) either (i) at an on-site Company-sponsored event or (ii) at his or her own physician's office so long as the results are submitted to the Health Care Administrator.
        (2) If the employee has a Basic Medical Screening in 2016 and submits the results to Cigna, (or then current Health Care Plan administrator), during the Open Enrollment Period in 2016, he or she will receive a credit of $1.00 per week toward his or her employee weekly payroll care contribution cost commencing with his or her first paycheck beginning January 1, 2017.

17. **Wellness Incentives**
    (a) Effective January 1, 2017, the Company will offer a Wellness Incentive Program to each employee who is enrolled in the Copay Plan, the Coinsurance Plan, the High Deductible Health Plan, or the Essential Health Plan and who receives a credit for participating in a Health Assessment and a Basic Medical Screening.
    (b) Each employee may receive a reimbursement for cost of the following wellness programs up to a total of $50.00 per year.
        (1) Weight Reduction programs (i.e., Weight Watchers, Jenny Craig, LA Weight Loss, hypnosis, acupuncture);
        (2) Gym, fitness center or fitness classes (i.e., gym/health club membership, karate, yoga, pilates, dance);
        (3) Community sponsored fitness challenges (i.e., marathon/ race entry fees);

(4) Department of Health certified smoking cessation program (i.e., hypnosis, acupuncture, laser therapy);
(5) Participation in a Company sponsored wellness activity or other Joint Wellness Committee programs approved by the Company.

(c) Effective January 1, 2017, each employee age 50 and above, or for whom a preventive colonoscopy is medically necessary, who is enrolled in the Copay Plan, the Coinsurance Plan, the High Deductible Health Plan, or the Essential Health Plan and who completes and who receives a credit for participating in a Health Assessment and a Basic Medical Screening will be eligible for one day (8 hours) of excused time at straight-time pay to have the colonoscopy in the year they are receiving both credits.

18. **Vision Care Benefits:** Effective January 1, 2017, the benefits, terms and conditions provided under the Vision Care Plan shall be continued.

19. **Opt-Out Cash Payment:**
(a) Effective January 1, 2017, employees will continue to be eligible to receive an Opt-Out Cash Payment of $10 each weekly payroll period. The employee must opt-out of both Health Care coverage and Dental Coverage during the immediately preceding Open Enrollment Period. The employee must not be covered under any of the Consolidated Edison, Inc.'s affiliates' health or dental care plans as a participant or as a dependent.
(b) If an employee is hired after an applicable Open Enrollment Period, the employee may be eligible to receive the Opt-Out Cash Payment if the employee opts out of both Health Care coverage and Dental Coverage when the employee first becomes eligible to participate in the Health Care Program. The Opt-Out Cash Payment will begin with the next weekly payroll period after the employee elects to opt-out of the Health Care Program.

20. **Patient Protection and Affordable Care Act Reopener**
If the Company determines that the value of any Health Plan coverage option, whether singularly or in the aggregate, would cause the Company to incur or to be assessed or otherwise be responsible for an excise tax, including, but not limited to, the so-called "Cadillac Tax" imposed with respect to certain health coverage by the Patient Protection and Affordable Care Act of 2010 (P.L. 111-152), the Company and the Union agree to reopen the 2016-2020 Contract regarding and limited to wages and health care benefits to engage in expedited bargaining to attempt to reach agreement on the actions to be taken to avoid the Plan(s) incurring such a tax or to mitigate the effects thereof. The Company agrees to provide the Union with thirty (30) days' notice of the commencement date to reopen the Contract. The commencement date may occur at any time in 2019 in order to permit the Company to price and present any revised plans during the open enrollment period in the Fall of 2019. If after thirty (30) days from the reopener's commencement date, the Company and the Union are unable to reach agreement on the actions taken to avoid the Plan(s) incurring such a tax or to mitigate the effects thereof, the issue of the action to be taken to avoid the imposition of such excise taxes or to mitigate the effects thereof, will be submitted to final and binding arbitration before an arbitrator selected by the parties using the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator will have thirty (30) days from his or her appointment to hear and decide the matter. Nothing in this reopener agreement shall in any way alter the no strike/no lockout provisions of the Contract, which shall remain in full force and effect for the entire term of the Contract.

B. **Retirement Plan:**
Except as set forth below, the Company shall continue the provisions of the Consolidated Edison Retirement Plan that apply to the pension benefit allowance for each employee covered by this Contract (the "Retirement Plan") as in effect on June 25, 2016.

1. **Participants Covered Under the Cash Balance Formula**

(a) **Cash Balance Formula:** The cash balance formula provides a defined benefit pension benefit that is expressed as a cash balance account.

(b) **Cash Balance Account:** Prior to June 26, 2016, each employee who is hired, rehired (except a former member of the Local 1-2 bargaining unit covered under the final average pay formula and who deferred receipt of a pension benefit), or transferred (except for an employee who transferred back into the Local 1-2 bargaining unit who was previously covered by the final average pay formula), on or after July 1, 2012, into a Local 1-2 title, will have his or her pension benefit calculated under the cash balance formula. Under the cash balance formula, he or she is credited with a compensation credit and an interest credit.

The compensation credit is based on a participant's rate of pay in the last pay period in each calendar quarter plus any night, midnight, or Sunday premium paid during the quarter (quarterly pension compensation). Depending upon the combination of his or her age and service (points), at the end of each quarter the participant is credited with between 4% to 7% of his or her quarterly pension compensation. If the participant's quarterly pension compensation in a calendar quarter exceeds the Social Security Taxable Wage Base (in 2016, the taxable wage base is $118,500), there is an additional credit of 4%. The extra 4% is on quarterly pension compensation in excess of the Social Security Taxable Wage Base. The cash balance account crediting rate is applied to quarterly pension compensation in accordance with the following schedule:

Sum of age and years of accredited service (each rounded to nearest whole number) as of the last day of each calendar quarter	Compensation credit	Compensation above social security taxable wage base credit
Less than 35	4%	4%
At least 35 but less than 50	5%	4%
At least 50 but less than 65	6%	4%
65 and over	7%	4%

(c) **Interest Credits to Cash Balance Account:** Each quarter, a participant's cash balance account receives a second credit, which is an interest credit. Interest is credited at the end of each quarter based on the beginning balance of the participant's cash balance account in that quarter. The rate of interest is based on 30-year US Treasury securities published by the Internal Revenue Service. The quarterly interest rate will not be less than 0.75% (3% annually) or greater than 2.25% (9% annually).

(d) **Vesting in Account Balance:** A participant becomes fully vested in his or her pension benefit provided by his or her cash balance account upon completion of three years of service.

(e) **Payment of Benefits at Retirement or Termination of Employment:** A vested participant is entitled to receive his or her cash balance account in a single lump sum, regardless of his or her age at termination of employment. Alternatively, he or she is permitted to receive an annuity of equivalent actuarial value. The annuity would commence either immediately or at the participant's normal retirement age, as elected. These annuities would be adjusted to provide continuation of payments to his or her surviving spouse or contingent beneficiary after his or her death, unless elected otherwise.

(f) **Death Benefit:** If a vested participant dies before receiving his or her Cash Balance Account, his or her beneficiary will be entitled

to a death benefit equal to the total Cash Balance Account. The surviving spouse or beneficiary may receive an annuity or a single sum payment.

(g) **Limitation on Credits:** There will be no interest credits made for any period on and after a participant's annuity starting date.

2. **Pension Choice for a Participant Covered Under the Cash Balance Pension Formula**
   a. Effective January 1, 2017, a "Pension Choice," as described in this section, will be given to an employee who as of June 25, 2016, is covered under the Cash Balance Pension Formula in the Retirement Plan.
      i. An employee who was hired between July 1, 2012, and June 25, 2016, and is covered under the Cash Balance Pension Formula in the Retirement Plan ("Cash Balance Participant") will be given a one-time opportunity to make an irrevocable election to transfer out of the Retirement Plan and into the Defined Contribution Pension Formula in the Consolidated Edison Thrift Savings Plan ("Thrift Savings Plan"). The Defined Contribution Pension Formula is described in The Consolidated Edison Thrift Savings Plan section.
      ii. The election period for a Cash Balance Participant will begin as soon as administratively practicable, subject to statutory requirements, but no later than January 1, 2017, and will end on June 20, 2020.
      iii. If a Cash Balance Participant elects to transfer out of the Retirement Plan and into the Defined Contribution Pension Formula, his or her active participation in the Retirement Plan will terminate at the end of the calendar quarter in which he or she submits his or her election form.
      iv. This election by a Cash Balance Participant to transfer out of the Retirement Plan is irrevocable and remains in effect for as long as he or she is a member of the Local 1-2 bargaining unit. A new election is not available if such Participant is rehired or reinstated following any break in service or termination of employment.
      v. The Cash Balance Participant will begin participation in the Defined Contribution Pension Formula on the first day of the calendar quarter immediately following the end of the calendar quarter in which he or she submitted the election form.
      vi. A Cash Balance Participant who makes an election to terminate active participation in the Retirement Plan will receive no additional compensation credits to his or her Cash Balance Pension benefit in the Retirement Plan. His or her Cash Balance Pension benefit remains in the Retirement Plan and will not be transferred to the Thrift Savings Plan.
      vii. A Cash Balance Participant who makes an election to terminate active participation in the Retirement Plan will continue to receive quarterly interest credits on his or her Cash Balance Pension benefit until the date that he or she begins distribution of his or her Cash Balance Pension benefit from the Retirement Plan.
      viii. All Cash Balance Participants will be provided education materials on their pension benefit options by the Company in order to evaluate their elections.

3. **Pension Choice for an Employee Hired On or After June 26, 2016**
   i. Each employee who is hired on or after June 26, 2016, will be given a one-time opportunity to make an irrevocable election to be covered under either the Cash Balance Pension Formula in the Retirement Plan or the Defined Contribution Pension Formula in the Thrift Savings Plan.
   ii. The election period for an employee hired on or after June 26, 2016, will begin on the date of hire and will end 60 days after the date of hire.
   iii. If an employee hired on or after June 26, 2016, fails to make a timely election, he or she will be deemed to have made an irrevocable election to be covered under the Defined Contribution Pension Formula and he or she will not be given another Pension Choice Election.

iv. This election is irrevocable and remains in effect for as long as he or she is a member of the Local 1-2 bargaining unit. A new election is not available if such Participant is rehired or reinstated following any break in service or termination of employment.

4. The Union agrees: (a) that, for the term of this Contract it will not seek any further change in the benefits and qualifications of employees or any other provisions of the Retirement Plan; and (b) that the Board of Trustees of the Company may amend the Retirement Plan, or any plan or plans that may be adopted amending the Retirement Plan: (i) as it may deem necessary or desirable, provided that for the term of this Contract, no such amendment shall reduce the benefits or increase the qualifications, as heretofore provided in the Retirement Plan, or (ii) in order to comply with the Employee Retirement Income Security Act of 1974 ("ERISA"), or any other applicable law; provided that the Union shall be notified promptly after any such amendment.

C. **The Consolidated Edison Thrift Savings Plan:**
Except as set forth below, the Company shall continue the provisions of The Consolidated Edison Thrift Savings Plan (the "Thrift Savings Plan"), that apply to each employee covered by this Contract, as in effect on June 25, 2016.

For employees covered under the final average pay formula of the Retirement Plan who elect to make Contributions for a payroll period, the Company will contribute an amount equal to 50% of the Participating Contributions made by the participant for such payroll period, matching first Pre-Tax Contributions, Roth Contributions, and then After-Tax Contributions. For employees covered under the cash balance formula of the Retirement Plan or the Defined Contribution Pension Formula in the Thrift Savings Plan who elects to make Contributions for a payroll period, an amount equal to 100% of the Participating Contributions made by the participant for such payroll period matching first Pre-Tax Contributions, Roth Contributions, and then After-Tax Contributions.

1. **Participating Contributions**
Beginning with the first payroll period on or after January 1, 2017, or as soon as administratively practicable thereafter, the maximum "Participating Contributions" that may be elected by a participant will be increased as follows:

Participating Contributions Cents Per Hour

Effective Date	From	To
January 1, 2017	$1.45	$1.50

Effective January 1, 2017, each employee participating in the Thrift Savings Plan, may elect to make Roth Contributions. Roth Contributions are contributions made on an after-tax basis and subject to the same pre-tax annual IRC dollar limits. Roth Contributions are subject to the same in-service withdrawal rules as pre-tax contributions. Roth Contributions will be eligible for employer matching contributions.

2. **Employee Contributions Based on a Percentage of Straight-Time Pay**

a. Effective January 1, 2018, employee contributions will be based on a percentage of the employee's straight- time pay. Each employee may contribute up to, but no more than, fifty (50) percent of his or her straight- time pay. Contributions can be between one (1) percent and fifty (50) percent of the employee's straight -time pay, subject to applicable federal tax law restrictions. Each employee may elect to make his or her contributions on a pre-tax basis, a Roth contribution basis, or on an after-tax contribution basis.

b. In the first payroll period of January 2018, each employee who is contributing to the Thrift Savings Plan on a dollar per hour basis will have his or her weekly contribution amount converted to a percent of straight-time pay. The calculated percent will be rounded to the nearest whole percent. If the calculated percent for an employee is less than one (1) percent, his or her contribution rate will be set to the minimum of one (1) percent.

3. **Employer Matching Contributions**
Beginning with the first payroll period on or after January 1, 2018, or as soon as administratively practicable thereafter, the employee contribution eligible for an employer matching contribution will be expressed as a percentage of straight-time pay ("Participating Contribution"). The Weekly Maximum Employer Matching Contribution is:

(a) **Weekly Maximum Employer Matching Contribution for Employee Covered Under the Final Average Pay Pension Formula**

i. Effective January 1, 2018, for each employee covered under the Final Average Pay Formula in the Retirement Plan, the employer matching contribution for each week will be fifty (50) percent of the first six (6) percent of an employee's straight-time pay contributed to the Thrift Savings Plan for the payroll period.

ii. The employer matching contribution will not exceed the Weekly Maximum Employer Matching Contribution which is $30.77 for Plan Year 2018. The Weekly Maximum Employer Matching Contribution for Plan Year 2018 will not exceed the Annual Maximum Employer Matching Contribution of $1,600.

Effective January 1, 2019 and each January 1st thereafter, the Weekly and Annual Maximum Employer Matching Contributions will be as follows:

Calendar Year Beginning	Weekly Maximum Employer Matching Contribution	Annual Maximum Employer Matching Contribution *
January 1, 2019	$31.73	$1,650
January 1, 2020	$32.69	$1,700

* *A Participant will be eligible to receive the Annual Maximum Employer Matching Contribution for a Plan Year if he or she had contributed at least six (6) percent of his or her weekly straight-time pay to the Thrift Savings Plan during each week of the entire Plan Year.*

(b) **Weekly Maximum Employer Matching Contribution for Employee Covered Under the Cash Balance Pension Formula or Covered Under the Defined Contribution Pension Formula**

i. Effective January 1, 2018, for each employee covered under the Cash Balance Pension Formula in the Retirement Plan or the Defined Contribution Pension Formula in the Thrift Savings Plan, the employer matching contribution for each week will be one hundred (100) percent of the first six (6) percent of the employee's straight-time pay contributed to the Thrift Savings Plan for the payroll period.

ii. The employer matching contribution will not exceed the Weekly Maximum Employer Matching Contribution which for Plan Year 2018 is $61.54. The Weekly Maximum Employer Matching Contributions for Plan Year 2018 will not exceed the Annual Maximum Employer Matching Contribution of $3,200.

Effective January 1, 2019 and each January 1st thereafter, the Weekly and Annual Maximum Employer Matching Contributions will be as follows:

Calendar Year Beginning	Weekly Maximum Employer Matching Contribution	Annual Maximum Employer Matching Contribution **
January 1, 2019	$63.46	$3,300
January 1, 2020	$65.38	$3,400

** *A participant will be eligible to receive the Annual Maximum Employer Matching Contribution for a Plan Year if he or she had contributed at least six (6) percent of his or her weekly straight time pay to the Thrift Savings Plan during each week of the entire Plan Year.*

(c) **True-Up Company Contribution**

i. Effective for Plan Years on and after January 1, 2018, the Company will make a "True-up Contribution," to each participant who is on the active payroll at the end of the Plan Year and who is eligible for a "True-up Contribution," as set forth below.

ii. A participant will be eligible for a True-up Contribution if his or her contribution to the Thrift Savings Plan automatically stops before the end of the Plan Year because the IRS annual

contribution limit was reached and he or she did not receive the Annual Maximum Employer Matching Contribution for the Plan Year.

iii. A "True-Up Contribution" is an employer matching contribution in an amount equal to the difference between the applicable Annual Maximum Employer Matching Contributions for the Plan Year, shown in the charts above, and the amount actually contributed by the Company to his or her Thrift Savings Plan account. The Company will make the True-Up Contribution as soon as administratively practicable after the end of a Plan Year.

(d) **Auto Enrollment and Auto Escalation**

Auto Enrollment for Employee Hired on or After January 1, 2018

i. An employee hired on or after January 1, 2018, will be automatically enrolled in the Thrift Savings Plan in the first payroll period, or as soon as administratively practicable, following 90 days from his or her date of hire.

ii. The contribution rate for each employee who is automatically enrolled will be set to equal two (2) percent of his or her straight-time pay.

iii. Employee contributions and employer matching contributions will be invested in funds selected by the employee. Each participant will have access to all investment fund options available under the Thrift Savings Plan. If no fund has been selected, employee contributions and employer matching contributions will be invested in the default investment option under the Thrift Savings Plan, currently the Target Date Fund, with the date that is closest to the normal retirement date for the participant.

iv. Each employee will have the opportunity before the first automatic contribution is made to opt out of the Thrift Savings Plan or make an election to contribute a different percentage of his or her straight-time pay. Once enrolled, each employee can prospectively opt out or make an election to contribute a different percentage of his or her straight-time pay.

Auto Enrollment for Employees Hired Before January 1, 2018 and Not Participating in the Thrift Savings Plan

i. Effective the first payroll period in July 2018, each employee hired before January 1, 2018, who is not participating in the Thrift Savings Plan, will be automatically enrolled in the Thrift Savings Plan.

ii. The contribution rate for each employee who was hired before January 1, 2018, and not participating, will be set to equal two (2) percent of his or her straight- time pay.

iii. Employee contributions and employer matching contributions will be invested in funds selected by the employee. Each participant will have access to all investment fund options available under the Thrift Savings Plan. If no fund has been selected, employee contributions and employer matching contributions will be invested in the default investment option under the Thrift Savings Plan, currently the Target Date Fund, with the date that is closest to the normal retirement date for the participant.

iv. Each employee will have the opportunity before July 1, 2018 to opt out of the Thrift Savings Plan or make an election to contribute a different percentage of his or her straight-time pay. Once enrolled, each employee can prospectively opt out or make an election to contribute a different percentage of his or her straight-time pay.

Auto Escalation for Participants Who Contribute less Than Two (2) Percent in the Thrift Savings Plan

i. Effective the first payroll period in July 2019, each participant who is contributing at a rate of less than two (2) percent will have his or her contribution rate increased to two (2) percent.

ii. Each participant will have the opportunity before July 1, 2019 to opt out of the auto escalation feature or make an election to contribute a different percentage of his or her straight-time pay. Once enrolled in the auto escalation feature, each participant can prospectively opt out or make an election to contribute a different percentage of his or her straight-time pay.

Auto Escalation Feature Begins July 1, 2019 for Participants Contributing Less Than Ten (10) Percent

i. Effective July 1, 2019, an automatic increase feature will be added to the Thrift Savings Plan. Starting with the first payroll period in July of 2019, and in each July thereafter, the contribution rate for each participant who has not opted out of the auto escalation feature and is contributing less than ten (10) percent to the Thrift Savings Plan will be automatically increased by one (1) percentage point, until the participant's contribution rate reaches ten (10) percent ("Auto Escalation") .

ii. Each participant will have the opportunity to opt out of the Auto Escalation feature. Once he or she opts out of Auto Escalation he or she will no longer be subject to the Auto Escalation feature.

Notices about Auto Enrollment and Auto Escalation

i. Each employee hired on or after January 1, 2018, will receive a Notice about Auto Enrollment within 60 days following his or her date of hire.

ii. Each employee who was hired before January 1, 2018, and is not participating or is participating, but at a contribution rate of less than two (2) percent, will receive a Notice about Auto Enrollment or a Notice about Auto Escalation, respectively, no less than 60 days prior to July 1, 2018.

iii. Each employee will be given a Notice about Auto Enrollment and Auto Escalation prior to 60 days of the date the employee's automatic contribution or contribution increase commences. The Notices will explain employee's rights (i) to opt out of participation in automatic enrollment; (ii) to elect to have automatic contributions made at a different percentage; and (iii) how automatic contributions will be invested in the absence of any investment election by the employee.

iv. Each employee will have the opportunity after receipt of a Notice and before the first automatic contribution or an automatic escalation, as applicable, is made to make an election to opt out of participation in the Thrift Savings Plan or to contribute a different percentage of his or her straight-time pay. To be effective, employee elections must be received at least 14 days prior to the date of the automatic contribution or automatic escalation.

v. Following the applicable waiting period (90 days for each newly hired employee), if the employee has not made an election to opt out of participation at least 14 days prior to the date the employee's automatic contribution or contribution increase commences, an amount equal to two (2) percent of his or her straight-time pay will be withheld on a pre-tax basis and contributed to the Thrift Savings Plan.

vi. Once an employee is auto-enrolled, his or her employee contributions can only be distributed in accordance with the terms of the Thrift Savings Plan and federal tax laws.

vii. Employee contributions and employer matching contributions will be invested in funds selected by the employee. Each participant will have access to all investment fund options available under the Thrift Savings Plan. If no fund has been selected, employee contributions and employer matching contributions will be invested in the default investment option under the Thrift Savings Plan, currently the Target Date Fund, with the date that is closest to the normal retirement date for the participant.

4. **Defined Contribution Pension Formula in the Thrift Savings Plan**

i. For each employee who is covered under the Defined Contribution Pension Formula in the Thrift Savings Plan, the Company will establish a separate Defined Contribution Pension Account. The Company will contribute, at the end of each calendar quarter (end of March, June, September, and December), or as soon as administratively possible, an employer contribution based on the Defined Contribution Pension formula, as follows:

Points* – Age Plus Accredited Service	Contribution Rate on Quarterly Earnings	Contribution Rate ** on Quarterly Earnings Above Social Security Wage Base
Under 35	4.00%	4.00%
35–49	5.00%	4.00%
50–64	6.00%	4.00%
Over 64	7.00%	4.00%

* *Points are based on age and service at the end of each calendar quarter.*

** *Annual compensation for the calendar quarter is calculated at straight-time rate of pay as of the end of the quarter plus one hundred (100) percent of the aggregate amount of pay attributable exclusively to Sunday premium pay and night shift and midnight differential premium pay received during the quarter.*

ii. The Company's contributions to each employee's Defined Contribution Pension Account will be invested in the funds selected by the participant. If no election is made, the Company's contribution will be invested in the qualified default investment option – currently, the Target Date Fund with the date that is closest to the normal retirement date for the employee – under the Thrift Savings Plan.

iii. Each participant will be vested in his or her Defined Contribution Pension Account after three years of vesting service.

iv. The vested Defined Contribution Pension Account will be available for distribution upon termination of employment, death, or retirement. The Defined Contribution Pension Account is not available for any in-service distributions, withdrawals, or loans.

v. Each participant will have access to the investment funds available under the Thrift Savings Plan. However, the participant cannot invest his or her Defined Contribution Pension Account in the Company Stock Fund.

vi. Each participant will be responsible for the investment of his or her Defined Contribution Pension Account. Subject to Section 404(c) of ERISA, and the Department of Labor regulations thereunder, neither the Company nor the plan fiduciary is responsible for how each participant invests his or her Defined Contribution Pension Account or for any losses resulting from his or her investment decisions.

5. The Union agrees: (a) that for the term of the Contract it will not seek any further change in the benefits and qualifications of employees or any other provisions of the Thrift Savings Plan, and (b) that the Company may amend the Thrift Savings Plan, or any plan or plans that may be adopted amending the Thrift Savings Plan: (i) as it may deem necessary or desirable, provided that for the term of this Labor Contract, no such amendment shall reduce the benefits or increase the qualifications as heretofore provided in the Thrift Savings Plan, (ii) to incorporate the provisions contained in the Letter Agreement dated June 26, 2016, concerning PCFRs, and (iii) in order to comply with the Employee Retirement Income Security Act of 1974 ("ERISA"), or other applicable law; provided that the Union shall be notified promptly after any such amendment.

D. **Life Insurance:**
The Company-provided group term life insurance program provides a life insurance benefit of $50,000.

E. **Business Travel Accident Insurance Plan:**
The Business Travel Accident Insurance Plan provides a death benefit of $250,000.

F. **Crime Protection Insurance Plan:**
The Crime Protection Insurance Plan provides a death benefit of $250,000.

G. **Long Term Disability Plan:**
Except as provided below, the Company shall continue the Long Term Disability Plan as in effect on June 25, 2016.

Each employee who is covered under the cash balance formula under the Retirement Plan or covered under the defined contribution formula under the Thrift Savings Plan is automatically covered under Choice 1 – Basic LTD Plan. Such employee will have a basic LTD benefit level of 50% of his or her monthly base pay. For purposes of determining offsets from

such LTD benefit, the cash balance account, if taken as a single lump sum, will be treated as taken as a single life annuity.

H. **Eldercare:**
The Company shall continue the Eldercare benefits as in effect on June 25, 2016.

I. **Transportation Reimbursement Account Plan:**
The Company shall continue the Transportation Reimbursement Account Plan as in effect on June 25, 2016.

J. **Consolidated Edison, Inc. AFLAC Supplemental Insurance Plan:**
The Company shall continue to make available to employees to purchase on a pre-tax basis additional cancer and dismemberment insurance from AFLAC as in effect on June 25, 2016.

Part 5

STATEMENT OF JOB TITLES AND MINIMUM-MAXIMUM HOURLY RATES OF PAY

This statement sets forth the job titles and minimum-maximum hourly rates of pay established for the Wage Progression Plan as provided by this agreement from June 26, 2016, to June 20, 2020.

The job titles are shown in alphabetical order within "X" or Non "X" schedule.

The job titles and applicable minimum-maximum rates of pay shown are effective for all wage administrative purposes on a continuing basis within appropriate departments as herein authorized. Temporary employees may be hired at rates of pay below the established minimum rates herein stated.

"X" SCHEDULE JOB TITLES

All "X" Schedule Job titles which also appear on the Non "X" schedule as amended below shall hereafter be assigned only to employees who normally work on Sunday as part of their regularly scheduled work week; provided, however, employees who presently hold "X" schedule job titles shall be "grandfathered" for all purposes by which it is meant that they retain their status as "X" schedule employees so long as they remain within their present family of titles

LEGEND FOR JOB TITLE NOTES
* Title May Be Part-Time
(1) Titles Retained for Incumbents as of 6-22-96
(2) Titles Retained for Incumbents as of 6-20-92
(3) Titles Retained for Incumbents as of 6-24-00
(4) Titles Retained for Incumbents as of 6-26-04 Who Have Not Volunteered for Additional Duties Per 6-27-04 Letter Agreement
(5) Titles Retained for Incumbents as of 6-28-08
(6) Titles Retained for Incumbents as of 6-25-16

"X" SCHEDULE JOB TITLES	6/26/2016 Min	6/26/2016 Max	6/25/2017 Min	6/25/2017 Max	6/24/2018 Min	6/24/2018 Max	6/23/2019 Min	6/23/2019 Max	DEPARTMENT
Assstant Field Operator	$23.50	$40.90	$24.21	$42.13	$24.94	$43.39	$25.69	$44.69	Electric Operations
Assistant Storekeeper	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Supply Chain Steam Business Unit
Assistant Substation Operator	$23.50	$40.90	$24.21	$42.13	$24.94	$43.39	$25.69	$44.69	Substations Operations Electric Operations
Attendant*	$20.02	$32.72	$20.62	$33.70	$21.24	$34.71	$21.88	$35.75	Appropriate Departments
Auto Mechanic A*	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Facilities & Field Services Construction Services
Auto Mechanic B*	$20.87	$37.54	$21.50	$38.67	$22.15	$39.83	$22.81	$41.02	Facilities & Field Services Construction Services
Cable Lead Mechanic	$41.75	$51.09	$43.00	$52.62	$44.29	$54.20	$45.62	$55.83	Electric Operations
Chauffeur	$22.00	$38.26	$22.66	$39.41	$23.34	$40.59	$24.04	$41.81	Appropriate Departments
Certified Mechanic Welder	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Appropriate Departments
Chief Certified Mechanic Welder Class II	$32.90	$49.68	$33.89	$51.17	$34.91	$52.71	$35.96	$54.29	Appropriate Departments
Chief Certified Mechanic Welder Class I	$33.16	$49.93	$34.15	$51.43	$35.17	$52.97	$36.23	$54.56	Appropriate Departments
Chief Line Constructor	$41.56	$50.12	$42.81	$51.62	$44.09	$53.17	$45.41	$54.77	Electric Operations
Chief Line Constructor HV	$43.58	$54.37	$44.89	$56.00	$46.24	$57.68	$47.63	$59.41	Electric Operations
Chief Line Constructor Special	$44.60	$58.76	$45.94	$60.52	$47.32	$62.34	$48.74	$64.21	Electric Operations Transmission Operations
Chief Stock Handler	$20.87	$37.54	$21.50	$38.67	$22.15	$39.83	$22.81	$41.02	Facilities & Field Services Construction Services Steam Business Unit
Construction Services Mechanic A Tech	$41.75	$50.27	$43.00	$51.78	$44.29	$53.33	$45.62	$54.93	Construction Services
Construction Services Lead Mechanic	$41.75	$51.09	$43.00	$52.62	$44.29	$54.20	$45.62	$55.83	Construction Services
Control Operator A	$42.32	$52.72	$43.59	$54.30	$44.90	$55.93	$46.25	$57.61	Steam Business Unit
Control Operator B	$40.15	$50.76	$41.35	$52.28	$42.59	$53.85	$43.87	$55.47	Steam Business Unit

"X" SCHEDULE JOB TITLES	6/26/2016 Min	6/26/2016 Max	6/25/2017 Min	6/25/2017 Max	6/24/2018 Min	6/24/2018 Max	6/23/2019 Min	6/23/2019 Max	DEPARTMENT
Customer Field Representative*	$20.02	$43.72	$20.62	$45.03	$21.24	$46.38	$21.88	$47.77	Customer Operations
Customer Service Representative X*	$20.04	$45.28	$20.64	$46.64	$21.26	$48.04	$21.90	$49.48	Customer Operations
Customer Service Representative Bilingual X*	$20.51	$45.75	$21.13	$47.12	$21.76	$48.53	$22.41	$49.99	Customer Operations
Distribution Mechanic (SSC)	$31.10	$49.40	$32.03	$50.88	$32.99	$52.41	$33.98	$53.98	
Distribution Mech A (I&A)	$31.10	$49.40	$32.03	$50.88	$32.99	$52.41	$33.98	$53.98	Electric Operations
Distribution Meter Tester A	$31.10	$48.57	$32.03	$50.03	$32.99	$51.53	$33.98	$53.08	Electric Operations
Distribution Splicer	$31.10	$51.79	$32.03	$53.34	$32.99	$54.94	$33.98	$56.59	Electric Operations
Electric Meter Technician A	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Electric Operations
Electric Meter Technician B	$20.87	$37.54	$21.50	$38.67	$22.15	$39.83	$22.81	$41.02	Electric Operations
Electrical Technician	$26.94	$47.87	$27.75	$49.31	$28.58	$50.79	$29.44	$52.31	Appropriate Departments
Engineering Inspector X	$34.14	$49.87	$35.16	$51.37	$36.21	$52.91	$37.30	$54.50	
Environmental Technician	$26.94	$47.87	$27.75	$49.31	$28.58	$50.79	$29.44	$52.31	Power Generation
Equipment Operator	$20.87	$38.26	$21.50	$39.41	$22.15	$40.59	$22.81	$41.81	Appropriate Departments
Equipment Operator Heavy	$22.00	$40.90	$22.66	$42.13	$23.34	$43.39	$24.04	$44.69	Facilities & Field Services
Field Designer X	$33.60	$55.00	$34.61	$56.65	$35.65	$58.35	$36.72	$60.10	Substations Operations Facilities & Field Services
Field Operator	$31.10	$48.82	$32.03	$50.28	$32.99	$51.79	$33.98	$53.34	Electric Operations
Gas Operating Mechanic	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Gas Operations
Gas Turbine Operator	$33.38	$48.82	$34.38	$50.28	$35.41	$51.79	$36.47	$53.34	Steam Business Unit
General Utility Worker	$20.02	$33.43	$20.62	$34.43	$21.24	$35.46	$21.88	$36.52	Appropriate Departments
Inspector 1St Grade	$31.95	$47.87	$32.91	$49.31	$33.90	$50.79	$34.92	$52.31	Appropriate Departments
Inspector 2Nd Grade	$20.87	$38.50	$21.50	$39.66	$22.15	$40.85	$22.81	$42.08	Appropriate Departments
Inspector Planning	$31.10	$49.14	$32.03	$50.61	$32.99	$52.13	$33.98	$53.69	Electric Operations
Inventory Inspector	$16.38	$37.79	$16.87	$38.92	$17.38	$40.09	$17.90	$41.29	Corporate Accounting
Janitor	$16.38	$33.43	$16.87	$34.43	$17.38	$35.46	$17.90	$36.52	Electric Operations Steam Business Unit Substations Operations

"X" SCHEDULE JOB TITLES	6/26/2016 Min	6/26/2016 Max	6/25/2017 Min	6/25/2017 Max	6/24/2018 Min	6/24/2018 Max	6/23/2019 Min	6/23/2019 Max	DEPARTMENT
Junior Electrical Technician	$20.02	$32.49	$20.62	$33.46	$21.24	$34.46	$21.88	$35.49	Appropriate Departments
Junior Environmental Tech.	$22.67	$32.49	$23.35	$33.46	$24.05	$34.46	$24.77	$35.49	Power Generation
Junior Production Technician	$20.02	$32.49	$20.62	$33.46	$21.24	$34.46	$21.88	$35.49	Steam Business Unit Facilities & Field Services
Junior Substation Operator	$31.23	$38.86	$32.17	$40.03	$33.14	$41.23	$34.13	$42.47	Electric Operations Substations Operations
Lead Mechanic	$41.75	$50.27	$43.00	$51.78	$44.29	$53.33	$45.62	$54.93	Appropriate Departments
Lecturer Guide (3)	$26.27	$42.13	$27.06	$43.39	$27.87	$44.69	$28.71	$46.03	Public Affairs
Lighting Maintainer (3)	$20.87	$33.65	$21.50	$34.66	$22.15	$35.70	$22.81	$36.77	Construction Services Facilities & Field Services
Line Constructor	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Electric Operations
Line Constuctor HV	$31.10	$50.27	$32.03	$51.78	$32.99	$53.33	$33.98	$54.93	Electric Operations
Lng Plant Operator	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Gas Operations
Maintenance Technician	$30.06	$47.87	$30.96	$49.31	$31.89	$50.79	$32.85	$52.31	Steam Business Unit
Mechanic A	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Appropriate Departments
Mechanic B	$23.50	$40.90	$24.21	$42.13	$24.94	$43.39	$25.69	$44.69	Appropriate Departments
Meter Tester A	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Appropriate Departments
Meter Tester B (6)	$23.50	$40.92	$24.21	$42.15	$24.94	$43.41	$25.69	$44.71	Appropriate Departments
Operating Mechanic A	$31.23	$47.87	$32.17	$49.31	$33.14	$50.79	$34.13	$52.31	Steam Business Unit Gas Operations
Operatng Mechanic B	$23.50	$40.90	$24.21	$42.13	$24.94	$43.39	$25.69	$44.69	Steam Business Unit Gas Operations
Outplant Mech A	$31.10	$47.87	$32.03	$49.31	$32.99	$50.79	$33.98	$52.31	Appropriate Departments
Outplant Mech B	$23.50	$40.90	$24.21	$42.13	$24.94	$43.39	$25.69	$44.69	Appropriate Departments
Plant Operator	$31.39	$50.76	$32.33	$52.28	$33.30	$53.85	$34.30	$55.47	Steam Business Unit
Production Technician	$26.94	$47.87	$27.75	$49.31	$28.58	$50.79	$29.44	$52.31	Steam Business Unit Facilities & Field Services

"X" SCHEDULE JOB TITLES	6/26/2016 Min	6/26/2016 Max	6/25/2017 Min	6/25/2017 Max	6/24/2018 Min	6/24/2018 Max	6/23/2019 Min	6/23/2019 Max	DEPARTMENT
Production Worker	$20.02	$33.43	$20.62	$34.43	$21.24	$35.46	$21.88	$36.52	Steam Business Unit
Senior Attendant (2)	$27.37	$37.54	$28.19	$38.67	$29.04	$39.83	$29.91	$41.02	Appropriate Departments
Senior Chief Stockhandler	$31.10	$40.90	$32.03	$42.13	$32.99	$43.39	$33.98	$44.69	Construction Services Facilities & Field Services Steam Business Unit
Senior Distribution Electrical Technician	$39.76	$51.09	$40.95	$52.62	$42.18	$54.20	$43.45	$55.83	Electric Operations
Senior Distribution Meter Technician	$39.76	$51.09	$40.95	$52.62	$42.18	$54.20	$43.45	$55.83	Electric Operations
Senior Electric Meter Technician	$39.76	$50.41	$40.95	$51.92	$42.18	$53.48	$43.45	$55.08	Electric Operations
Senior Electrical Technician	$39.76	$50.41	$40.95	$51.92	$42.18	$53.48	$43.45	$55.08	Appropriate Departments
Senior Environmental Technician	$39.76	$50.41	$40.95	$51.92	$42.18	$53.48	$43.45	$55.08	Power Generation
Senior Field Designer	$48.41	$58.71	$49.86	$60.47	$51.36	$62.28	$52.90	$64.15	Electric Operations
Senior Field Operator	$31.90	$51.24	$32.86	$52.78	$33.85	$54.36	$34.87	$55.99	Electric Operations
Senior Field Operator A (4)	$31.90	$49.73	$32.86	$51.22	$33.85	$52.76	$34.87	$54.34	Electric Operations
Senior Inventory Inspector	$31.39	$41.26	$32.33	$42.50	$33.30	$43.78	$34.30	$45.09	Corporate Accounting
Senior Lng Plant Operator	$40.15	$50.76	$41.35	$52.28	$42.59	$53.85	$43.87	$55.47	Gas Operations
Senior Maintenance Technician	$34.14	$50.41	$35.16	$51.92	$36.21	$53.48	$37.30	$55.08	Steam Business Unit
Senior Meter Technician	$39.76	$50.41	$40.95	$51.92	$42.18	$53.48	$43.45	$55.08	Appropriate Departments
Senior Office Assistant A X	$34.25	$50.37	$35.28	$51.88	$36.34	$53.44	$37.43	$55.04	Appropriate Departments
Senior Office Assistant B X	$31.39	$41.26	$32.33	$42.50	$33.30	$43.78	$34.30	$45.09	Appropriate Departments
Senior Production Technician	$39.76	$50.41	$40.95	$51.92	$42.18	$53.48	$43.45	$55.08	Steam Business Unit Facilities & Field Services
Senior Street Crane Operator	$48.41	$57.06	$49.86	$58.77	$51.36	$60.53	$52.90	$62.35	Facilities & Field Services
Senior Substation Operating Mechanic	$39.76	$50.41	$40.95	$51.92	$42.18	$53.48	$43.45	$55.08	Substations Operations
Senior Substation Operating Technician	$41.47	$52.04	$42.71	$53.60	$43.99	$55.21	$45.31	$56.87	Substations Operations
Senior Substation Operator	$32.70	$48.82	$33.68	$50.28	$34.69	$51.79	$35.73	$53.34	Substations Operations
Service Mechanic (5)	$31.89	$48.82	$32.85	$50.28	$33.84	$51.79	$34.86	$53.34	Customer Operations

"X" SCHEDULE JOB TITLES	6/26/2016 Min	6/26/2016 Max	6/25/2017 Min	6/25/2017 Max	6/24/2018 Min	6/24/2018 Max	6/23/2019 Min	6/23/2019 Max	DEPARTMENT
Splicer	$31.10	$50.27	$32.03	$51.78	$32.99	$53.33	$33.98	$54.93	Electric Operations Construction Services Transmission Operations
Stock Handler*	$20.02	$33.43	$20.62	$34.43	$21.24	$35.46	$21.88	$36.52	Electric Operations Construction Services Transmission Operations
Street Crane Operator	$46.35	$55.00	$47.74	$56.65	$49.17	$58.35	$50.65	$60.10	Facilities & Field Services
Transformer Lead Mechanic	$41.75	$50.79	$43.00	$52.31	$44.29	$53.88	$45.62	$55.50	Electric Operations
Troubleshooter	$41.56	$50.12	$42.81	$51.62	$44.09	$53.17	$45.41	$54.77	Electric Operations
Troubleshooter Dispatcher	$34.25	$50.12	$35.28	$51.62	$36.34	$53.17	$37.43	$54.77	Gas Operations
Troubleshooter Dispatcher HV	$34.25	$54.37	$35.28	$56.00	$36.34	$57.68	$37.43	$59.41	Electric Operations
Troubleshooter HV	$43.58	$54.37	$44.89	$56.00	$46.24	$57.68	$47.63	$59.41	Electric Operations
Troubleshooter HV A (4)	$43.58	$52.46	$44.89	$54.03	$46.24	$55.65	$47.63	$57.32	Electric Operations
Urd Services Lead Mechanic	$41.75	$51.80	$43.00	$53.35	$44.29	$54.95	$45.62	$56.60	Electric Operations
Unit Substation Operating Mechanic A	$31.10	$49.40	$32.03	$50.88	$32.99	$52.41	$33.98	$53.98	Electric Operations
Unit Subst. Operating Mechanic B	$31.10	$40.90	$32.03	$42.13	$32.99	$43.39	$33.98	$44.69	Electric Operations
Utility Mech	$31.10	$40.90	$32.03	$42.13	$32.99	$43.39	$33.98	$44.69	Electric Operations

"NX" SCHEDULE OF JOB TITLES	6/26/2016 Min	6/26/2016 Max	6/25/2017 Min	6/25/2017 Max	6/24/2018 Min	6/24/2018 Max	6/23/2019 Min	6/23/2019 Max	DEPARTMENT
Accounting Asst.	$25.54	$41.09	$26.31	$42.32	$27.10	$43.59	$27.91	$44.90	Appropriate Departments
Administrative Asst.	$30.17	$43.46	$31.08	$44.76	$32.01	$46.10	$32.97	$47.48	Appropriate Departments
Administrative Asst. - Corporate Support	$30.17	$43.97	$31.08	$45.29	$32.01	$46.65	$32.97	$48.05	Appropriate Departments
Administrative Asst. - Operations Support	$30.17	$44.23	$31.08	$45.56	$32.01	$46.93	$32.97	$48.34	Appropriate Departments
Administrative Clerk	$20.02	$37.90	$20.62	$39.04	$21.24	$40.21	$21.88	$41.42	Appropriate Departments
Assistant Customer Field Representative (5)	$17.21	$30.81	$17.73	$31.73	$18.26	$32.68	$18.81	$33.66	Customer Operations
Assistant Treasury Clerk*	$16.34	$30.44	$16.83	$31.35	$17.33	$32.29	$17.85	$33.26	Treasury
Assistant Treasury Representative	$30.06	$41.09	$30.96	$42.32	$31.89	$43.59	$32.85	$44.90	Treasury
Attendant*	$19.08	$31.55	$19.65	$32.50	$20.24	$33.48	$20.85	$34.48	Appropriate Departments
Clerk In Charge (3)	$30.53	$49.15	$31.45	$50.62	$32.39	$52.14	$33.36	$53.70	Appropriate Departments
Clerical Assistant	$20.02	$37.90	$20.62	$39.04	$21.24	$40.21	$21.88	$41.42	Appropriate Departments
Commerical Technical Representative	$36.74	$54.16	$37.84	$55.78	$38.98	$57.45	$40.15	$59.17	Energy Services Steam Business Unit
Construction Inspector	$34.69	$52.77	$35.73	$54.35	$36.80	$55.98	$37.90	$57.66	Construction Services Steam Business Unit
Construction Representative	$30.06	$52.77	$30.96	$54.35	$31.89	$55.98	$32.85	$57.66	Construction Services
Coordinator Substance Abuse Program	$44.15	$55.52	$45.47	$57.19	$46.83	$58.91	$48.23	$60.68	Occupational Health
Counselor Substance Abuse Program	$31.10	$52.46	$32.03	$54.03	$32.99	$55.65	$33.98	$57.32	Designated Departments
Customer Field Representative NX*	$20.02	$40.92	$20.62	$42.15	$21.24	$43.41	$21.88	$44.71	Customer Operations
Customer Service Representative*	$19.28	$44.11	$19.86	$45.43	$20.46	$46.79	$21.07	$48.19	Customer Operations
Customer Service Representative Bilingual*	$19.69	$44.54	$20.28	$45.88	$20.89	$47.26	$21.52	$48.68	Customer Operations
Designer	$32.39	$53.81	$33.36	$55.42	$34.36	$57.08	$35.39	$58.79	Appropriate Departments
District Control Representative (3)*	$27.60	$43.33	$28.43	$44.63	$29.28	$45.97	$30.16	$47.35	Energy Services
District Office Teller*	$19.25	$38.50	$19.83	$39.66	$20.42	$40.85	$21.03	$42.08	Customer Operations
Energy Service Representative	$36.74	$55.00	$37.84	$56.65	$38.98	$58.35	$40.15	$60.10	Energy Services Gas Operations

"NX" SCHEDULE OF JOB TITLES	6/26/2016 Min	6/26/2016 Max	6/25/2017 Min	6/25/2017 Max	6/24/2018 Min	6/24/2018 Max	6/23/2019 Min	6/23/2019 Max	DEPARTMENT
Engineering Inspector	$34.14	$49.87	$35.16	$51.37	$36.21	$52.91	$37.30	$54.45	Construction Services Steam Business Unit Gas Operations
Engineering Technician	$25.54	$41.09	$26.31	$42.32	$27.10	$43.59	$27.91	$44.90	Appropriate Departments
Estimator	$25.54	$45.28	$26.31	$46.64	$27.10	$48.04	$27.91	$49.48	Electric Operations Engineering
Garage Attendant (2)*	$15.42	$33.46	$15.88	$34.46	$16.36	$35.49	$16.85	$36.55	Facilities & Field Services
Inspector	$34.14	$49.87	$35.16	$51.37	$36.21	$52.91	$37.30	$54.50	Substation Operations Steam Business Unit Construction Services
Investigating Inspector	$30.71	$48.87	$31.63	$50.34	$32.58	$51.85	$33.56	$53.41	Customer Operations
Junior Accountant	$34.14	$49.87	$35.16	$51.37	$36.21	$52.91	$37.30	$54.50	Appropriate Departments
Junior Designer	$25.54	$41.09	$26.31	$42.32	$27.10	$43.59	$27.91	$44.90	Appropriate Departments
Junior Engineering Technician	$16.06	$30.81	$16.54	$31.73	$17.04	$32.68	$17.55	$33.66	Appropriate Departments
Junior Technician	$16.06	$30.81	$16.54	$31.73	$17.04	$32.68	$17.55	$33.66	Appropriate Departments
Mail Processing Operator	$14.19	$37.68	$14.62	$38.81	$15.06	$39.97	$15.51	$41.17	Office Services
Material Analyst	$30.06	$49.87	$30.96	$51.37	$31.89	$52.91	$32.85	$54.50	Steam Business Unit Construction Services Supply Chain Facilities & Field Services
Material Inspector A	$34.14	$49.15	$35.16	$50.62	$36.21	$52.14	$37.30	$53.70	Appropriate Departments
Material Inspector B	$25.22	$41.09	$25.98	$42.32	$26.76	$43.59	$27.56	$44.90	Appropriate Departments
Medical Technician	$22.00	$41.09	$22.66	$42.32	$23.34	$43.59	$24.04	$44.90	Occupational Health
Messenger	$14.19	$27.71	$14.62	$28.54	$15.06	$29.40	$15.51	$30.28	Public Affairs
Office Assistant	$27.57	$41.09	$28.40	$42.32	$29.25	$43.59	$30.13	$44.90	Appropriate Departments
Photographer	$26.34	$38.50	$27.13	$39.66	$27.94	$40.85	$28.78	$42.08	Public Affairs
Photographic Specialist	$36.92	$49.15	$38.03	$50.62	$39.17	$52.14	$40.35	$53.70	Public Affairs
Provisional Customer Field Representative	$20.02	$20.02	$20.62	$20.62	$21.24	$21.24	$21.88	$21.88	Customer Operations

"NX" SCHEDULE OF JOB TITLES	6/26/2016 Min	6/26/2016 Max	6/25/2017 Min	6/25/2017 Max	6/24/2018 Min	6/24/2018 Max	6/23/2019 Min	6/23/2019 Max	DEPARTMENT
Router	$19.28	$44.11	$19.86	$45.43	$20.46	$46.79	$21.07	$48.19	Customer Operations
Secretarial Stenographer	$27.57	$38.20	$28.40	$39.35	$29.25	$40.53	$30.13	$41.75	Appropriate Departments
Senior Blueprinter (3)	$29.38	$39.32	$30.26	$40.50	$31.17	$41.72	$32.11	$42.97	Appropriate Departments
Senior Coordinator (3)	$34.14	$49.15	$35.16	$50.62	$36.21	$52.14	$37.30	$53.70	Appropriate Departments
Senior Customer Field Representative	$31.17	$46.41	$32.11	$47.80	$33.07	$49.23	$34.06	$50.71	Customer Operations
Senior Customer Service Representative*	$30.06	$49.87	$30.96	$51.37	$31.89	$52.91	$32.85	$54.50	Steam Business Unit Customer Operations
Senior Customer Service Representative Bilingual*	$30.46	$50.29	$31.37	$51.80	$32.31	$53.35	$33.28	$54.95	Customer Operations
Senior Designer	$40.91	$59.74	$42.14	$61.53	$43.40	$63.38	$44.70	$65.28	Appropriate Departments
Senior District Control Representative (3)	$35.97	$49.87	$37.05	$51.37	$38.16	$52.91	$39.30	$54.50	Energy Services
Senior Engineering Designer A	$49.60	$62.46	$51.09	$64.33	$52.62	$66.26	$54.20	$68.25	Central Engineering
Senior Engineering Estimator	$37.60	$51.48	$38.73	$53.02	$39.89	$54.61	$41.09	$56.25	Electric Operations Central Engineering Construction Services Gas Operations
Senior Engineering Technician	$34.14	$49.87	$35.16	$51.37	$36.21	$52.91	$37.30	$54.50	Central Engineering
Senior Engineering Technician A	$41.42	$56.97	$42.66	$58.68	$43.94	$60.44	$45.26	$62.25	Central Engineering
Senior Office Assistant A (3)	$34.14	$49.15	$35.16	$50.62	$36.21	$52.14	$37.30	$53.70	Appropriate Departments
Senior Photographer	$30.06	$44.44	$30.96	$45.77	$31.89	$47.14	$32.85	$48.55	Public Affairs
Senior Photostat Operator	$29.38	$39.32	$30.26	$40.50	$31.17	$41.72	$32.11	$42.97	Office Services
Senior Safety Inspector	$34.14	$54.56	$35.16	$56.20	$36.21	$57.89	$37.30	$59.63	Occupational Health
Senior Technician	$34.14	$49.87	$35.16	$51.37	$36.21	$52.91	$37.30	$54.50	Appropriate Departments
Special Inspector	$34.18	$50.57	$35.21	$52.09	$36.27	$53.65	$37.36	$55.26	Customer Operations
Survey Field Designer	$40.48	$53.27	$41.69	$54.87	$42.94	$56.52	$44.23	$58.22	Construction Services Electric Operations
Survey Technician	$28.83	$41.09	$29.69	$42.32	$30.58	$43.59	$31.50	$44.90	Construction Services Customer Operations

"NX" SCHEDULE OF JOB TITLES	6/26/2016 Min	6/26/2016 Max	6/25/2017 Min	6/25/2017 Max	6/24/2018 Min	6/24/2018 Max	6/23/2019 Min	6/23/2019 Max	DEPARTMENT
Surveyor	$34.14	$49.87	$35.16	$51.37	$36.21	$52.91	$37.30	$54.50	Construction Services Customer Operations
Surveyor Assistant	$20.02	$37.54	$20.62	$38.67	$21.24	$39.83	$21.88	$41.02	Construction Services Customer Operations
Technician A	$30.06	$41.09	$30.96	$42.32	$31.89	$43.59	$32.85	$44.90	Appropriate Departments
Technician B	$25.54	$36.17	$26.31	$37.26	$27.10	$38.38	$27.91	$39.53	Appropriate Departments
Treasury Clerk	$25.22	$36.17	$25.98	$37.26	$26.76	$38.38	$27.56	$39.53	Treasury
Treasury Rep.	$34.14	$49.87	$35.16	$51.37	$36.21	$52.91	$37.30	$54.50	Treasury

LETTER AGREEMENTS

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Street Crane Operator and Senior Street Crane Operator

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, the name of the department formally known as Central Field Services shall be changed to reflect the merger between Central Field Services and Facilities Management and shall now be referred to as Facilities and Field Services.

Effective June 26, 2016, the minimum and maximum hourly rates of pay for the title of Street Crane Operator will be $45.00 and $53.40, respectively, before the application of any general wage increase that may be effective this same date. Also effective June 26, 2016, the minimum and maximum hourly rates of pay for the title of Senior Street Crane Operator will be $47.00 and $55.40, respectively, before the application of any general wage increase that may be effective this same date.

Incumbents in the title of Senior Street Crane Operator, who are receiving the maximum rate of pay on June 26, 2016, will have their hourly rates of pay increased to the new maximum hourly rates of pay for that title, before the application of any general wage increase that may be effective this same date.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Line Constructor HV – Wage Increase

Dear Mr. Slevin:

This will confirm our agreement as follows:

Effective June 26, 2016, employees holding the "X" Schedule job title of Line Constructor, who successfully train, test, and qualify for the job title of Line Constructor HV, shall receive a one-time wage increase of $1.00 per hour beginning on the first Sunday following the date they pass their promotional examination for the title.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Lead Mechanic – Astoria Transformer Shop

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree to establish the job title of Transformer Lead Mechanic, which will be an "X" Schedule job title. Employees in this new title will perform the current functions of Lead Mechanics in the Astoria Transformer Shop, and will also perform the function of "Sign On/Off Feeders" without the need for direct supervision.

Effective June 26, 2016, incumbents in the title of Lead Mechanic in the Astoria Transformer Shop will receive a one-time $0.50 per hour increase in rate of pay before the application of any general wage increase that may be effective this same date, and the title of "Transformer Lead Mechanic." The maximum rate of pay for the Transformer Lead Mechanic title will be $0.50 per hour higher than the maximum rate of pay for the Lead Mechanic title. The "Sign On/Off Feeder" function will be incorporated into the career path training and testing for employees in the Astoria Transformer Shop. The career path for mechanics in the Astoria Transformer Shop shall be amended to place the Transformer Lead Mechanic title as the top title in the career path, above the Lead Mechanic title.

The duties of the Transformer Lead Mechanic on the transformers and network protectors shall be limited to those which they have been trained to perform, including obtaining local power supplies and placing local protection. Their duties specifically exclude any field work associated with the primary cables or primary cable connections to the transformer.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: URD Services Lead Mechanic

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, a new job title, Underground Residential Distribution ("URD") Services Lead Mechanic in Electric Operations shall be created and added to the Contract Statement of Job Titles, "X" Schedule.

Throughout Electric Operations, the URD Services Lead Mechanic will perform the current functions of Lead Mechanics in Bronx/Westchester URD Services, and will also perform, without the need for direct supervision, only the URD Services functions of connecting/disconnecting services and opening/closing the secondary switch on Overhead transformers. The URD Services Lead Mechanic will not perform any function associated with overloads on Overhead transformers.

The URD Services Lead Mechanic will also perform, without the need for direct supervision, the functions of opening/closing cutouts associated with URD Services risers and pole-mounted transformers. The URD Services Lead Mechanic will not perform the tasks associated with branch line cutouts.

Incumbents in the job title of Lead Mechanic in Bronx/Westchester URD Services will be trained to perform the additional functions of URD Services Lead Mechanics, described above, and will be promoted to URD Services Lead Mechanic upon successful completion of such training and qualification.

Effective June 26, 2016, the minimum and maximum hourly rates of pay for the URD Services Lead Mechanic title will be $40.53 and $50.29, respectively, before the application of any general wage increase that may be effective this same date. The URD Services career path shall be amended to replace the Lead Mechanic title with the URD Services Lead Mechanic title as the top title in the career path.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Construction Services

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, a new job title, Construction Services Mechanic A Tech in Construction Services, shall be created and added to the Contract Statement of Job Titles, "X" Schedule. Also effective June 26, 2016, the minimum and maximum hourly rates of pay for this title will be $40.53 and $48.81, respectively, before the application of any general wage increase that may be effective this same date.

Effective June 26, 2016, the job title of Lead Mechanic in Construction Services shall be eliminated, and all incumbents in the title will be given the Construction Services Mechanic A Tech title. Also effective June 26, 2016, incumbents in the Mechanic A title in Construction Services who are otherwise eligible for promotion and who have successfully completed any two (2) of the core curriculums within Construction Services, including the Gas Operations curriculum still under development will be promoted to Construction Services Mechanic A Tech.

Prospectively, employees in the Mechanic A title who successfully train, test, and qualify in and complete any two (2) of the core curriculums within Construction Services, including the Gas Operations curriculum still under development, will be eligible for promotion to the Construction Services Mechanic A Tech title, based on operational need, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract.

The Company and the Union also agree that effective June 26, 2016, a new job title, Construction Services Lead Mechanic, shall be created and added to the Contract Statement of Job Titles, "X" Schedule. Also effective June 26, 2016, the minimum and maximum hourly rates of pay for this title will be $40.53 and $49.60, respectively, before the application of any general wage increase that may be effective this same date.

The Construction Services Lead Mechanic will function as a mentor for Union-represented employees in Construction Services, providing feedback for the purpose of improving techniques and work quality, and working as a crew leader responsible for the coordination of crew members' work assignments. The Construction Services Lead Mechanic may also be required to administer non-promotional OJT's, as needed.

Employees in the title of Mechanic A or Construction Services Mechanic A Tech who successfully complete the required structured interview will be eligible for promotion to the Construction Services Lead Mechanic title, based on operational need, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract.

This letter supersedes the letter agreement executed on June 8, 2005, entitled "Lead Mechanic and Splicer Criteria."

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Extended Sick Absence Related to Pregnancy

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, an employee may take a sick absence related to pregnancy for an extended period of up to ten (10) weeks for a vaginal delivery and up to twelve (12) weeks for a cesarean delivery, due to the employee's inability to work because of pregnancy or delivery. This extended sick absence will be charged against the employee's allowed sick time in accordance with Company Sick Allowance procedures and Article IX, Section 39 of the Collective Bargaining Contract. The employee may, at her discretion, start her extended sick absence at any time within the four (4) weeks prior to the scheduled due date, after the due date but before delivery, or beginning with the date of delivery. If the employee exhausts her Sick Allowance benefits during a pregnancy-related sick absence, she may apply for benefits as provided by New York State under applicable disability laws. Any extended sick absence related to pregnancy taken before or beyond the ten (10) or twelve (12) week period provided herein may be taken as medically necessary in accordance with Company Sick Allowance procedures.

Personnel Practice and Procedure D-2 "Extended Absences and Leaves Related to Pregnancy" (hereinafter "D-2") will be amended to reflect the changes set forth in this letter agreement.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Rules We Live By – Accelerated Grievance Procedure

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree to waive the first two (2) steps of the grievance procedure, with respect to alleged violations of the Rules We Live By, as set forth in CEHSP A32.00, so that the Union may, at its option, submit a grievance directly to the Vice President of the appropriate department (Step Three), within five (5) calendar days of the issuance of discipline. In these circumstances, the Company and the Union agree to meet within ten (10) calendar days of the discipline for consideration and disposition. In the event that the parties fail to meet and/or resolve the grievance at Step Three of the procedure, the Union may submit a demand for arbitration of the grievance pursuant to Article XII of the Collective Bargaining Contract. The Company will expedite its response to any information request so that the parties can have a meaningful Step Three discussion.

If the Union opts not to file a grievance with respect to discipline resulting from an alleged violation of the Rules We Live By at Step Three of the grievance procedure, as set forth above, the Union and any bargaining unit employee retain the ability to file a grievance regarding this discipline pursuant to the standard grievance/arbitration procedure, as set forth in Article XII of the Collective Bargaining Contract.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: New Welding Titles

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, three (3) new job titles, Certified Mechanic Welder, Chief Certified Mechanic Welder Class II, and Chief Certified Mechanic Welder Class I shall be created and added to the Contract Statement of Job Titles, "X" Schedule, for Appropriate Departments.

Certified Mechanic Welder
Effective June 26, 2016, the minimum and maximum hourly rates of pay for the Certified Mechanic Welder title will be $30.19 and $46.48, respectively, before the application of any general wage increase that may be effective this same date.

Effective June 26, 2016, all incumbents in the title of Mechanic A, throughout the Company, who have completed the basic welding curriculum maintained by the Company's Learning Center, will be given the Certified Mechanic Welder title. Prospectively, employees in the Mechanic A or Mechanic B title who successfully train, test, and qualify for the Certified Mechanic Welder title, by completing the basic welding curriculum maintained by the Company's Learning Center, and complete the requirements for the Mechanic A welding career path of the employee's respective department, will be eligible for promotion to that title and will be selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract.

Chief Certified Mechanic Welder Class II
Effective June 26, 2016, the minimum and maximum hourly rates of pay for the Chief Certified Mechanic Welder Class II title will be $31.94 and $48.23, respectively, before the application of any general wage increase that may be effective this same date.

Effective June 26, 2016, all incumbents in the title of Mechanic A, throughout the Company, who have completed the basic welding curriculum maintained by the Company's Learning Center, and successfully completed the following courses at the Company's Learning Center (or any successor thereto) listed below, and passed all of the associated examinations listed below, will be given the Chief Certified Mechanic Welder Class II title:

Company Courses:
1) FMW0200: GASTUNGSTEN – Shielded Metal Arc Welding (ASME)
2) FMW0011: SBU Weld Performance Quality Test – Heavy Wall (ASME)
3) WLD0006: Shield Metal Arc Weld (SMAW) Pipe Downhill (API 1104);

National Gas Association (NGA) Courses and Covered Tasks:
1) CT06A-Inspecting for atmospheric Corrosion: Distribution Technician (06A);
2) CT08A-Visually inspecting for internal corrosion: Distribution Technician (08A);
3) CT23-Inspecting the condition of exposed (23);
4) CT24-Inspect pipe for damage (24);
5) CT44-Repair inline welds (44);
6) CT53-Non-destructive testing of welds (53);
7) CT54-Welding on a pipeline (54);
8) CT70-Properties of Natural Gas and Abnormal Operating Conditions (70);

NGA Online Examinations:
1) NGA-WE-CT06A & CT08A-Inspecting for Atmospheric Corrosion, Visually Inspecting for Internal Corrosion: Distribution Technician - 13797 (NGA-WE-CT06A & CT08A);
2) NGA-WE-CT23 & CT24-Inspect the Condition of Exposed Metallic Pipe or Pipe Coating and Inspecting Pipe for Damage - 13819 (NGA-WE-CT23 & CT24);

3) NGA-WE-CT44, CT53 & CT54-Welding on a Pipeline and Repairing Inline Welds - 13840 (NGA-WE-CT44, CT53 & CT54; and
4) NGA-WE-CT70-Properties of Natural Gas and Abnormal Operating Conditions - 13866 (NGA-WE-CT70).

Prospectively, employees in the Certified Mechanic Welder title who successfully train, test, and qualify for the Chief Certified Mechanic Welder Class II title, by completing the requirements listed above, will be eligible for promotion to Chief Certified Mechanic Welder Class II and will be selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract.

Chief Certified Mechanic Welder Class I
Effective June 26, 2016, the minimum and maximum hourly rates of pay for the Chief Certified Mechanic Welder Class I will be $32.19 and $48.48, respectively, before the application of any general wage increase that may be effective this same date.

Effective June 26, 2016, all incumbents in the title of Mechanic A, throughout the Company, who have completed the requirements for the Chief Certified Mechanic Welder Class II listed above, successfully completed the course at the Company's Learning Center listed below (or any successor thereto), passed the associated examinations, and obtained the certification and licensing listed below, will be given the Chief Certified Mechanic Welder Class I title

1) WLD0053: Structural Welding Practice (ConEd);
2) Obtain either the NYS Department of Transportation Welder Certificate or the American Welding Society (AWS D1.1) with the appropriate certification for structural specialty welding; and
3) Obtain NYC Welder License.

Prospectively, employees in the Chief Certified Mechanic Welder Class II title who successfully train, test, and qualify for the Chief Certified Mechanic Welder Class I title, by completing the requirements listed above will be eligible for promotion to Chief Certified Mechanic Welder Class I and will be selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract.

Employees will be afforded the opportunity to train for these titles, as scheduled by their respective departments, based on the availability of the respective training courses at the Company's Learning Center.

Employees in these new welding titles in Construction Services who successfully train, test, and qualify in and complete any of the other core curriculums within Construction Services, including the Gas Operations curriculum still under development, will be eligible for promotion to the Construction Services Mechanic A Tech title, based on operational need, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract. Similarly, employees in these new welding titles in Construction Services who successfully complete the required structured interview will be eligible for promotion to the Construction Services Lead Mechanic title, based on operational need, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract.

Employees in these new welding titles may be assigned on loan to other departments and geographic locations based on the operational needs of the Company, as the Company may determine.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Transmission Operations Mechanic A

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that, prospectively, all employees in the title of Mechanic A in System & Transmission Operations, STO Underground Transmission, who train, test, and qualify for promotion to the title of Splicer will receive a one-time $1.00 per hour increase in rate of pay, effective upon promotion. Such employees will not be required to perform splicing functions until they have successfully completed both the written examination and the practical performance exercise required for promotion to the Splicer title, except when under the direct supervision of an instructor from the Company's Learning Center, a supervisor, or an experienced Splicer, during the training period after completing Splicing School.

Upon successfully completing both the written examination and the practical performance exercise for the Splicer title, the Splicer candidate will be granted the title effective retroactive to the later of the first Sunday after he or she completed Splicing School or the first Sunday seven (7) months prior to successfully completing the practical performance exercise.

If the Splicer candidate fails the written examination or the practical exercise, he or she may return to the field to gain additional on-the-job (OJT) training and may become eligible to take the promotional tests again after seven (7) months of this additional OJT experience. Upon successfully completing both the written examination and the practical exercise, the candidate will be granted the title retroactive to the later of the first Sunday after the date of his or her last failed Splicer examination or exercise or the first Sunday seven (7) months prior to successfully completing the practical exercise.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Senior Field Designer X – Protective Systems Testing

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, a new job title, Senior Field Designer X in Substation Operations – Protective Systems Testing, shall be created and added to the Contract Statement of Job Titles, "X" Schedule. Also effective June 26, 2016, the minimum and maximum hourly rates of pay for this title will be $47.00 and $57.00, respectively, before the application of any general wage increase that may be effective this same date.

Employees with at least three (3) years of service in the Field Designer X title who successfully train, test, and qualify for the Senior Field Designer X title will be eligible for promotion to that title, based on operational need, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract.

Upon promotion, employees in the Senior Field Designer X title will perform the current functions of the Field Designer X title. Also upon promotion, they will be responsible for design work associated with large electrical wiring projects in substations, from engineering sketches, including wiring, schematics, simplifieds, and point-to-point via the Wiring and Raceway System (WARS) and will electronically make all necessary changes on drawings to reflect actual field conditions.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Transportation Operations – Fuel Stations

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, a new career path shall be created for Mechanic A and Lead Mechanic titles in Facilities and Field Services - Transportation Operations, for employees who perform work on fuel stations.

Effective June 26, 2016, the five (5) incumbents working in Transportation Operations who perform work on fuel stations, will be promoted or transferred to the Mechanic A title.

Prospectively, employees in Transportation Operations in the titles of Auto Mechanic A or Auto Mechanic B with at least four (4) years of service in the title will be eligible to train, test, and qualify for the Mechanic A title and will be promoted based on operational need, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract. To qualify for this promotion the employees will be required to obtain and maintain in good standing the following certifications and licensing, as well as any successor certification or license required by government agency:

1) FDNY Certificate of Fitness P-15 (Handle Motor Fuel-Dispensing and Fleet Service Station);
2) FDNY Certificate of Fitness C-99 (Supervision and Maintenance of CNG Motor Fuel Dispensing Facility);
3) NYS Department of Environmental Conservation (DEC) Class C Operator License for addressing emergencies presented by spills or releases from underground storage tank (UST) systems; and
4) Levels 1, 2, and 3 Veeder-Root Certifications.

Transportation Operations will canvass employees in the titles of Auto Mechanic A and Auto Mechanic B, for eligible volunteers, based on seniority, before posting throughout the Company and externally.

Initially, two (2) employees in the Mechanic A title, who have met all of the Mechanic A requirements listed above, as well as those listed below for Lead Mechanic, and successfully complete the required structured interview, will be selected for promotion to Lead Mechanic, in accordance with Article XI, Section 44 of the Collective Bargaining Contract. Thereafter, employees in the Mechanic A title who successfully complete the required structured interview and otherwise qualify will be eligible for promotion to Lead Mechanic based on operational need, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract. To qualify for this promotion to Lead Mechanic, the employees will be required to obtain and maintain in good standing the following certification and licensing, as well as any successor certification or license required by government agency:

1) NYS DEC Class B Operator License for operating and maintaining Underground Storage Tank systems; and 2) Level 4 Veeder-Root Certification

The Lead Mechanic will function as a mentor for Union-represented employees in Transportation Operations who work on fuel stations, providing feedback for the purpose of improving techniques and work quality, and the coordination of the field forces' work assignments. The Lead Mechanic may also be required to assist with training, as needed.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Renaming the Job Title of Commercial Service Representative as "Energy Services Representative"

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that the job title of Commercial Service Representative shall be renamed "Energy Services Representative," to distinguish it from similar-sounding titles in the Company. All employees who currently hold the job title of Commercial Service Representative in Energy Services and Gas Conversion will have their titles changed to Energy Services Representative upon execution of this letter agreement, and will continue to perform only the same functions of the job as they had previously performed.

For purposes of any continuing Pilot Wage Acceleration Plan, years of service completed in the Commercial Service Representative title will be combined with the consecutive years completed in the Energy Services Representative title. All past arbitrations and settlements with regard to the Commercial Service Representative job title shall apply to the Energy Services Representative job title. All pending grievances and arbitrations regarding the Commercial Service Representative job title will proceed and their resolutions will apply to the Energy Services Representative job title.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Customer Operations – Pilot Incentive Pay Program for Customer Service Representatives

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that the productivity of employees in Customer Operations is vital to Con Edison's operations. To that end, the Company and the Union agree to create a pilot incentive pay program as follows:

The "Incentive Period" shall be each 12-month period from January 1 to December 31 of 2017, 2018, 2019, and 2020, respectively. The Incentive Payment shall be non-pensionable, and disbursed as a lump-sum payment. A Regular Employee shall be eligible for the Incentive Payment provided he or she was in the title of Customer Service Representative (CSR), X, NX, or Bi-lingual and assigned to Section 138, 419, 511, or 645 of the Customer Assistance Department for at least six months during the Incentive Period, and on the active payroll as a Local 1-2 bargaining unit employee at the time of payment. Incentive Payments for each Incentive Period will be paid in the January immediately following the applicable Incentive Period. An employee assigned to Section 138, 419, 511, or 645 of Customer Assistance and performing the duties of a CSR, but not possessing the title of CSR, shall be treated as being in the title of CSR for purposes of this Letter Agreement.

All eligible CSRs shall receive the Incentive Payment provided that the Company's statistic for "CSR First Call Resolution" is equal to or greater than the reasonable goal set by the Company for the Incentive Period. For the 2017 Incentive Period, the CSR First Call Resolution goal shall be 83.0%. The Company shall set the reasonable goal for each subsequent Incentive Period, and shall provide written notice of that goal to the Union in December of the preceding year.

The Incentive Payment for Full-Time Regular Employees whose individual First Call Resolution performance during the Incentive Period met or exceeded the Company's goal set for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31st of the Incentive Period multiplied by twenty and eight-tenths (20.8).

The Incentive Payment for Full-Time Regular Employees whose individual First Call Resolution performance during the Incentive Period was below the Company's goal set for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31st of the Incentive Period multiplied by ten and four-tenths (10.4).

The Incentive Payment for Part-Time Regular Employees whose individual First Call Resolution performance during the Incentive Period met or exceeded the Company's goal set for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31st of the Incentive Period multiplied by ten and four-tenths (10.4).

The Incentive Payment for Part-Time Regular Employees whose individual First Call Resolution performance during the Incentive Period was below the Company's goal set for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31st of the Incentive Period multiplied by five and two-tenths (5.2).

This Letter Agreement shall terminate with the final Incentive Payment made in January of 2021.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Subsurface Construction

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, a new job title, Distribution Mechanic in Subsurface Construction, shall be created and added to the Contract Statement of Job Titles, "X" Schedule. Also effective June 26, 2016, the minimum and maximum hourly rates of pay for this title will be $30.19 and $47.96, respectively, before the application of any general wage increase that may be effective this same date.

Effective June 26, 2016, employees in the Mechanic A title in Subsurface Construction will be selected, based on their seniority, to train, test, and qualify for the Distribution Mechanic title, and will be eligible for promotion based on operational need and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract.

In addition to the duties currently performed by the Mechanic A title in Subsurface Construction, employees in the Distribution Mechanic title in Subsurface Construction will perform the following functions:

1. Installation and removal of meters associated with demolition work and service cable obstructions;
2. Installation of the service cable and splicing of the secondary services cable in the service box/manhole and on the customer side, only spare pockets, not to install crabs or cut into mains to install accommodations to restore service to the customer, service shunt removal and defective crossing cable associated with their work, but not related to new business;

3. Approximately 100 foot relays of new conduit, including installation of the secondary cable (open main); and
4. Digging to clear obstructions in open mains, cutting secondary cable in open excavations, and removing sections and installing new sections of secondary cables.

Employees in the Distribution Mechanic title will not perform burnout work or splice open mains.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Electric Operations – Equipment, I&A Networks and Services

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, incumbents in the job title of Distribution Splicer in Electric Operations – Equipment, I&A Networks and Services will receive a one-time $1.00 per hour increase in rate of pay, before the application of any general wage increase that may be effective this same date, except this adjustment shall not cause the rate of pay of any incumbent to exceed the maximum rate of pay for the Distribution Splicer title. Any incumbent in the job title of Distribution Splicer in Electric Operations - Equipment, I&A, Networks and Services, whose current rate of pay is within $1.00 of the maximum rate of pay for the Distribution Splicer job title, shall have his or her rate of pay increased to that maximum rate of pay.

Prospectively, all employees in the title of Distribution Mechanic A (I&A) in Electric Operations – Equipment, I&A Networks and Services who train, test, and qualify for promotion to the title of Distribution Splicer will receive a one-time $1.00 per hour increase in rate of pay, effective upon promotion.

While it is preferred that employees in Electric Operations – Equipment, I&A Networks and Services work towards the Distribution Splicer title, it is not mandatory. Employees in the Mechanic B title in Electric Operations – Equipment, I&A Networks and Services will continue to have a choice as to whether to train, test and qualify for promotion to either the Distribution Mechanic A (I&A) title and then to the Distribution Splicer title, should the employee choose, or directly to the

Distribution Splicer title.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Pilot Lead Mechanic – Fleet Operations

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, and for the duration of the 2016-2020 Collective Bargaining Contract, the job title of Lead Mechanic in Facilities and Field Services, Fleet Operations, shall be created and added to the Contract Statement of Job Titles, "X" Schedule.

Initially, two (2) employees in the Outside Plant Mechanic A title who each have at least five (5) years of service in the title, and who meet the qualifications described below, will be eligible for promotion to the new Lead Mechanic title upon successful completion of the required structured interview, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract. Thereafter, employees in the Outside Plant Mechanic A title who successfully complete the required structured interview and otherwise qualify will be eligible for promotion to Lead Mechanic based on operational need, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract. To qualify for this promotion to Lead Mechanic, the employees must be qualified, in accordance with the applicable law and by the completion of the requisite training, in the transportation and operation of the following:

1) Tankers (excludes gasoline fuel tanker/trucks)
2) Drums
3) Reels
4) Transformers

5) Over-dimensional and special loads, which includes NYS Escort Driver Certification and the associated Company escort 1, 2 and 3 qualifications

Lead Mechanics will perform the current functions of the Outside Plant Mechanic A title, and will also be required to obtain and maintain the over-dimensional applicable permits, as required by the appropriate government agency, and handle routing.

The Lead Mechanic will function as a mentor for Union-represented employees in Fleet Operations, providing feedback for the purpose of improving techniques and work quality. The Lead Mechanic will also coordinate field forces' work assignments, and will assist with training as needed.

The terms of this agreement expire on June 20, 2020, unless the Company and the Union agree to extend or renew it beyond the 2016-2020 Contract. In the event that this agreement expires, the employees in the Lead Mechanic title will continue to perform the duties listed herein, but no further promotions to the title will be made.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Field Designer X Title in Facilities & Field Services, Technical Services

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, the job title of Field Designer X in Facilities & Field Services, Technical Services, will be created and added to the Contract Statement of Job Titles, "X" Schedule.

Initially, five (5) employees who each have at least two (2) years of service in the Senior Electrical Technician title, and who successfully train, test, and qualify – including successful completion of the required structured interview – for promotion to the new Field Designer X title, will be promoted to this title in accordance with Article XI, Section 44 of the Collective Bargaining Contract. Thereafter, employees in the Senior Electrical Technician title who successfully train, test, and qualify – including successful completion of the required structured interview – for promotion to Field Designer X, will be eligible for promotion based on operational need, and selected in accordance with Article XI, Section 44 of the Collective Bargaining Contract.

To qualify for promotion, employees in the Senior Electrical Technician title must be actively and competently performing all of the core functions of Technical Services including but not limited to the following:

1) Ground systems testing
2) Noise and sound surveys
3) Breaker timing testing

4) Power quality measurement
5) Gas instrumentation and monitoring systems
6) Testing of high voltage detectors
7) Dielectric proof testing of tools and devices
8) Test equipment and instrumentation
9) Laboratory standards certification
10) Temperature, pressure, vacuum related systems and devices
11) Automation systems
12) Remote monitoring systems
13) Protective relays

Employees in the Field Designer X title will perform all of the current functions of the Senior Electrical Technician title in Technical Services, and will also be responsible for creating drawings, schematics, and wiring diagrams using the Company drawing system. Employees in the Field Designer X title may work with other departments on special projects, and will be responsible for testing, maintaining, and troubleshooting work, including but not limited to the following systems:

1) Unit Substation Automation
2) Aircraft Warning Light System
3) Freeze Pit Monitoring System
4) SCADA System

Employees in the Field Designer X title will function as mentors for Union-represented employees in Technical Services, providing feedback for the purpose of improving safety, techniques and work quality. They will also coordinate the field forces' work assignments, and may also be required to assist with training as needed.

Employees in the Field Designer X title in Technical Services may not apply for another position for twenty-four (24) months from the effective date of their promotion to Field Designer X.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Customer Operations – Pilot Incentive Pay Program for Customer Field Representatives

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that the productivity of employees in Customer Operations is vital to Con Edison's operations. To that end, the Company and the Union agree to create a pilot incentive pay program as follows:

The "Incentive Period" shall be each 12-month period from January 1 to December 31 of 2017, 2018, 2019, and 2020, respectively. The Incentive Payment shall be non-pensionable, and disbursed as a lump-sum payment. The Incentive Payment shall apply to each of the following service areas: Bronx, Westchester, Brooklyn, Queens, and Manhattan. A Regular Employee shall be eligible for the Incentive Payment provided he or she was in the title of Customer Field Representative (CFR), or CFR NX, or Senior CFR, or any other bargaining unit title, and assigned to read meters for at least six months during the Incentive Period, actually read meters for at least ten days of each month in which the employee was assigned to read meters during the Incentive Period, and was on the active payroll as a Local 1-2 bargaining unit employee at the time of payment. Incentive Payments for each Incentive Period will be paid in the January immediately following the applicable Incentive Period.

All eligible Customer Field Representatives shall receive the Incentive Payment provided that the Company's statistic for "CFR Meter Reads First Attempt" is equal to or greater than the goal set by the Company for the Incentive Period for the service area to which the CFR is assigned.

The Company may set reasonable statistical goals by service area. For the 2017 Incentive Period, the CFR Meter Reads First Attempt goal shall be as follows:

Bronx	89%
Brooklyn	78.9%
Manhattan	89.6%
Queens	83%
Westchester	98.5%

The Company shall set the reasonable goal for each service area for each subsequent Incentive Period, and shall provide written notice of those goals to the Union in December of the preceding year.

"CFR Meter Reads First Attempt" is the average number of meters that were read by the Field Operations Department on the first scheduled attempt as a percentage of the total number of meters that were scheduled to be read in the time period. For example, if 100 meters are scheduled to be read for the first time in a monthly cycle on a specific date and 90 meters are read on that date then the statistic is 90%.

The Incentive Payment for Full-Time Regular Employees whose individual CFR Meter Reads First Attempt performance during the Incentive Period met or exceeded the Company's goal set for the employee's assigned service area for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31st of the Incentive Period multiplied by twenty and eight-tenths (20.8).

The Incentive Payment for Part-Time Regular Employees whose individual CFR Meter Reads First Attempt performance during the Incentive Period met or exceeded the Company's goal set for the employee's assigned service area for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31st of the Incentive Period multiplied by ten and four-tenths (10.4).

The Incentive Payment for Full-Time Regular Employees whose individual CFR Meter Reads First Attempt performance during the Incentive Period was below the Company's goal set for the employee's assigned service area for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31st of the Incentive

Period multiplied by ten and four-tenths (10.4).

The Incentive Payment for Part-Time Regular Employees whose individual CFR Meter Reads First Attempt performance during the Incentive Period was below the Company's goal set for the employee's assigned service area for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31st of the Incentive Period multiplied by five and two-tenths (5.2).

This Letter Agreement shall terminate with the final Incentive Payment made in January of 2021.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Meter & Test

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, the job title of Meter Tester B in Electric Operations, Meter & Test, shall be eliminated and retained only for incumbents in the title as of June 25, 2016. The title shall be removed from the Contract Statement of Job Titles upon there being no employees in the title.

The career path for Meter & Test shall be amended to combine the current coursework for the General Utility Worker and Meter Tester B titles in Electric Operations, and reflect the elimination of the Meter Tester B title. Prospectively, all work currently being done exclusively by the Meter Tester B title will be done only by employees in the Distribution Meter Tester A title, or those who retain the Meter Tester B title as set forth below.

Incumbents who attain at least six (6) months of service in the Meter Tester B title in Meter & Test, Electric Operations, and who are qualified and complete the requisite training, shall be given the opportunity to take the written and performance tests for promotion to the Distribution Meter Tester A title, subject to the terms of Personnel Policy and Procedure G-1 "Promotional Testing for Union Employees." Incumbents who do not qualify for promotion to Distribution Meter Tester A shall retain the Meter Tester B title.

All eligible employees with at least eighteen (18) months in the title of General Utility Worker in Meter & Test who train, test, and qualify will be

promoted to the Distribution Meter Tester A title.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Restructure of Clerical Titles and Testing

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that the existing clerical family of job titles and clerical promotional testing requirements should be restructured to increase flexibility and facilitate a higher level of cross-training, department- specific knowledge, and promotional opportunities. Toward that end, effective June 26, 2016, the existing clerical family of job titles, as set forth in Exhibit I, Part 5 – "Statement of Job Titles," Non "X" Schedule of Job Titles, of the Collective Bargaining Contract shall be amended, effective June 26, 2016, prior to the application of any negotiated general and merit wage increase which will go into effect the same date as this Letter Agreement, as follows:

Existing Titles	Min.	Max.	New Title	Min.	Max.
Administrative Clerk	$19.44	$36.80	Clerical Assistant	$19.44	$36.80
Office Assistant[1]	$26.77	$39.89	———-[4]	—	—
Administrative Assistant[1]	$29.29	$42.19	Administrative Assistant – Corporate Support[2]	$29.29	$42.69
Administrative Assistant[1]	$29.29	$42.19	Administrative Assistant - Operations Support[3]	$29.29	$42.94

1. *Title Retained for Incumbents only as of June 26, 2016.*
2. *Title applicable to the following departments: Human Resources, Information Technology, Learning and Inclusion, Customer Operations, Corporate Accounting, Rate Engineering, Treasury, Law, Corporate Affairs, Facilities and Field Services, and Supply Chain.*
3. *Title applicable to the following departments: Central Engineering, Construction, Steam Operations, Substation Operations, System and Transmission Operations, Electric Operations, and Gas Operations.*

4. Incumbents in the Office Assistant title will be given the opportunity to train, test, and qualify for the new Administrative Assistant – Corporate Support or Administrative Assistant – Operations Support title, as applicable to their respective departments.

Incumbents in the Administrative Clerk title shall be transferred to the new job title of Clerical Assistant, effective June 26, 2016, with the testing requirement waived.

Incumbents in the Office Assistant title shall remain in the title until such time as the promotional training and testing requirements are established and implemented for the new Administrative Assistant – Corporate Support or Administrative Assistant – Operations Support title, as applicable, for the department in which they are employed, and the employees train, test, and qualify for the new title, subject to the terms of Personnel Policy and Procedure G-1 "Promotional Testing for Union Employees." Incumbents who do not successfully qualify for promotion shall remain in the Office Assistant title.

Incumbents in the Administrative Assistant title shall remain in the title until such time as the promotional training and testing requirements are established and implemented for the new Administrative Assistant – Corporate Support or Administrative Assistant – Operations Support title, as applicable, for the department in which they are employed, and the employees train, test, and qualify for the new title, subject to the terms of Personnel Policy and Procedure G-1 "Promotional Testing for Union Employees." Incumbents who do not successfully qualify for promotion shall remain in the Administrative Assistant title.

Prospectively, Clerical Assistants seeking a promotion to the Administrative Assistant – Corporate Support or Administrative Assistant – Operations Support title must have been employed by the Company for a minimum of twelve (12) months, have a record that is satisfactory in all respects with no discipline during the twelve (12) month period preceding the application for promotion, and successfully complete the required training courses prior to being provided the opportunity to take the department-specific promotional tests for the new title, subject to the terms of Personnel Policy and Procedure G-1 "Promotional Testing for Union Employees."

The Company shall utilize the Job Opportunities Listing ("JOL") System to fill future vacancies in the Clerical Assistant title, and shall require employees selected to fill those vacancies to successfully complete training courses and department-specific promotional testing as required by the Company.

Incumbents in the Administrative Assistant and Office Assistant titles and employees in the new titles of Administrative Assistant - Corporate Support and Administrative Assistant - Operations Support (collectively referred to as "Candidates") may apply to fill Clerical Assistant job vacancies. After the structured interview, a Candidate selected for a Clerical Assistant vacancy shall transfer to the vacant position (the "Transfer") and retain his or her job title and rate of pay for a period not exceeding six (6) months, during which the Candidate will be required to successfully train and test to qualify for the Transfer department's Administrative Assistant - Operations Support or Corporate Support title. Upon successful completion of such training and testing, the Candidate shall either be promoted or transferred into the job title.

If, after the six (6) month period from the Transfer, the Candidate is unable to successfully train, test and qualify for promotion or transfer to the Transfer department's Administrative Assistant - Operations Support or Administrative Assistant - Corporate Support title, the Candidate shall be returned to the Clerical Assistant title and, if his or her rate of pay exceeds the maximum rate of pay for the Clerical Assistant title, the Candidate's rate of pay shall be reduced to the then-maximum rate of pay for the Clerical Assistant title.

Effective June 26, 2016, the Union withdraws with prejudice its grievances in Case Nos.136-C4-5, 182-C4-12, 177-C4-13 and 213-C4-13, and any other grievances filed regarding clerical testing and promotional opportunities.

This Letter Agreement shall not affect, nor shall either the Company or the Union use it to detrimentally affect, the other party's rights under the Collective Bargaining Contract with respect to other positions and associated job duties. It shall be applicable only for the purposes and

items contained herein and for no other purposes.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Engineering Inspectors – Substation Operations

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 26, 2016, the job title of Engineering Inspector X in Substation Operations will be created and added to the Contract Statement of Job Titles, "X" Schedule, and incumbents in the title of Engineering Inspector in Substation Operations shall be given the "X" designation. Effective June 26, 2016, the minimum and maximum hourly rates of pay for the Engineering Inspector X title will be the same as the rates for the Engineering Inspector title, before the application of any general wage increase that may be effective this same date.

The Company agrees that by June 20, 2017, there will be five (5) Engineering Inspector X positions in each of the geographic regions – Westchester/Bronx, Manhattan, and Brooklyn/Queens within Substation Operations. To fill these positions Mechanic A's will be promoted to the title of Engineering Inspector X, provided they successfully train, test, and qualify for promotion to that title. Future promotions will be based on operational need, provided that a minimum of fifteen (15) bargaining unit members will continue to perform engineering inspection work for Substation Operations.

When the employees in the Engineering Inspector X title are not performing engineering inspection work, they may be assigned to perform the function of a Mechanic A in the geographic region in Substation Operations to which the employee is assigned, as required

by operational need, and shall receive the employee's regular rate of pay while performing such work.

Employees in the Engineering Inspector X title may be assigned to other geographic regions within Substation Operations, or to the Construction organization, as the Company may determine to perform engineering inspection work. However, when assigned to Construction, employees in the Engineering Inspector X title shall not be regularly scheduled to work on Sunday. In addition, when assigned to other geographic regions within Substation Operations or Construction, employees in the Engineering Inspector X title will be reimbursed for the increased commutation mileage, if any, between their regular reporting location and the temporary reporting location to which they have been assigned. If an Engineering Inspector X is temporarily assigned to perform work in the Construction organization, that employee will be used primarily for work in substations.

This letter supersedes the letter agreement executed on May 21, 2003, concerning Engineering Inspectors transferring to Substation Planning.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 27, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Wage Acceleration Plan

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and Union agree to eliminate the expiration date of the Wage Acceleration Plan to provide further incentives to experienced Full-Time employees, as defined in Article 1, Section 3(c) of the Contract, in certain major job titles, to obtain the applicable maximum hourly rates of pay for those titles as listed in Exhibit I, Part 5 of the Contract.

On the first Sunday of each July, a Full-Time employee in a job title listed below in Section 1 will have his or her hourly rate of pay increased to the applicable maximum hourly rate of pay for his or her job title if the employee has completed eight (8) years of service in that job title, received at least sixteen (16) progression increases for which the employee was eligible, and successfully completed all required testing and job training (including OJTs) for the title.

On the first Sunday of each July, a Full-Time employee in a job title listed below in Section 2, who has completed four (4) years of service in the job title, will become eligible to have his or her hourly rate of pay increased to the applicable maximum hourly rate of pay for his or her job title after the employee has completed an additional eight (8) years of service in that title, received at least sixteen (16) progression increases for which the employee was eligible during the period, and successfully completed all required testing and job training (including OJTs) for the title.

JOB TITLES - SECTION 1

ADMINISTR ASST
ADMINISTR ASST (CORPORATE SUPPORT)
ADMINISTR ASST (OPERATIONS SUPPORT)
ASST STOREKPR
AUTO MECH A
C*SUB ABUS PRGM
CABLE LEAD MECHANIC
CERTIFIED MECH WELDER
CHIEF CERTIFIED MECH WELDER I
CHIEF CERTIFIED MECH WELDER II
CH LINE CON HV
CH LINE CON SP
CL SUB ABUS PRG
COML TECH REP
CONSTR INSP
CONSTR SVCS LEAD MECH
CONSTR SVCS MECH A TECH
CONSTRUCTN REP
CONTROL OPER A
CONTROL OPER B
DIST MECH A I&A
DISTR MECH
DIST MTR TEST A
DISTRIBUTION SPLICER
ELEC MET TECH A
ENERGY SERVICES REP
ENG INSPECTOR
ENG INSPECTOR X
FIELD DESIGNER X
FIELD DESIGNER X F&FTS
INSP PLANNING
INSPECTOR 1 GR
INVESTIGATING INSPEC
LEAD MECH
LINE CONSTR HV
LINE CONSTRUCTOR
LNG PLANT OPERATOR
MATERIAL ANAL
MATERIAL INSP A
MECH A
METER TESTER A
MTCE TECH
OPER MECH A
OUTPLANT MECH A
PHOTOGRPHC SPEC
PLANT OPER
SENIOR DESIGNER
SENIOR FIELD OPERATOR
SERV MECHANIC
SPEC INSPECTOR
SPLICER
SR CSR BILINGUAL
SR CUST SRV REP
SR CUSTOMER FIELD REP
SR DISTRIB ELECTRICAL
SR DISTRIBUTION METER
SR ELEC MET TEC
SR ELEC TECH
SR ENG DESIGN A
SR ENG ESTIMATR
SR ENG TECH
SR ENG TECH A
SR FIELD DESIGNER X
SR FIELD OPERATOR
SR LNG PLANT OPERATOR
SR METER TECH
SR MTCE TECH
SR OFF ASST A X
SR PHOTOSTAT OP
SR PROD TECH
SR SAFETY INSP
SR STR CRANE OP
SR SUBSTA OPER
SR TECH
STREET CRANE OP
SURVEY FLD DESIGNER
SURVEYOR
TRANSFORMER LEAD MECH
TR SHTR DSP HV
TRBL SHOOTER
TRBL SHOOTER HV
TRBL SHTR DSP
URD SVCS LEAD MECH
UNIT SUBSTA OPERATING MECH A
COMMERCIAL SERVICE REPRESENTATIVE

JOB TITLES - SECTION 2

CUST FIELD REP
CUST FLD REP NX
CUST SERV REP
CUST SERV REP BILING
CUST SERV REP BILING X
CUST SERV REP X
JR ACCOUNTANT

Furthermore, job titles listed in either Section 1 or Section 2 of this Letter Agreement which belong to the same promotional job family within the same organization of the Company will be combined for the purpose of reaching the maximum hourly rate of pay for the lower job title, provided that there is no break in service between the job titles in the job family, and the employee has completed a total of eight (8) continuous years of service in the titles; received at least sixteen (16) progression increases for which they were eligible during the period of employment in the titles; and successfully completed all required training (including OJTs) and testing for the current job title. For the purpose of administering this Letter Agreement some examples of "Job Families" are but not limited to:

1. Splicer & Distribution Splicer
2. Distribution Mechanic A & Distribution Splicer
3. Distribution Splicer & Trouble Shooter HV
4. Chief Line Constructor & Trouble Shooter HV
5. Operating Mechanic A & Plant Operator
6. Auto Mechanic A to Mechanic A (Transportation Ops – Fuel Stations)
7. Field Designer X and Senior Field Designer X
8. Mechanic A in Subsurface Construction and Distribution Mechanic in Subsurface Construction
9. Mechanic A & Certified Mechanic Welder
10. Mechanic A & Chief Certified Mechanic Welder Class II
11. Mechanic A & Chief Certified Mechanic Welder Class I
12. Senior Electrical Technicians & Field Designer X in Tech Services
13. Lead Mechanic & Transformer Lead Mechanic (Astoria Transformer Shop)

14. Operations Mechanic A (STO) & Splicer (STO)
15. Lead Mechanic & URD Services Lead Mechanic
16. Mechanic A & Construction Services Mechanic A Tech
17. Mechanic A & Construction Services Lead Mechanic
18. Construction Services Mechanic A Tech & Construction Services Lead Mechanic
19. Administrative Assistant & Administrative Assistant – Operations Support
20. Administrative Assistant & Administrative Assistant – Corporate Support
21. All Customer Service Representative titles listed in Section 2
22. All Customer Field Representative titles in Section 2
23. Lead Mechanic (Construction Services) & Construction Services Mechanic A Tech
24. Commercial Services Representative & Energy Services Representative
25. Engineering Inspectors (SSO) & Engineering Inspectors X

An employee promoted to a management position from any of the titles set forth in Sections 1 or 2, who returns to his or her former title within twelve (12) months from the date of his or her promotion, will not have this time considered as a break in service that would otherwise exclude the employee from the wage acceleration provided for in this Letter Agreement.

This Letter Agreement incorporates the following settlement agreements: August 5, 2011 Agreement regarding employees in Operating Mechanic A job titles in Steam Operations, December 11, 2013 Agreement regarding the application of the Pilot Wage Agreement to CFRs and CFRs and its April 21, 2014 Supplemental Agreement, the July 28, 2014 Settlement Agreement regarding Electric Operations Job Titles and its September 18, 2014 Amendment.

This Letter Agreement shall not affect, nor shall either the Company or the Union use it to detrimentally affect, the other party's rights under the Collective Bargaining Contract with respect to other positions and associated job duties. It shall be applicable only for the purposes and items contained herein and for no other purposes.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Provisional Customer Field Representatives – AMI

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that, recognizing that the need for Customer Field Representatives will be substantially reduced with the conversion to Advanced Metering Infrastructure ("AMI"), to avoid losing bargaining unit work to additional contractors, the Company may hire employees into the newly created job title of Provisional Customer Field Representative ("PCFR"), which will be a temporary position. PCFRs shall be assigned to perform cycle meter reading functions, but, in case of emergency, may be utilized in other appropriate capacities.

PCFRs will be covered by the 2016-2020 Collective Bargaining Contract subject to the minimum-maximum hourly rates of pay in effect for CFRs, upon the terms and conditions set out in the Contract, including general wage and merit wage increases provided for in the Contract, except as modified below:

- Exclusion from the Retirement Plan provided for in Exhibit 1, Part 4(B) of the Contract.
- Inclusion in a new group within the Thrift Savings Plan provided for in Exhibit 1, Part 4(C) of the Contract, which will not have the following features: employer contributions or match; auto enrollment or auto escalation; participant in-service distributions, withdrawals, or loans; or ability to invest in the Company Stock Fund. In addition, upon termination from employment, consistent with applicable law, there will be a distribution of the employee's individual account.
- Eligibility for sick benefits provided by Section 39(a) of the Contract for new hires, except no coverage for any supplemental sick benefits (i.e., eighty (80%) percent of straight-time pay for up to 26 weeks), but with coverage offered under an AFLAC short-term disability program on a pre-tax basis.
- Exclusion from the Wage Progression Plan provided for in Exhibit I, Part 2 of the Contract.
- Exclusion from Section 45(1) (Protection of Employees as to Layoff) and Section 45(4) (Job Security) of the Contract, and any provisions in the Contract that may be interpreted to conflict with the temporary employment of PCFRs.

Upon completion of 18 months of service, PCFRs may post for other vacant positions in the Company for which they are qualified and upon a transfer to another position shall have his or her seniority as a PCFR count toward vacation and sick allowance under the Contract, but it shall not count toward any benefits provided in Exhibit I Part 4, Sections B (Retirement Plan) and C (The Consolidated Edison Thrift Savings Plan) of the Contract, to the extent permitted by law. At the conclusion of their temporary assignment, as determined by the Company, any PCFRs who have not been able to secure another position with the Company will be subject to release from employment. Such release from employment shall not preclude a former PCFR from applying for and receiving preferred consideration for re-employment with the Company.

Customer Field Representatives, excluding PCFRs, shall not be subject to layoff during the term of the 2016-2020 Collective Bargaining Contract. Notwithstanding the foregoing, the Company is not precluded from discharging a Customer Field Representative for reasonable cause.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Home Agent Pilot Program – Customer Operationss

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that they will continue to negotiate the Home Agent Pilot Program in Customer Assistance following the expiration of the 2012-2016 Collective Bargaining Contract. In the event no agreement is reached, after good-faith bargaining, no Home Agent Pilot Program will be created in Customer Assistance for bargaining unit employees.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

June 26, 2016

Mr. James Slevin, President
Utility Workers Union of America
Local 1-2, AFL-CIO
5 West 37th Street, 7th Floor
New York, NY 10018

Re: Grievance Procedure – Medical Issues

Dear Mr. Slevin:

This will confirm our agreement as follows:

The Company and the Union agree that an employee who disputes a decision made by Occupational Health concerning duty status or sick leave benefits should first attempt to resolve the matter with a Nurse Case Manager by calling the Occupational Health Voice Response Unit ("VRU) at (800) 409-7425.

If, after speaking with a Nurse Case Manager, the employee is not satisfied with the outcome, the employee shall submit an Authorization for Release of Health Information – which will authorize release of the employee's relevant health information to the management and/or third party representatives who may need to review the information under this procedure – and call the Medical Helpline at (800) 454-1960, and a Medical Helpline Representative will review the matter and make a determination on behalf of Occupational Health.

If, after taking both of the above-described steps, the employee disputes the determination and believes that the Company's action(s) have violated the contract, the employee or the Union may file a grievance on the employee's behalf following the grievance procedure outlined below:

Step One: Within thirty (30) calendar days from the date the Medical Helpline Representative informed the employee of Occupational Health's determination, the employee or the employee's Union Business Agent or designee shall submit a written grievance to the designated representative in HR - Labor & Wage, who shall, in turn, respond to the grievance within twenty five (25) calendar days from his or her receipt of it.

Step Two: Within ninety (90) calendar days from receipt of the decision from HR-Labor & Wage at Step One, the Senior Business Agent or designee may submit the grievance to the Director of Occupational Health or designee, at a monthly meeting between the Union and Occupational Health. The Union may appeal the grievance to Step Two outside the monthly meeting, if it so decides, by submitting the grievance directly to the Director of Occupational Health. The Medical Director, or designee, shall, respond to the grievance at the meeting or within twenty five (25) calendar days from when the monthly meeting was held in which the grievance is presented and discussed.

Step Three: Within twenty five (25) calendar days from receipt of the decision from the Director of Occupational Health at Step Two, the Senior Business Agent or designee may submit the grievance to the Vice President of Human Resources or designee, who shall, in turn, respond to the grievance within twenty five (25) calendar days from his or her receipt of it.

Arbitration: Within twenty five (25) calendar days from receipt of the decision from the Vice President of Human Resources at Step Three, the Business Agent or designee may submit a Demand for Arbitration to the Vice President of Human Resources or designee.

Thereafter, the matter will be governed by Article XII, Section 49 of the Collective Bargaining Contract.

Unless the responses at each Step of the Grievance Procedure are in writing, the date(s) stated by the employee and/or the Union as to the receipt of the response at the applicable point in this Procedure shall be determinative.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Vice President, Human Resources

AGREED: /s/ James Slevin
President, Local 1-2, U.W.U.A.

Dated: June 26, 2016

2021-2025 Collective Bargaining Contract
Con Edison and Local 3 IBEW

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- **2020 Corona Virus Pandemic Temporary Telecommuting Program**
- **Home Agent Program – Customer Assistance**
- **Customer Operations – Meter Services Technician Title**
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- **Restructuring of Clerical Titles**
- **Provisional Customer Service Representatives**

MEMORANDUM OF AGREEMENT made as of this 16th day of June 2021, between CONSOLIDATED EDISON COMPANY OF NEW YORK, INC. – Staten Island (the "Company") and LOCAL UNION NO. 3 of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO (the "Union"), to amend the 2017-2021 Collective Bargaining Contract. The terms of the 2017-2021 Collective Bargaining Contract, as amended below, shall constitute the 2021-2025 Collective Bargaining Contract ("2021 Contract"), which shall be effective June 20, 2021. The parties also affirm and agree to the letters of agreement executed herewith.

Dedication Page

This Contract is dedicated to the colleagues we lost to COVID-19, as well as to the loved ones we have lost in our families and communities.

We salute our frontline workers who kept the power running for New York's homes, hospitals, and businesses during the pandemic, as well as our remote workers who supported our field and business operations.

Pay Date

In recognition of the changes to the Pay Advance, the Company will shift the official pay date from Monday to the preceding Friday.

2020 Corona Virus Pandemic Temporary Telecommuting Program

The Letter Agreement dated March 17, 2020, shall be extended for the duration of the 2021 Contract and departments will continue to determine appropriate opportunities for telecommuting.

Whenever "LYNC/SKYPE" is used in the 2020 Corona Virus Pandemic Temporary Telecommuting Program agreement, it shall be modified to "TEAMS application (and future replacement applications)."

Letter Agreements

The content of the following letter agreements will be incorporated into the new Collective Bargaining Contract:

- Company Sick Allowance
- Travel Pay
- Troubleshooter HV
- Extended Sick Absence Related to Pregnancy

The content of the following letter agreements will be incorporated, with the following modifications, into the new Collective Bargaining Contract:

- Pilot Wage Acceleration Plan – changing from pilot to permanent program and adding, "Effective with the October 2023 wage progression, a Full-Time employee in a job title listed below in Section 1 will have his or her hourly rate of pay increased to the applicable maximum hourly rate of pay for his or her job title if the employee has received at least fifteen (15)

progression increases for which the employee was eligible in the title" and "Effective with the October 2023 wage progression, a Full-Time employee in a job title listed below in Section 2, who has completed four (4) years of service in the job title, will become eligible to have his or her hourly rate of pay increased to the applicable maximum hourly rate of pay for his or her job title after the employee has received at least fifteen (15) progression increases for which the employee was eligible during the period that follows the first four years."

- Pilot Program – Short-Term Disability – changing from pilot to permanent program and clarifying that the employee must be deemed fit to return to full duty "with or without a reasonable accommodation."

- Quarterly Conferences – reflected in the Contract as follows: "**Meeting Between the Parties.** The Company and the Union reaffirm their goal of providing reliable and economical service to our customers. In the interest of fulfilling this goal, the Company agrees to provide for a safe and healthy work environment for its employees and to provide the basis for the most efficient work practices with due regard to the employees' welfare. As a means of assuring effective movement toward this goal, the Company and the Union may meet as necessary to discuss safe, healthy, efficient and economical work procedures."

- Chief Splicer Modification – adding, “In the event that there is a delay in the scheduling of either promotional examination that is attributable to the Company and beyond the Chief Splicer candidate’s control, the Company has the discretion to grant the title effective the Sunday eight (8) months prior to successfully passing the promotional examinations.”

I. Period of Agreement

Article 13, Paragraph 13.1 of the 2017-2021 Collective Bargaining Contract shall be amended to read in its entirety as follows:

13.1 This Agreement shall be in force through June 21, 2025, and shall continue in force from year to year thereafter, unless terminated as herein provided.

II. Wage Increases

Article 11, Paragraph 11.3 of the 2017-2021 Collective Bargaining Contract shall be amended to read in its entirety as follows:

11.3 The following wage increases will be granted to each eligible employee who is on the active weekly payroll on the effective date of such increase. On the effective date of each increase, the minimum and maximum rates of pay for all job titles shall, as reflected in the Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, be raised by the percentage of the increases.

(a) For the period June 20, 2021, through June 18, 2022:

1. Effective June 20, 2021, a 2% general wage increase for all regular employees.

2. Effective June 20, 2021, a 1% increase for (a) each regular employee at the maximum rate of pay as of June 19, 2021, for his or her job title, whose record has in all respects been satisfactory in the period from April 26, 2020, to April 24, 2021; and (b) each regular employee at less than the maximum rate of pay as of June 19, 2021, for his or her job

title, who received either the October 2020 or February 2021 wage progression.

3. The wage increases effective June 20, 2021, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 19, 2021.

(b) For the period June 19, 2022, through June 17, 2023:

1. Effective June 19, 2022, a 2% general wage increase for all regular employees.

2. Effective June 19, 2022, a 1% increase for (a) each regular employee at the maximum rate of pay as of June 18, 2022, for his or her job title, whose record has in all respects been satisfactory in the period from April 25, 2021, to April 23, 2022; and (b) each regular employee at less than the maximum rate of pay as of June 18, 2022, for his or her job title, who received either the October 2021 or February 2022 wage progression.

3. The wage increases effective June 19, 2022, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 18, 2022.

(c) For the period June 18, 2023, through June 22, 2024:

1. Effective June 18, 2023, a 2% general wage increase for all regular employees.

2. Effective June 18, 2023, a 1% increase for (a) each regular employee at the maximum rate of pay as of June 17, 2023, for his or her

job title, whose record has in all respects been satisfactory in the period from April 24, 2022, to April 22, 2023; and (b) each regular employee at less than the maximum rate of pay as of June 17, 2023, for his or her job title, who received either the October 2022 or February 2023 wage progression.

3. The wage increases effective June 18, 2023, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 17, 2023.

(d) For the period June 23, 2024, through June 20, 2025:

1. Effective June 23, 2024, a 2% general wage increase for all regular employees.

2. Effective June 23, 2024, a 1% increase for (a) each regular employee at the maximum rate of pay as of June 22, 2024, for his or her job title, whose record has in all respects been satisfactory in the period from April 23, 2023, to April 25, 2024; and (b) each regular employee at less than the maximum rate of pay as of June 23, 2024, for his or her job title, who received either the October 2023 or February 2024 wage progression.

3. The wage increases effective June 23, 2024, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 22, 2024.

(e) The application of the foregoing wage increases will be subject to the following:

1. The increases will not cause the rate of pay of any employee to exceed the newly established maximum rate of pay for the classification in which he or she is assigned.

2. Limited duty employees currently participating in the Placement and Training of Limited Duty Bargaining Unit Employees program shall be eligible for these increases on the same basis as other employees.

3. Employees who are at maximum rate of pay and who have been absent from work for any reason for more than fifty percent (50%) of their regularly scheduled workdays during the review period, will be denied the merit-based portion of that wage increase.

4. A regular employee who was denied both of the preceding two wage progressions shall be denied the merit-based portion of that wage increase.

III. Wage Progression Plan

Article 11, Paragraph 11.4(a) and (c) of the 2017-2021 Collective Bargaining Contract shall be amended to read in its entirety as follows:

(a) The Wage Progression Plan shall permit a regular employee whose record has in all respects been satisfactory to progress from the minimum rate of pay to the maximum rate of pay for his or her job title.

Wage progression increases in the amount of fifty-six cents ($0.56) per hour shall be effective on the following dates:

October 31, 2021
February 27, 2022

Wage progression increases in the amount of sixty cents ($0.60) per hour shall be effective on the following dates:

October 30, 2022
February 26, 2023
October 29, 2023
February 25, 2024
October 27, 2024
February 23, 2025

The period for determining an employee's eligibility for each of the foregoing progression increases shall commence eight (8) weeks prior to the effective date of the preceding progression increase and will conclude eight (8) weeks before the effective date of the increase for which the employee is being evaluated. Thus, the following review periods apply to the progression increase dates:

October 31, 2021: December 27, 2020 through September 4, 2021
February 27, 2022: September 5, 2021 through January 1, 2022
October 30, 2022: January 2, 2022 through September 3, 2022
February 26, 2023: September 4, 2022 through December 31, 2022
October 29, 2023: January 1, 2023 through September 2, 2023
February 25, 2024: September 3, 2023 through December 30, 2023
October 27, 2024: December 31, 2023 through August 31, 2024
February 23, 2025: September 1, 2024 through December 28, 2024

(c). Limited duty employees currently participating in the Placement and Training of Limited Duty Bargaining Unit Employees program shall be eligible for these increases on the same basis as other employees.

IV. Employee Benefits

Article 7 of the 2017-2021 Collective Bargaining Contract shall be continued, except as amended as follows (noting that the numbering of the sections in each paragraph may change):

7.2 **Health Benefits**

A. **The Coinsurance Plan.** Effective January 1, 2022, the Coinsurance Plan will no longer be available as a health care option.

B. **Health Care Options.** The benefits, terms, and conditions in effect on June 19, 2021, shall be continued except as set forth below:

1. **The "Copay Plan"**

a. **In-Network Co-Payments for Cigna Care Network ("CCN") Office Visits.** Effective January 1, 2022, a separate in-network office visit co-payment will continue to apply for use of medical providers in the Cigna Care Network ("CCN") for primary care and specialist's office visits. The co-payment for CCN primary care office visits will be $20, and the co-payment for CCN specialist's office visits will be $35. Effective January 1, 2023, the co-payment for CCN primary care office visits will be $22, and the co-payment for CCN specialist's office visits will be $37. Effective January 1, 2024, the co-payment for CCN primary care office visits will be $24, and the co-payment for CCN specialist's office visits will be $39. Effective January 1, 2025, the co-payment for CCN primary care office visits will be $26, and the co-payment for CCN specialist's office visits will be $41.

b. **In-Network Co-Payments for Office Visits for Non-CCN Network Providers.** Effective January 1, 2022, the in-network co-payment for non-CCN primary care office visits will be $32, and the in-network co-payment for non-CCN specialist's office visits will be $37. Effective January 1, 2023, the in-network co-payment for non-CCN primary care office visits will be $33, and the in-network co-payment for non-CCN specialist's office visits will be $40. Effective January 1, 2024, the in-network co-payment for non-CCN primary care office visits will be $34, and the in-network co-payment for non-CCN specialist's office visits will be $43. Effective January 1, 2025, the in-network co-payment for non-CCN primary care office visits will be $35, and the in-network co-payment for non-CCN specialist's office visits will be $46.

c. **Outpatient Services.** Effective January 1, 2022, any outpatient services will require pre-certification before any services may commence.

d. **Advanced Behavioral Therapy.** Effective January 1, 2022, advanced behavioral therapy services will be offered as a covered option.

e. **Prescription Drug Benefits.** See charts below for coverage amounts.

In-Network (CVS) Pharmacy (30-Day)/Mail Order (90-Day)

	GENERIC	PREFERRED	NON-PREFERRED
2022	$15	$35	$49
2023	$15	$35	$50
2024	$16	$36	$51
2025	$16	$36	$52

Out-of-Network Pharmacy (30-Day)

	GENERIC	PREFERRED	NON-PREFERRED
2022	$16	$40	$49
2023	$16	$40	$52
2024	$17	$41	$54
2025	$17	$41	$56

2. **The "High Deductible Health Plan" or "HDHP".**

a. **In-Network Hospital/Medical/Prescription Drug Benefits.**

(i) **In-Network Deductible.** All amounts will continue to be subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(ii) **In-Network Annual Out-of-Pocket Limit.** Effective January 1, 2022, and years thereafter, the annual in-network out-of-pocket limit will be increased by the Cost of Living Adjustment announced by the IRS for that year, subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(iii) **In-Network Preventive Care.** Effective January 1, 2022, to the extent required by law, the HDHP will continue to pay 100% of "preventive care," as defined by and subject to the restrictions and limitations permitted under the law.

(iv) **In-Network Coinsurance for Health Care Services.** All amounts will continue to be subject to applicable limits and restrictions set forth in the Internal Revenue Code.

b. **Out-of-Network Hospital/Medical/Prescription Drug Benefits.**

(i) **Out-of-Network Deductible.** Effective January 1, 2022, and years thereafter, the combined annual out-of-network hospital/medical/prescription drug deductible will be increased, as applicable, based on the Cost of Living Adjustment announced by the IRS for that year, subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(ii) **Out-of-Network Annual Out-of-Pocket Limit.** Effective January 1, 2022, and years thereafter, the combined annual out-of-network out-of-pocket limit will be increased based on the Cost of Living Adjustment announced by the IRS for that year subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(iii) **Out-of-Network Coinsurance for Health Care Services.** All amounts will continue to be subject to applicable limits and restrictions set forth in the Internal Revenue Code.

c. **Health Savings Account.** All amounts will continue to be subject to applicable limits and restrictions set forth in the Internal Revenue Code.

d. **Advanced Behavioral Therapy.** Effective January 1, 2022, advanced behavioral therapy services will be offered as a covered option.

3. **The "Essential Health Plan"**

a. **In-Network Hospital/Medical/Prescription Drug Benefit.**

(i) **In-Network Deductible.** The combined annual hospital/medical/prescription drug deductible for the individual and the family for 2022, and years thereafter, will be increased by the Cost of Living Adjustment announced by the IRS for that year subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(ii) **In-Network Annual Out-of-Pocket Limits.** The annual combined hospital/medical/prescription drug out-of-pocket limit for the individual and for the family for 2022, and years thereafter, will be increased by the Cost of Living Adjustment announced by the IRS for that year subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(iii) **In-Network Preventive Care.** Effective January 1, 2022, to the extent required by law, the Essential Health Plan will continue to pay 100% of "preventive care," as defined by and subject to the restrictions and limitations permitted under the law.

(iv) **In-Network Coinsurance for Health Care Services.** All amounts will continue to be subject to applicable limits and restrictions set forth in the Internal Revenue Code.

b. **Out-of-Network Hospital/Medical/Prescription Drug Benefit.**

(i) **Out-of-Network Deductible.** The combined annual hospital/medical/prescription drug deductible for the individual and the family for 2022, and years thereafter, will be increased by the Cost of Living Adjustment announced by the IRS for that year subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(ii) **Out-of-Network Annual Out-of-Pocket Limit.** The annual combined hospital/medical/prescription drug out-of-pocket limit for the individual and for the family for 2022, and years thereafter, will be increased by the Cost of Living Adjustment announced by the IRS for that year subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(iii) **Out-of-Network Coinsurance for Health Care Services.** All amounts will continue to be subject to applicable limits and restrictions set forth in the Internal Revenue Code.

c. **Advanced Behavioral Therapy.** Effective January 1, 2022, advanced behavioral therapy services will be offered as a covered option.

4. **The "HMO" Options**

The Company will continue to provide hospital, medical, vision and prescription drug coverage through Health Maintenance Organizations (HMOs) selected by the Company.

C. **Health Care Options – Weekly Contributions.**

1. **The Copay Plan and CVS Health**

	Co-Pay Plan- Weekly Contributions			
	2022	**2023**	**2024**	**2025**
Individual	$77	$80	$83	$86
Family	$129	$134	$139	$144

2. **The HDHP and CVS Health**

	HDHP- Weekly Contributions			
	2022	**2023**	**2024**	**2025**
Individual	$50	$50	$51	$51
Family	$76	$76	$80	$80

3. **The Essential Health Plan and CVS Health**

	Essential Health Plan – Weekly Contributions			
	2022	**2023**	**2024**	**2025**
Individual	$8	$8	$8	$8
Family	$18	$18	$18	$18

4. **The HMO Options**

	Aetna – Weekly Contributions			
	2022	**2023**	**2024**	**2025**
Individual	$90	$94	$98	$102
Family	$179	$186	$193	$200

	Emblem Health – Weekly Contributions			
	2022	**2023**	**2024**	**2025**
Individual	$74	$78	$82	$86
Family	$160	$167	$174	$181

	MVP – Weekly Contributions			
	2022	**2023**	**2024**	**2025**
Individual	$76	$80	$84	$88
Family	$136	$143	$150	$157

D. **Dental Options.** Effective January 1 of each year, the maximum weekly contribution toward dental care costs shall be set forth below (all other benefits, terms and conditions provided under the Dental Plans currently provided by MetLife and Administrative Services Only ("ASO") in effect on June 19, 2021, shall be continued):

1. **Choice 1 – MetLife Weekly Contributions**

	2022	**2023**	**2024**	**2025**
Individual	$5	$5	$6	$6
Family	$6	$6	$7	$7

2. **Choice 2 – ASO 1 Weekly Contributions**

	2022	2023	2024	2025
Individual	$4	$4	$5	$5
Family	$5	$5	$6	$6

3. **Choice 3 – ASO 2 Weekly Contributions**

	2022	2023	2024	2025
Individual	$0	$0	$0	$0
Family	$0	$0	$0	$0

E. **Wellness Incentive Programs.** Effective January 1, 2022, employee and spousal credits for completing a Health Questionnaire will no longer be offered. The Company will continue to offer Wellness Incentive Programs to each employee or his or her spouse enrolled in a Company-sponsored medical plan, including HMOs.

1. **Health Care Contribution Credits.** An employee who participates in the Basic Medical Screening will be eligible to receive health care contribution credits.

a. **Employee Health Care Contribution Credit for Basic Medical Screening.** Each employee who enrolls in Company-sponsored medical plan and completes a Basic Medical Screening (such as blood pressure, cholesterol, blood sugar, and body mass index levels) either at an on-site Company-sponsored event or at his or her own physician's office no later than

December 31, will receive an eight dollar ($8.00) credit per week towards his or her health care contribution in the following year.

b. **Spousal Credit for Basic Medical Screening.** Each employee's spouse who is enrolled as a dependent in Company-sponsored medical plan will have an opportunity to complete a Basic Medical Screening (such as blood pressure, cholesterol, blood sugar, and body mass index levels) at his or her own physician's office no later than December 31. The employee will receive a five dollar ($5.00) credit per week towards the employee's health care contribution in the following year.

2. **Wellness Reimbursement and Time Off.** Effective January 1, 2022, employees who receive health care contribution credits for participating in the Basic Medical Screening will be eligible in the same year for a Wellness Reimbursement, Time Off for Preventive Colonoscopy, and Time Off for Annual Physical as set forth below.

a. **Wellness Reimbursement.** Each employee who is receiving credit for participating in the Basic Medical Screening will be eligible in the same year for a wellness reimbursement of up to fifty dollars ($50) per year for participating in an eligible wellness activity such as a weight reduction program (i.e., Weight Watchers, Jenny Craig, LA Weight Loss, hypnosis, acupuncture); gym, fitness center or fitness classes (i.e., gym/health club membership, karate, yoga, pilates, dance); community sponsored fitness challenges (i.e., marathon/race entry fees); or Department of Health certified smoking cessation program (i.e., hypnosis, acupuncture, laser therapy). Each employee who is also

receiving the Basic Medical Screening credit for his or her spouse is eligible to receive an additional fifty dollars ($50) per year wellness reimbursement for the cost of eligible wellness activities incurred by his or her spouse.

b. **Time Off for Preventive Colonoscopy.** Employees who are receiving the Basic Medical Screening credit are eligible in the same year for time off for a preventive colonoscopy. Employees age fifty (50) and older and employees for whom a preventive colonoscopy is medically necessary will be eligible for eight (8) hours of excused time at straight-pay for a preventive colonoscopy procedure up to one (1) time each calendar year.

c. **Time Off for Annual Physical.** Effective January 1, 2022, employees who are enrolled in a Company-sponsored medical plan will be eligible for four (4) hours of excused time, subject to advance approval by the employee's manager, at straight-time pay rate for a wellness visit with any medical provider of their choosing.

7.5 **The Consolidated Edison Retirement Plan ("Retirement Plan").**

A. Effective January 1, 2022, an employee covered under the Final Average Pay Formula with greater than seventy-five (75) points will have the option of receiving his or her retirement benefit in the form of a lump sum distribution.

B. The Union agrees: (1) that for the term of this Contract it will not seek any further change in the benefits and qualifications of employees or any other provision of the Retirement Plan; and (2) that the Board of Trustees of the Company may amend the Retirement Plan, or any plan or plans which may be

adopted amending the Retirement Plan: (a) as it may deem necessary or desirable, provided that for the term of the Contract, no such amendment shall reduce the benefits or increase the qualifications, as heretofore provided in the Retirement Plan, or (b) in order to comply with the Employee Retirement Income Security Act of 1974 ("ERISA") or any other applicable law; provided that the Union shall be notified promptly after any such amendment.

7.6 **The Consolidated Edison Thrift Savings Plan ("Thrift Savings Plan").** The Company shall continue the Thrift Savings Plan as in effect on June 19, 2021, except for the following changes:

A. **Defined Contribution Pension Formula Contributions.** Beginning as soon as administratively practicable after January 1, 2022, defined contribution pension formula contributions will be made on a weekly basis.

B. **Maximum Employer Matching Contributions for Employees Covered Under the Final Average Pay Pension Formula.** Effective January 1, 2022, for each employee covered under the Final Average Pay Pension Formula in the Retirement Plan, the Employer Matching Contribution for each week will continue to be fifty percent (50%) of the first six percent (6%) of an employee's Total Compensation contributed to the Thrift Savings Plan for the payroll period. The Employer Matching Contributions will not exceed the Maximum Employer Matching Contributions as set forth below:

For Employees Covered Under Final Average Pay Pension Formula		
Calendar Year Beginning	Weekly Maximum Employer Matching Contribution	Annual Maximum Employer Matching Contribution*
January 1, 2022	$31.73	$1,650
January 1, 2023	$32.69	$1,700
January 1, 2024	$33.65	$1,750
January 1, 2025	$34.62	$1,800
*A Participant will be eligible to receive the Annual Maximum Employer Matching Contribution for a Plan Year if he or she had contributed at least six percent (6%) of his or her weekly Total Compensation to the Thrift Savings Plan during each week of the entire Plan Year.		

C. **Maximum Employer Matching Contributions for Employees Covered Under the Cash Balance Pension Formula.** Effective January 1, 2022, for each employee covered under the Cash Balance Pension Formula in the Retirement Plan, the Employer Matching Contribution for each week will be eighty-five percent (85%) of the first six percent (6%) of the employee's Total Compensation contributed to the Thrift Savings Plan for the payroll period.

The Employer Matching Contributions will not exceed the Maximum Employer Matching Contributions as set forth below:

For Employees Covered Under Cash Balance Pension Formula		
Calendar Year Beginning	Weekly Maximum Employer Matching Contribution	Annual Maximum Employer Matching Contribution*
January 1, 2022	$55.77	$2,900
January 1, 2023	$59.62	$3,100
January 1, 2024	$62.50	$3,250
January 1, 2025	$64.42	$3,350
*A Participant will be eligible to receive the Annual Maximum Employer Matching Contribution for a Plan Year if he or she had contributed at least six percent (6%) of his or her weekly Total Compensation to the Thrift Savings Plan during each week of the entire Plan Year.		

D. **Maximum Employer Matching Contributions for Employees Covered Under the Defined Contribution Pension Formula.** Effective January 1, 2022, for each employee covered under the Defined Contribution Pension Formula in the Thrift Savings Plan, the Employer Matching Contribution for each week will continue to be one hundred percent (100%) of the first six percent (6%) of the employee's Total Compensation contributed to the Thrift Savings Plan for the payroll period.

The Employer Matching Contributions will not exceed the Maximum Employer Matching Contributions set forth below:

For Employees Covered Under Defined Contribution Pension Formula		
Calendar Year Beginning	Weekly Maximum Employer Matching Contribution	Annual Maximum Employer Matching Contribution*
January 1, 2022	$67.31	$3,500
January 1, 2023	$70.19	$3,650
January 1, 2024	$73.08	$3,800
January 1, 2025	$75.96	$3,950
*A Participant will be eligible to receive the Annual Maximum Employer Matching Contribution for a Plan Year if he or she had contributed at least six percent (6%) of his or her weekly Total Compensation to the Thrift Savings Plan during each week of the entire Plan Year.		

E. **Automatic Enrollment and Automatic Escalation.**

1. **Automatic Enrollment.** The contribution rate for each employee who is automatically enrolled pursuant to the automatic enrollment provision of the Thrift Savings Plan on or after July 1, 2022, will be set to equal three percent (3%) of his or her straight-time pay. Effective January 1, 2022, the contribution rate for new hires will be three percent (3%) of his or her straight-time pay. Employees will continue to have the opportunity to opt-out of this provision in accordance with the terms of the Thrift Savings Plan.

2. **Automatic Escalation.** Effective July 1, 2022, the automatic escalation feature will increase from ten percent (10%) to fifteen percent (15%). Starting with the first payroll period of July 2022, and each July

thereafter, the contribution rate for each participant who has not opted out of this auto escalation feature and is contributing less than fifteen percent (15%) to the Thrift Savings Plan, will be automatically increased by one percent (1%).

F. **Company Stock Fund.** The Union agrees that the Company may, in its sole discretion, terminate the Company Stock Fund (as defined in the Thrift Savings Plan) at any point during the term of the Contract. Decisions regarding the transfer of assets held in the Company Stock Fund will be made in accordance with established Department of Labor regulations and guidelines.

G. The Union agrees: (1) that for the term of this Contract it will not seek any further change in the benefits and qualifications of employees or any other provision of the Thrift Savings Plan; and (2) that the Company may amend the Thrift Savings Plan, or any plan or plans which may be adopted amending the Thrift Savings Plan: (a) as it may deem necessary or desirable, provided that for the term of the Contract, no such amendment shall reduce the benefits or increase the qualifications, as heretofore provided in the Thrift Savings Plan, or (b) in order to comply with the Employee Retirement Income Security Act of 1974 ("ERISA") or any other applicable law; provided that the Union shall be notified promptly after any such amendment.

7.19 **Legal Services Plan.** Effective for payroll periods as soon as practicable after January 1, 2022, and thereafter for the term of the Contract, employees may elect to participate in the Company's Legal Services Plan. Employees choose to participate during an Open Enrollment Period and must pay a monthly contribution

for the benefit, as determined by the plan provider, which is currently fourteen dollars ($14.00) per month which may be adjusted for future periods. An employee's contribution must be paid through payroll deductions on an after-tax basis in the first paycheck each month.

7.20 **Student Loan Refinance Program.** Effective January 1, 2022, employees may elect to participate in the Company's student loan refinance program. The program provides employees with a choice of vendors through which consolidation of current federal and private loans for bachelor and/or graduate degrees may be obtained. Employees will be given information about potential vendors that may be contacted directly. Any repayment plan is to be established directly with the vendor and not implemented through Company payroll deductions.

7.21 **Life Insurance.** Effective January 1, 2022, the Company-provided group term life insurance program provides a life insurance benefit which will be $100,000.

V. Premium Pay, Shift Premiums

Article 3, Paragraph 3.4(a) of the 2017-2021 Collective Bargaining Contract shall be amended to read in its entirety as follows:

3.4 (a) **Premium Pay, Shift Premiums**: Employees whose regularly scheduled hours of work include up to four (4) hours within the period of 6:01 P.M. to 12

midnight, inclusive, shall be paid a premium per hour for such hours actually worked during the premium period, excluding overtime, as follows:

Effective Date	Premium Amount Per Hour
June 20, 2021	$2.78
June 19, 2022	$2.88
June 18, 2023	$2.98
June 23, 2024	$3.08

Employees whose regularly scheduled hours of work include more than four (4) hours within the period of 6:01 P.M. to 12 midnight, inclusive, shall be paid a premium per hour for the entire regularly scheduled shift as set forth above.

Employees whose regularly scheduled hours of work include time within the period of 12:01 A.M. and 6:59 A.M., inclusive, shall be paid a premium per hour for the total scheduled hours worked, excluding overtime (except as provided in Section 3.6 of this Contract), as follows:

Effective Date	Premium Amount Per Hour
June 20, 2021	$3.45
June 19, 2022	$3.55
June 18, 2023	$3.65
June 23, 2024	$3.75

VI. Diversity Holiday

Article 4, Paragraph 4.4(b) of the 2017-2021 Collective Bargaining Contract shall be amended to read in its entirety as follows:

(b) **Diversity Holiday:** The Union and the Company are united in their condemnation of racism and inequality in all forms and recognize the importance of celebrating our diverse workforce. To provide employees the opportunity to observe days of special cultural or religious significance, effective January 1,

2022, regular employees who have completed one (1) year of continuous service on any December 31, beginning with December 31, 2021, shall be entitled to designate one (1) scheduled working day as a Diversity Holiday, to be taken in the following calendar year. The Diversity Holiday shall be scheduled in advance and shall be allotted by the Company to ensure orderly operations and adequate and continuous service to the public.

VII. New York Sick and Safe Time

Article 6 of the 2017-2021 Collective Bargaining Contract shall include paragraph 6.7, which will read as set forth below.

6.7 **New York Sick and Safe Time.** The parties acknowledge that NYS Paid Sick Leave Law (Labor Law Section 196-b) and NYC Earned Safe and Sick Time Act (NYC Admin. Code §§20-911 through 20-925) require employers to provide up to fifty-six (56) hours of paid sick leave for specified permitted uses per calendar year. The parties further acknowledge that the combination of vacation time, additional paid time off, if necessary, and other benefits included in the Contract, are equal to the fifty-six (56) hours per calendar year which can be used for the specified permitted uses and is a comparable benefit to what is required by NYS Paid Sick Leave Law (Labor Law Section 196-b) and NYC Earned Safe and Sick Time Act (NYC Admin. Code §§20-911 through 20-925). The parties expressly waive the provisions of NYC Earned Safe and Sick Time Act (NYC Admin. Code §§ 20-911 through 20-925).

VIII. Meal Allowance

Article 8, Paragraph 8.8 of the 2017-2021 Collective Bargaining Contract shall be amended to read in its entirety as follows:

8.8 **Meal Allowance:** The Company will pay a meal allowance for a meal during overtime work when the period of work is ten (10) or more hours, as follows:

Effective Date	Meal Allowance
January 1, 2022	$16.00
January 1, 2023	$16.50
January 1, 2024	$17.00
January 1, 2025	$17.50

IX. Mileage Allowance

Article 8, Paragraph 8.9(b) of the 2017-2021 Collective Bargaining Contract shall be amended to read in its entirety as follows. Article 8, Paragraph 8.9 of the 2017-2021 Collective Bargaining Contract shall include subparagraph (c), which will read as set forth below.

(b) Employees who, on December 1 of any year, are required by the Company to use their personal cars for Company business in the coming year, shall, in addition to the allowance provided in subparagraph (a), be paid, on or about December 15, a stipend as follows.

Effective Date	Stipend
December 2021	$750
December 2022	$850
December 2023	$950
December 2024	$1,050

(c) If the Company assigns an employee to use his or her own vehicle for business purposes during a storm or other emergency, the Company will pay the employee one hundred forty dollars ($140) a day for the use of the vehicle, tolls, gas used, and other expenses, for each day of such use. The Company will assume liability for the use of the vehicle pursuant to the provisions of the Company's Storm Recovery Guide. Employees receiving the stipend for personal vehicle use under paragraph (b) above will not be eligible to receive this $140 payment.

X. Operations Conferences

Article 8, Paragraph 8.14 of the 2017-2021 Collective Bargaining Contract shall be amended to read in its entirety as follows:

8.14 **Operations Conferences:** During the term of the 2021 Contract, the parties will meet, as needed, to discuss improvements to work practices for the benefit of safety, customer experience, and operational excellence.

XI. Employees with Long-Term Medical Restrictions

Article 9, Paragraph 9.4 of the 2017-2021 Collective Bargaining Contract shall be amended to read in its entirety as follows:

9.4 **Protection of Employees with Long-Term Medical Restrictions:** An employee who has at least twenty-seven (27) months of service, who cannot hereafter perform his or her regular duties due to the imposition of long-term medical restrictions, will be provided the tools by the Company to train and qualify for a vacant budgeted position, that he or she can perform with or without

reasonable accommodation in accordance with the Company's policy regarding the placement and training of limited duty bargaining unit employees.

If placed, an employee with ten (10) or more years of service with the Company will retain his or her job title and will continue to receive his or her current rate of compensation, regardless of the range of pay commensurate with the job classification for such other work function. Going forward, the employee will receive either the corporate average of the general wage increase or his or her own, whichever is lower. An employee with less than ten (10) years of service with the Company will be assigned the title of the new job and receive either his or her present rate of pay or the maximum hourly rate of pay for the title assigned, whichever is lower and will be eligible for the general wage and merit increases.

XII. Pay Advance

Article 11, Paragraph 11.1 of the 2017-2021 Collective Bargaining Contract shall be amended to include subparagraph (d), which will read as set forth below.

(d) Effective as soon as practicable, the Company shall cease the practice of advancing new employees forty (40) hours of pay in the first week they are hired. Effective as soon as practicable, the Company shall cease the practice of increasing the amount of the pay advance for incumbent employees and, when that practice ceases, the Company will provide each such employee with a statement of the amount of the advance and how the amount was calculated.

AGREEMENT

The 2021 Contract shall not be binding until ratified by the Union's membership pursuant to the Union's Constitution and Bylaws and the Business Manager of the Union so certifies ratification to the Company; nor shall it be binding until approved by the Board of Trustees of the Company. Upon such ratification, certification and approval, the relevant provisions of the 2021 Contract shall be incorporated into the applicable benefit plans.

The Union agrees to submit the provisions of the 2021 Contract and the letters of agreement executed herewith with a recommendation to the Union membership to vote in favor of ratification.

The parties agree to abide by the terms of the 2017-2021 Collective Bargaining Contract until the occurrence of the earliest of:

a) the provisions of the 2021 Contract become binding as above set forth; or

b) 12:01 A.M. on July 31, 2021.

The provisions of the 2021 Contract, and the letters of agreement executed herewith, reflect the full and complete agreement reached by the undersigned parties during the negotiations for the 2021 Contract and resolve all issues raised during those negotiations for the 2021 Contract for the duration of that Contract.

IN WITNESS WHEREOF, the parties have duly executed the 2021-2025 COLLECTIVE BARGAINING CONTRACT as of the day and year first above written.

FOR THE UNION	FOR THE COMPANY
	Nancy M Shannon
Business Manager	Vice President, Human Resources
Joseph Santigate III	
Assistant Business Manager	Director, Employee and Labor Relations
Douglas R See	Moira Fitzgerald
Chairman	Labor Relations Administrator
Jared Delmar	
Shop Steward	
Steven Olsen	
Shop Steward	
Shop Steward	

March 17, 2020

2020 Corona Virus Pandemic Temporary Telecommuting Program

IT IS HEREBY AGREED by and between the parties hereto that bargaining unit employees performing functions that can be performed from their home may do so voluntarily and temporarily to minimize the possibility of exposure to the coronavirus (COVID-19) at work. This Agreement will be in effect until the state of emergency is lifted by New York State.

1. Determination of Suitability of Telecommuting

a. The parties understand that not every position lends itself to telecommuting work arrangements. Section Managers will identify the titles in their group that can participate in this telecommuting arrangement based on the following requirements for eligibility: the business needs of the department; job functions and skill set; and the employee's ability to accomplish the business objectives of his or her position while working in a telecommuting arrangement, including remote systems accessibility.

b. Section Managers will be responsible for implementing the program and may limit telecommuting for business needs.

c. Employees who telecommute must provide their supervisor with a phone number at which they can be reached during the workday.

2. Work Schedules for Telecommuting

a. The employee's telecommuting work hours will conform to their regularly scheduled work hours. No deviation shall be permitted unless the employee obtains prior approval from his or her supervisor or manager. The Company agrees that it will follow all requirements contained in the CBC with regard to the payment of overtime, shift premiums, and/or changes of schedule.

b. An employee's telecommuting may be cancelled or changed if the employee's presence is required in the office on that day. Cancellation or change of the telecommuting days is not considered a Change of Schedule under the CBC and therefore, no COS premium will apply.

c. When signed onto the Company network, the employee must sign into the LYNC or SKYPE application and remotely log-in to his or her office computer during his or her scheduled telecommuting hours, except during the set time periods for applicable rest breaks and meal breaks, to ensure that he or she is available for assignments, questions, teleconferences, emails, telephone calls and other communications throughout the work day. If the employee is unable to sign into LYNC / SKYPE and/or to remotely log-in to the office

computer**,** he or she must immediately notify his or her supervisor of the problem and then call the Help Desk for assistance.

d. The employee is responsible for retrieving and responding to voice mail messages and will be required to set the call forwarding feature on his or her office phone during workday hours to a number on which he or she can be reached while working remotely.

e. The telecommuting employee must perform regular work functions and be readily available by phone during his or her normal work schedule, as if he or she were in the office.

3. Equipment/Furnishings/Office Supplies

a. The Union and the employee understand that the Company will not provide the telecommuting employees with equipment or office furnishings for the employees' home offices. However, employees who currently have Company laptop computers assigned to them at work shall be allowed to take them home to utilize when telecommuting.

b. The employee is responsible for all costs associated with equipping and maintaining his or her home workspace, so that he or she can accomplish his or her work in an efficient, safe and expeditious manner.

c. The employee must possess the technological capability and necessary equipment to telecommute, which requires having a computer with broad band internet access, available for home use at his or her own expense. The Company shall not, for any reason, access an employee's personal computer, hard drive, or computer system unless that employee has explicitly authorized access.

d. Employees who telecommute understand that they are subject to the Standards of Business Conduct and expected to use company technology resources, including the e-mail system, Internet access, and company-issued mobile devices and computers professionally and appropriately at all times and these same Standards will apply to their usage of their personal computer during working hours.

e. The employee must have a home workspace to be utilized for telecommuting. The employee must also maintain a safe and sound work environment while telecommuting. Except in cases of emergency, management employees will not enter or visit an employee's home, unless agreed to by the employee and the Union.

f. The employee is responsible for providing other office furnishings - such as a desk, chair, and lighting at his or her own expense.

4. Additional Requirements

a. The employee's supervisor or a work management system will assign the work to be performed while telecommuting.

b. To continue to be eligible to telecommute, the employee will complete all assignments and continue to work in a satisfactory manner while telecommuting.

c. In instances when the employee loses the capability to telecommute (e.g. the employee's computer stops working or internet connection is lost for a prolonged period of time) for four (4) or more hours, the employee understands he or she may be required to forego telecommuting, and may be required to report to work or take vacation or leave without pay (a non-chargeable frequency).

d. If the supervisor or manager determines that the employee's telecommuting assignments are not being completed, he or she can remove the employee from the Program. Should the employee or the Union believe that an employee is being removed from the program without reasonable cause, the employee or the Union may file a grievance contesting the removal pursuant to the procedure outlined in the CBC.

e. While telecommuting, the employee will not be paid beyond an 8-hour day unless he or she has received an email from his or her supervisor or manager pre-approving such overtime work. When an employee has received direction from a supervisor to complete certain work by the end of his or her scheduled shift and the employee is not able to complete the work by the end of his or her regularly scheduled shift, the employee must request permission to work overtime to complete the work. If permission is granted, the supervisor will email authorization to the employee to work a finite number of hours of overtime.

f. The employee will be covered by the applicable Workers' Compensation law for any work-related injuries that occur in the designated home workspace during scheduled telecommuting periods. The employee agrees to report any work-related injuries occurring in the designated workspace during telecommuting to his or her manager as soon as possible, and cooperate in any accident investigation, in accordance with Corporate Policy.

g. While telecommuting, the employee is expected to remain in compliance with all applicable Con Edison employment business policies and procedures.

5. Termination/Suspension of the Telecommuting Program

a. The employee understands that the Telecommuting Program is an optional and

alternative method of meeting the work needs of the Company and its employees.

b. Either the Union or Company may suspend or terminate this Telecommuting Program upon seven (7) calendar days' written notice to the other.

c. The employee may also terminate an approved telecommuting arrangement with a minimum of three (3) calendar days' notice to his or her Section Manager. If an employee opts out of the Telecommuting Program, the employee must wait a minimum of three (3) days to opt back into the Program and may do so only with his or her Manager's approval. Should the employee or the Union believe that managerial approval is being withheld arbitrarily or discriminatorily, the employee or the Union may file a grievance pursuant to the procedure outlined in the CBC.

6. Not Precedent Setting

This Agreement will not establish a precedent in any way, nor shall it be used as a precedent for settlement in other matters between the Company and the Union in the future. This Agreement shall not be used or referred to by any party hereto in connection with any grievance or arbitration proceeding, or any other proceeding before any court or government agency, except for the enforcement hereof.

7. Nothing in this Agreement shall alter any provision of the Collective Bargaining Contract or any past practice between the Parties other than as specifically addressed herein.

/s/ Nancy Shannon	/s/ Joseph Santigate
Nancy Shannon	Joseph Santigate
Vice President, Human Resources	Business Representative, IBEW, Local 3

June 16, 2021

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Home Agent Program – Customer Assistance

Dear Mr. Santigate:

This will confirm our agreement as follows:

This letter supersedes the Company's Home Agent Pilot Program in effect for the Staten Island Customer Experience Center, set forth in the June 13, 2017 Letter Agreement regarding the Program. The parties agree to a Home Agent Program, now subject to the following terms and conditions.

1. Determination of Suitability of Telecommuting

a. Designated employees within the Customer Experience Center who express a desire to work remotely, will be scheduled to telecommute on a full-time or part-time basis (hereinafter "Home Agent"). The parties understand that not every position within lends itself to a telecommuting work arrangement. As a preliminary matter, the Section Manager will determine employee suitability for participation in the Home Agent Program.

b. If an employee's request to telecommute is denied, he or she will have the right to request and receive timely feedback from the Section Manager on the reasons why he or she was denied telecommuting, and the employee will have the right to grieve any such denial in accordance with the Collective Bargaining Contract (CBC).

c. The Section Manager will be responsible for implementing the program and determining the availability of telecommuting for employees based on operating needs of the section. The Section Manager may limit telecommuting requests for business needs.

d. The Home Agent must provide their supervisors with their phone numbers at which they can be reached throughout the workday.

2. Work Schedules for Telecommuting

a. The Home Agent's work hours will conform to their regularly scheduled work hours. Deviations shall not be permitted unless the Home Agent obtains prior approval from his or her supervisor or manager. The Company agrees that it will follow all requirements contained in the CBC with regard to the payment

of overtime, shift premiums, and/or changes of schedule. Notwithstanding the aforementioned, if a Home Agent is assigned, or otherwise approved to work overtime, he or she will not be paid any meal allowance under Section 8.8 of the contract.

b. When signed onto the Company network, the Home Agent will remotely log on to the Company network and sign into the TEAMS application (and future replacement applications) during his or her scheduled telecommuting hours, except during the set time periods for applicable rest breaks and meal breaks, to ensure that he or she is available for assignments, questions, teleconferences, emails, telephone calls and other communications throughout the workday. If the Home Agent is unable to remotely log on to the Company network**,** he or she must immediately notify his or her supervisor of the problem and then call the Help Desk for assistance.

c. The Home Agent is responsible for retrieving and responding to voice mail messages and will be required to set the call forwarding feature on his or her office phone during workday hours to a number on which he or she can be reached while working remotely.

d. The Home Agent must perform regular work functions and be readily available by phone during his or her normal work schedule, as if he or she were in the office.

3. Equipment/Furnishings/Office Supplies

a. The Company will provide the Home Agent with a laptop, dual monitor and headset, or comparable equipment for his or her home office. The Union and the Home Agent understand that the Company will not provide any other equipment or office furnishings for the employee's home office. The Home Agent is responsible for transporting his or her laptop to and from the office whenever scheduled/required to report to the office.

b. The Company will pay each Home Agent a yearly reimbursement, up to a maximum of $360, receipts required, to compensate the Home Agent for internet and telephone usage. Receipts will be reviewed annually in December, with the first reimbursement being made in December 2021. In order to be eligible for this reimbursement, the Home Agent must be an active employee within the Customer Experience Center at the time of the reimbursement. The Home Agent would be responsible for any incidental costs associated with maintaining his or her home workspace as he or she desires for the purposes of working in an efficient, safe and expeditious manner.

c. In order to be eligible to telecommute, the employee must have a high-speed internet connection of 200 megabytes per second (Mbps) or greater.

d. Employees who choose to telecommute understand that they are subject to the Standards of Business Conduct and required to use Company resources, including the e-mail system, Internet access, and Company-issued mobile devices and computers professionally and appropriately at all times. These

same requirements apply to the employee's use of his or her personal phone during working hours.

e. Home Agents must have a designated home workspace to be utilized for telecommuting. The Home Agent must also maintain a quiet, safe and sound work environment while telecommuting. The Home Agent must agree to permit access to the designated home workspace as necessary during the Home Agent's normal working hours. The Company's representative will give the Home Agent at least twenty-four (24) hours notification (whenever appropriate) for an onsite home inspection**.** This will ensure safety conditions are met and that the Company equipment is performing properly. Management may deny a Home Agent the opportunity to participate in the Home Agent Program and/or may rescind the agreement based on safety violations in the designated home workspace.

4. Additional Requirements

a. The Home Agent's supervisor will assign all work to be performed while telecommuting. Home Agents who complete their assignment before the end of their regularly scheduled shift must contact their supervisor.

b. To maintain eligibility to telecommute, the Home Agent must complete all assignments and continue to work in a satisfactory manner while telecommuting.

c. The Home Agent will be required to report to the employee's regular Company work location if the employee loses the capability to telecommute (e.g., the employee's computer stops working or internet connection is lost for a prolonged period of time (i.e., greater than two (2) hours)). If the employee is unable to report on a timely basis, the Customer Experience Center will evaluate the circumstances, and grant requests to take vacation, or leave without pay (a non-chargeable frequency), based on operational need.

d. While telecommuting, the Home Agent must comply with all Company policies, including reporting as directed for drug and/or alcohol testing.

e. If the supervisor or manager determines that the Home Agent's telecommuting assignments are not being completed, the supervisor or manager may remove the employee from the Home Agent Program. Should the Home Agent or the Union believe that an employee is being removed from the program without reasonable cause, the employee or the Union may file a grievance pursuant to the procedure outlined in the CBC.

f. While telecommuting, any overtime must be assigned and/or approved in writing by the employee's supervisor or manager. The Home Agent will not be paid overtime, as provided in Section 3.3 of the CBC, unless he or she has received written pre-approval from his or her supervisor or manager for a specified period of overtime work.

g. The Home Agent's home workspace is considered a remote extension of the employee's normal reporting location. The Home Agent will be covered by

the applicable NYS Workers' Compensation law for any work-related injuries or illnesses that occur in the designated home workspace during scheduled telecommuting periods. The Home Agent agrees to report any work-related injuries or illnesses occurring during telecommuting to his or her manager as soon as possible, and to cooperate in any investigation, in accordance with Corporate Policy.

5. Termination/Suspension of the Telecommuting Program

a. The parties understand that, pursuant to Section 3.6 of the CBC, either party may, upon written notice to the other, terminate the program, whereupon the program will cease within thirty (30) days following receipt of said notice and the participating employees will be placed in the Customer Experience Center, or if no space is available, in other Company call center locations. If during this thirty-day (30) period, however, operational conditions warrant the immediate change of the participating employee's schedule status, the Company has the right to require the participating employee to finish the current workweek and work from his or her assigned work location as of the following Sunday.

b. The Home Agent may also terminate an approved telecommuting arrangement by providing a minimum of seven (7) calendar days' notice to the Customer Experience Center. If a Home Agent terminates his or her telecommuting arrangement, the employee must wait a minimum of thirty (30) days before opting back into the Program and may do so only with his or her Manager's approval. Should the employee or the Union believe that managerial approval is being withheld arbitrarily or discriminatorily, the employee or the Union may file a grievance pursuant to the procedure outlined in the CBC.

6. Not Precedent Setting

a. This Agreement will not establish a precedent in any way, nor shall it be used as a precedent for settlement in other matters between the Company and the Union in the future. This Agreement shall not be used or referred to by any party hereto in connection with any grievance or arbitration proceeding other than a grievance or arbitration concerning this Agreement, or any other proceeding before any court or government agency, except for the enforcement hereof or adjudication of rights hereunder.

b. Nothing in this Agreement shall alter any provision of the CBC nor past practice between the parties other than as specifically addressed herein.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,

/s/ Vincent Frankel
Vincent Frankel
Director
Employee and Labor Relations

Agreed to: June 16, 2021

/s/ Joseph Santigate
Joseph Santigate
Assistant Business Manager
Local 3 IBEW

June 16, 2021

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Customer Operations – Meter Services Technician Title

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 20, 2021, a new job title, Meter Services Technician, shall be created and added to the Contract Statement of Job Titles, Non "X" Schedule. Also effective June 20, 2021, the minimum and maximum hourly rates of pay for the job title of Meter Services Technician will be $29.03 and $47.55, respectively, before the application of any general wage increase that may be effective this same date.

All employees who currently hold the job title of Meter Services Technician B in Customer Operations will have their title changed to Meter Services Technician and will continue to perform the same functions of the job as they previously performed. In addition, the Meter Services Technician job title will be added to Job Titles – Section 1 of the Wage Acceleration Plan. The job titles of Meter Services Technician B, Meter Services Technician A and Meter Services Senior Technician will no longer be used in Customer Operations. The career path within Customer Operations will be amended to reflect these changes.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,

/s/ Vincent Frankel
Vincent Frankel
Director
Employee and Labor Relations

Agreed to: June 16, 2021

/s/ Joseph Santigate
Joseph Santigate
Assistant Business Manager
Local 3 IBEW

June 16, 2021

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Construction - Field Inspector Title

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 20, 2021, a new job title, Field Inspector, shall be created and added to the Contract Statement of Job Titles, Non "X" Schedule. Also effective June 20, 2021, the minimum and maximum hourly rates of pay for the job title of Field Inspector will be $28.64 and $46.00, respectively, before the application of any general wage increase that may be effective this same date.

Employees in the Field Inspector title in Construction will be responsible for overseeing contractors performing the following tasks:

- Facility Protection Line Locating/Site Protection of Company Facilities/Damage Prevention
- Restoration
- Regrades, Mill Pave, Test Pits
- Electric Operations Vendor Programs
- Con Edison Facilities work
- Abatement and Remediation work
- Demolition work
- Roadway/Sidewalk/Landscaping Restoration

Field Inspectors will also be expected to perform Damage Assessment/Storm Support and to Investigate municipal and customer complaints and violations.

Employees in the Field Inspector title in Construction will not be responsible for performing the following tasks:

- Overseeing contractors performing subsurface installations of gas or electric facilities, work that requires a Project Monitor License, or breaking out energized structures, not including regrades and chimneys
- Obtaining or holding a Work Permit for Substation work
- Signing a Hazardous Waste Manifest
- Writing any Findings of Fact (Change Order)

- Directly overseeing work requiring a Project Monitor License
- Directly overseeing rigging and scaffolding projects, or projects involving rigging and scaffolding that would require the Field Inspector to wear a harness

These tasks, in addition to the tasks of a Field Inspector, will be performed by a Construction Representative.

Effective June 20, 2021 the job title of Inspector in Construction shall be retained only for incumbents in the job title as of that date and Construction will no longer post for that title.

The career path for Construction shall be amended to reflect the addition of the new entry level job title of Field Inspector. Once there is no longer an employee employed by the Company in the Inspector job title in Construction, the career path will be amended again to reflect the elimination of the job title of Inspector, if deemed necessary by the Company. Field Inspectors, with at least thirty-six (36) months of service in the job title, who are qualified and complete the requisite training for promotion to Construction Representative will be eligible for promotional testing for the Construction Representative job title.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,

/s/ Vincent Frankel
Vincent Frankel
Director
Employee and Labor Relations

Agreed to: June 16, 2021

/s/ Joseph Santigate
Joseph Santigate
Assistant Business Manager
Local 3 IBEW

June 16, 2021

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Restructuring of Clerical Titles

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that the existing clerical family of job titles and clerical promotional testing requirements should be restructured to facilitate a higher level of cross-training, department-specific knowledge, and promotional opportunities.

To achieve this goal, the parties agree that effective June 20, 2021, a new entry-level job title, Clerical Assistant, will replace the Administrative Clerk title, which shall be eliminated from the Contract Statement of Job Titles, Non “X” Schedule. The Clerical Assistant will be added to the Contract Statement of Job Titles, Non “X” Schedule, with the same minimum and maximum hourly rate of pay as previously assigned to the Administrative Clerk title, prior to the application of any general wage increase effective June 20, 2021.

The new career path for the clerical family shall consist of the Clerical Assistant and Administrative Assistant titles. The Office Assistant job title shall be earmarked for incumbents only. Once there is no employee in the Office Assistant job title, the title shall be deleted from the Contract Statement of Job Titles, Non “X” Schedule.

Each department will compile a checklist of department-specific functions for the Administrative Assistant to perform and incumbents in the job title will train to become qualified to perform the functions specific for their respective department.

Effective June 20, 2021, the minimum and maximum hourly rates of pay for the Administrative Assistant title will be increased to $33.70 and $47.64, respectively, before the application of any general wage increase that will be effective that same date.

Prospectively, Clerical Assistants and incumbent Office Assistants who, after no less than twelve (12) months of service in the job title, successfully complete the requisite training and the department-specific checklist, will qualify for promotion to the Administrative Assistant title.

In addition, moving forward, when an Administrative Assistant applies for a Clerical Assistant position and transfers to another department, he or she will retain his or her title and pay rate for a period not to exceed six (6) months during which he or she must qualify to perform the functions specific to that department and successfully complete the department-specific checklist. If the employee fails to complete the checklist during the six (6) month period, he or she will be returned to the Clerical Assistant job title and, if his or her hourly rate of pay is higher than the maximum hourly rate of pay for the Clerical Assistant job title, his or her hourly rate will be reduced to that maximum hourly rate of pay.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,

/s/ Vincent Frankel
Vincent Frankel
Director
Employee and Labor Relations

Agreed to: June 16, 2021

/s/ Joseph Santigate
Joseph Santigate
Assistant Business Manager
Local 3 IBEW

June 16, 2021

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Provisional Customer Service Representatives

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that, the Company may hire employees into the newly created job title of Provisional Customer Service Representative ("PCSR"), which will be a temporary position to augment the Company's workforce during the introduction of a new customer information system, CORE and Customer Care & Billing (CC&B). PCSRs shall be assigned to perform any of the functions of a Customer Service Representative but, in case of emergency, may be utilized in other appropriate capacities.

PCSRs will be covered by the 2021-2025 Collective Bargaining Contract, including the Home Agent Agreement, subject to the minimum hourly rates of pay in effect for Customer Service Representative, upon the terms and conditions set out in the Contract, including general wage and merit wage increases provided for in the Contract, except as modified below:

- Exclusion from the Defined Contribution Benefit Plan.
- Inclusion in a new group within the Thrift Savings Plan provided for in Section 7.6 of the Contract, which will not have the following features: employer contributions or match; automatic enrollment or automatic escalation; participant in-service distributions, withdrawals, or loans; or ability to invest in the Company Stock Fund. In addition, upon termination from employment, consistent with applicable law, there will be a distribution of the employee's individual account.
- Exclusion from the Wage Progression Plan provided for in Section 11.4 of the Contract.
- Exclusion from Sections 9.1 (Layoffs), 9.3 (Technological Changes) and 9.4 (Protection of Employees with Long-Term Medical Restrictions) of the Contract, and any provisions in the Contract that may be interpreted to conflict with the temporary employment of PCSRs.

Upon the completion of the Stabilization Period for the implementation of CORE and CC&B, the Company will canvass the PCSRs to fill a vacant budgeted position within

the Staten Island Customer Experience Center prior to posting the position. In addition, following the conclusion of the Stabilization Period or one month prior to the conclusion of the temporary assignment, whichever occurs first, PCSRs may post for other vacant positions in the Company for which they are qualified. A PCSR who accepts another position, shall have his or her prior seniority as a PCSR count toward vacation and sick allowance under the Contract, but the seniority shall not count toward any Company benefits provided in the Thrift Savings Plan of the Contract, and, upon transfer to the new position, shall be treated as a Regular employee under the Contract. Any PCSRs who have not been able to secure another position with the Company will be subject to release from employment at the conclusion of their temporary assignment, as determined by the Company. A former PCSR, with a record that was satisfactory in all respects during his or her employment with the Company, will receive preferred consideration for re-employment with the Company.

If the foregoing accurately reflects your understanding of our agreement, please sign below.

Very truly yours,

/s/ Vincent Frankel
Vincent Frankel
Director
Employee and Labor Relations

Agreed to: June 16, 2021

/s/ Joseph Santigate
Joseph Santigate
Assistant Business Manager
Local 3 IBEW

DPS-1-29
Attachment 4

2017-2021 COLLECTIVE BARGAINING CONTRACT

between

Consolidated Edison Company
of New York, Inc.
(Staten Island)

and the

International Brotherhood
of Electrical Workers
Local Union No. 3
AFL-CIO

June 25, 2017 through June 19, 2021

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AGREEMENT

As of June 25, 2017

THIS AGREEMENT, by and between CONSOLIDATED EDISON COMPANY OF NEW YORK, INC., – Staten Island (hereinafter referred to as the "Company"), and THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION NO. 3, American Federation of Labor – Congress of Industrial Organizations (hereinafter referred to as the "Union")

WITNESSETH:

Article 1

REPRESENTATION AND RECOGNITION

1.1 The Company recognizes the Union as the exclusive representative of all of the employees covered by this Agreement, for the purposes of collective bargaining and the handling of all matters within the scope of this Agreement, for the time this Agreement is in force.

1.2 This Agreement shall cover and apply to all regular employees of the Company on weekly payrolls, with exceptions only as may be determined as hereinafter provided. Weekly payroll titles are listed in the Statement of Job Titles attached hereto and made a part hereof. The parties agree that the employment and the work of employees covered by this Agreement shall be upon the terms and conditions which are set out in this Agreement or are duly determined hereunder.

1.3 **Avoidance of conflicts of relationship:** The Union agrees that the following should not become or remain members of the Union:

(a) Employees who hold a supervisory position by virtue of which they are the authorized representatives of the Company to whom grievances hereunder may be presented by the Union in the first step or at any subsequent step of the grievance procedure;

(b) Employees who hold a supervisory position by virtue of which they have the power to hire, discharge, promote, demote or transfer other employees, or who regularly have the duty of recommending the hiring, discharge, promotion, demotion or transfer of employees, and whose actions might thereby become the subject of a “grievance” or “dispute” hereunder;

(c) Armed guards and special patrolmen;

(d) Secretaries and administrative assistants for officers and department heads;

(e) Temporary employees; and

(f) Employees performing the functions of Major Service Representative and major account work of Customer Operations.

In the event of a disagreement between the Company and the Union as to the inclusion or exclusion of any employee from eligibility by reason of the above provisions of this Paragraph, the matter shall be finally determined pursuant to the terms and conditions of the grievance procedure hereunder.

1.4 **Definitions of Employees:**

(a) **Regular Employee**

A regular employee is defined as an employee who has completed the on-trial period, is employed on a continuous basis and whose title and rate of pay is established by the Collective Bargaining Contract.

(b) **On-Trial Employee**

An on-trial employee is defined as an employee who is in the first twelve (12) months of probationary employment with the Company. During the first three (3) months of said on-trial period, the Company may in its discretion terminate the employment of said on-trial employee without such termination becoming the subject matter of a grievance. During the remaining nine (9) months of said on-trial period, such termination of employment shall be subject to the grievance procedure but shall not be subject to arbitration. An on-trial employee shall, after three (3) months of employment and as a condition of employment, become and remain a member of the Union, and shall be entitled to benefits to the same extent as regular employees.

(c) **Full-Time Employee**

A full-time employee is defined as an employee in any contractual title who normally is scheduled to work a minimum of eight (8) hours per day and a minimum of forty (40) hours per week.

(d) **Part-Time Employee**

A part-time employee is defined as a regular employee in any contractual title who normally is scheduled to work less than forty (40) hours per week with a

minimum of not less than twenty (20) hours per week. The letter agreement dated March, 1970, regarding part-time employees shall be cancelled in its entirety; however, the employees now covered by that letter agreement shall be "grandfathered" as to their hours of work. Said letter agreement shall be reprinted in the Collective Bargaining Contract. Effective June 18, 1986, certain part-time employees who now receive only one-half of certain benefits shall receive these benefits pro-rata as to the number of hours worked (i.e., annual hours for vacation, weekly hours for holiday and sick pay).

(e) **Limited Duty Employee**

A limited duty employee is defined as any regular employee who incurs a temporary or permanent physical condition or other impairment which precludes the employee from performing all or part of his or her regular work functions.

(f) **Temporary Employee**

A temporary employee is defined as an employee who is hired without the intention or expectation of becoming an on-trial or a regular employee. Temporary employees shall not be covered by this Agreement.

Article 2

UNION-COMPANY RELATIONSHIP

2.1 The right and power to select and hire all employees, to suspend, discipline, demote or discharge them for reasonable cause, to promote them to supervisory or other positions, to assign, supervise and direct all working forces, to maintain discipline and efficiency among them, and to exercise the other customary functions of the Company for the carrying on of the business and

operations, are recognized as vested exclusively in the Company. Such right and power shall not be exercised arbitrarily or unfairly as to any employee and shall not be exercised so as to violate any provisions of this Agreement. No rule, procedure or practice of the Company shall be contrary to any provision of this Agreement.

2.2 (a) The Management agrees that as to major changes in business methods or practice or in the manner of operating units of the business, it will give advance information to the Union as to such contemplated changes as would reduce the number of employees of the Company or the pay of the employees in a job classification or work group or would cause the transfer of a substantial proportion of the employees in a job classification or work group into one or more classifications or work groups.

(b) The provisions of this Paragraph shall not preclude the presentment and adjustment through the grievance procedures hereunder and, if need be, arbitration under Article 10 to the extent provided in this Paragraph of any grievance based upon a claim by employees that any provision of this Agreement has been violated as to them. If employees claim that they have been discriminated against or treated arbitrarily or unfairly by any action taken by the Management under its rights and powers recognized by this Paragraph, such a grievance may be submitted for adjustment through the grievance procedures hereunder. If grievances of employees are that the Management's action under this Paragraph has been exercised arbitrarily and capriciously as to them, then

such grievances, if not adjusted through the grievance procedure, shall be arbitrable under the provisions of this Agreement.

2.3 **Lockouts, strikes, suspensions of work:** In view of the comprehensive provisions contained in this Agreement for the consideration and adjustment of grievances of employees and the Union, for the hearing and determination of such grievances through suitable procedures, and for the arbitration of grievances of stated issues therein by a Board of Arbitration, and in view of the public obligation of the Company to render adequate and continuous service, the Company and the Union, its membership, individually and collectively, and the International Union respectively agree that there shall be no lockout by the Company and that there shall be no strike, quitting, suspension, retarding or stoppage of work, by any employee or employees, or any action by the Union to that end, at any time while this Agreement is in effect.

2.4 (a) **Prohibition on Discrimination, Harassment and Retaliation:** In a desire to restate their respective policies, neither the Company nor the Union shall discriminate against any employee because of such employee's race, color, religion, creed, sex, gender, age, national origin, marital status, sexual orientation, gender identity, gender expression, citizenship status, disability, or because he or she is disabled, a disabled veteran, or a veteran of the Viet Nam Era, or because of any other status protected by law, nor shall the Company and the Union tolerate sexual harassment in any form. Employees and the Union have the right to grieve and arbitrate complaints alleging that any of these prohibitions have been violated. The Company and the Union are committed to

promoting and fostering an atmosphere of open communication which encourages employees to report their concerns and complaints. Retaliation and intimidation are specifically prohibited.

(b) There shall be no discrimination, interference, restraint, or coercion by the Company or any of its agents against any employees because of their membership in the Union or because of any lawful activities on behalf of the Union. If the Union shall refuse to accept any applicant as a member of the Union in good standing or shall expel any member or otherwise exclude him or her from membership in good standing in the Union for any reason other than failure to pay initiation fees or dues regularly established by the Union and generally applicable to employees, his or her employment by the Company may be continued irrespective of the provisions of the following paragraph.

2.5 (a) All persons upon employment shall be notified by the Company of the requirements of this Agreement. All new employees shall, upon completion of three months as an on-trial employee, become and remain members of the Union.

(b) All employees of the Company in the bargaining unit who upon signing hereof are members of the Union, or who subsequently acquire membership therein, shall, for the period of this Agreement, be required to pay their dues to the Union as a condition of employment, failing in which, after thirty (30) days' prior notice given in writing to the Company by the Union, they shall be discharged, without recourse against the Company.

(c) The Company shall, within seventy-two (72) hours after a new employee eligible for membership in the Union is engaged or an eligible employee laid off is reemployed or reinstated, notify the Union thereof, and give to the Union information as to the name, employee number, department, section, date effective, status and the home address of each such employee.

2.6 As a matter of convenience to employees and the Union, the Company will make payroll deductions of regular Union dues for such members of the Union as sign individual authorizations for such deductions executed in accordance with any State or Federal laws which may apply. The authorizations will request the Company to deduct the dues from the members' pay weekly and transmit such deductions to the Union. These authorizations shall authorize the deductions of such dues as shall be certified by the Business Representative of the Union as being the duly authorized amount of regular weekly dues. They shall be presented to the Company by the Union. With the remittance by the Company to the Union of such dues as are deducted, the Company shall furnish the Union a checklist of the members of the Union for whom such deductions have been made.

2.7 If any employees shall dispute the claim of the Union that they have not paid their regular monthly dues, they shall, within thirty (30) days, so notify the parties hereto. Thereupon the American Arbitration Association may be requested by either party to this Agreement to appoint an arbitrator from among the members of its labor arbitration panel who shall investigate the dispute and render a decision thereon, which decision, for the period of this Agreement, shall

be binding upon all parties to this Agreement and the employees covered thereby.

2.8 The Union shall supply the Company with a copy of its Constitution and By-Laws and shall promptly supply to the Company any change or amendment thereof.

2.9 Shop Stewards of the Union may receive, but not solicit, and may discuss, complaints and grievances of employees on the premises and time of the Company, but only to such extent as does not neglect, retard or interfere with the work and duties of such shop stewards for the Company or with the work or duties of employees. The Union agrees that it and its officers, stewards and agents will not solicit members, collect dues, or engage in organization work or activity other than grievance procedures established by this Agreement, on the premises or time of the Company; and the Company agrees that it will not permit the officers, stewards or agents of any other labor organizations to do, on the Company premises or time, any of the things which the Union hereby agrees not to do. No shop stewards of the Union shall be transferred from their location of work without prior consultation between the appropriate Department Management, and the Union, except in case of emergency or temporarily (but not for more than five (5) consecutive days) because of fluctuations of work load.

2.10 The Union shall advise the Company promptly of the names and addresses of the shop stewards and other representatives appointed, the groups represented and any subsequent changes therein, and no shop steward or other representative shall be recognized until the Company has been so notified.

2.11 **Local Working Conditions:** No local working condition shall hereafter be established or agreed to which changes or modifies any of the provisions of this Agreement. In the event such a local working condition is established or agreed to by Local Union Representatives and Operating Management, it shall not be enforceable to the extent that it is inconsistent with or goes beyond the provisions of this Agreement, except as it is approved by the Business Representative of the Union, the Local Chairman and the Human Resources Executive of the Company.

Article 3

HOURS OF WORK, OVERTIME, PREMIUMS, CALL-IN, SCHEDULING AND WORK ASSIGNMENTS

3.1 **Hours of Work:** For the duration of this Agreement, the working day of employees shall not be more than eight (8) hours, and the working week shall not be more than forty (40) hours, each except as may otherwise be determined hereunder. The daily hours of work shall be continuous, except for such lunch periods as may be authorized by the Company of not less than one-half (½) hour and not more than one (1) hour, which lunch period shall not be included in the working day or working week.

The starting time of the employees' regular workday shall be at any hour of the calendar day designated by the Company, in accordance with requirements of the work, but generally shall be the same, where operating conditions permit, for each workday of the regularly scheduled workweek.

Regularly scheduled working hours which overlap two (2) calendar days shall be considered and reported as applying wholly to the calendar day during which the work begins.

The regularly scheduled workweek shall consist of five (5) “regular workdays” and two (2) days off duty.

Except by mutual consent of Departmental Management and the Union, the “regular workdays” of successive weeks shall not be scheduled to require an employee to work more than seven (7) consecutive “regular workdays.” If a schedule in excess of seven (7) consecutive workdays has not been arranged by such mutual consent, a premium of fifty percent (50%) of the base rate shall apply after the seventh (7^{th}) consecutive “regular workday.”

The two (2) days off duty shall be consecutive except where split days off duty are: (a) arranged by mutual consent of Departmental Management and the Union, or (b) required to change a normal day off duty that would otherwise fall on a holiday, or (c) due to weekend scheduled work for employees normally scheduled to work Monday to Friday. The two (2) days off duty shall not necessarily be consecutive in the same calendar week.

There shall be no regularly scheduled “short swing” (i.e., only eight (8) hours off duty between “regular workdays”) in basic working schedules.

3.2 (a) **Schedule Changes, Forty Hours’ Notice:** Changes in the normal daily or weekly working schedules of employees, including the daily working hours and the days of the week, may be required by operating conditions and may be made by the Company at its discretion. The daily and weekly working

schedules resulting from changes in schedules shall be in conformance with the provisions set forth in Paragraph 3.1. Where changes in the normal weekly or daily schedule of working hours of employees are required, the Company will notify the employees as to such changes at least forty (40) hours in advance. The procedures for making changes in the normal daily or weekly working schedules are as follows:

(b) **Less than Forty Hours' Notice:** If, for any reason, the Company is unable to give at least forty (40) hours' advance notice, the employees shall be paid "Change of Schedule" premium of fifty percent (50%) of the base rate for those rescheduled hours worked prior to or following their former scheduled hours, as the case may be, but only on the first day on which the new schedule is effective.

If the first day on which the new schedule is effective is a Sunday, the "Change of Schedule" premium shall be seventy-five percent (75%), instead of fifty percent (50%).

(c) **Effective Time of Schedule Change:** The period of notice to employees of a change in their schedule of working hours shall be considered as beginning at the termination of their regular working hours or the actual time of notification, whichever is later, on the day on which the notice is given and shall end at the starting hour of their new schedule of working hours on the day on which the change is effective.

(d) **Change in Day Off:** In cases where the employees' day off has been changed, the notice period shall begin at the termination of their regular working

hours or the actual time of notification, whichever is later, on the day the notice is given, and shall end at the start of the previous regular working hours on the new day off, or at the start of the new regular working hours of the former day off, whichever is earlier.

When the employees' normal day off is being changed, the employees shall be allowed, if acceptable to the Company, to select their new day off, and the premium payments of item (b) shall not be allowed where the day off selected by the employees results in less than forty (40) hours' notice as defined herein.

(e) **Designation of New Weekly Schedule:** When employees are notified of a change in their normal daily or weekly schedule of working hours, the complete new schedule for the entire calendar week shall be designated. If any subsequent change or cancellation of the employees' new schedule is made for that calendar week, "Change of Schedule" premium shall be paid:

1. If the employees are given less than forty (40) hours' notice of such subsequent change or cancellation, or

2. If no "Change of Schedule" premium was paid for the prior schedule change in the same week.

(f) **"Short Swing":** If a change in schedule results in a "short swing" (i.e., only eight (8) hours off duty between "regular workdays") "Change of Schedule" premium shall be paid only for the "regular workday" following the eight (8) hours off duty even though forty (40) hours' notice of the change in schedule has been given, except that where a short swing resulting from a change in schedule is

arranged by mutual consent of Departmental Management and the Union, the "Change of Schedule" premium as provided herein shall not be paid.

(g) **Contacting Employees at Home:** Employees should not normally be contacted at home by telephone or otherwise to change their regular schedule of working hours. However, two (2) hours' "traveling time" at the overtime rate shall be paid if employees are notified at home of the change in schedule less than eight (8) hours before the starting time of their next shift under the changed schedule.

(h) An employee should not normally be contacted at home by telephone or otherwise to cancel scheduled overtime work. However, if circumstances require that employees be so contacted, they shall be paid two (2) hours' pay at the overtime rate because of such cancellation. This provision shall not operate to modify understandings heretofore agreed to between Departmental Management and the Union.

(i) When employees are notified of a change in their normal daily or weekly schedule of working hours, the complete new schedule for the entire calendar week shall be designated individually in writing or if this is not practicable, by posting at the work location or at the dispatching point. If any subsequent change or cancellation of the employees' new schedule is made for that calendar week, "Change of Schedule" premium shall be paid:

(1) If the employees are given less than forty (40) hours' notice of such subsequent change or cancellation, or

(2) If no “Change of Schedule” premium was paid for the prior schedule change in the same week.

For the purposes of this subparagraph, schedules established for any workweek will be considered to be in effect as of 12:01 A.M. on Wednesday of the preceding week, and any schedule change made after that time will be a schedule change within the meaning of this subparagraph.

This provision shall not apply where, at the end of a storm emergency, the employees are notified to return to their usual or normal schedule of work.

(j) **Contacting Employees on Vacation:** Employees shall not normally be contacted while on vacation for the purpose of changing their regular work schedule for the period immediately following their vacation.

(k) **Notification to Union of Schedule Change:** Notification shall be given to the authorized Union representative of changes in basic schedules involving groups of employees.

3.3 **Overtime:** Time and one-half shall be paid for all work in excess of eight (8) hours on any workday, and for all work in excess of forty (40) hours in any one (1) workweek; provided that no employee shall be paid both daily and weekly overtime on account of same hours of overtime work.

Employees required to work an overtime period which does not immediately precede or follow their regularly scheduled hours shall be paid at the overtime rate of time and one-half for the hours worked, with a minimum of four (4) hours’ pay at the overtime rate.

Employees should not be required to work more than sixteen (16) hours continuously and employees who have completed an extended work period of sixteen (16) or more consecutive hours, excluding authorized time off for meals, shall be allowed an interval of at least eight (8) hours off before they are required to start work again. If the required eight (8) hours off extends into the employees' next regular work schedule, they shall be excused with pay at the straight-time rate for that part of their regular work schedule necessary to make up the eight (8) hours off.

Overtime work immediately following a regularly scheduled work period shall not ordinarily be required of employees unless it is expected that at least thirty (30) minutes of overtime will be needed. Overtime work which is in excess of the foregoing shall ordinarily be authorized and compensated to the end of the last fifteen (15) minute period in which overtime is worked.

Excused absence for any reason shall be considered the same as normal time worked in determining the beginning of the overtime period.

3.4 (a) **Premium Pay, Shift Premiums:** Employees whose regularly scheduled hours of work include up to four (4) hours within the period of 6:01 P.M. to 12 midnight, inclusive, shall be paid a premium per hour for such hours actually worked during the premium period, excluding overtime, as follows:

Effective Date	Premium Amount Per Hour
June 25, 2017	$2.48
June 24, 2018	$2.53
June 23, 2019	$2.58
June 21, 2020	$2.68

Employees whose regularly scheduled hours of work include more than four (4) hours within the period of 6:01 P.M. to 12 midnight, inclusive, shall be paid a premium per hour for the entire regularly scheduled shift as set forth above.

Employees whose regularly scheduled hours of work include time within the period of 12:01 A.M. and 6:59 A.M., inclusive, shall be paid a premium per hour for the total scheduled hours worked, excluding overtime (except as provided in Section 3.6 of this Contract), as follows:

Effective Date	Premium Amount Per Hour
June 25, 2017	$3.15
June 24, 2018	$3.20
June 23, 2019	$3.25
June 21, 2020	$3.35

(b) **Sunday Premium:** Employees whose regularly scheduled hours of work begin on Sunday shall be paid a premium of fifty percent (50%) of the straight-time rate for all hours actually worked on that day.

(c) No premium allowance shall be applicable for time not worked, except in the case of time an injured employee may be detained in a doctor's office before being assigned to "off duty" status as a result of an accident on the job.

(d) When employees work shifts for the hours of which more than one (1) premium may apply, the highest applicable single premium only, based on the employees' straight-time rate, shall be paid for the hours so worked.

3.5 **Call-In:** Employees may be called from home for emergency service or for an extra shift without prior notification. Employees so called in shall be paid overtime pay for the overtime worked with a minimum of four (4) hours' pay at the overtime rate. In addition, they shall receive two (2) hours' pay at the overtime rate to compensate for traveling time and for any inconvenience which may result from lack of notification.

However, the two (2) hours' additional pay for "traveling time" shall not be allowed if employees are notified at or prior to the time of last stopping regular work, or at least six (6) hours in advance of the beginning of the overtime period.

3.6 **Experimental Work Schedules:** Notwithstanding anything to the contrary contained in this Collective Bargaining Contract and subject to the mutual agreement of the parties in each particular case, programs instituting and implementing flexible work schedules in designated sections and/or departments may be undertaken, provided a majority of the employees involved expressly waive in writing those provisions of this Collective Bargaining Contract which would otherwise require the payment of overtime for work in excess of eight (8) hours in any workday. It is the intention of the parties that the employees involved will not suffer any loss in pay because they are not working schedules they would have otherwise regularly worked for a forty (40)-hour week, nor shall the Company suffer any increases in payroll costs for said programs. In furtherance of this Section, or as an "early start," any work schedules beginning at 6:00 A.M. or later shall not be paid shift premium as set forth in Section 3.4 (a) of the Contract.

Without limiting the foregoing, such flexible schedules may provide in any workweek schedules such as: four (4) workdays of ten (10) hours each day; a workweek schedule of three (3) workdays of twelve (12) hours each day plus one (1) workday of four (4) hours; a schedule of four (4) workdays of twelve (12) hours each in one (1) week with overtime payment for the last eight (8) hours worked, and in the following workweek, a schedule of three (3) workdays of twelve (12) hours each with thirty-six (36) hours of straight-time pay, or variations thereof.

Either party may, at any time, upon written notice to the other, communicate the termination of any such program, whereupon the particular program will cease within thirty (30) days following receipt of said notice.

3.7 **Assignment to Work Functions:** Any employee assigned to perform any lower or lateral job or function, except pursuant to a demotion, shall receive his or her regular rate of pay while performing such work.

3.8 Employees in the title Customer Service Representative shall perform all duties and functions presently being performed by employees in the title of Senior Customer Service Representative, except those field visits currently performed by Senior Customer Service Representatives.

3.9 Employees in the title Commercial Service Representative in Energy Services shall have their titles changed to Energy Services Representative and will continue to perform the same functions of the job as they had previously performed.

3.10 **Driving:** (a) Effective November 2, 1997, the Company may require all employees to drive Company vehicles in addition to performing the regular duties of their job title.

(b) On a case by case basis, the Company will evaluate, after consultation with the Union, employees who do not drive or who cannot drive because of some disability or impairment. If management, in consultation with the Employee Wellness Center, determines that said disability or impairment will not preclude the employee from performing the duties and responsibilities of his or her job title, the employee will be retained in his or her job classification. If the Company and the Union are in dispute relative to the Company's determination, said employee will be medically evaluated. If it is determined after said evaluation that the disability or impairment is valid, and if the employee is fully capable of performing the duties and responsibilities of his or her job title in all other respects, the employee will be retained in his or her current job classification if operational efficiency is not impaired.

Article 4

VACATIONS - VESTING AND HOLIDAYS

4.1 (a) **Vacations with Pay, Eligibility:** Vacations with pay shall be granted to regular employees who were in the employ of the Company on December 31 of the previous year, on the following basis:

Years of Service Expected to be Completed in Current Year	**Weeks of Vacation**
1 Year:	
If Employed After Aug. 31 of Prior Year	1

If Employed On or Before Aug. 31 of Prior Year	2
2 Years	2
3 Years	2 + 1 Day
4 Years	2 + 2 Days
5 to 11 Years Inclusive	3 + 1 Day
12 Years	3 + 2 Days
13 Years	3 + 3 Days
14 Years	3 + 4 Days
15 to 21 Years Inclusive	4 + 1 Day
22 Years	4 + 2 Days
23 Years	4 + 3 Days
24 Years	4 + 4 Days
25 Years	5

(b) A vacation week shall not exceed forty (40) hours and a vacation day shall not exceed eight (8) hours.

(c) Vacation pay for an employee shall be at the straight-time hourly rate for the workweek in which December 31 of the previous year falls or for the workweek before the employee's vacation commences, whichever is higher.

(d) If one or more holidays fall during the vacation of an employee, the vacation may be extended by one or more additional days, as the case may be. Employees may be required to take such additional day or days off at some other date because of operating requirements.

(e) A vacation will not be rescheduled because of an illness which occurs during a vacation. Employees are "On Vacation" commencing with the first day for which they receive vacation pay. An employee on vacation for a full calendar

week is deemed to have Sunday and Saturday as the employee's scheduled days off.

4.2 (a) **Vacation Scheduling:** If and where it is practicable, the Company will grant vacations on a consecutive basis and at the time desired by the employee but the final right to allot any employee's vacation periods or any part thereof is reserved exclusively to the Company, to such extent as it may deem the same to be necessary to ensure orderly operation and adequate and continuous service to the public.

Vacation periods are not cumulative from year to year.

(b) **Military Leave – Vacation Eligibility:** Employees who enter military service and who are eligible for but have not received their full vacation during the calendar year in which they leave, will be given their remaining vacation or pay in lieu of the vacation for that year. Otherwise, employees on military leave are not eligible for further vacation allowances until they are reinstated. Veterans who return from Military Leave of Absence and are reinstated in active employment are entitled to a full regular vacation within the calendar year of their reinstatement unless they have already received a portion or all of their regular vacation within the calendar year in which case they will be eligible to receive only the balance of their regular vacation within that calendar year. However, such vacation shall not extend into the next calendar year, even if such limitations shall have the effect of shortening the vacation period which might otherwise be granted if the employee had been reinstated earlier in the year.

(c) **Receipt of Vacation Pay:** Effective October 31, 2005, an employee scheduled to leave on vacation will receive pay during his or her vacation via Electronic Funds Transfer (EFT). As a result, the pay for the employee's vacation will be paid to him or her on his or her regular pay day(s) during his or her vacation.

4.3 **Vacation Pay to Surviving Spouses and Certain Other Dependents:** In the case of an employee who was in the employ of the Company on December 31 of the previous year and who dies during the current calendar year, the uncollected pay for any unused portion of the vacation for which such employee would otherwise have been eligible in that year shall be payable to the surviving spouse, surviving dependent child or children, or surviving dependent parent living in the same household of such deceased employee, and, if there is no such person, to his or her heirs.

Payment by the Company in good faith to one who claims to be entitled to payment of such uncollected pay shall discharge the Company from any further liability therefore to any other claimant.

4.4 (a) **Holidays Designated:** The following days shall be deemed to be holidays, so long as they are legal holidays in the State of New York and if their observance has not been suspended by National or State proclamation:

New Year's Day (January 1)

Martin Luther King's Birthday (third Monday in January)

Washington's Birthday (third Monday in February)

Memorial Day (last Monday in May)

Independence Day (July 4)

Labor Day (first Monday in September)

Columbus Day (second Monday in October)

Veterans Day (November 11)

Thanksgiving Day (as proclaimed by the Governor of the State of New York)

The day after Thanksgiving Day

Christmas Day (December 25)

If one of the above holidays falls on a Sunday, then the following Monday shall, for all purposes, be deemed to be a holiday.

If one of the above holidays falls on a Saturday, then the preceding Friday shall, for all purposes, be deemed to be a holiday.

(b) **Personal Holiday:** In 2018 and each year thereafter, regular employees shall be entitled to designate one (1) scheduled working day as a personal holiday, provided they had completed at least one (1) year of continuous service as of the prior December 31. Such personal holiday shall be scheduled in advance and shall be allotted by the Company to ensure orderly operations and adequate and continuous service to the public.

(c) **Holiday Pay:** Work by employees on the holidays enumerated in Paragraph 4.4(a) shall be limited to that which is deemed by the Company to be essential to its performance of its obligations to furnish adequate and continuous service to consumers. Employees required to work on a holiday shall receive two and one-half (2½) times their regular straight-time hourly rate for time actually worked. Employees not required to work on a holiday which falls on any one of

the days in their regularly scheduled workweek shall be allowed pay at the straight-time hourly rate for the number of hours they were scheduled to work on that day.

When one of the aforementioned holidays coincides with employees' otherwise scheduled day off duty, then the schedule of such employees for that week shall be revised so as to give them an extra day off duty and to provide that their scheduled workweek shall be four (4) days, for which they shall receive five (5) days' pay at their straight-time hourly rate for their normally scheduled number of hours, together with any earned premium payments:

(1) If the employee's services are not to be required on this extra day off duty, it may be granted on any day in the week at the convenience of the Company.

(2) If the employee's services are to be required on this extra day off duty, it shall be the day which would have otherwise been the scheduled first day on duty in the calendar week and the employee shall receive overtime pay for work on such day off in accordance with the existing overtime policy.

(d) **Holidays After Leaves of Absence*:*** If an employee is on a leave-no pay status and one of the regularly scheduled holidays falls on the first regular working day immediately following the termination of said leave, then the employee shall be paid for the scheduled holiday.

Article 5

SENIORITY, PROMOTION AND TRANSFER

5.1 **Seniority Defined:** Seniority is defined as the number of years of an employee's continuous service with the Company for all purposes of this Contract, except for purposes of determining accredited service for accrual or computation of a pension benefit under the Pension and Benefits Plan. An employee's continuous service shall be calculated in the same manner as accredited service is calculated for accrual or computation of a pension benefit under the Plan in effect during the duration of this Contract, except that: (a) an employee who is reemployed following receipt of a cash-out from the Plan shall have his or her continuous service for the period of accredited service on which the cash-out was based restored upon the employee's reemployment without the need to repay the cash-out; and (b) an employee who is reemployed after receiving a pension or annuity or deferring the receipt of a pension or annuity from the Plan shall have his or her continuous service for the period of accredited service on which his or her pension or annuity is based restored upon the employee's reemployment. Notwithstanding the foregoing, for persons who were active employees on June 21, 1997, and who had breaks in service prior to such date, the employee's period of continuous service with the Company for all purposes of this Contract, except for purposes of determining accredited service for accrual or computation of a benefit under the Plan, will be the greater of the employee's period of continuous service calculated under the adjusted service credit procedure in effect on June 21, 1997 or the new procedure set forth above.

5.2 **Promotion:** (a) In all cases of promotion or transfer of employees from one classification to another, the following factors shall be considered:

(1) Length of continuous service;

(2) Knowledge, training, ability, skill and efficiency;

(3) Physical fitness; and

(4) Personnel Profile record.

Where factors (2), (3) and (4) are relatively equal, the length of continuous service shall govern. If action contrary to the foregoing is taken by the Company, any employee who is aggrieved thereby may present a grievance for adjustment or determination as provided in Article 10 of this Agreement.

(b) Promotions shall continue to be made as required for the duration of this Agreement, and shall continue to be discussed as in the past.

(c) Any such promotion which occurs shall be effective on the first Sunday of the pay period following notice of such promotion to the Union.

(d) In those cases involving promotions or transfer where employees of one department have been accepted by another department to fill a vacancy for which a regular posting has been made, such employees will be released from their former duties, not more than twenty (20) days from such acceptance.

(e) In order to properly assess the standards set forth in item (a) (2) above, namely, knowledge, training, ability, skill and efficiency, the Company in accordance with Federal Law and the Equal Employment Opportunity Commission’s guidelines will require “job related” validated testing in all cases of promotion or transfer from one classification to another.

(f) No employee shall apply for more than three (3) job transfers during any twelve (12)-month period. Any transfer applications in excess of this number may be rejected by the Company without any consideration of their merits.

(g) A newly hired employee may not seek a transfer to another position until one (1) year after the effective date of the employee's hire. An employee newly hired into the title of Customer Field Representative or Customer Field Representative NX, on or after June 26, 2005, may not seek a transfer to another position until eighteen (18) months after the effective date of the employee's hire.

5.3 (a) **Transfer:** The Company will require departments to take into consideration the residence of employees, before transfers from one district to another. Operating conditions may at times require the transfer of an employee to another district regardless of place of residence; but where in the opinion of the Company it can be arranged, the employees to be transferred will be selected from those employees for whom the transfer would not involve a considerable increase in transportation expense and traveling time.

(b) A transfer of an employee to a location other than on Staten Island will be made only after the particular situation has been fully discussed between the Company and the Union.

(c) Employees made available for other work may be transferred as On Loan, Vacation Relief or Seasonal Transfer employees at their present rate of pay or at the minimum rate of pay for the job, whichever is higher, for the period involved. Such transfers shall normally be for a period of up to six (6) months

with a possible extension of up to an additional three (3) months, after which they shall be returned to their original job.

Article 6

COMPANY SICK ALLOWANCE, EXCUSED ABSENCES AND LEAVES

6.1 **Company Sick Allowance:** (a) This Paragraph 6.1 (a) shall apply only to regular employees hired on or before December 31, 1997. Each regular employee shall have a single Company Sick Allowance applicable to both occupational and non-occupational illnesses and injuries, computed as follows: Regular employees absent from work on account of non-occupational illness or injury and/or occupational illness or injury may receive in any one hundred and four (104) consecutive weeks a Company Sick Allowance which shall consist of not more than one (1) week's straight-time pay for each year of continuous service, with an allowance of up to one (1) week's straight-time pay after a minimum of three (3) months' service followed by an allowance of eighty percent (80%) of straight-time pay for up to twenty-six (26) additional weeks. In computing such Company Sick Allowance, all absence on account of any illness or injury during the one hundred and four (104) weeks immediately preceding the first day of absence for the current illness or injury will be deducted from the total Company Sick Allowance for which any employee may be eligible. When an employee is absent from work on account of occupational illness or injury, any Company Sick Allowance payable under this paragraph shall be reduced by the amount of any Workers' Compensation payments for such illness or injury.

Although an employee absent from work due to an occupational illness or injury may no longer be eligible for the Company Sick Allowance set forth above, such an employee shall not be terminated from employment until such an employee has been absent from work due to occupational illness or injury for one (1) year; such employees with occupational illness or injuries who are no longer eligible for the Company Sick Allowance shall be carried on leave-no pay status, until one (1) year after the date of the occupational illness or injury. Employees with non-occupational illnesses or injuries will be terminated when their Company Sick Allowance expires.

(b) Where a husband and wife are both employees and receive benefits under one family coverage, for the Comprehensive Medical Plan, the Dental Expense Plan and the Supplemental Sick Allowance, each shall be eligible for these Allowances to the same extent as if he or she received benefits under individual coverage.

(c) An employee who elects not to be covered under the Comprehensive Medical Plan, the Dental Expense Plan and the Supplemental Sick Allowance shall, upon the exhaustion of benefits under Primary Sick Allowance, receive the balance of any benefits he or she is entitled to under the New York State Disability Benefits Law at the rate required by that statute.

(d) In computing these Allowances, all absence on account of such illness or injury during the one hundred and four (104) weeks immediately preceding the first day of absence for the current illness or injury will be deducted from the total Sick Allowances for which any employee may be eligible.

Certification of illness or injury, either through the Company's medical service or through an acceptable report from the employee's personal physician, may be required for payment of any Company Sick Allowance according to standard criteria to be established by the Human Resources Department and applied uniformly throughout the Company.

Company Sick Allowance is not considered earned until the absence in question has been approved by the Company's medical service. Any Company Sick Allowance paid in advance of such approval may be recovered from subsequent payments of wages if the absence in question is not approved.

(e) **Panel Action – Notice to the Union:** When the Disability Panel has recommended that an employee should be retired or released, the Company will give written notification of the action taken to the Union no later than five (5) business days after the date of the Panel action.

(f) **Compensation for Sick Absence:** The provisions of this Section, Compensation for Sick Absence, shall apply only to regular employees hired after December 31, 1997. Each regular employee hired after December 31, 1997, shall have a single Compensation for Sick Absence applicable to both occupational and non-occupational illnesses and injuries, computed as follows:

(i) Compensation for Sick Absence for employees hired after December 31, 1997, shall accrue annually in the amounts set forth below for every year of continuous service completed on or after June 28, 2009, up to a maximum of twenty-six (26) weeks, including any previously accrued unused Compensation for Sick Absence.

Completed Years of Continuous Service	Compensation for Sick Absence Accrued Per Year
1-3 Years	5 Days
4-7 Years	8 Days
8-10 Years	10 Days
11 or More Years	12 Days

Compensation for Sick Absence that has been used by an employee will not be restored. Additional Compensation for Sick Absence will accrue at the rates set forth above for every subsequent year of continuous service completed by the employee up to the maximum of twenty-six (26) weeks.

(ii) Regular employees hired after December 31, 1997, absent from work on account of non-occupational and/or occupational illness or injury shall be paid Compensation for Sick Absence at the rate of ninety percent (90%) of straight-time pay for approved sick absences.

6.2 **Excused Absence:**

(a) **Excused Time for Wellness:** Effective January 1, 2014, a regular employee will be permitted one-half day (four hours) of excused time at straight-time pay for a wellness visit with a medical provider designated by the Company, subject to advance approval by the employee's manager and in accordance with the table below.

Age	Excused Time with Pay
Up to age 29	Once every 3 years
Age 30 to 39	Once every 2 years
Age 40+	Once a year

(b) **Excused Absence – Personal Reasons:** Reasonable time off with regular straight-time pay for a period of time not to exceed three (3) days may be granted to regular employees for valid personal reasons according to standard criteria to be established by the Human Resources Department and applied uniformly throughout the Company. Such time off shall be requested in writing and in advance by the employee and shall be granted consistent with the Company's operational needs. In case of death in the family, this period may be extended to four (4) days. "Family" shall be interpreted as meaning parent, guardian, wife, husband, brother, sister, child of employee, or other relative living with the employee. In the case of death of an employee's grandparent, grandchild, mother-in-law or father-in-law, this period shall be one (1) day, except if such relative is living with the employee in which case the period shall be as stated above.

Such time off shall not be granted in conjunction with a vacation for marriage or for other purposes which could be scheduled appropriately during a vacation period.

6.3 **Leaves of Absence – Personal Leave:** Regular employees who can be spared from their work may be granted leaves of absence in the discretion of the Company, without pay for a period of up to three (3) months, subject to a further leave of up to three (3) additional months. Leaves of absence in excess of six (6) months shall require approval by an executive of the Company.

Leaves of absence shall not be granted to employees to accept remunerative employment elsewhere, except by an executive of the Company.

Failure of employees to return to work on or before the first regular working day immediately following the last day of the original leave period or approved extension thereof shall terminate their employment as of the final day of the approved leave.

Employees on leave of absence for periods in excess of two (2) weeks are not eligible for any benefits from the Company except that (a) group insurance may be continued at the discretion of the Company and (b) during any leave of absence, not in excess of three (3) months, by an employee immediately following a maternity disability, the Company shall provide coverage for the employee's hospital, medical, dental, vision care, and prescription drug benefits provided under Article 7 of the Contract.

Any part of a leave of absence in excess of six (6) months shall be deducted from the employee's continuous service, except when designated otherwise by executive approval.

On return from leave of absence in excess of two (2) weeks, employees may be required to take a Company physical examination. In the event that such examination reveals a condition which in the Company doctor's opinion occurred during the leave of absence, the Company may be relieved of the responsibility of returning the employees to work.

6.4 **Military Leave:** Employees other than temporary who leave the Company to enter Military Service shall be granted a Military Leave of Absence with reemployment rights as provided under the Universal Military Training and Service Act as amended.

Regular employees with one (1) or more years' service in the Company entering active military service will be paid the difference between their straight-time Company pay and their military pay for an aggregate period of three (3) months, including all such extended active military service periods entered upon after June 27, 1950. The term "military pay" shall be interpreted and applied to include in addition to base pay any and all allowances for service, rank, ratings, special qualifications, or disability incurred in service but shall not include rental or subsistence allowances.

If employees are discharged from active military service before the expiration of the three (3) month period they shall be required to refund to the Company the proportionate balance of the three (3) month pay differential advanced to them.

Employees' group insurance will be cancelled as of the effective date of their Military Leave of Absence.

If employees do not return to the Company within the period specified by the law, they will be considered to have resigned from the Company.

Regular employees who are members of the National Guard or the Reserve components of the Armed Forces of the United States shall be granted time off for training on the following basis:

If they are ordered to participate in prescribed training formations to maintain their status in their unit and shall have presented orders or other satisfactory proof or if they voluntarily elect to attend such formations, the Company having determined that their services can be spared, they shall be granted a Military Leave of Absence of not more than two (2) weeks in any calendar year during

which period they will receive differential pay on the same basis as set forth above; provided that, if the training period exceeds two (2) weeks, this extended service shall be charged either against their vacations or as leave of absence without pay if requested. If such training is for not more than two (2) days in any calendar year, they will receive their full basic straight-time pay for such period.

6.5 **Union Leave:** Employees who are selected by the Union to serve as accredited delegates to conventions or similar meetings shall, after reasonable notice to the Company, be granted a leave of absence without pay for sufficient time for this purpose.

6.6 **Parental Leave:** In the case of the birth of an employee's child or of the placement with the employee of a child under the age of eighteen (18) for adoption or foster care, an employee, other than the birth parent, shall receive up to three (3) days paid leave, which may be taken only within the first twelve (12) months following the birth, adoption, or placement in foster care.

Article 7

EMPLOYEE BENEFITS

7.1 The policy and procedures as to all working conditions, including, but not limited to, holiday pay, call-in for emergency work, night and Sunday premium pay, leaves of absence, other excused time, jury pay and as to training and service periods for the National Guard, Naval Militia and Armed Service Reserves and employees granted leaves of absence for training or service in the Armed Forces shall be either as stated expressly in this Contract or if not stated herein shall be as in force elsewhere in the Company.

7.2 **Health Benefits.**

A. **Health Care Options A, B, C, and D.** The benefits, terms, and conditions provided under Health Care Options A, B, C, and D, as in effect on June 24, 2017, shall be continued through December 31, 2017.

B. **Health Care Options A, B, C, D, and E.** Effective January 1, 2018, there will be five Health Care Options that will provide hospital, medical, vision, and prescription drug benefits through third party administrators or Health Maintenance Organizations ("HMOs").

1. **Health Care Option A ("the Copay Plan").**

a. **In-Network Hospital/Medical Benefits.**

(1) **In-Network Deductible.** Effective January 1, 2018, there will continue to be one combined annual in-network hospital/medical deductible of $300 (individual)/$875 (family), which can be met by hospital charges or medical charges, or both. Effective January 1, 2021, the combined annual in-network hospital/medical deductible will be $350 (individual)/$950 (family).

(2) **In-Network Annual Out-of-Pocket Limit.** Effective January 1, 2018, there will continue to be an annual in-network out-of-pocket limit of $1,100 (individual)/$3,000 (family), which can be met by the hospital coinsurance, the medical coinsurance, the hospital/medical deductible, or any combination of these charges. Effective January 1, 2021, the annual in-network out-of-pocket limit will be $1,200 (individual)/$3,300 (family).

(3) **In-Network Coinsurance for Health Care Services.** Effective January 1, 2018, after the annual in-network hospital/medical deductible

is met, the plan will continue to pay 90% and the participant will continue to pay 10% of the charges for in-network health care services, such as in-patient hospital charges, out-patient surgery, CAT scans, MRIs, laboratory work not done at a physician's office, and physical therapy, up to the annual out-of-pocket limit. After the annual out-of-pocket limit is met, the plan will pay 100% for the remainder of the calendar year.

(4) **In-Network Co-Payments for Cigna Care Network ("CCN") Office Visits.** Effective January 1, 2018, a separate in-network office visit co-payment will apply for use of medical providers in the Cigna Care Network ("CCN") for primary care and specialist's office visits. The co-payment for CCN primary care office visits will be $20, and the co-payment for CCN specialist's office visits will be $30. Effective January 1, 2019, the co-payment for CCN primary care office visits will be $24, and the co-payment for CCN specialist's office visits will be $33. Effective January 1, 2021, the co-payment for CCN primary care office visits will be $26, and the co-payment for CCN specialist's office visits will be $35.

(5) **In-Network Co-Payments for Office Visits for Non-CCN Network Providers.** Effective January 1, 2018, the in-network co-payment for non-CCN primary care office visits will be $28, and the in-network co-payment for non-CCN specialist's office visits will be $34. Effective January 1, 2019, the in-network co-payment for non-CCN primary care office visits will be $30, and the in-network co-payment for non-CCN specialist's office visits will be $35. Effective January 1, 2021, the in-network co-payment for non-CCN primary care office

visits will be $32, and the in-network co-payment for non-CCN specialist's office visits will be $37.

(6) **In-Network Co-Payments and Coinsurance for Emergency Room Visits.** Effective January 1, 2018, there will continue to be a $100 co-payment for each in-network emergency room visit. The $100 co-payment will continue to be waived and the charges will be covered in accordance with Section 7.2 B.1.a.(3), above, if the participant is admitted to an in-network hospital from the emergency room visit.

(7) **In-Network Preventive Care.** To the extent required by law, the plan will pay 100% of "preventive care," as defined by and subject to the restrictions and limitations permitted under law.

(8) **Telehealth Services.** Effective January 1, 2018, Telehealth services will be offered. Telehealth services provide on-demand access to a medical consultation for non-urgent health care through a Cigna national network of licensed, board certified U.S. based doctors. Participants may contact such physicians for a non-urgent medical consultation by a designated telephone or internet connection. The co-payment for Telehealth services will be $15.

b. **Out-of-Network Hospital/Medical Benefits.**

(1) **Out-of-Network Deductible.** Effective January 1, 2018, there will continue to be one combined annual out-of-network hospital/medical deductible of $700 (individual)/$2,100 (family), which can be met by hospital charges or medical charges, or both. Effective January 1, 2019, the annual out-of-network hospital/medical deductible will be $750 (individual)/$2,250 (family);

and effective January 1, 2021, the annual out-of-network hospital/medical deductible will be $800 (individual)/$2,400 (family).

(2) **Out-of-Network Annual Out-of-Pocket Limit.** Effective January 1, 2018, there will continue to be an annual out-of-network out-of-pocket limit of $1,750 (individual)/$5,250 (family), which can be met by the hospital coinsurance, the medical coinsurance, the hospital/medical deductible, or any combination of these charges. Effective January 1, 2019, the annual out-of-network out-of-pocket limit will be $1,900 (individual)/$5,700 (family); and effective January 1, 2021, the annual out-of-network out-of-pocket limit will be $2,000 (individual)/$6,000 (family).

(3) **Out-of-Network Coinsurance for Health Care Services.** Effective January 1, 2018, after the annual out-of-network hospital/medical deductible is met, the plan will continue to pay 75% of the usual and customary charges for out-of-network health care services, such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health care office visits, CAT scans, MRIs, laboratory work, and physical therapy, up to the annual out-of-pocket limit. After the annual out-of-network out-of-pocket limit for each year is met, the plan will pay 100% of the usual and customary charges for the remainder of that calendar year.

(4) **Out-of-Network Co-Payment for Emergency Room Visits.** Effective January 1, 2018, there will continue to be a $100 co-payment for each out-of-network emergency room visit. The $100 co-payment will be waived if the participant is admitted to a hospital from the emergency room visit. If the hospital is an out-of-network hospital, after the annual out-of-network hospital/medical deductible is met, the plan will pay 75% of the usual and customary charges for out-of-network in-patient hospital charges.

(5) **Out-of-Network Preventive Care.** Adult routine "preventive care" services are available at in-network providers only. The plan will pay 100% of the usual and customary charges from out-of-network providers for routine "preventive care" for dependent children through age 25.

c. **Prescription Drug Benefits.**

(1) **Retail Card Program.**

(a) Effective January 1, 2018, there will continue to be a separate annual prescription drug deductible for the retail card program of $200 per family.

(b) Effective January 1, 2018, after the prescription drug deductible for the retail card program is met, the co-payment for the retail card program for generic drugs will continue to be $15, the co-payment for brand-name drugs when no generic substitute is available will be $35, and the co-payment for brand-name drugs when a generic substitute is available will be $40. Effective January 1, 2019, the co-payment for brand-name drugs when no generic substitute is available will be $40, and the co-payment for brand-name

drugs when a generic substitute is available will be $45. Effective January 1, 2020, the co-payment for brand-name drugs when no generic substitute is available will be $42, and the co-payment for brand-name drugs when a generic substitute is available will be $47. Effective January 1, 2021, the co-payment for brand-name drugs when no generic substitute is available will be $44, and the co-payment for brand-name drugs when a generic substitute is available will be $49.

(2) **Mail Order (Including CVS In-Store) Program.**

(a) Effective January 1, 2018, there will continue to be no prescription drug deductible for mail order (including CVS in-store) and there will continue to be a 90-day mail order supply limit.

(b) Effective January 1, 2018, the mail order (including CVS in-store) co-payment for generic drugs will continue to be $15, the co-payment for brand name drugs when no generic substitute is available will be $35, and the co-payment for brand name drugs when a generic substitute is available will be $40. Effective January 1, 2019, the co-payment for brand-name drugs when no generic substitute is available will be $40, and the co-payment for brand-name drugs when a generic substitute is available will be $45. Effective January 1, 2020, the co-payment for brand-name drugs when no generic substitute is available will be $42, and the co-payment for brand-name drugs when a generic substitute is available will be $47. Effective January 1, 2021, the co-payment for brand-name drugs when no generic substitute is available will be

$44, and the co-payment for brand-name drugs when a generic substitute is available will be $49.

(3) **Annual Out-of-Pocket Limit for Prescription Drugs.**

Effective January 1, 2018, there will be an annual out-of-pocket limit of $6,250 (individual)/$11,700 (family) for prescription drugs. After the annual out-of-pocket limit for prescription drug benefits is met, the plan will pay 100% of the usual and customary charges for the remainder of that calendar year. Effective January 1, 2019, and years thereafter, the annual out-of-pocket limit will continue to be increased by the adjustments announced by the IRS for that year and subject to applicable limits and restrictions set forth in the Internal Revenue Code.

d. **Vision Care Benefits.**

The Company shall continue the Vision Care Benefits as in effect on June 24, 2017, as part of Health Care Option A.

2. **Health Care Option B (the "Coinsurance Plan").**

a. **In-Network Hospital/Medical Benefits.**

(1) **In-Network Deductible.** Effective January 1, 2018, there will continue to be one combined annual in-network hospital/medical deductible of $500 (individual)/$1,000 (family), which can be met by hospital charges or medical charges, or both. Effective January 1, 2021, the annual in-network hospital/medical deductible will be $550 (individual)/$1,100 (family).

(2) **In-Network Annual Out-of-Pocket Limit.** Effective January 1, 2018, there will continue to be an annual in-network out-of-pocket limit

of $2,000 (individual)/$4,000 (family), which can be met by the hospital coinsurance, the medical coinsurance, the hospital/medical deductible, or any combination of these charges. Effective January 1, 2021, the annual in-network out-of-pocket limit (including the hospital/medical coinsurance and deductible) will be $2,200 (individual)/$4,400 (family).

(3) **In-Network Coinsurance for Cigna Care Network ("CCN") Office Visits.** Effective January 1, 2018, the Cigna Care Network ("CCN") for office visits with CCN primary care providers and CCN specialist care providers will be offered. After the annual in-network hospital/medical deductible is met, the plan will pay 85% and the participant will pay 15% of the charges for office visits with CCN primary care providers and CCN specialist care providers.

(4) **In-Network Coinsurance for Health Care Services and Non-CCN Office Visits.** Effective January 1, 2018, after the annual in-network hospital/medical deductible is met, the plan will pay 85% and the participant will pay 15% of the charges for in-network health care services, such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health care office visits, emergency room visits, CAT scans, MRIs, laboratory work, and physical therapy, up to the annual out-of-pocket limit. After the annual out-of-pocket limit for each year is met, the plan pays 100% for that year.

(5) **Telehealth Services.** Effective January 1, 2018, Telehealth services will be offered. Telehealth services provide on-demand access to a medical consultation for non-urgent health care through a Cigna national network

of licensed, board certified U.S. based doctors. Participants may contact such physicians for a non-urgent medical consultation by a designated telephone or internet connection. After the annual in-network hospital/medical deductible is met, the plan will pay 85% and the participant will pay 15% of the charges for Telehealth services.

(6) **In-Network Preventive Care.** To the extent required by law, the plan will pay 100% of "preventive care," as defined by and subject to the restrictions and limitations permitted under law.

b. **Out-of-Network Hospital/Medical Benefits.**

(1) **Out-of-Network Deductible.** Effective January 1, 2018, there will continue to be one combined annual out-of-network hospital/medical deductible of $750 (individual)/$2,100 (family), which can be met by hospital charges or medical charges, or both. Effective January 1, 2019, the annual out-of-network hospital/medical deductible will be $800 (individual)/$2,400 (family); and effective January 1, 2021, the annual out-of-network hospital/medical deductible will be $850 (individual)/$2,550 (family).

(2) **Out-of-Network Annual Out-of-Pocket Limit.** Effective January 1, 2018, there will continue to be an annual out-of-network out-of-pocket limit of $4,600 (individual)/$9,300 (family), which can be met by the hospital coinsurance, the medical coinsurance, the prescription drug coinsurance, the hospital/medical deductible, or any combination of these charges. Effective January 1, 2019, the annual out-of-network out-of-pocket limit will be $5,000

(individual)/$10,000 (family); and effective January 1, 2021, the annual out-of-network out-of-pocket limit will be $5,200 (individual)/$10,400 (family).

(3) **Out-of-Network Coinsurance for Health Care Services.** Effective January 1, 2018, after the annual out-of-network hospital/medical deductible is met, the plan will continue to pay 75% of the usual and customary charges for out-of-network health care services, such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health care office visits, CAT scans, MRIs, laboratory work, and physical therapy, up to the annual out-of-pocket limit. After the annual out-of-network out-of-pocket limit for that year is met, the plan will pay 100% of the usual and customary charges for the remainder of that calendar year.

(4) **Out-of-Network Emergency Room Visits.** After the annual out-of-network hospital/medical deductible is met, the plan will pay 85% of the usual and customary charges for an out-of-network emergency room visit.

(5) **Out-of-Network Preventive Care.** Adult routine “preventive care” services are available at in-network providers only. The plan will pay 100% of the usual and customary charges for out-of-network providers for routine “preventive care” for dependent children through age 25.

c. **Prescription Drug Benefits.**

(1) **Retail Card Program:**

(a) Effective January 1, 2018, there will continue to be no prescription drug deductible for the Retail Card Program.

(b) Effective January 1, 2018, the cost for generic drugs will continue to be the greater of a co-payment of $10 or a coinsurance of 10% of the cost of the prescription; the cost for brand name drugs when no generic substitute is available will continue to be the greater of a co-payment of $20 or a coinsurance of 20% of the cost of the prescription; and the cost for brand name drugs when a generic substitute is available will continue to be the greater of a co-payment of $30 or a coinsurance of 30% of the cost of the prescription.

(2) **Mail Order (Including CVS In-Store) Program:**

(a) Effective January 1, 2018, there will continue to be no prescription drug deductible for mail order (including CVS in-store) and there will continue to be a 90-day mail order supply limit.

(b) Effective January 1, 2018, the plan will continue to pay 85% and the participant will pay 15% of the cost of the prescription for mail order (including CVS in-store) generic or brand name drugs.

(3) **Annual Out-of-Pocket Limit for Prescription Drugs.**

Effective January 1, 2018, there will be an annual out-of-pocket limit of $5,350 (individual)/$10,700 (family) for prescription drugs. After the annual out-of-pocket limit for prescription drug benefits is met, the plan will pay 100% of the usual and customary charges.

d. **Vision Care Benefits.**

The Company shall continue the Vision Care Benefits as in effect on June 24, 2017, as part of Health Care Option B.

3. **Health Care Option C (the "High Deductible Health Plan" or "HDHP").**

a. **In-Network Hospital/Medical/Prescription Drug Benefits.**

(1) **In-Network Deductible.** Effective January 1, 2018, there will be one combined annual in-network hospital/medical/prescription drug deductible, set at the Internal Revenue Code minimum, of $1,350 (individual)/$2,700 (family), which can be met by hospital, medical or prescription drug charges, or any combination of these charges. All amounts are subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(2) **In-Network Annual Out-of-Pocket Limit.** Effective January 1, 2018, there will be a combined annual in-network out-of-pocket limit of $3,050 (individual)/$6,100 (family), which can be met by the hospital coinsurance, the medical coinsurance, the prescription drug coinsurance, the hospital/medical/prescription drug deductible, or any combination of these charges. All amounts are subject to applicable limits and restrictions set forth in the Internal Revenue Code. Effective January 1, 2019, and years thereafter, the annual in-network out-of-pocket limit will continue to be increased by the adjustments announced by the IRS for that year and subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(3) **In-Network Coinsurance for Health Care Services.** Effective January 1, 2018, after the combined annual in-network hospital/medical/prescription drug deductible is met, the plan will continue to pay 80% and the participant will pay 20% of the charges for in-network health care

services such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health care office visits, emergency room visits, CAT scans, MRIs, laboratory work, physical therapy, and prescription drugs, up to the annual out-of-pocket limit. All mail order prescription drugs are limited to a 90-day supply. After the in-network annual out-of-pocket limit for that year is met, the plan will pay 100% for the remainder of that calendar year. All amounts are subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(4) **In-Network Coinsurance for Cigna Care Network ("CCN") Office Visits.** Effective January 1, 2018, the Cigna Care Network ("CCN") for office visits with CCN primary care providers and CCN specialist care providers will be offered. After the combined annual in-network hospital/medical/prescription drug deductible is met, the plan will pay 80% and the participant will pay 20% of the charges for office visits with CCN primary care providers and CCN specialist care providers.

(5) **Telehealth Services.** Effective January 1, 2018, Telehealth services will be offered. Telehealth services provide on-demand access to a medical consultation for non-urgent health care through a Cigna national network of licensed, board certified U.S. based doctors. Participants may contact such physicians for a non-urgent medical consultation by a designated telephone or internet connection. After the annual combined hospital/medical/prescription drug deductible is met, the plan will pay 80% and the participant will pay 20% of the charges for Telehealth services.

(6) **In-Network Preventive Care.** To the extent required by law, the plan will pay 100% of "preventive care," as defined by and subject to the restrictions and limitations permitted under law.

b. **Out-of-Network Hospital/Medical/Prescription Drug Benefits.**

(1) **Out-of-Network Deductible.** Effective January 1, 2018, there will be one combined annual out-of-network hospital/medical/prescription drug deductible of $2,600 (individual)/$5,200 (family), which can be met by hospital, medical, or prescription drug charges, or any combination of these charges. All amounts are subject to applicable limits and restrictions set forth in the Internal Revenue Code. Effective January 1, 2019, and years thereafter, the combined annual out-of-network hospital/medical/prescription drug deductible will be increased based on the adjustments announced by the IRS for that year and subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(2) **Out-of-Network Annual Out-of-Pocket Limit.** Effective January 1, 2018, there will be a combined annual out-of-network out-of-pocket limit of $6,100 (individual)/$12,200 (family), which can be met by the hospital coinsurance, the medical coinsurance, the prescription drug coinsurance, the hospital/medical/prescription drug deductible, or any combination of these charges. All amounts are subject to applicable limits and restrictions set forth in the Internal Revenue Code. Effective January 1, 2019, and years thereafter, the combined annual out-of-network out-of-pocket limit will be increased based on

the adjustments announced by the IRS for that year and subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(3) **Out-of-Network Coinsurance for Health Care Services.** After the combined annual out-of-network hospital/medical/prescription drug deductible is met, the plan will pay 60% of the usual and customary charges for out-of-network health care services, such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health office visits, CAT scans, MRIs, laboratory work, physical therapy, and prescription drugs, up to the annual out-of-network out-of-pocket limit. After the combined annual out-of-network out-of-pocket limit is met for that year, the plan will pay 100% of the usual and customary charges for the remainder of that calendar year. All amounts are subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(4) **Out-of-Network Emergency Room Visits.** After the annual out-of-network hospital/medical deductible is met, the plan will pay 80% of the usual and customary charges for an out-of-network emergency room visit.

(5) **Out-of-Network Preventive Care.** Adult routine “preventive care” services are available at in-network providers only. The plan will pay 100% of the usual and customary charges for out-of-network providers for routine “preventive care” for dependent children through age 25.

c. **Vision Care Benefits.**

The Company shall continue the Vision Care Benefits as in effect on June 24, 2017, as part of Health Care Option C.

d. **Health Savings Account.** Effective January 1, 2018, each employee who elects Health Care Option C will be able to set up a Health Savings Account ("HSA") established in his or her name. After setting up an HSA, the Company will continue to make a contribution to the HSA of $14.40 per week, up to a maximum of $750 annually for individual coverage, and $28.80 per week, up to a maximum of $1,500 annually for family coverage. Each employee who is hired during a calendar year and elects coverage under Health Care Option C will receive a pro rata Company contribution beginning in the first week of the month immediately following the week in which he or she is first covered under Health Care Option C. Each year, employees enrolled in Health Care Option C will be eligible to make additional contributions up to the maximum permitted by law, which is a combined Company and employee contribution, $3,450 for individual coverage and $6,900 for family coverage for calendar year 2018. An employee may make a catch-up contribution, as allowed by the Internal Revenue Code ($1,000 for calendar year 2018), at any time during the year in which he or she turns age 55. Each employee who elects coverage under Health Care Option C will be ineligible to participate in the Health Care Flexible Reimbursement Account ("Flex Plan") for that year. All amounts are subject to applicable limits and restrictions set forth in the Internal Revenue Code.

4. **Health Care Option D ("HMO").** The Company will provide hospital, medical, vision, and prescription drug coverage through Health Maintenance Organizations (HMOs) selected by the Company.

5. **Health Care Option E (the "Essential Health Plan").** Effective January 1, 2018, the Essential Health Plan will be a new health care option. The Essential Health Plan is a new high deductible health plan, with access to a Health Savings Account ("HSA"), which will provide hospital, medical, vision, and prescription drug benefits. As a high deductible health plan, the Essential Health Plan will comply with the applicable limits and restrictions set forth in the Internal Revenue Code. Each employee who elects Health Care Option E will be able to establish an HSA in his or her name, but the Company will not match or contribute to the HSA under the Essential Health Plan.

a. **In-Network Hospital/Medical/Prescription Drug Benefits.**

(1) **In-Network Deductible.** Effective January 1, 2018, there will be one combined annual in-network hospital/medical/prescription drug deductible of $2,500 (individual)/$5,000 (family), which can be met by in-network hospital, medical, or prescription drug charges or any combination of these charges. The combined annual in-network hospital/medical/prescription drug deductible for individual and family for 2019, and years thereafter, will be increased by the adjustments announced by the IRS for that year subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(2) **In-Network Annual Out-of-Pocket Limit.** Effective January 1, 2018, there will be a combined annual in-network out-of-pocket limit of $4,500 (individual)/$9,000 (family), which can be met by the in-network hospital/medical/prescription drug coinsurance, the in-network hospital/medical/prescription drug deductible, or any combination of these

charges. The combined annual in-network hospital/medical/prescription drug out-of-pocket limit for individual and family for 2019, and years thereafter, will be increased by the adjustments announced by the IRS for that year and subject to applicable limits and restrictions set forth in the Internal Revenue Code. After the annual in-network out-of-pocket limit is met for that year, the Essential Health Plan will pay 100% of in-network charges for the remainder of that calendar year.

(3) **In-Network Coinsurance for Health Care Services.** Effective January 1, 2018, after the combined annual in-network hospital/medical/prescription drug deductible is met, the Essential Health Plan will pay 80% and the participant will pay 20% of the charges for in-network health care services such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health care office visits, emergency room visits, CAT scans, MRIs, laboratory work, physical therapy, Telehealth services, CCN and non-CCN office visits, and prescription drugs, up to the annual in-network out-of-pocket limit. All mail order prescription drugs are limited to a 90-day supply. The participant will pay the full cost of drugs until he or she reaches his or her in-network deductible.

(4) **In-Network Coinsurance for Cigna Care Network ("CCN") Office Visits.** Effective January 1, 2018, the Cigna Care Network ("CCN") for office visits with CCN primary care providers and CCN specialist care providers will be offered. After the combined annual in-network hospital/medical/prescription drug deductible is met, the plan will pay 80% and

the participant will pay 20% of the charges for office visits with CCN primary care providers and CCN specialist care providers.

(5) **Telehealth Services.** Effective January 1, 2018, Telehealth services will be offered. Telehealth services provide on-demand access to a medical consultation for non-urgent health care through a Cigna national network of licensed, board certified U.S. based doctors. Participants may contact such physicians for a non-urgent medical consultation by a designated telephone or internet connection. After the annual combined hospital/medical/prescription drug deductible is met, the plan will pay 80% and the participant will pay 20% of the charges for Telehealth services.

(6) **In-Network Preventive Care.** Effective January 1, 2018, to the extent required by law, the Essential Health Plan will pay 100% of "preventive care," as defined by and subject to the restrictions and limitations permitted under law.

b. **Out-of-Network Hospital/Medical/Prescription Drug Benefits.**

(1) **Out-of-Network Deductible.** Effective January 1, 2018, there will be one combined annual out-of-network hospital/medical/prescription drug deductible of $4,500 (individual)/$9,000 (family), which can be met by out-of-network hospital, medical, or prescription drug charges, or any combination of these charges. The combined annual hospital/medical/prescription drug deductible for 2019, and years thereafter, will be increased by the adjustments announced by the IRS for that year and subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(2) **Out-of-Network Annual Out-of-Pocket Limit.** Effective January 1, 2018, there will be an annual out-of-network out-of-pocket limit of $7,500 (individual)/$15,000 (family), which can be met by hospital, medical, or prescription drug charges, or any combination of these charges. The combined annual out-of-network hospital/medical/prescription drug out-of-pocket limit for individual or family for 2019, and years thereafter, will be increased by the adjustments announced by the IRS for that year and subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(3) **Out-of-Network Coinsurance for Health Care Services.** Effective January 1, 2018, after the annual out-of-network hospital/medical/prescription drug deductible is met, the plan will pay 60% of the usual and customary charges for out-of-network health care services, such as in-patient hospital charges, out-patient surgery, primary care office visits, specialist office visits, out-patient mental health office visits, CAT scans, MRIs, laboratory work, physical therapy, and prescription drugs, up to the annual out-of-pocket limit. After the annual out-of-network out-of-pocket limit is met for that year, the plan will pay 100% of the usual and customary charges for the remainder of that calendar year. All amounts are subject to applicable limits and restrictions set forth in the Internal Revenue Code.

(4) **Out-of-Network Emergency Room Visits.** After the annual out-of-network hospital/medical deductible is met, the plan will pay 80% of the usual and customary charges for an out-of-network emergency room visit.

(5) **Out-of-Network Preventive Care.** Adult routine "preventive care" services are available at in-network providers only. After the deductible is met, the plan will pay 60% and the participant will pay 40% of the usual and customary charges for out-of-network providers for routine "preventive care" for dependent children through age 25.

c. **Vision Care Benefits.**

As part of Health Care Option E, the Company shall provide Vision Care Benefits administered by a third party service provider, which currently is Comprehensive Professional Systems.

C. **Health Care Options A, B, C, D, and E – Weekly Contributions.**

Effective January 1 of each year, employees shall be required to contribute toward health care premium costs in accordance with the following:

1. **Weekly Contribution Schedule for Plan Year 2018.**

Effective January 1, 2018, the employee weekly contributions will be as set forth below:

	Health Care Option A	**Health Care Option B**	**Health Care Option C**	**Health Care Option E**
Individual	$67	$59	$48	$5
Family	$112	$103	$70	$15

	Health Care Option D – Aetna	**Health Care Option D – Emblem Health (HIP)**	**Health Care Option D – MVP**
Individual	$81	$65	$67
Family	$163	$144	$120

2. **Maximum Weekly Contribution Schedule for Plan Years 2019, 2020, and 2021.**

Health Care Option A – Copay Plan & CVS Prescription Drug – Maximum Weekly Contributions

				If Cadillac Tax is Imposed	
	2019	**2020**	**2021**	**2020**	**2021**
Individual	$68	$72	$76	$72	$76
Family	$114	$121	$128	$121	$130

Health Care Option B – Coinsurance Plan & CVS Prescription Drug – Maximum Weekly Contributions

				If Cadillac Tax is Imposed	
	2019	**2020**	**2021**	**2020**	**2020**
Individual	$60	$64	$68	$64	$68
Family	$103	$103	$110	$103	$110

Health Care Option C – HDHP & CVS Prescription Drug – Maximum Weekly Contributions

				If Cadillac Tax is Imposed	
	2019	**2020**	**2021**	**2020**	**2021**
Individual	$48	$48	$50	$48	$50
Family	$70	$70	$76	$70	$76

Health Care Option D – Aetna – Maximum Weekly Contributions

				If Cadillac Tax is Imposed	
	2019	**2020**	**2021**	**2020**	**2021**
Individual	$82	$86	$90	$86	$90
Family	$165	$172	$179	$172	$182

Health Care Option D – Emblem Health (HIP) – Maximum Weekly Contributions

				If Cadillac Tax is Imposed	
	2019	**2020**	**2021**	**2020**	**2021**
Individual	$66	$70	$74	$70	$74
Family	$146	$153	$160	$156	$167

Health Care Option D – MVP – Maximum Weekly Contributions

				If Cadillac Tax is Imposed	
	2019	**2020**	**2021**	**2020**	**2021**
Individual	$68	$72	$76	$74	$87
Family	$122	$129	$136	$131	$148

Health Care Option E – Essential Health Plan & CVS Prescription Drug – Maximum Weekly Contributions

				If Cadillac Tax is Imposed	
	2019	**2020**	**2021**	**2020**	**2021**
Individual	$6	$7	$8	$7	$8
Family	$16	$17	$18	$17	$18

D. **Usual and Customary Charges.** The usual and customary charge for services supplied by out-of-network providers under Health Care Options A, B, C, and E is at the 80th percentile of what health care professionals in the geographic area charge for their services as determined by the applicable third party administrator.

E. **Annual Maximums for Deductibles and Out-of-Pocket Limits.** For Health Care Options A and B, the Copay Plan and the Coinsurance Plan, amounts applied toward the annual in-network deductibles or annual in-network out-of-pocket limits will be credited toward meeting the annual out-of-network deductibles or annual out-of-network out-of-pocket limits. Additionally, annual out-of-network deductibles or annual out-of-network out-of-pocket limits will be credited toward meeting the annual in-network deductibles or annual in-network

out-of-pocket limits. This rule does not apply to the prescription drug deductibles for Health Care Options A and B.

F. **No Deductible Carryovers.** Employees cannot carry over individual or family deductibles incurred in one calendar year toward the satisfaction of individual or family deductibles for the next calendar year.

G. **Dental Options.** The benefits, terms and conditions provided under the Dental Plans currently provided by MetLife and Administrative Services Only ("ASO") in effect on June 24, 2017, shall be continued, except as follows.

1. **Weekly Contributions.**

Effective January 1, 2018, the employee weekly contributions will be as set forth below:

	Choice 1 MetLife	Choice 2 ASO	Choice 3 ASO
Individual	$3	$2	$0
Family	$4	$3	$0

2. **Maximum Weekly Contributions for Dental Benefits.** Effective January 1, 2019, the maximum weekly contribution schedule will continue to be set at 26% of the actual Dental Plan's costs based on the costs incurred for the twelve-month period ending on August 31 of the preceding year, escalated by 8%. In no event, however, will the employee weekly contribution be more than the amount shown on the maximum weekly contribution schedule.

Choice 1 – MetLife Maximum Weekly Contributions

	2019	2020	2021
Individual	$3	$4	$5
Family	$4	$5	$6

Choice 2 – ASO Maximum Weekly Contributions

	2019	2020	2021
Individual	$2	$3	$4
Family	$3	$4	$5

Choice 3 – ASO Maximum Weekly Contributions

	2019	2020	2021
Individual	$0	$0	$0
Family	$0	$0	$0

H. **Wellness Incentive Programs.** The Company will offer Wellness Incentive Programs to each employee and his or her spouse enrolled in a Health Care Option and who receives credits for participating in the Health Questionnaire and Basic Medical Screening.

1. **Employee Health Care Contribution Credits.** An employee who participates in the Health Questionnaire, the Basic Medical Screening, or both, will be eligible to receive health care contribution credits.

a. **Employee Health Care Contribution Credit for Health Questionnaire.**

(1) Each employee enrolled in a Health Care Option who completes an on-line Health Questionnaire with the Health Care Administrator (currently Cigna) no later than December 31, will receive a two dollar ($2.00) credit per week towards his or her health care contribution in the following year.

(2) If an employee is hired after an Open Enrollment Period, he or she will be eligible to receive this credit in the following year if he or she enrolls

in a Health Care Option and completes the on-line Health Questionnaire with the Health Care Administrator before December 31 of the year in which the employee is hired.

b. **Employee Health Care Contribution Credit for Basic Medical Screenings.**

Each employee who enrolls in a Health Care Option and completes a Basic Medical Screening (such as blood pressure, cholesterol, blood sugar, and body mass index levels) either at an on-site Company-sponsored event or at his or her own physician's office and submits the results to the Health Care Administrator no later than December 31, will receive a two dollar ($2.00) credit per week towards his or her health care contribution in the following year.

c. **Spousal Credit for Health Questionnaire.**

Each employee's spouse who is enrolled as a dependent in a Health Care Option will have an opportunity to complete an on-line Health Questionnaire with the Health Care Administrator no later than December 31. If the spouse completes the Health Questionnaire, the employee will receive a separate credit of two dollars ($2.00) per week towards his or her health care contribution in the following year.

d. **Spousal Credit for Basic Medical Screening.**

Each employee's spouse who is enrolled as a dependent in a Health Care Option will have an opportunity to complete a Basic Medical Screening (such as blood pressure, cholesterol, blood sugar, and body mass index levels) at his or her own physician's office. If the employee's spouse

submits the results to the Health Care Administrator no later than December 31, the employee will receive a two dollar ($2.00) credit per week towards the employee's health care contribution in the following year.

2. **Wellness Reimbursement and Time Off.** Effective January 1, 2018, employees who receive health care contribution credits for participating in both the Health Questionnaire and the Basic Medical Screening will be eligible in the same year for a Wellness Reimbursement and Time Off for Preventive Colonoscopy as set forth below.

a. **Wellness Reimbursement** – Each employee who is receiving credits for participating in both the Health Questionnaire and the Basic Medical Screening will be eligible in the same year for a wellness reimbursement of up to fifty dollars ($50) per year for participating in an eligible wellness activity such as a weight reduction program (i.e., Weight Watchers, Jenny Craig, LA Weight Loss, hypnosis, acupuncture); gym, fitness center or fitness classes (i.e., gym/health club membership, karate, yoga, pilates, dance); community sponsored fitness challenges (i.e., marathon/race entry fees); or Department of Health certified smoking cessation program (i.e., hypnosis, acupuncture, laser therapy). Each employee who is also receiving both the Health Questionnaire and the Basic Medical Screening credits for his or her spouse is eligible to receive an additional fifty dollars ($50) per year wellness reimbursement for the cost of eligible wellness activities incurred by his or her spouse.

b. **Time Off for Preventive Colonoscopy** – Employees who are receiving both the Health Questionnaire and the Basic Medical Screening credits

are eligible in the same year for time off for a preventive colonoscopy. Employees age fifty (50) and older and employees for whom a preventive colonoscopy is medically necessary will be eligible for eight (8) hours of excused time at straight-time pay for a preventive colonoscopy procedure up to one (1) time each calendar year.

7.3 **Consolidated Edison Group Term Life Insurance Plan ("Group Term Life Insurance Plan").**

The benefits, terms, and conditions provided under the Group Term Life Insurance Plan as in effect on June 24, 2017, shall be continued and the amount of coverage shall remain at $50,000.

7.4 **Pension Choice.**

A pension choice will continue to be given to employees hired between June 30, 2013, and June 24, 2017. A Local 3 IBEW Member who was hired between June 30, 2013, and June 24, 2017, will be given a one-time opportunity to irrevocably elect to be covered under the Cash Balance Formula in the Retirement Plan or under the Defined Contribution Pension Formula in the Thrift Savings Plan. The election period for a Local 3 IBEW Member hired on or between June 30, 2013, and June 24, 2017, will begin on the date of hire and will end 60 days after the date of hire. If the Local 3 IBEW Member makes no election by the end of his or her election period, he or she automatically will be covered under the Defined Contribution Pension Formula in the Thrift Savings Plan. If by the fortieth (40^{th}) day after the date of hire, the Local 3 IBEW Member has not made an election, the Company will notify him or her that if he or she has

not made an election by the sixtieth (60th) day after the date of hire, he or she will automatically be covered under the Defined Contribution Pension Formula in the Thrift Savings Plan.

7.5 **The Consolidated Edison Retirement Plan ("Retirement Plan").**

A. The Company shall continue the Retirement Plan as in effect on June 24, 2017, for employees who were hired on or before that date.

B. Each employee who is hired on or after June 25, 2017, shall be covered under the Defined Contribution Pension formula in the Thrift Savings Plan.

C. The Union agrees: (a) that for the term of this Contract it will not seek any further change in the benefits and qualifications of employees or any other provision of the Retirement Plan; and (b) that the Board of Trustees of the Company may amend the Retirement Plan, or any plan or plans which may be adopted amending the Retirement Plan: (i) as it may deem necessary or desirable, provided that for the term of this Contract, no such amendment shall reduce the benefits or increase the qualifications, as heretofore provided in the Retirement Plan, or (ii) in order to comply with the Employee Retirement Income Security Act of 1974 ("ERISA"), or any other applicable law; provided that the Union shall be notified promptly after any such amendment.

7.6 **The Consolidated Edison Thrift Savings Plan ("Thrift Savings Plan").**

The Company shall continue the Thrift Savings Plan as in effect on June 24, 2017, except for the following changes:

A. **Roth Contributions.**

Beginning with the first payroll period on or after January 1, 2018, or as soon thereafter as administratively practicable, each employee participating in the Thrift Savings Plan may elect to make Roth contributions, which are made on an after-tax basis and are subject to the same in-service withdrawal rules as pre-tax contributions. Roth contributions will be eligible for Employer Matching Contributions.

B. **Employee Contributions Based on a Percentage of Total Compensation.**

1. Beginning with the first payroll period on or after January 1, 2018, or as soon thereafter as administratively practicable, employee contributions will be based on a percentage of the employee's Total Compensation. Each employee may contribute a minimum of one percent (1%) up to a maximum of fifty percent (50%) (in whole percentages) of his or her Total Compensation subject to applicable federal tax law restrictions. Each employee may elect to make his or her contributions on a pre-tax basis, a Roth contribution basis, or an after-tax basis, or any combination.

2. Beginning with the first payroll period on or after January 1, 2018, or as soon thereafter as administratively practicable, each employee who is contributing to the Thrift Savings Plan on a dollar per hour basis will have his or her weekly contribution amount converted to a percentage of Total Compensation. The calculated percent will be rounded up to the next whole

percent. If the calculated percent for an employee is less than one percent (1%), his or her contribution rate will be set to the minimum of one percent (1%).

C. **Employer Matching Contributions.**

Beginning with the first payroll period on or after January 1, 2018, or as soon thereafter as administratively practicable, the employee contribution eligible for an Employer Matching Contribution will be expressed as a percentage of Total Compensation ("Participating Contribution").

1. **Maximum Employer Matching Contributions for Employees Covered Under the Final Average Pay Pension Formula.**

Effective January 1, 2018, for each employee covered under the Final Average Pay Formula in the Retirement Plan, the Employer Matching Contribution for each week will be fifty percent (50%) of the first six percent (6%) of an employee's Total Compensation contributed to the Thrift Savings Plan for the payroll period.

The Employer Matching Contributions will not exceed the Maximum Employer Matching Contributions as set forth below:

For Employees Covered Under Final Average Pay Pension Formula		
Calendar Year Beginning	Weekly Maximum Employer Matching Contribution	Annual Maximum Employer Matching Contribution*
January 1, 2018	$28.40	$1,477
January 1, 2019	$29.20	$1,518
January 1, 2020	$30.00	$1,560
January 1, 2021	$30.80	$1,602
*A Participant will be eligible to receive the Annual Maximum Employer Matching Contribution for a Plan Year if he or she had contributed at least six percent (6%) of his or her weekly Total Compensation contributed to the Thrift Savings Plan during each week of the entire Plan Year.		

2. **Maximum Employer Matching Contributions for Employees Covered Under the Cash Balance Pension Formula.**

a. Effective January 1, 2018, for each employee covered under the Cash Balance Formula in the Retirement Plan, the Employer Matching Contribution for each week will be seventy-five percent (75%) of the first six percent (6%) of the employee's Total Compensation contributed to the Thrift Savings Plan for the payroll period.

b. The Employer Matching Contributions will not exceed the Maximum Employer Matching Contributions as set forth below:

For Employees Covered Under Cash Balance Pension Formula		
Calendar Year Beginning	Weekly Maximum Employer Matching Contribution	Annual Maximum Employer Matching Contribution*
January 1, 2018	$42.60	$2,215
January 1, 2019	$43.80	$2,278
January 1, 2020	$45.00	$2,340
January 1, 2021	$46.20	$2,402
*A Participant will be eligible to receive the Annual Maximum Employer Matching Contribution for a Plan Year if he or she had contributed at least six percent (6%) of his or her weekly Total Compensation contributed to the Thrift Savings Plan during each week of the entire Plan Year.		

3. **Maximum Employer Matching Contributions for Employees Covered Under the Defined Contribution Pension Formula.**

a. Effective January 1, 2018, for each employee covered under the Defined Contribution Pension Formula in the Thrift Savings Plan, the Employer Matching Contribution for each week will be one hundred percent (100%) of the first six percent (6%) of the employee's Total Compensation contributed to the Thrift Savings Plan for the payroll period.

b. The Employer Matching Contributions will not exceed the Maximum Employer Matching Contributions as set forth below:

For Employees Covered Under Defined Contribution Pension Formula		
Calendar Year Beginning	Weekly Maximum Employer Matching Contribution	Annual Maximum Employer Matching Contribution*
January 1, 2018	$56.80	$2,954
January 1, 2019	$58.40	$3,037
January 1, 2020	$60.00	$3,120
January 1, 2021	$61.60	$3,203
*A Participant will be eligible to receive the Annual Maximum Employer Matching Contribution for a Plan Year if he or she had contributed at least six percent (6%) of his or her weekly Total Compensation contributed to the Thrift Savings Plan during each week of the entire Plan Year.		

4. **True-Up Company Contribution.**

a. Effective for Plan Years on and after January 1, 2018, the Company will make a "True-Up Contribution" to each participant who is on the active payroll at the end of the Plan Year and who is eligible for a "True-Up Contribution," as set forth below.

b. A participant will be eligible for a True-Up Contribution if his or her contribution to the Thrift Savings Plan automatically stops before the end of the Plan Year because the IRS annual contribution limit was reached and he or she did not receive the Annual Maximum Employer Matching Contribution for the Plan Year.

c. A "True-Up Contribution" is an Employer Matching Contribution in an amount equal to the difference between the applicable Annual Maximum

Employer Matching Contributions for the Plan Year, shown in the charts above, and the amount actually contributed by the Company to the participant's Employer Matching Contribution Subaccount in the Thrift Savings Plan account. The Company will make the True-Up Contribution as soon as administratively practicable after the end of a Plan Year.

D. **Automatic Enrollment and Automatic Escalation.**

1. **Automatic (401k) Enrollment for Employees Hired on or After January 1, 2018.**

a. Each employee hired on or after January 1, 2018, will be covered under the automatic 401(k) enrollment feature in the Thrift Savings Plan and automatically will be enrolled for a 401(k) contribution as a payroll deduction in his or her first payroll period, or as soon thereafter as administratively practicable.

b. The contribution rate for each employee who is covered under the automatic 401(k) enrollment feature will be two percent (2%) of his or her Total Compensation.

c. Employee contributions and Employer Matching Contributions will be invested in funds selected by the employee. Each participant will have access to all investment fund options available under the Thrift Savings Plan. If no fund has been selected, employee contributions and Employer Matching Contributions will be invested in the default investment option under the Thrift Savings Plan.

d. Each employee covered under the automatic 401(k) enrollment feature will have the opportunity, before the first automatic payroll deduction and contribution is made, to decline participation in the automatic 401(k) enrollment feature or to make an election to contribute a different whole percentage of his or her Total Compensation.

2. **Automatic 401(k) Enrollment for Employees Hired Before January 1, 2018, and Not Participating in the Thrift Savings Plan.**

a. Effective the first payroll period in July 2018, or as soon thereafter as administratively practicable, each employee hired before January 1, 2018, who is not making either a pre-tax, after-tax or Roth contribution to the Thrift Savings Plan, will be covered under the automatic 401(k) enrollment feature and automatically will be enrolled for a 401(k) payroll deduction and contribution to the Thrift Savings Plan.

b. The contribution rate for each employee hired before January 1, 2018, who is not making either a pre-tax, after-tax or Roth contribution and is automatically enrolled in the automatic 401(k) enrollment feature, will be two percent (2%) of his or her Total Compensation.

c. Employee contributions and Employer Matching Contributions will be invested in funds selected by the employee. Each participant will have access to all investment fund options available under the Thrift Savings Plan. If no fund has been selected, employee contributions and Employer Matching Contributions will be invested in the default investment option under the Thrift Savings Plan.

d. Each employee who is automatically enrolled in a 401(k) payroll deduction and contribution, will have the opportunity, before July 1, 2018, to decline participation in the automatic 401(k) enrollment feature of the Thrift Savings Plan or to make an election to contribute a different whole percentage of his or her Total Compensation. Once enrolled, each employee can prospectively decline participation in or make an election to contribute a different whole percentage of his or her Total Compensation.

3. **Automatic Escalation for Participants Who Contribute Less Than Two Percent (2%) in the Thrift Savings Plan.**

a. Effective the first payroll period in July 2018, or as soon thereafter as administratively practicable, each participant who is contributing at a rate of less than two percent (2%) will have his or her contribution rate increased to two percent (2%).

b. Each participant will have the opportunity, before July 1, 2018, to decline participation in this automatic escalation or make an election to contribute a different whole percentage of his or her Total Compensation. Once enrolled in the automatic escalation feature, each participant can prospectively decline participation in or make an election to contribute a different whole percentage of his or her Total Compensation.

4. **Automatic Escalation for Participants Who Contribute at Least Two Percent (2%) But Less Than Ten Percent (10%) in the Thrift Savings Plan.**

a. Effective the first payroll period in July 2019, or as soon thereafter as administratively practicable, and in each July thereafter, each participant who is contributing at least two percent (2%) but less than ten percent (10%) to the Thrift Savings Plan will have his or her 401(k) contribution rate automatically increased by one (1) percentage point, until the participant's contribution rate reaches ten percent (10%) ("Automatic Escalation feature").

b. Each participant will have the opportunity to decline participation in the Automatic Escalation feature. Once he or she declines participation in the Automatic Escalation feature, he or she will no longer be subject to the Automatic Escalation feature.

5. **Notices about Automatic Enrollment and Automatic Escalation.**

a. Each employee hired on or after January 1, 2018, will receive a Notice about Automatic Enrollment within sixty (60) days following his or her date of hire.

b. Each employee who was hired before January 1, 2018, and is not participating or is participating, but at a contribution rate of less than two percent (2%), will receive a Notice about Automatic Enrollment or a Notice about Automatic Escalation, respectively, no less than sixty (60) days prior to July 1, 2018.

c. Each employee will be given a Notice about Automatic Enrollment and Automatic Escalation no less than sixty (60) days prior to the date the employee's automatic contribution or contribution increase commences.

d. The Notices will explain:

(1) An employee's right to decline participation in automatic enrollment;

(2) An employee's right to elect to have automatic contributions made at a different percentage; and

(3) How automatic contributions will be invested in the absence of any investment election by the employee.

e. Each employee will have the opportunity after receipt of a Notice and before the first automatic contribution or automatic escalation is made, as applicable, to make an election to decline participation in the Thrift Savings Plan or to contribute a different whole percentage of his or her Total Compensation. To be effective, employee elections must be received at least fourteen (14) days prior to the date of the automatic contribution or automatic escalation.

f. Following the applicable waiting period, if the employee has not made an election to decline participation at least fourteen (14) days prior to the date the employee's automatic contribution or contribution increase commences, an amount equal to the applicable percentage of his or her Total Compensation will be withheld on a pre-tax basis and contributed to the Thrift Savings Plan.

g. Once an employee is enrolled, his or her employee contributions can only be distributed in accordance with the terms of the Thrift Savings Plan and federal tax laws.

E. The Union agrees that for the term of this Contract it will not seek any further change in the benefits and qualifications of employees or any other provisions of the Thrift Savings Plan, and that the Company may amend the

Thrift Savings Plan, or any plan or plans which may be adopted amending the Thrift Savings Plan: (a) as it may deem necessary or desirable, provided that for the term of this Contract, no such amendment shall reduce the benefits or increase the qualifications as heretofore provided in the Thrift Savings Plan, and (b) in order to comply with the Employee Retirement Income Security Act of 1974 ("ERISA"), the Internal Revenue Code or other applicable law; provided that the Union shall be notified promptly after any such amendment.

7.7 **Consolidated Edison Stock Purchase Plan ("Stock Purchase Plan").** The Company shall continue the Stock Purchase Plan as in effect on June 24, 2017. This Stock Purchase Plan provides employees the opportunity to purchase shares of stock of Consolidated Edison, Inc., without any fee, commission or charges other than the purchase price. The Company contributes one dollar ($1.00) for each nine dollars ($9.00) invested by the employee. The employee may invest up to twenty percent (20%) of his or her Basic Rate of Pay up to a maximum of $25,000 in a calendar year. Subject to shareholder approval, after May 17, 2014, the Company will maintain a plan that provides benefits equivalent to the current Stock Purchase Plan.

7.8 **Long Term Disability Plan ("LTD Plan").** The Company shall continue the LTD Plan as in effect on June 24, 2017, which automatically provides an eligible employee a Basic LTD benefit level of thirty percent (30%) of his or her monthly base pay and does not require an employee contribution. The LTD Plan also provides a Standard LTD benefit of either sixty percent (60%) of an eligible employee's monthly base pay, or, if he or she receives a Con Edison

pension allowance or family Social Security, seventy percent (70%) of his or her monthly base pay. Eligible employees may participate in the Standard LTD Plan by paying for the cost of Standard LTD coverage through weekly payroll deductions.

7.9 **Flex Plan.** The Company shall continue the benefits, terms, and conditions provided under the Flex Plan as in effect on June 24, 2017.

7.10 **Adoption Benefits Plan.** The Company shall continue the Adoption Benefits Plan as in effect on June 24, 2017, which provides for the reimbursement of up to $5,000 per adoption for eligible adoption expenses.

7.11 **Eldercare Benefits.** The Company shall continue the Eldercare Benefits program as in effect on June 24, 2017, which provides employees with an information and referral service.

7.12 **Emergency Child Care Plan.** The Company shall continue the Emergency Child Care Plan as in effect on June 24, 2017.

7.13 **Chemical Substance Abuse Program.** The Company shall continue the Chemical Substance Abuse Program as in effect on June 24, 2017.

7.14 **Transportation Reimbursement Account Plan.** The Company shall continue the Transportation Reimbursement Account Plan as in effect on June 24, 2017.

7.15 **Business Travel Accident Insurance Plan.** The Company shall continue the Business Travel Accident Insurance Plan as in effect on June 24, 2017, which provides benefits for accidental death, total and permanent disability, and dismemberment, of up to $250,000.

7.16 **Crime Protection Insurance Plan.** The Company shall continue the Crime Protection Insurance Plan as in effect on June 24, 2017, which provides benefits for accidental death, total and permanent disability, and dismemberment, of up to $250,000.

7.17 **Consolidated Edison, Inc., AFLAC Supplemental Insurance Plan.** The Company shall continue the Consolidated Edison, Inc., AFLAC Supplemental Insurance Plan as in effect on June 24, 2017, which allows employees to purchase AFLAC's supplemental insurance protection on a pre-tax basis through weekly payroll deductions.

7.18 **AFLAC Short Term Disability Plan.** Effective January 1, 2018, the Company will offer an AFLAC Short Term Disability ("STD") Plan, which allows employees to purchase AFLAC's STD insurance protection through weekly payroll deductions.

Article 8

MISCELLANEOUS PROVISIONS

The Company and the Union agree that safety shall be their number one priority.

8.1 **Safety of Employees:**

(a) The Company shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. Protective devices, wearing apparel and other equipment, necessary for the

proper protection of employees in any department from injury, shall be provided by the Company in accordance with the practice prevailing.

(b) The joint Company-Union Safety Committee shall consist of three (3) Company representatives and three (3) Union representatives and, so constituted, shall be continued for the term of this Agreement.

(c) The Company shall, subject to the terms of this Agreement, determine the number and class of employees to be employed and to be assigned to any given job. No employees shall be required to perform any hazardous task with which they are not familiar without proper instruction and close supervision and at no time shall any employee be required, as a condition of employment, to violate any Safety Rule of the Company.

8.2 **Safety Shoes:** When the Company requires an employee to wear safety shoes, the Company will continue to reimburse the employee for the cost of such shoes up to one hundred seventy dollars ($170) per employee per calendar year. When the Company requires a Customer Field Representative to wear safety shoes, the Company shall reimburse the Customer Field Representative for the cost of such shoes up to two hundred dollars ($200) per calendar year. All employees who are required to wear shoes with metatarsal guards and who purchase shoes which have such guards built in, thereby avoiding the need for the Company to provide Sanky foot protection, shall continue to be reimbursed an additional ten dollars ($10) towards the cost of such safety shoes. These safety shoe allowances shall be paid directly to the employee only for Company-approved safety shoes, upon submission of a valid

bill of sale or other proof of purchase for the shoes. Each eligible employee shall receive such reimbursement only upon submission of valid receipts. Additionally, the employee may use his or her safety shoe allowance to purchase optional safety-related clothing from a Company pre-approved designated list of items, and only upon submission of a valid receipt indicating that the employee has paid for the items.

8.3 **Stormy Weather:** Work by field forces in stormy weather, excepting emergency work for which protective apparel will be provided, shall not be required in the vicinity of outside live wires or live wire service equipment, and shall not be required if the weather conditions are deemed by the Company to jeopardize health or person.

Employees who cannot perform their regular work duties because of stormy weather will be assigned other work and will be paid at the normal rate of compensation in the same manner as if they had performed their regular work.

8.4 **Company Rules and Regulations:** In the interest of safety, continuity of service and efficient and orderly operation of the Company's plants, stations, and equipment, the Union agrees that all its members will abide by the Company's rules and regulations. Accordingly, it is understood by both the Union and the Company that all rules and regulations at present in effect, or as adopted or changed in the future, shall be strictly observed and enforced at all times, but no rule or regulation shall be either adopted or enforced which is contrary to law or to the terms of this Agreement except as a legally enforceable order of any agency of the government.

8.5 **Company Customs and Practices:** The parties hereto agree that all Company customs and practices as agreed to simultaneously with this Agreement shall remain in effect for the period hereof. Nothing herein contained shall be interpreted so as to prohibit, or interfere with, efficient operation of the Company or the rendering of adequate service to the public.

8.6 **Contracting Out Work:** The Company agrees not to let out to contractors work which is ordinarily and usually performed by any group of regular employees of the Company so as to cause a layoff or demotion in rate of pay by reason thereof. The Company agrees that it will not, without giving previous information thereof to the Union, let out to contractors any major items of construction and maintenance work on Company premises or in the streets.

8.7 **Posting of Job Vacancies:** All permanent vacancies occurring in job titles covered by the Agreement will be posted as in the past. All employees who are eligible will be afforded the opportunity to apply for such vacancies and qualified candidates will be selected without regard to race, color, religion, creed, sex, gender, age, national origin, marital status, sexual orientation, gender identity, gender expression, citizenship status, disability, or because an employee is disabled, a disabled veteran, or a veteran of the Viet Nam Era.

8.8 **Meal Allowance:** The Company will pay a meal allowance of fifteen dollars and fifty-cents ($15.50) for a meal during overtime work when the period of work is ten (10) or more hours.

8.9 **Mileage Allowance:**

(a) Employees who are authorized to use their personal cars for Company business shall be reimbursed at the allowable mileage rate established from time to time by the Internal Revenue Service. Any adjustment in such rate shall be effective the first day of the following month.

All reimbursements will be subject to audit as the Company may require.

(b) Employees who, on December 1st of any year, are required by the Company to use their personal cars for Company business in the coming year, shall, in addition to the allowance provided in subparagraph (a), be paid, on or about December 15th, the sum of six hundred fifty dollars ($650).

8.10 **Travel Pay:**

(a) There shall be no payments for travel time except pursuant to (i) Paragraph 3.5 of this Agreement and (ii) the existing practices concerning overhead storm emergencies.

(b) Where employees are required to perform storm emergency work for utilities other than Con Edison and Orange and Rockland Utilities, Inc., the hourly wage rate applicable for such work shall be the greater of the employees' current straight-time hourly wage rate or the straight-time hourly wage rate for comparable job classifications at the utility for which the work is performed, paid at double time. Employees will also receive a stipend of seventy-five dollars ($75) per day in lieu of meal allowances.

(c) Where employees are required to perform storm emergency work for Orange and Rockland Utilities, Inc., the hourly wage rate applicable for such work shall be the greater of the employees' current straight-time hourly wage rate

or the straight-time hourly wage rate for comparable job classifications at the utility for which the work is performed. Employees will also receive a stipend of seventy-five dollars ($75) per day in lieu of meal allowance.

(d) These rates will be paid for regularly compensable hours only, and shall include travel time between the Company's departure location and the other utility.

(e) If a recognized holiday occurs during such an assignment, the assigned employee will be paid for time actually worked in accordance with Paragraph 4.4(c) of the Collective Bargaining Contract.

8.11 **Jury Duty:**

(a) (1) Regular employees who serve on jury duty shall be paid the difference between their straight-time hourly rate of pay for the hours they would have otherwise worked (not to exceed forty (40) hours in any one (1) week) and the amount received, if any, for jury service, excluding payments for travel, lodging and meals, if any. Such employees shall promptly furnish the Company with the notice of service, evidence of attendance and all jury duty payments, if received. If excused by the court within a reasonable time after reporting, they shall return to work.

(2) Employees whose schedule of hours requires them to be on duty between the hours of 5:00 P.M. to 9:00 A.M. shall not be required to report to work during such service.

(b) Employees will be eligible to receive jury duty pay only once in a period of twenty-four (24) calendar months.

(c) Employees who have solicited jury service shall receive no pay from the Company for the period of such service.

(d) Notwithstanding anything to the contrary contained in said Paragraph 8.11 above, in the event that employees are solicited more than once in a twenty-four (24) calendar month period, the Company will provide certification relative to the Company's policy and officially request that the employee be excused from serving said jury duty. If the court refuses to excuse the employee, said cases will be reviewed on a case by case basis to determine whether the employee will receive pay pursuant to Paragraph 8.11 above.

8.12 **Bulletin Boards:** The posting of official Union notices on Company bulletin boards shall be permitted and definite space shall be allotted for this purpose.

8.13 **Travel Expenses:** Travel expenses actually incurred on Company business which are incremental (i.e., over and above the normal cost of commutation) shall, where authorized in advance by the Company, be reimbursed to the employee.

8.14 **Operations Conferences:** During the term of the Contract, the parties will meet, as needed, to discuss improvements to work practices for the benefit of safety, customer experience, and operational excellence.

Article 9

JOB SECURITY

9.1 **Layoffs:** If at any time it becomes necessary, in the opinion of the Company, to lay off employees for lack of work or other proper cause in a

department of the Company, or to transfer or demote employees to such extent as will avoid the making of one (1) or more imminent layoffs (but only if the Company is of the opinion that such layoffs would otherwise be necessary), in the selection of any employees who are to be laid off, transferred, or demoted, preferred consideration shall be given to length of continuous service in the Consolidated Edison System. The Company reserves the right to determine the number of employees to be laid off, transferred or demoted, and the job classifications or work groups from which employees will be selected. In the event of a surplus of employees in a department, any employees who have been transferred into and have served less than one (1) year in the department shall be returned to the department from which they were transferred before any other employee is laid off, transferred or demoted, and any further consideration of laying them off shall be based upon the application in the department to which they are returned, of the requirements of this paragraph. If conditions at any time arise in any department by reason of which layoffs will in the opinion of the Company become necessary, an alternative plan for sharing the work in lieu of such layoffs shall be offered by the Company to the Union for its consideration, where the conditions are such that in the judgment of the Company the submitted plan would, if approved by the Union, be practicable.

9.2 **Joint Committee – Surplus of Employees:** Promptly following the execution of this Agreement, there shall be established a joint committee consisting of not more than six (6) employees, three (3) to be designated by the

Union and three (3) to be designated by the Vice President of Human Resources, who shall review and make recommendations concerning the following matters:

(a) Contracting out of bargaining unit work to outside organizations;

(b) Bargaining unit work being performed by Company employees on Staten Island who are not members of IBEW Local 3;

(c) Lack of work in specific departments or areas on Staten Island.

The joint committee shall meet, as required, in an effort to determine whether the bargaining unit work being performed by the organizations enumerated above is work that can be performed by bargaining unit employees. If it is determined that said work is regular, recurring and can be performed by bargaining unit employees, the Company shall utilize its best efforts to assign said work to IBEW Local 3 employees and shall promptly provide training, where practicable, to bargaining unit employees to qualify them to perform this work. The Company's final determination relative to the assignment of this work shall be based on the availability of qualified personnel, the reasonableness of any additional costs incurred by the Company, the risk to the Company's business, and local operating conditions.

It is agreed and understood that the Company shall continue to exercise its managerial rights and the Union will retain its right to file grievances thereon.

Pursuant to the provisions of Paragraph 9.1 above, the Company will use the following guidelines in the event that it becomes necessary to surplus employees for lack of work or other proper cause in a department of the Company. The

Company shall determine the job classifications or work groups from which employees will be selected.

Prior to declaring said surplus, the Company shall meet with the Local Union to evaluate whether bargaining unit work being performed by organizations other than IBEW Local 3 can be assigned to Company employees in the unit to avert a surplus of employees. If a surplus cannot be averted, the Company shall do the following:

(1) Establish a list of all available permanent vacancies in bargaining unit jobs and freeze all hirings and transfers thereto;

(2) Establish seniority lists for the job classifications and/or work groups affected by said surplus;

(3) Establish the number of employees to be surplussed in said job classifications and/or work groups;

(4) Identify employees who have transferred in and served less than one (1) year in the department. Said employees shall be immediately returned to the department from which they transferred;

(5) Pursuant to Article 5, Paragraph 5.2 of the Labor Agreement, the employees identified as those to be surplussed shall be tested for such permanent vacancies in seniority order;

(6) If permanent vacancies exist for which employees qualify, the employees shall be placed in those job classifications and receive the commensurate rates of pay. The employees shall receive their current rate of pay

or the maximum rate of pay in the job classification for which they have qualified, whichever is lower; and

(7) In the event that employees fail to qualify for existing vacancies, or that no vacancies exist, said employees shall be laid off pursuant to Paragraph 9.1 of this Agreement.

9.3 **Technological Changes:** During the past several years a number of technological changes have been made in the Company's business and operations. The Company and the Union have generally been able to work out transfers of employees affected to other jobs with titles and rates of pay comparable to their previous jobs. An effort will be made to continue this practice. However, the Company hereby states that while certain changes in methods and procedures may be made during the term of this Agreement, the Company agrees that employees affected will, in cooperation with the Union, be transferred without reduction in pay. While this declaration of agreement must be at the risk of the business, the Company, nevertheless, believes it will be able to carry this declaration throughout the term of this Agreement.

9.4 **Protection of Employees with Permanent Medical Restrictions:** An employee who has at least four (4) years of service, who cannot hereafter perform his or her regular duties due to the imposition of permanent medical restrictions and whose record has in all respects been satisfactory, will be assigned to some work function which the employee is capable of performing provided such other work is available and the employee is qualified. The Company will provide limited training to such employees to assist them in

qualifying for such other available work assignment in accordance with its policy regarding the placement and training of permanent limited duty bargaining unit employees.

Employees with ten (10) or more years of service with the Company will retain the same job title for the duration of their employment with the Company and will continue to receive the same rate of compensation as theretofore, regardless of the range of pay commensurate with the job classification for such other work function, but shall not be eligible for wage increases beyond the maximum rate for that work function which the employee is performing. Employees with less than ten (10) years of service with the Company will receive either their present rate of pay or the maximum hourly rate of pay for the title they are assigned, whichever is lower.

9.5 An employee who is qualified and refuses a work assignment pursuant to subparagraphs 9.2, 9.3 and 9.4 above, shall be terminated without the benefit of recall rights as provided in subparagraph 9.6 below.

9.6 **Recall Rights:** Should any employee be laid off from the Company, the employee shall have the right, within eighteen (18) months from the date of that layoff, to be considered in seniority order with other employees then on layoff for any vacancies which the Company desires to fill with persons outside of the bargaining unit. Laid off employees who desire to be recalled must keep the Company advised of their current address, must report for work not later than two (2) weeks from the Company's Notice of Recall and be qualified for the vacancy.

9.7 **Employment Preference for Former Employees:** In recognition of their experience and training with the Company, employees who resign under creditable circumstances, or who are released because of disability due to Panel Action, or who are released as a result of the Permanent Limited Duty Policy, will be given preferred consideration for reemployment provided:

(a) Suitable job vacancies exist for which they are qualified;

(b) Their prior employment records were in all respects satisfactory; and

(c) They are physically qualified for reemployment as determined by an examining physician of the Company.

Article 10

GRIEVANCES AND ARBITRATION

10.1 Any grievance which arises under and by virtue of this Agreement may be presented by the Union or the aggrieved employee and shall be governed by the provisions of this Article and by the Rules of Grievance Procedure which are set forth in Paragraph 10.4. Any grievance shall be considered promptly and all parties shall make reasonable efforts to adjust or settle the same in the sequence set forth in this Article and the Rules of the Grievance Procedure. Nothing contained in these grievance procedures or in this Agreement shall be construed or applied so as to limit or abridge in any way any right of individuals or groups of individuals under the Labor-Management Relations Act of 1947, as amended, or any other applicable statute, with respect to grievances.

10.2 **Definition of Grievance:** A grievance is any controversy, dispute or difference arising out of the meaning or application of this Agreement or affecting the relationship between any employee or the Union and the Company.

10.3 (a) Changes in general business practice, the manner of operating units of the business, the control and direction of working forces, the selection of personnel (subject, however, to the specific provisions as to seniority and for the various preferences), the performance of the Company's public obligations as a regulated public utility, and other business and operating questions, shall not give rise to a grievance of employees or of the Union.

(b) If a question arises as to whether or not a particular claim or grievance is a grievance as defined in this Article, the question may be taken up through the grievance procedures herein provided for, and may be submitted to arbitration if need be, at the insistence of either party.

10.4 **Rules of Grievance Procedure:**

Rule I. **Mutual Modification of the Rules:** Any provision of these Rules may be modified, waived or suspended, for the consideration and hearing of a particular grievance, only by an agreement in writing of the parties. Any limitation of time contained in any Rule may be modified as to a particular grievance by an agreement in writing between the Business Representative of the Union or his or her designee and the Vice President of Human Resources of the Company or his or her designee.

Rule II. **Prompt Presentation of Grievances:** Any grievance shall be presented promptly and within ten (10) working days after the Union and/or the

employee has knowledge of the occurrence or events claimed to have given rise to the grievance or should have reasonably known of the same, or else shall be deemed to have been waived. Any grievance not satisfactorily adjusted within the time limits set forth in each Step of this Article shall be presented at the next Step in the procedure or shall be deemed to have been waived.

Rule III. **Procedure as to Grievances of Employees:** Grievances shall be submitted electronically. All such submissions shall follow the form attached hereto as Exhibit A, or any other agreed upon method, and be considered in the Steps set forth hereinafter. If the grievances are not adjusted satisfactorily under the First Step and the aggrieved employees request further consideration of their grievances, such grievances shall be presented by the representative of the Union to the Manager indicated in the successive Steps. No claim shall be made for the adjustment of any grievances retroactive to or as of any date beyond thirty (30) days prior to the first filing of such written statement.

First Step: Between the aggrieved employee(s) and their Manager in the Section or Department involved, or designee; provided the employee(s) may elect to present their grievances jointly with their Steward or other Union representative, or have it presented solely by their Steward or other Union representative; and provided further, that not more than three (3) working days, from the date of first submission of the grievance, shall be allowed for disposition of the grievance at that level.

Second Step: Between the Senior Steward in the Section or Department involved or another designated Senior Steward and the General

Manager/Director in charge of such department, who shall engage in an oral communication about the grievance and make their decision known to the representatives of the Union within fifteen (15) working days of the date the grievance was presented to them.

Third Step: If the grievance is not settled as herein above provided, the Business Representative of the Union shall present the matter to the Vice President of Human Resources of the Company or designee, provided that no more than ten (10) working days from the date of such submission shall be allowed for such consideration or disposition of the grievance. In the event of the failure to determine the grievance in that manner, it may be submitted to arbitration as provided in Section 10.5 of this Collective Bargaining Contract.

Rule IV. **Procedure as to Grievances of the Union:** If the claimed grievance is of the Union against the Company, the Business Representative of the Union shall present the matter in writing to, and may meet with, the Vice President of Human Resources of the Company.

Not more than fourteen (14) working days, from the date of submission of such grievance, shall be allowed for such consideration and disposition of the grievance. In the event of a failure to determine the matter in that manner, the grievance may be submitted to arbitration in accordance with the provisions of Rules I and II and any other pertinent provision in this Agreement.

Rule V. **Grievance Committees and their Procedures for Prompt Disposition of Grievances:**

(1) The Grievance Committee for each department shall consist of not more than three (3) employees of the department, designated by the Union, who shall be allowed, upon reasonable notice in advance to their Department Head, such time off with pay as may be required for attending Grievance Committee meetings with the Company, and such time off, without pay, as may be required:

(a) to attend scheduled meetings of such Grievance Committee;

(b) to attend meetings pertaining to the discharge of employees or other matters which could not reasonably be delayed until the time of the next meeting of such Committee; and

(c) to visit departments other than their own, at reasonable times, for the purpose only of transacting the legitimate business of their Grievance Committee, after reasonable notice in advance to, and permission from, their Department Head or designated representative, and upon notice to the Department Head of each department so to be visited.

(2) Specified times shall be agreed upon between the respective Grievance Committees and the Department Head of the department involved, for the presentation of grievances under these Rules; provided, however, that grievances pertaining to the discharge of employees or to other matters which could not reasonably be delayed until the time of the next regular meeting may be presented at any time, in the manner provided in these Rules.

(3) A claimed grievance as to the suspension, discharge or release of employees shall be presented, by them or by the Union on their behalf, within ten (10) working days from the date of their suspension, discharge or release, and

shall be taken up and disposed of within the time enumerated in each Step, unless a reference of such grievance to arbitration has been invoked meanwhile by either party to this Agreement.

10.5 (a) **Arbitration Procedure:** If a grievance is not adjusted or disposed of to the satisfaction of the parties in accordance with the Grievance Procedure and it is the desire of either party to arbitrate, the moving party shall, by the Business Representative of the Union or the Vice President of Human Resources of the Company, so notify the other in writing within ten (10) working days from completion of the Rule III or Rule IV procedure as defined in this Article. Such notification shall include a detailed statement of the moving party's contention and the Article violated in order to move forward. No grievance shall be referable to arbitration that has not previously been submitted in writing as required by Rules I, II III, and IV of the Grievance Procedure and the requested arbitration shall be limited to the said written grievance.

(b) The parties agree to jointly select an Impartial Arbitrator within ten (10) working days from the receipt and acknowledgement of the arbitration request.

(c) Unless, within ten (10) working days after receipt and acknowledgment of the request of arbitration as prescribed in Section 10.5(b), the Company and the Union have agreed upon an Impartial Arbitrator, the procedure thereafter shall be as follows:

(1) The parties agree that they will promptly join in a written request to the American Arbitration Association (hereinafter referred to as "the Association") that it submit to them a list of ten (10) arbitrators, from its labor arbitration panel,

whom it would regard as available, impartial, specially qualified, for the particular arbitration and who have dates available to hear cases within thirty (30) working days from the date of the selection. If either party fails to join in making such a written request to the Association within five (5) working days, the opposite party may itself submit such a written request, with a copy thereof to the other party.

(2) Upon the receipt of such a list from the Association, the parties shall endeavor to agree upon an Impartial Arbitrator from such list. In the event that they do not so agree within ten (10) working days, they may join in a written request to the Association that it submit to them a further list, in which event they shall make a further effort to agree upon a person named in either list of the Association or otherwise.

(3) Only in the event that, within fifteen (15) working days from the receipt of the first list from the Association, the parties have not agreed upon third and disinterested Arbitrator, the parties agree to join in a written request for an appointment by the Association. If either party refuses or fails to join in such a request for the appointment of an Impartial Arbitrator, the other party may make such an application, on notice. The parties agree that neither of them will make any other application, to the Court or otherwise, for the appointment of an Impartial Arbitrator and that the Arbitrator shall be selected only as herein provided.

(d) (1) The Impartial Arbitrator shall have no jurisdiction, power or authority to amend, modify, supplement, vary or disregard any provision of this Agreement in any respect whatsoever.

(2) Request for Information: Upon timely written request, either party shall provide information relevant to the matters to be arbitrated within seven (7) calendar days prior to the opening of the arbitration hearing, if practicable. Relevant Company medical records requested by the Union in writing shall be provided upon a timely receipt of an appropriate written release from the employee authorizing such disclosure to the Union within the seven (7) day period detailed above. Disputes concerning requests for records or other materials in a case may be presented to the Arbitrator, but always on notice to the other party, for resolution.

(3) Nothing in this Agreement shall be construed as obliging either party to arbitrate the terms of any contract or agreement to be entered into upon a termination or expiration of this Agreement.

(4) If a question arises as to whether or not a defined grievance or stated issue is arbitrable under the provisions of this Article and Agreement, the question may be submitted to arbitration hereunder at the request of either party. The Union and the Company have a right to request the bifurcation of an arbitration on arbitrability grounds.

(e) Any arbitration under this Article that shall proceed to hearing, decision and award, shall be subject at all stages to the limitations of jurisdiction and authority which are stated in subparagraphs (c), (d), and (f) hereof. In all matters not inconsistent herewith, such arbitration and the decision and award therein shall be governed by Article 75 of the Civil Practice Law and Rules of the State of New York; and proceedings upon and as to the decision and award of the

Impartial Arbitrator, including the review and enforcement of the award, shall be in accordance therewith.

(f) In the determination of arbitrations arising from the suspension, discharge, release, disciplinary transfer, layoff, or demotion in the title or pay, of any employee, for cause, the Impartial Arbitrator shall have the power only to adjudge the sufficiency and reasonableness of the cause stated by the Company and if the Impartial Arbitrator shall adjudge such cause to be insufficient and unreasonable, the Company shall reinstate or restore such employees, with accumulated seniority, and, in case they were penalized by loss of working time, shall pay them their back wages as provided in Rule III hereof less any unemployment or other compensation they may have received during the period of their separation from the payroll of the Company.

(g) Subject to the outcome of such proceedings as may occur respecting the decision and award, the Company and the Union each agree to abide by and comply with the decision and award of the Impartial Arbitrator, so long as this Agreement is in force.

(h) The expenses of the Impartial Arbitrator, including the compensation and expenses of the Association, if any, shall be borne and paid equally by the Company and the Union. However, in the event that any party cancels and/or postpones a hearing within seven (7) days from the date of the hearing, the expenses shall be paid by the party requesting the cancellation or postponement.

Article 11

WAGES

11.1 (a) The wage settlements, increases, wage adjustments and all other matters, for the current Agreement term, as agreed upon pursuant to the provisions of this Agreement, including Article 13 hereof, shall be as set forth in Paragraphs 11.3 and 11.4, and in the respects and to the extent provided in the said Paragraphs 11.3 and 11.4. The agreements set forth in Paragraphs 11.3 and 11.4 shall constitute all of the wage settlements, increases, reclassifications and wage adjustments to be made by the Company for the current Agreement term, pursuant to collective bargaining negotiations, or otherwise, and pursuant to this Agreement; and the Union and the Company hereby expressly waive any and all other claims as to such matters.

(b) Except as changed from time to time in the manner prescribed in this Agreement, the rates of pay and the job titles which are in force at the date hereof or are established pursuant to the provisions of this Agreement, including the provisions of Paragraphs 11.3 and 11.4, shall be continued in force while this Agreement is in effect.

(c) Effective October 31, 2005, all wages or other payments pursuant to this Contract will be made by Electronic Funds Transfer (EFT), and all pay stubs and other records of such wages and other payments will be electronic.

11.2 The Company and the Union recognize the Wage Progression Plan as herein modified, such Plan containing specified occupational classifications, with maximum and minimum rates and ranges of pay, and such Plan, as amended by

Paragraph 11.4 hereof, as reflected in the Statement of Job Titles and Established Minimum-Maximum Hourly Rates of Pay hereto attached and made a part hereof, shall be continued as herein provided, subject to continuance, discontinuance or modification as provided in this Article and in Article 13 of this Agreement.

11.3 The following wage increases will be granted to each eligible employee who is on the active weekly payroll on the effective date of such increase. On the effective date of each increase, the minimum and maximum rates of pay for all job titles shall, as reflected in the Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, be raised by the percentage of the increase.

(a) For the period June 25, 2017, through June 23, 2018:

1. Effective June 25, 2017, a 2% general wage increase for all regular employees.

2. Effective June 25, 2017, a 1% increase for (a) each regular employee at the maximum rate of pay as of June 24, 2017, for his or her job title, whose record has in all respects been satisfactory in the period from May 22, 2016, to May 20, 2017; and (b) each regular employee at less than the maximum rate of pay as of June 24, 2017, for his or her job title, who received either the October 2016 or February 2017 wage progression.

3. The wage increases effective on June 25, 2017, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 24, 2017.

(b) For the period June 24, 2018, through June 22, 2019:

1. Effective June 24, 2018, a 2% general wage increase for all regular employees.

2. Effective June 24, 2018, a 1% increase for (a) each regular employee at the maximum rate of pay as of June 23, 2018, for his or her job title, whose record has in all respects been satisfactory in the period from May 21, 2017, to May 19, 2018; and (b) each regular employee at less than the maximum rate of pay as of June 23, 2018, for his or her job title, who received either the October 2017 or February 2018 wage progression.

3. The wage increases effective on June 24, 2018, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 23, 2018.

(c) For the period June 23, 2019, through June 20, 2020:

1. Effective June 23, 2019, a 2% general wage increase for all regular employees.

2. Effective June 23, 2019, a 1% increase for (a) each regular employee at the maximum rate of pay as of June 22, 2019, for his or her job title, whose record has in all respects been satisfactory in the period from May 20, 2018, to May 18, 2019; and (b) each regular employee at less than the maximum rate of

pay as of June 22, 2019, for his or her job title who received either the October 2018 or February 2019 wage progression.

3. The wage increases effective on June 23, 2019, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 22, 2019.

(d) For the period June 21, 2020, through June 19, 2021:

1. Effective June 21, 2020, a 2% general wage increase for all regular employees.

2. Effective June 21, 2020, a 1% increase for (a) each regular employee at the maximum rate of pay as of June 20, 2020, for his or her job title, whose record has in all respects been satisfactory in the period from May 19, 2019, to May 16, 2020; and (b) each regular employee at less than the maximum rate of pay as of June 21, 2020, for his or her job title, who received either the October 2019 or February 2020 wage progression.

3. The wage increases effective on June 21, 2020, will be applied to each eligible employee's basic straight-time hourly rate in effect on June 20, 2020.

(e) The application of the foregoing wage increases will be subject to the following:

1. The increases will not cause the rate of pay of any employee to exceed the newly established maximum rate of pay for the classification in which he or she is assigned.

2. Temporary and permanent limited duty employees shall be eligible for these increases on the same basis as other employees.

3. Employees who are at maximum rate of pay and who have been absent from work for any reason more than fifty percent (50%) of their regularly scheduled work days during the review period, will be denied the merit-based portion of that wage increase.

4. A regular employee who was denied both of the preceding two (2) wage progressions shall be denied the merit-based portion of that wage increase.

11.4 **Wage Progression Plan:**

(a) The Wage Progression Plan shall permit a regular employee whose record has in all respects been satisfactory to progress from the minimum rate of pay to the maximum rate of pay for his or her job title.

Wage progression increases in the amount of fifty-six cents ($0.56) per hour shall be effective on the following dates:

October 29, 2017
February 25, 2018
October 28, 2018
February 24, 2019
October 27, 2019
February 23, 2020
October 25, 2020
February 28, 2021

The period for determining an employee's eligibility for each of the foregoing progression increases shall commence eight (8) weeks prior to the effective date of the proceeding progression increase and will conclude eight (8) weeks before the effective date of the increase for which the employee is being evaluated.

(b) Employees who are sick, on leave, or suspended on any of these wage progression increase dates will be eligible for the progression increase otherwise applicable to that date effective the first Sunday following their return to the active payroll except that employees who return on their first scheduled day of work shall be granted the increase effective that week. If absence continues beyond the date of the next progression or progressions, the employee will be eligible for only the last progression missed.

(c) Temporary and permanently limited duty employees shall be eligible for progression increases on the same basis as other employees. Employees shall not be eligible for a progression increase who have been absent from work for any reason for more than fifty percent (50%) of their regularly scheduled work days in the period since the last progression increase.

(d) Employees receiving an increase because of a temporary occupational change shall, upon their return to their regular title, receive no less than they would have received if they had remained in their regular title and were subject to progression increases.

Article 12

GENERAL PROVISIONS

12.1 The parties hereto agree that in all actions taken and all determinations made under this Agreement, including those by the Board of Arbitration, the following factors and considerations, with any others pertinent to the particular matter, shall be taken into account and given weight:

(a) The relatively high degree of continuity of employment which the Company has been able (and intends to use its best efforts in the future) to secure and retain for its employees in the regular operating departments of the enterprise, save such types of work as are in their nature seasonal or sporadic;

(b) The fact that the Company is a regulated public utility under the public obligation to operate efficiently and economically and to maintain adequate and continuous service, and, as such a public utility, is unable to increase its rates and charges for services rendered consumers without securing the approval or permission of the Public Service Commission of the State of New York according to law; and

(c) Any existing and duly proclaimed state of war or other national emergency affecting the Company.

12.2 **Reaffirmation of Goals:** The Company and the Union reaffirm their goal of providing reliable and economic service to our customers. In the interest of fulfilling this goal, the Company and the Union agree to provide for a safe and healthy work environment for its employees and to provide the basis for the most efficient work practices with due regard to the employees' welfare. As a means of assuring effective movement toward this goal, the Union and the Company will promptly meet, as required, to discuss proposals for more efficient work

practices. Following such discussion, the Company may exercise its management rights with respect to such proposals and the Union nevertheless will retain its right to file grievances thereon.

12.3 It is further agreed that the provisions of this Agreement constitute and are the full and complete agreements between the parties for the term of this Agreement and that during the term of this Agreement no matters shall be subject to further negotiation between the parties except as provided for in this Agreement or as agreed to by mutual consent in writing.

Article 13

PERIOD OF AGREEMENT

13.1 This Agreement shall be in force through June 19, 2021, and shall continue in force from year to year thereafter, unless terminated as herein provided.

13.2 Through June 19, 2021, and subject to Paragraph 7.5 hereof, the agreements set forth in Article 11 hereof shall constitute a final and conclusive settlement as to wages, increases and wage adjustments and as to any and all other claims, demands and proposals raised, or any other proposals of whatever nature, which might have been raised by either party for discussion and negotiation between the parties for this new Agreement or otherwise.

13.3 Upon notice, by either party to the other, the parties, as mutually agreed, may begin, not more than ninety (90) days prior to the date upon which the Agreement can be terminated in any year, or sooner if the parties mutually agree, negotiations with respect to any matter covered by or arising out of this

Agreement. This provision shall not be in derogation of any requirements of the National Labor Relations Act.

13.4 Should either party decide to cancel, modify, or to change this Agreement, notice shall be given in writing to the other party not less than sixty (60) days before the date upon which the Agreement can be terminated in any year. In that event, negotiations between the parties shall be begun forthwith as to a new agreement. It is understood and agreed, however, that changes in this Agreement may be made at any time by mutual consent.

13.5 **Successorship:**

(a) The parties to this Contract agree that it shall have force and effect as between them as herein named and described, and that this Contract, for any part of its term, shall be binding on the parties, their lawful successors and assigns.

(b) The Company agrees that it will provide written notice of the existence and the terms of the Contract to any purchaser of all or a significant part of its generating facility.

(c) If the above-named Local Union is merged into or consolidated with any other Local Union of the Union, this Contract shall continue in force as between the Company and the successor Local Union resulting from such merger or consolidation.

13.6 Inasmuch as Local Union No. 3 is a part of and is affiliated with the International Brotherhood of Electrical Workers, American Federation of Labor-Congress of Industrial Organizations, the Company pledges its utmost good faith

to the end that the terms of this, or of any other agreement, entered into between the Company and any affiliated local union of the International Brotherhood of Electrical Workers, shall be strictly observed.

Further, inasmuch as the operations of the Company in one area are affected by conditions in other areas, the International Brotherhood pledges its utmost good faith to the end that the terms of this Agreement or any other agreement between the Union and the Company shall be strictly observed. Accordingly, each party agrees that willful violations or unlawful refusals to abide by the terms of any of these agreements shall become the concern of the International President of the Brotherhood and the Vice President of the Company, mutually, and their mutual decision to amend or terminate or extend or limit this Agreement or any other agreement, or all of them, shall become binding upon all parties hereto.

In witness whereof, CONSOLIDATED EDISON COMPANY OF NEW YORK, INC. and THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION NO. 3, AFL-CIO, have each signed the formal Agreement effective as of June 25, 2017, except as otherwise expressly stated.

THE SIGNATORIES on behalf of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION NO. 3, AFL-CIO, attest that the Agreement effective as of June 25, 2017, was duly authorized by vote of the members of IBEW Local Union No. 3, and that their execution of the Agreement is within the authority vested in them by the vote of the members of IBEW Local Union No. 3. The signatories on behalf of the CONSOLIDATED EDISON COMPANY OF NEW YORK, INC. attest that the Agreement effective as of June 25, 2017, was duly authorized, and that their execution of the Agreement is within the authority vested in them by the Board of Trustees at a meeting regularly convened and held.

FOR THE UNION

Joseph Santigate
Assistant Business Manager

Douglas See
Chairman of Stewards

Brian Schnell
Shop Steward

Vincent Pisciotta
Shop Steward

FOR THE COMPANY

Richard Bagwell
Vice President, Human Resources

Vincent Frankel
Director, Employee and Labor Relations

Moira Fitzgerald
Labor Relations Administrator

LETTER AGREEMENTS

(1) Chief Line Constructor – Implementation of Two-Man Crew
(2a) Field Operators - Distribution Operators June 20, 1993
(2b) Field Operators - Distribution Operators June 21, 1997
(3) Customer Field Representative Uniform
(4) Customer Service Representative (CSR) - Bilingual
(5) Improved Medical Monitoring Programs
(6) Senior Apparatus Services Technicians - Special
(7) Designer Job Families
() (8) Combination Job Titles in Substation Operations – Senior Substation Operating Mechanic and Senior Substation Operating Technician
(9) Placement and Training of Permanent Limited Duty Employees
(10) Joint Committee to Discuss Contracting Out Work
(11) Assignment of Work in Electric Operations
(12) Clerical Job Family
(13) Disciplinary Review Period
(14) Substation Operations
(15) Assignment of Work in Substation Operations
(16) Additional Time Off Without Pay
(17) Additional Functions for Troubleshooter HV, Senior Field Operators, and Assistant Field Operators in Electric Operations
(18) Provision of Fire Retardant Safety Clothing
(19) Customer Operations – AMR Installations
(20) Customer Operations
(21) Electric Operations – Additional Functions for Chief Splicer NX and Chief Splicer X
(22) The Consolidated Edison Retirement Plan – GFAP Participant
(23) Home Agent Pilot Program
(24) Quarterly Conferences
(25) Pilot Wage Acceleration Plan
(26) Pilot Program – Short-Term Disability
(27) Company Sick Allowance
(28) Travel Pay
(29) Troubleshooter HV
(30) Customer Operations – Pilot Incentive Pay Program for Customer Service Representatives
(31) Extended Sick Absence Related to Pregnancy
(32) Customer Field Representatives and Provisional Customer Field Representatives
(33) Chief Splicer Modification
(34) Senior Field Designer X Title
(35) Meter & Test
(36) Apparatus Services Group
(37) Staten Island Control Operations

(38) Overhead – Line Constructor HV and Chief Line Constructor HV
(39) Underground – Chief Splicer

**LETTER AGREEMENT ON CHIEF LINE CONSTRUCTOR –
IMPLEMENTATION OF TWO-MAN CREW**

February 14, 1973

Mr. Anthony Trapani
Chairman, I.B.E.W., Local 3
Staten Island Division

Dear Mr. Trapani:

This will confirm the discussions recently held between Company and Union representatives with respect to the job description of the Chief Lineman.

It was agreed that the Chief Lineman will perform the duties of a lineman on the 4 KV system and in addition direct the field work of a 2 or 3-man crew, himself included.

In order to implement the two-man crew concept, the Company has determined that it will presently require 9 additional employees in the Chief Lineman's title.

If the above is in accordance with your understanding, please so indicate by signing and returning to me the enclosed copy of this letter.

Very truly yours,
/s/ Aaron S. Sadove
Vice President

AGREED TO:
/s/ Michael Takvor, Business Agent
Local 3, I.B.E.W.
/s/ Anthony Trapani, Chairman
February 20, 1973

LETTER AGREEMENT ON
FIELD OPERATORS – DISTRIBUTION OPERATORS

June 20, 1993

Mr. James J. McCarren
Business Representative
Local 3, IBEW
158-11 Jewel Avenue
Flushing, NY 11365

Re: Field Operators - Distribution Operators

Dear Mr. McCarren:

The parties to the Labor Agreement hereby agree and confirm the following regarding employees holding the job title “Field Operator” as of June 19, 1993. In recognition of the following additional highly skilled duties listed below that will be assigned to Field Operators, the employees in the title “Field Operator” will be given the title “Distribution Operator”. The Labor Agreement and Statement of Job Titles, shall be amended to provide for the new job title “Distribution Operator”.

Work Functions
1. Apply test leads. Apply and remove shorts on cable ends.
2. Apply bridge for open phase/phases, clear ground on phase/phases of trouble jobs.
3. Obtain 120/220 volt supply.
4. Operate unit substations.
5. Operate all types of field switches and apparatus.

On June 19, 1993, the minimum and maximum rates of pay for the title of “Distribution Operator” shall be 40 cents per hour higher than those for the Field Operator title. Employees who hold the position of Field Operator shall be promoted to the position of Distribution Operator upon the successful completion of appropriate training and/or testing.

Additionally, the Statement of Titles of the Labor Agreement shall be amended to add the job title “Assistant Distribution Operator” with a minimum rate of pay, effective June 19, 1993 of $10.24 per hour.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Leonard M. Shapiro

Agreed to: June 19, 1993
/s/ James J. McCarren

LETTER AGREEMENT ON
FIELD OPERATORS – DISTRIBUTION OPERATORS

June 21, 1997

Mr. Thomas Van Arsdale
Business Manager
International Brotherhood of
Electrical Workers, AFL-CIO
Local 3
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Field Operators - Distribution Operators

Dear Mr. Van Arsdale:

The parties to the Labor Agreement hereby agree that the job title Distribution Operator shall be changed to Senior Field Operator and their duties will remain the same as the Distribution Operator as described in the June 20, 1993 Letter Agreement. Promotional opportunities will remain the same as set forth in that Letter Agreement. Employees who hold the title of Distribution Operator will have their title changed to Senior Field Operator.

Further, the job title of Assistant Distribution Operator will be eliminated from the Statement of Job Titles, and the minimum rate of pay for the Assistant Field Operator will be raised from $10.95 to $11.86 per hour effective June 22, 1997. Employees who hold the title of Assistant Distribution Operator will have their title changed to Assistant Field Operator.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Richard P. Cowie
Vice President
Employee Relations

Agreed to: June 21, 1997
/s/ Thomas Van Arsdale
Business Manager
Local 3

LETTER AGREEMENT ON
CUSTOMER FIELD REPRESENTATIVE UNIFORM

June 20, 1993

Mr. James J. McCarren
Business Representative
Local 3, IBEW
158-11 Jewel Avenue
Flushing, NY 11365

Re: Customer Field Representative Uniform

Dear Mr. McCarren:

The Company and the Union continue to have a vital interest in the personal appearance of the field employee. Therefore, a Customer Field Representative ("CFR") is expected to be properly attired in a complete and clean uniform while on duty.

This will confirm our agreement that effective January 1, 1994, CFRs shall be responsible for maintaining the cleanliness and good appearance of their own uniforms, and the CFR shall bear all costs associated with the cleaning and general upkeep of their uniforms. The Company shall provide each CFR with an appropriate number of uniforms, including the following articles:
5 - long sleeve striped shirts (winter)
5 - short sleeve polo shirts (summer)
5 - all season pants
2 - jackets
2 - liners (zipper vest type)
1 - uniform belt

Employees in the title of CFR who are required to wear uniforms on December 1, 1993, will be paid a one-time lump sum payment of $100 on or about December 15, 1993.

If the foregoing accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Leonard M. Shapiro

Agreed to: June 19, 1993
/s/ James J. McCarren

LETTER AGREEMENT ON
CUSTOMER SERVICE REPRESENTATIVE (CSR) – BILINGUAL

June 21, 1997

Mr. Thomas Van Arsdale
Business Manager
International Brotherhood of
Electrical Workers, AFL-CIO
Local 3
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

RE: Customer Service Representative (CSR) - Bilingual

Dear Mr. Van Arsdale:

This will confirm our agreement as follows:

Effective June 22, 1997, the job titles, Customer Service Representative (CSR) - Bilingual, and Senior Customer Service Representative (SCSR) - Bilingual, shall be created in Customer Operations. Both titles may be full or part-time and shall be added to the Statement of Job Titles on the “non-X” schedule. Employees with these titles, shall, in addition to their regular duties as CSRs or Senior CSRs, communicate with and/or provide translation services with respect to Con Edison customers who need to communicate in a language other than English. The Company will determine the number of such employees.

Candidates for these positions, must be CSRs or Senior CSRs and must demonstrate fluency in reading, writing, and in oral communication in the desired language, as determined by the Company.

The minimum and maximum rates of pay for the CSR - Bilingual and SCSR - Bilingual shall be twenty-five cents ($0.25) per hour higher than those for the CSR and SCSR, and the initial rate of pay of an employee who moves into these titles shall be twenty-five cents ($0.25) per hour over his/her regular straight time rate of pay, effective the Sunday following the completion of certification by the Company.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Richard P. Cowie
Vice President
Employee Relations

Agreed to: June 21, 1997
/s/ Thomas Van Arsdale
Business Manager
Local 3

LETTER AGREEMENT ON
IMPROVED MEDICAL MONITORING PROGRAMS

June 23, 2001

Mr. Thomas Van Arsdale
Business Manager
International Brotherhood of
Electrical Workers, AFL-CIO
Local 3
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Improved Medical Monitoring Programs

Dear Mr. Van Arsdale:

This will confirm our agreement as follows:

Employee health and safety continue to be major concerns to both the Company and the Union. Therefore, the Company and the Union jointly agree that the medical monitoring programs, as described herein shall be continued and improved at no cost to employees.

The asbestos program shall be available during the term of the Collective Bargaining Contract from June 23, 2001 through June 25, 2005.

Participation shall be available to: employees who have a work history of exposure to asbestos and who have twenty (20) or more years of service with the Company; employees who terminate employment with 75 points (combination of age and years of service); and disabled employees who terminate employment and are at least 50 years of age and have at least 20 years of service who were similarly exposed to asbestos.

The asbestos program shall offer each participant an annual examination which may include:

- Blood pressure check
- Blood sample as required
- Bronchoscopy
- Chest X-ray
- CT Scan
- Hearing conservation evaluation
- Lung function test
- Medical evaluation
- Medical history
- Respiratory questionnaire
- Stool sample
- Sputum analysis
- Urine analysis
- Vision screening

A more detailed description of the medical tests indicated above is at Attachment A.

The asbestos program may also include referral of some participants, selected by the Assistant Vice President and Chief Medical Officer of Occupational Health and with the participant's concurrence, for evaluation and possible treatment of asbestos - related conditions by William Rom, M.D. of the Tisch Hospital of New York University.

The parties also agree to continue to lead monitoring program, which shall be available to employees who terminate employment with 75 points (combination of age and years of service), and disabled employees who terminate employment and are at least 50 years of age and have at least 20 years of service during the term of the Collective Bargaining Contract from June 23, 2001 to June 25, 2005 and who are eligible at the time of their retirement to participate in this lead medical monitoring program.

These programs will be voluntary on the part of the eligible employee and will be administered at the Company's facilities or those facilities that the Company has selected for administration of the programs. These programs shall be directed by the Assistant Vice President and Chief Medical Officer of Occupational Health, including the selection of facilities and tests offered and final determination as to eligibility for these programs.

The Company agrees to set up the foregoing programs on an experimental basis for the term of the Collective Bargaining Contract, June 23, 2001 through June 25, 2005, but without commitment or liability thereafter, in accordance with the Contract. These programs may be extended after the expiration of the 2001 – 2005 Collective Bargaining Contract but only by mutual agreement of both the Company and the Union.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Raymond J. Saracino

Agreed to: June 23, 2001
/s/ Thomas Van Arsdale
Business Manager
Local 3

ATTACHMENT A
SUMMARY OF MEDICAL TESTS UNDER
THE ASBESTOS MONITORING PROGRAM

Blood Pressure
The measurement of blood pressure provides a means of controlling blood pressure in those persons already identified as having hypertension (high blood pressure); detecting those groups at risk of developing hypertension; and identifying those persons at high risk for cardiovascular disease.

Blood Sample
This is a measurement of the red and white blood cell count and a routine test of liver and kidney function.

Bronchoscopy
An inspection of the airways of the lung by means of an illuminated instrument which can also take tissue samples for laboratory analysis.

Chest Roentgenogram (X-ray)
The chest roentgenogram (X-ray) allows the physician to see the lungs, heart, and chest cage. A major use of the chest X-ray in a respiratory surveillance program is to detect disease that is not apparent from history or lung function test. Occupationally related diseases such as asbestosis or silicosis can be detected through X-ray.

CT Scan
An X-ray technique which utilizes a computer to construct images of body structures.

Hearing Conservation
The Hearing Conservation Program provides an annual audiogram through which a shift or change in hearing can be detected early in the course of its development. This identification of a hearing problem allows for early diagnosis and treatment.

Lung Function (Spirometry)
A lung function test provides an objective measurement of lung function and is complementary to the chest X-ray. Spirometry is easy to perform and helps detect lung disease early in individuals who are followed regularly.

Medical Evaluation
A medical evaluation takes into account all the components of a medical monitoring program for asbestos exposure. The Occupational Health Physician through clinical evaluation is able to detect a developing illness because of continuing employee contact.

Medical History
A thorough medical history is a prerequisite to early detection and correct diagnosis. A medical history can elicit information that can indicate pathological changes due to asbestos exposure.

Respiratory Questionnaire
The respiratory surveillance questionnaire enables the pulmonary specialist, by eliciting complete exposure history and symptoms, to detect lung disease. It is the key to identifying a specific disease which may affect function.

Sputum Analysis
The analysis of the lung and bronchial secretions expectorated after a cough.

Stool Sample
Identification of a small amount of blood (occult blood testing) in the stool is a screening technique used to detect possible colon cancer. If blood is detected this may be an indicator for a possible tumor or other conditions.

Urine Analysis
This test has been useful in early detection and identification of possible kidney or bladder damage.

Vision Screening
Visual acuity for near/distance is tested and the person is advised of any changes that might require correction.

LETTER AGREEMENT ON
SENIOR APPARATUS SERVICES TECHNICIANS – SPECIAL

June 23, 2001

Mr. Thomas Van Arsdale
Business Manager
International Brotherhood of
Electrical Workers, AFL-CIO
Local 3
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Senior Apparatus Services Technicians – Special

Dear Mr. Van Arsdale:

New titles will be established: Senior Apparatus Services Technician – Special X and non-X. The titles will be filled from the ranks of Senior Apparatus Services Technicians and Senior Substation Operators. They will be offered on a voluntary basis before being posted or before hiring from outside the Company.

Senior Apparatus Services Technicians seeking these new titles will be required to pass the training and testing associated with operating 4KV unit substations; including issuing work permits, switching and applying protection, so they can perform these tasks.

Senior Substation Operators seeking these positions will be required to pass the training and testing associated with the substation maintenance discipline within the Senior Apparatus Services Technician titles, so they can perform this work.

Employees who are in the titles of Senior Apparatus Services Technician and Senior Substation Operator as of June 23, 2001 and who are selected for promotion will receive the maximum pay rate for the new job titles. Those employees not in either of these titles on June 23, 2001, who are subsequently promoted to these new titles will receive progression increases in accordance with the terms of the Labor Agreement. The pay rate effective June 23, 2001 for these titles are as follows:

Non-X Schedule		X Schedule	
Min.	Max.	Min.	Max.
19.99	29.66	19.99	30.27

Prior to receiving this new job title, the candidate(s) will be fully trained for the new position. The training will be discussed with Local 3 prior to its implementation.

If the foregoing reflects your understanding of our Agreement, please sign below.

Very truly yours,
/s/ Richard S. Samuels

Agreed to: June 23, 2001
/s/ Thomas Van Arsdale
Business Manager
Local 3

LETTER AGREEMENT ON DESIGNER JOB FAMILIES

June 23, 2001

Mr. Thomas Van Arsdale
Business Manager
International Brotherhood of
Electrical Workers, AFL-CIO
Local 3
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Designer Job Families

Dear Mr. Van Arsdale:

This will confirm our agreement as follows:

The designer families of job titles as set forth in "Statement of Job Titles" of the Labor Agreement are amended as follows:

Existing Titles	**Min.**	**Max.**	**New Titles**	**Min.**	**Max.**
Jr. Design Tech	10.13	18.28			
Jr. Drafter	10.13	18.28			
Design Tech	16.08	24.42	Jr. Designer	14.81	24.42
Drafter	24.42				
Tech A	24.42				
Sr. Drafter	21.49	29.66	Designer	31.95	
Sr. Design Tech	21.49	33.85	Sr. Designer	23.75	35.46

Employees in existing job titles as designated above where the new title has a higher or identical maximum rate of pay will be changed to the new title and pay rate and receive all general increases.

Where new titles have a lower maximum rate of pay, incumbents will be retained in their existing job titles with their existing rates of pay. They will receive progression increases toward the existing maximums and general wage increases above the existing maximums as provided in the Collective Bargaining Contract. (The maximums for these existing titles will be raised as set forth in Article 11 – "Wages" of the Memorandum of Agreement.) These existing titles will be marked "(1) Titles retained for incumbents only as of June 23, 2001" in the Statement of Job Titles. These titles will not be available to any employee not in these titles as of June 23, 2001.

Very truly yours,
/s/ Richard S. Samuels

Agreed to: June 23, 2001
/s/ Thomas Van Arsdale
Business Manager
Local 3

**LETTER AGREEMENT ON
COMBINATION JOB TITLES IN SUBSTATION
OPERATIONS – SENIOR SUBSTATION OPERATING
MECHANIC AND SENIOR SUBSTATION
OPERATING TECHNICIAN**

June 23, 2001

Mr. Thomas Van Arsdale
Business Manager
International Brotherhood of
Electrical Workers, AFL-CIO
Local 3
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Combination Job Titles in Substation
Operations – Senior Substation Operating
Mechanic and Senior Substation
Operating Technician

Dear Mr. Van Arsdale:

This will confirm our agreement as follows:

The parties agree that upon the resolution of the matters relating to the Two Combination Job Titles in Substation Operations between the Company and Local 1-2, UWUA as it pertains to their signed letter agreement dated June 24, 2000, the Company and Local 3, IBEW will commence discussions concerning this matter.

The purpose of the discussions with Local 3, IBEW is to attempt to come to agreement on combination job titles in Substation Operations on Staten Island.

If the Company and Local 3, IBEW are unable to resolve the issue by January 1, 2002, the proposal will be dropped and the matter closed.

If this letter accurately reflects your understanding of the agreement, please sign below.

Very truly yours,
/s/ Raymond J. Saracino

Agreed to: June 23, 2001
/s/ Thomas Van Arsdale
Business Manager
Local 3

LETTER AGREEMENT ON PLACEMENT AND TRAINING OF PERMANENT LIMITED DUTY EMPLOYEES

June 23, 2001

Mr. Thomas Van Arsdale
Business Manager
International Brotherhood of
Electrical Workers, AFL-CIO
Local 3
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Placement and Training of Permanent
Limited Duty Employees

Dear Mr. Van Arsdale:

Effective January 1, 2002, the provision of the Personnel Practices and Procedures Number C-6, Paragraph V, I, dealing with termination interviews will be interpreted as follows:

The termination interview will be conducted no sooner than two (2) weeks prior to the expiration of the six month period. In no event will the provision for a termination interview be interpreted to extend the Permanent Limited Duty employee's employment beyond the expiration of the six month period.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Richard S. Samuels

Agreed to: June 23, 2001
/s/ Thomas Van Arsdale
Business Manager
Local 3

LETTER AGREEMENT ON
JOINT COMMITTEE TO DISCUSS CONTRACTING OUT WORK

June 23, 2001

Mr. Thomas Van Arsdale
Business Manager
International Brotherhood of
Electrical Workers, AFL-CIO
Local 3
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Joint Committee to Discuss Contracting Out Work

Dear Mr. Van Arsdale:

This will confirm our agreement as follows:

The parties agree to set up a joint Union/Management committee to review and assess selected jobs that had been contracted out. The joint committee shall be composed of people designated by the Vice President of Human Resources for the Company and by the Business Representative of the Local Union or designee, and shall consist of a total of up to two (2) members representing the Company and up to two (2) members of the Local Union.

This joint committee shall have the authority to request relevant records and invite certain union and management officials to attend to review certain jobs with them so that they will be able to make recommendations concerning the possible competitiveness of Company forces compared to contract forces for the assignment of future work. The existence of this committee will impose no delays or limitations on the Company's right to contract out work.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Richard S. Samuels

Agreed to: June 23, 2001
/s/ Thomas Van Arsdale
Business Manager
Local 3

LETTER AGREEMENT ON ASSIGNMENT OF WORK IN ELECTRIC OPERATIONS

June 25, 2005

Mr. Steven Schwartz
Business Representative
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Letter Agreement - Assignment of Work in Electric Operations

Dear Mr. Schwartz:

This will confirm our agreement as follows:

In order to standardize the assignment of work functions and to incorporate new work functions within Electric Operations, the Company and the Union agree that the Company will train, test and qualify individuals in the following job titles to perform the functions identified below without direct supervision. In addition, a new title will be established by this Letter Agreement. All titles referred to in this Letter Agreement, including the new title of Chief Splicer, include both X and Non-X Schedule titles, except where specifically indicated.

Additional Functions for Splicers:

- U.R.D. Switching
- Spear, Sign On and Sign Off Feeder
- Send Phases
- Install and Remove Service Bridges, Service Shunts, Meter Base Adaptors, and Auto Transformers (Dry Packs)

Incumbents in the title of Splicer, as of June 25, 2005, who volunteer to be trained, who are tested and who qualify to perform, without direct supervision, the additional functions listed above, will be moved into the title of Chief Splicer upon qualification.

New Title: Chief Splicer

A new title of Chief Splicer will be created, which will encompass the work of Splicer (Electric Construction), Outside Plant Mechanic A (Electric Construction), Lead Mechanic (Electric Construction) and the additional functions for Splicers listed above. The titles of Splicer (Electric Construction), Mechanic A (Electric Construction), and Lead Mechanic (Electric Construction) will be designated in the title table as “Titles Retained for Incumbents Only, as of June 25, 2005.” The

additional functions will be incorporated into the training and qualification of all employees who enter into the title of Chief Splicer after June 25, 2005. All employees in the job title of Chief Splicer are required to perform these functions as part of their routine duties.

Effective June 25, 2005, the minimum wage rate for Chief Splicer NX will be $22.37 and the maximum wage rate will be $34.53; the minimum wage rate for Chief Splicer will be $22.37 and the maximum wage rate will be $35.36. Incumbents in the title of Splicer or Splicer NX who volunteer for the Chief Splicer or Chief Splicer NX position will receive a $1.25 wage increase upon qualification for the Chief Splicer position.

Additional Functions for Line Constructor HV and Chief Line Constructor HV:

Employees in the titles of Line Constructor HV and Chief Line Constructor HV, including incumbents, will be required, without direct supervision, to perform U.R.D. inspection work, to splice single conductor aerial cable using Pirelli cold shrinks or equivalent technology and to splice underground secondary service riser cables at service boxes.

In addition, the work functions listed below shall be staffed in the following manner:

	Job Staffing
• Set Poles	2
• Tow Pole with Tractor (excluding chase vehicle where required)	1
• Install Primary Wire Gap (two spans or less)	3
• Install Secondary Wire Gap (two spans or less)	3
• Primary Phase Check	3
• Install Transformer/Regulator	3
• Transfer Primary (4kV, 13 kV, 33kV)	3
• Install Primary Taps	3
• Transfer Primary Junction	3
• Cut & Kick Primary Riser or Equipment Pole	4
• Transfer Secondary	2
• Frame Pole	2
• Connect and Energize Transformer	2
• Install Primary Riser (not including cable truck)	3
• Install Terminator Pothead Cutout	2
• Install & Connect Recloser and Capacitor	4
• Install & Connect 600A Switches & Lightning Arrestors	3
• Install & Connect Oil ESCO Switch	3
• Install/Remove Primary Breakers	3
• Install Secondary Riser Connect Pole	3

- Install more than two sections of aerial or open wire (including cable truck) 5

The job assignments listed above represent normal staffing levels. Under circumstances such as work in stormy weather, emergency restoration work, planned or unplanned overtime work, and work outside the Company service territory, staffing levels will be determined after discussion between the crew chief and supervisor. In the staffing levels above, the third person must have a minimum of six months of field experience in the overhead and pass an assessment by the supervisor.

Effective June 25, 2005, the minimum wage rate for Chief Line Constructor HV NX will be $30.60 and the maximum wage rate will be $36.03; the minimum wage rate for Chief Line Constructor HV will be $31.33 and the maximum wage rate will be $36.86. Incumbents in the title of Chief Line Constructor HV NX or Chief Line Constructor HV will receive a $1.25 wage increase upon qualification for the additional functions described above.

Effective June 25, 2005, the minimum wage rate for Line Constructor HV NX will be $22.65 and the maximum will be $34.28; the minimum wage rate for Line Constructor HV will be $22.65, and the maximum wage rate will be $35.11. Incumbents in the Line Constructor HV NX and Line Constructor positions will receive a $1.00 wage increase upon qualification for the additional functions described above.

Effective June 25, 2005, the minimum wage rate for Line Constructor NX will be $22.37 and the maximum wage rate will be $32.65. Incumbents in the title of Line Constructor NX will receive a $1.00 wage increase upon qualification for the additional functions described above.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Loretta Vanacore
Director of Labor Relations

Agreed to: June 25, 2005
/s/ Steven Schwartz
Business Representative
Local 3

LETTER AGREEMENT ON CLERICAL JOB FAMILY

June 25, 2005

Mr. Steven Schwartz
Business Representative
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Letter Agreement - Assignment of Work in Electrical Operations

Dear Mr. Schwartz:

This will confirm our agreement as follows:

The clerical family of job titles as set forth in "Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay" of the Collective Bargaining Contract is amended as follows:

Effective June 25, 2005

Clerical Titles					
Existing Titles	**Min**	**Max**	**New Titles**	**Min**	**Max**
Clerk B	10.19	20.61			
Stenographer	10.86	22.51			
General Typist	10.52	22.51	Administrative Clerk	$14.12	$25.72
Clerk A	18.15	22.58			
Unit Assistant	10.19	23.10			
Sr. Clerk	19.86	24.59			
Senior Typist	19.81	25.10			
Sr. Stenographer	19.81	25.10			
Coordinator	21.63	27.88			
SOAB	21.63	27.88	Office Assistant	$19.43	$27.87
SOAB X	22.56	27.97			
DCR	19.86	29.42			
Sr. DCR	25.88	33.87			
SOAA	24.54	33.37	Administrative Assistant	$21.29	$29.49
Sr. Coordinator	24.54	33.37			

Employees in existing job titles as designated above where the new title has a higher or identical maximum rate of pay will be changed to the new title and pay rate and receive all general increases.

Where new titles have a lower maximum rate of pay, incumbents will be retained in their existing job titles with their existing rates of pay. They will receive progression increases toward the existing maximums as provided in the Collective Bargaining Contract. These existing titles will be marked "(2) Titles Retained for Incumbents Only as of June 25, 2005" in the Statement of Job Titles. These titles will not be available to any employee not in these titles as of June 25, 2005.

New employees shall be hired into the Administrative Clerk position. The SOAA X job title shall receive the general wage increases effective June 26, 2005, and thereafter. Employees whose current maximum wages are higher than those set forth in the new job titles shall retain their existing wage structure (minimums and maximums) in addition to any general wage increases. During the term of this Collective Bargaining Contract the parties shall continue their practice regarding the retention of incumbents when faced with consolidation. Employees' wages shall not be reduced as a result of the reclassifications prior to applying any general wage increases.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Loretta Vanacore
Director
Labor Relations

Agreed to: June 25, 2005
/s/ Steven Schwartz
Business Representative
Local 3

LETTER AGREEMENT ON DISCIPLINARY REVIEW PERIOD

June 25, 2005

Mr. Steven Schwartz
Business Representative
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Disciplinary Review Period

Dear Mr. Schwartz:

This will confirm our agreement as follows:

The parties agree that effective June 26, 2005, an employee with a disciplinary record consisting of a written warning or greater will be ineligible for career path promotions and ineligible to apply or be considered for promotions or transfers within the twelve-month (12-month) period after the date the discipline was received.

If this letter correctly reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Loretta Vanacore
Director
Labor Relations

Agreed to: June 25, 2005
/s/ Steven Schwartz
Business Representative
Local 3

LETTER AGREEMENT ON SUBSTATION OPERATIONS

June 25, 2005

Mr. Steven Schwartz
Business Representative
International Brotherhood of Electrical Workers, AFL-CIO
Local 3
158-11 Harry Van Arsdale, Jr. Avenue
Flushing, NY 11365

Re: Letter Agreement - Substation Operations

Dear Mr. Schwartz:

This will confirm our agreement as follows:

In order to standardize the assignment of work functions and to incorporate new work functions within Substation Operations, the Company and the Union agree to train, test and qualify individuals in the job titles listed below, to perform the functions identified below, without direct supervision. Except where specifically indicated, all titles referred to in this Letter Agreement include both X and Non-X Schedule titles.

Employees in the titles of Mechanic A (Substation Operations) and Engineering Inspector (Substation Operations), including current incumbents, will be trained and qualified to perform breaker timing tests and breaker hi-pots. Once trained and qualified, employees in these titles are required, on an ongoing basis, to perform these specified functions as part of their routine duties.

A new title of Substation Mechanic A will be created, which will encompass the work of Mechanic A (Substation Operations) and the additional functions listed above. The additional functions will be incorporated into the training and qualification of all employees who enter into the title of Substation Mechanic A on or after June 26, 2005. All employees in the title of Substation Mechanic A are required to perform these functions as part of their routine duties.

Effective June 25, 2005, the minimum wage rate for Substation Mechanic A NX will be $22.37 and the maximum wage rate will be $32.55. Effective June 25, 2005, the minimum wage rate for Substation Mechanic A (X) will be $22.37 and the maximum wage rate will be $33.41. Incumbents in the title of Mechanic A (Substation Operations) will receive a $0.90 wage increase upon qualification for the title of Substation Mechanic A.

Effective June 25, 2005, the minimum wage rate for Engineering Inspector NX will be $24.54 and the maximum wage rate will be $34.77. Incumbents in the title of Engineering Inspector NX will receive a $0.90 wage increase upon qualification for the duties listed above.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Loretta Vanacore
Director of Labor Relations

Agreed to: June 25, 2005
/s/ Steven Schwartz
Business Representative
Local 3

LETTER AGREEMENT ON ASSIGNMENT OF WORK IN SUBSTATION OPERATIONS

June 28, 2009

Mr. Joseph Santigate
Business Representative
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Assignment of Work in Substation Operations

Dear Mr. Santigate:

This will confirm our agreement as follows:

In order to standardize the assignment of work functions and to incorporate new work functions within Substation Operations, the Company and the Union agree that the Company will train, test and qualify individuals in the following job titles to perform the functions identified below, without direct supervision. All titles referred to in this Letter Agreement include both X and NX Schedule titles, except where specifically indicated.

Additional Functions for Substation Mechanic A and Engineering Inspector

Employees in the job titles of Substation Mechanic A and Engineering Inspector, including incumbents, will be required, without direct supervision, to process oil for Substation equipment (including but not limited to Circuit Breakers and Tap changes). These employees will be required to operate, monitor, and maintain an oil processing truck and any other associated equipment such as valving, connections, and oil quality analyzers.

Incumbents in the titles of Substation Mechanic A and Engineering Inspector will receive a one-time wage increase of seventy-five (75) cents, effective upon their successful completion of training, full qualification, and ability to perform the additional functions described above. The parties understand that an incumbent's wage rate will only be increased upon the Company's receipt of the oil processing unit for the Staten Island Substation SSO maintenance group and upon the employee's completion of any additional OJT training required to perform the additional functions.

Effective upon the Company's receipt of the oil processing unit and the employees' completion of additional OJT training, the minimum and maximum wage rates for the job titles of Substation Mechanic A and Engineering Inspector will be increased by seventy-five (75) cents.

This Letter Agreement shall not affect, nor shall either the Company or the Union use it to detrimentally affect, the other party's rights under the Collective Bargaining Contract with respect to other positions and associated job duties. It shall be applicable only for the purposes and items contained herein and for no other purposes.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Richard Bagwell
Director, Employee and Labor Relations

Agreed To: June 28, 2009
/s/ Joseph Santigate
Business Representative
Local 3

LETTER AGREEMENT ON ADDITIONAL TIME OFF WITHOUT PAY

June 28, 2009

Mr. Joseph Santigate
Business Representative
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Additional Time Off Without Pay

Dear Mr. Santigate:

This will confirm our agreement as follows:

This Letter Agreement amends and replaces the Letter Agreement for Additional Time Off Without Pay, dated June 23, 2001. Additional time off without pay up to five (5) days off per calendar year may be requested by an employee. Time off may be granted at the sole discretion of management. This time must be requested at least forty-eight (48) hours in advance. The employee may be granted this additional five (5) days off in one absence or a combination of two absences. All vacation must be used before this time is taken. This time will not be treated as a frequency.

This arrangement may be cancelled by either side with thirty (30) days' notice.

If this letter correctly reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Richard Bagwell
Director, Employee and Labor Relations

Agreed To: June 28, 2009
/s/ Joseph Santigate
Business Representative
Local 3

LETTER AGREEMENT ON ADDITIONAL FUNCTIONS FOR TROUBLESHOOTER HV, SENIOR FIELD OPERATORS, AND ASSISTANT FIELD OPERATORS IN ELECTRIC OPERATIONS

June 28, 2009

Mr. Joseph Santigate
Business Representative
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Additional Functions for Troubleshooter HV, Senior Field Operators, and Assistant Field Operators in Electric Operations

Dear Mr. Santigate:

This will confirm our agreement as follows:

In order to standardize the assignment of work functions and to incorporate new work functions within Electric Operations, the Company and the Union agree that the Company will train, test, and qualify individuals in the following job titles to perform the functions identified below, without direct supervision.

Additional Functions for Troubleshooter HV X
Employees in the job title of Troubleshooter HV X, including incumbents, will be required, without direct supervision, to perform the following function:

Install tracing current leads on primary wire and cable ends.

Effective June 27, 2009, the minimum wage rate for the job title of Troubleshooter HV X will be $37.30 and the maximum wage rate will be $42.20. Incumbents in the job title of Troubleshooter HV X will receive a one-time wage increase of $1.43, effective upon the successful completion of training and their full qualification and performance of the additional function described above.

Effective the first Sunday in January, 2010 and the first Sunday in January of each remaining year of this Contract, the rate of pay of any employee who was promoted or transferred into the job title of Troubleshooter HV X after June 28, 2009, whose rate of pay is below the applicable maximum rate of pay for that title, and who has successfully completed all required testing and on-the-job training for this position shall be increased as follows, provided that application of such increase does not bring the employee's pay rate beyond the maximum rate of the Troubleshooter HV job title:

January, 2010, shall be increased by	$2.00/hr
January, 2011, shall be increased by	$2.00/hr
January, 2012, shall be increased by	$2.00/hr
January, 2013, shall be increased by	$2.00/hr

The foregoing wage increases shall apply prospectively on their effective dates and shall not be given any retroactive effect.

Additional Functions for Senior Field Operators X
Employees in the job title of Senior Field Operator X, including incumbents, will be required, without direct supervision, to perform the following functions:

- Spear URD cable.
- Adjust unit substation battery voltage.

Effective June 27, 2009, the minimum wage rate for the job title of Senior Field Operator X will be $26.97 and the maximum wage rate will be $39.30. Incumbents in the job title of Senior Field Operator X will receive a one-time wage increase of $0.75, effective upon the successful completion of their training and full qualification and performance of the additional functions described above. The additional functions will be incorporated into the training and qualification of all employees who enter into the title of Senior Field Operator X on or after June 28, 2009.

Additional Functions for Assistant Field Operators X
Employees in the job title of Assistant Field Operator X, including incumbents, will be required, without direct supervision, to perform the following functions:

- Verify 4KV Unit Substation protection.
- Issue 4KV Unit Substation work permits.
- Inspect 4KV Unit Substations.

Effective June 27, 2009, the minimum wage rate for the job title of Assistant Field Operator X will be $16.81 and the maximum wage rate will be $31.62. Employees promoted to the job title of Assistant Field Operator X and incumbents in that job title will receive a one-time wage increase of $2.50, effective upon the successful completion of their training and full qualification and performance of the additional functions described above.

This Letter Agreement shall not affect, nor shall either the Company or the Union use it to detrimentally affect, the other party's rights under the Collective Bargaining Contract with respect to other positions and associated job duties. It shall be applicable only for the purposes and items contained herein and for no other purposes.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Richard Bagwell
Director, Employee and Labor Relations

Agreed To: June 28, 2009
/s/ Joseph Santigate
Business Representative
Local 3

LETTER AGREEMENT ON
PROVISION OF FIRE RETARDANT SAFETY CLOTHING

June 30, 2013

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Provision of Fire Retardant Safety Clothing

Dear Mr. Santigate:

The Company and the Union agree to form a joint labor-management committee to explore Fire Retardant clothing options other than the current system of vendor-provided garments and cleaning services. The Committee shall complete its review and make written recommendations by no later than April 1, 2014. The Committee shall complete all of its business arising from said recommendations by May 1, 2014. If no agreement is reached by May 1, 2014, the Company shall continue to provide garments and cleaning of the garments in accordance with the current practice now prevailing within departments.

This Letter Agreement is without prejudice to either party's position as to the duty to bargain any changes to the garments provided or the cleaning of said clothing.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Richard Bagwell
Director, Employee and Labor Relations

Agreed To: June 30, 2013
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON
CUSTOMER OPERATIONS – AMR INSTALLATIONS

June 30, 2013

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Customer Operations – AMR Installations

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union have a mutual interest in promoting efficient work practices. Toward this end, during the term of the 2013-2017 Collective Bargaining Contract, the Company and the Union agree as follows:

- Effective June 30, 2013, during each contract year of the 2013-2017 Collective Bargaining Contract, the Company may determine and select a number of Customer Field Representatives (CFRs) needed to perform the additional functions of installing/exchanging both socket and A-base electric meters (excluding CT meters) for AMR installations.
- CFRs who volunteer, and are selected, to perform these additional functions will receive an annual payment of one thousand dollars ($1,000) upon the successful completion of training and qualification to perform these duties. To receive this payment, CFRs will be required to perform these additional functions for the duration of the contract year in which they are selected.
- If and when the Company determines that CFRs are needed to perform these additional functions, CFR X volunteers will be selected first, by seniority, followed by CFR NX volunteers by seniority.
- To be selected, a volunteer must have had a fully satisfactory record for the past 12 months.

This Letter Agreement shall not affect, nor shall either the Company or the Union use it to detrimentally affect, the other party's rights under the Collective Bargaining Contract with respect to other positions and associated job duties. It shall be applicable only for the purposes and items contained herein and for no other purposes.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Richard Bagwell
Director, Employee and Labor Relations

Agreed To: June 30, 2013
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON CUSTOMER OPERATIONS

June 30, 2013

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Customer Operations

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that the retention of employees in Customer Operations is vital to the stability and well-being of Con Edison's workforce. To that end, the Company and the Union agree to amend and replace the Letter Agreement for Customer Operations dated June 28, 2009, as follows:

- Effective June 30, 2013, CFRs who have qualified to perform T&T work on a date after June 28, 2009, shall remain in Customer Operations performing this work in that title for twelve (12) months from the date of qualification to perform T&T work but shall be eligible to apply for posted positions after ten (10) months from the date of qualification. Such qualified applicants will receive a preference for the posted position over eligible and qualified CFR NX applicants. In addition, such employees shall receive a one-time wage increase of $1.00 an hour effective upon such qualification and ability to perform the T&T work.
- The Letter Agreement dated June 20, 1993, regarding Customer Field Representative Uniforms shall remain in effect and CFR employees shall be responsible for all the costs associated with the cleaning and general upkeep of their uniforms. In addition, effective June 28, 2009, the Company shall provide interested employees with an opportunity to use the Company's cleaning service. Interested employees shall be required to submit their request to their supervisor in writing.

This Letter Agreement shall not affect, nor shall either the Company or the Union use it to detrimentally affect, the other party's rights under the Collective Bargaining Contract with respect to other positions and associated job duties. It shall be applicable only for the purposes and items contained herein and for no other purposes.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Richard Bagwell
Director, Employee and Labor Relations

Agreed To: June 30, 2013
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON ELECTRIC OPERATIONS – ADDITIONAL FUNCTIONS FOR CHIEF SPLICER NX AND CHIEF SPLICER X

June 30, 2013

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Electric Operations – Additional Functions for Chief Splicer NX and Chief Splicer X

Dear Mr. Santigate:

The Company and the Union have a mutual interest in promoting efficient work practices. Toward this end, the Company and the Union agree as follows:

- Incumbents in the job titles of Chief Splicer NX and Chief Splicer X as of June 30, 2013, who (1) volunteer within sixty (60) days of the date of this letter to perform the functions of clearing burnouts as they relate to both conventional and URD secondary structures, (2) successfully complete training, and (3) become fully qualified to perform these functions, will receive a one-time bonus of one thousand dollars ($1,000), and will be required to perform these additional functions as part of their job responsibilities going forward. The maximum rate of pay for Chief Splicer volunteers who become fully qualified for these additional functions, and for all employees who become Chief Splicer NX on or after June 30, 2013, will be based on a maximum rate of pay as of June 29, 2013, of $44.45 for the job title of Chief Splicer NX and $45.51 for the job title of Chief Splicer X.
- All employees who become Chief Splicer NX on or after June 30, 2013, will be required to perform the additional functions of clearing burnouts as they relate to both conventional and URD secondary structures.

This Letter Agreement shall not affect, nor shall either the Company or the Union use it to detrimentally affect, the other party's rights under the Collective Bargaining Contract with respect to other positions and associated job duties. It shall be applicable only for the purposes and items contained herein and for no other purposes.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,

/s/ Richard Bagwell
Director, Employee and Labor Relations

Agreed To: June 30, 2013
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON THE CONSOLIDATED EDISON RETIREMENT PLAN – GFAP PARTICIPANT

June 30, 2013

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: The Consolidated Edison Retirement Plan – GFAP Participant

Dear Mr. Santigate:

The Company agrees that from June 30, 2013, through June 30, 2038, it will not seek to convert employees in Local 3 IBEW bargaining unit titles who are covered under the final average pay formula on the date of this Agreement ("GFAP Participants") from the final average pay formula to a cash balance formula under The Consolidated Edison Retirement Plan or to the new defined contribution pension formula under The Consolidated Edison Thrift Savings Plan.

The protections of this Agreement will apply only to a GFAP Participant currently in the bargaining unit who remains, without any break in employment, in the bargaining unit, including bargaining unit GFAP Participants on approved leave of absence and bargaining unit GFAP Participants who return from a leave of absence during the term of this Agreement. The protections also apply to any former member of the Local 3 IBEW bargaining unit who was covered under the final average pay formula, is rehired into the bargaining unit during the term of this Agreement, and whose pension benefit remains deferred at the time of rehire. However, the protections of this Agreement do not apply to any bargaining unit employee who, during the term of the Agreement, moves into a non-bargaining unit position, terminates employment and is rehired at a future date into the bargaining unit, or transfers into the Local 3 IBEW bargaining unit.

However, the Company may renegotiate the above agreement if:

1. regulatory changes, imposed by the New York State Public Service Commission, have a material adverse impact on the Company's ability to recover pension benefit costs in rates; or
2. there is a material change in the law, financial accounting regulations, or state or federal tax regulations that adversely affect the Company's assets, liabilities or income; or
3. an occurrence beyond the reasonable control of the Company causes a material adverse effect on the financial condition of the Company taken as a whole.

In the event that any of the above situations apply, the Company and the Union shall bargain in good faith with respect to any changes to this Agreement that are proposed by the Company.

If this letter accurately reflects your understanding of our agreement, please sign below.

Sincerely,
/s/ Richard Bagwell
Director, Employee and Labor Relations

Agreed To: June 30, 2013
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON HOME AGENT PILOT PROGRAM

June13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Home Agent Pilot Program

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Home Agent Pilot Program in effect in the Staten Island Communication Center, as set forth in the June 28, 2009, and June 30, 2013, Letter Agreements, shall be continued subject to the following terms and conditions.

The employees participating in the prior pilot program will be assigned to the pilot program, and additional employees may be selected by the Company to participate during the continuation of the pilot program.

The Union and the employees participating in the pilot program agree to be subject to all of the terms contained in the Company's Home Agent Program Policy, and agree that the Company may amend the Policy at its discretion, except that no such amendment will increase the qualifications necessary to remain in the pilot program.

The parties understand that, pursuant to Section 3.6 of the Collective Bargaining Contract, either party may, upon written notice to the other, terminate the program, whereupon the program will cease within thirty (30) days following receipt of said notice and the participating employees will be placed in the Staten Island Communication Center, or if no space is available, in other Company call center locations. If during this thirty-day (30) period, however, operational conditions warrant the immediate change of the participating employee's schedule status, the Company has the right to require the participating employee to finish the current workweek and work from his or her assigned work location as of the following Sunday. Participating employees may also be removed from the pilot program without thirty-day (30) notice if they violate the requirements of the Home Agent Program Policy.

This pilot program shall remain in effect until June 19, 2021, and shall not be continued after that date absent mutual agreement of the parties.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON QUARTERLY CONFERENCES

June13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Quarterly Conferences

Dear Mr. Santigate:

This will confirm our agreement as follows:

During the term of the 2017-2021 Collective Bargaining Contract, the Company and the Union will conduct quarterly conferences on the first Tuesday of each January, May, August and November unless a different month and date are mutually agreed on as to the particular conference. Representatives of the Company and the Union may bring up and discuss any matters arising under and by virtue of this Contract. The presentation and discussion of any matters at such quarterly conferences shall be wholly without prejudice to or effect upon the presentation of any such matters also as grievances of employees or the Union under the procedures hereinafter provided, if such matters constitute or comprise, wholly or in part, such a grievance as is defined in this Contract.

The Company and the Union may agree to establish Joint Committees to review and make recommendations with respect to any matters arising under and by virtue of this Contract. It is understood and agreed that neither the Company nor the Union shall be under any obligation to accept, or in any other manner act on or negotiate such recommendations. Nothing contained in this Letter Agreement is intended to, or shall be construed as, limiting the rights and powers of the Company either expressed or implied in this Contract.

The Company and the Union reaffirm their goal of providing reliable and economical service to our customers. In the interest of fulfilling this goal, the Company agrees to provide for a safe and healthy work environment for its employees and to provide the basis for the most efficient work practices with due regard to the employees' welfare. As a means of assuring effective movement toward this goal, the Company and the Union may discuss at Quarterly Conferences safe, healthy, efficient and economical work procedures.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON PILOT WAGE ACCELERATION PROGRAM

June 13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Pilot Wage Acceleration Plan

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union seek to enhance opportunities for employees to progress in their job title by continuing the pilot wage acceleration plan set forth in the June 28, 2009, Letter Agreement and enhanced in the June 30, 2013, Letter Agreement. During the term of the 2017-2021 Collective Bargaining Contract, the Company and Union agree to provide further incentives to experienced Full-Time employees, as defined in Article 1, Section 1.4(c) of the Contract, in certain major job titles to obtain the applicable maximum hourly rates of pay for those titles listed in the Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay in the 2017-2021 Collective Bargaining Contract.

During the term of the 2017-2021 Collective Bargaining Contract, a Full-Time employee in a job title listed below in Section 1 will have his or her hourly rate of pay increased to the applicable maximum hourly rate of pay for his or her job title after completing eight (8) years of service in that job title, provided the employee has received at least sixteen (16) progression increases for which the employee was eligible during the period, and the employee has successfully completed all required testing and job training (including OJTs) for the title. If the employee has not received at least sixteen (16) progression increases for which the employee was eligible during the eight (8) year period, that employee will have his or her hourly rate of pay increased to the maximum hourly rate of pay for his or her job title, after receiving the sixteenth (16^{th}) progression. This progression will be granted on the date of the employee's sixteenth (16^{th}) progression as long as all of the above requirements have been met.

A Full-Time employee in a job title listed below in Section 2, who has completed four (4) years of service in the job title, will become eligible to have his or her hourly rate of pay increased to the applicable maximum hourly rate of pay for his or her job title after completing an additional eight (8) years of service in that title, provided the employee

has received at least sixteen (16) progression increases for which the employee was eligible during the period, and the employee has successfully completed all required testing and job training (including OJTs) for the title. If the employee has not received at least sixteen (16) progression increases for which the employee was eligible during the eight (8) year period, that employee will have his or her hourly rate of pay increased to the maximum hourly rate of pay for his or her job title, after receiving the sixteenth (16^{th}) progression. This progression will be granted on the date of the employee's sixteenth (16^{th}) progression as long as all of the above requirements have been met.

JOB TITLES - SECTION 1[1]

ADMINISTRATIVE ASSISTANT
ASSISTANT STOREKEEPER
AUTO MECHANIC A
CHIEF LINE CON HV
CHIEF SPLICER
CONSTRUCTION REP
ENERGY SERVICES REP[2]
ENGINEERING INSPECTOR
FIELD DESIGNER
INSPECTOR
LEAD MECHANIC
MECHANIC A
MATERIAL ANALYST
METER SERVICES TECH A
METER SERVICES SENIOR TECH
SENIOR APPARATUS SER TECH[3]
SENIOR COORDINATOR
SENIOR CUST FIELD REP
SENIOR CUST SERV REP
SENIOR CUST SERV REP BILINGUAL
SENIOR DESIGNER
SENIOR DISTRICT CONTROL REP
SENIOR ELECTRICAL TECHNICIAN
SENIOR ENGINEERING TECHNICIAN
SENIOR FIELD OPERATOR
SENIOR SUBSTATION OPERATOR
SENIOR TECHNICIAN
SUBSTATION MECH A
SURVEYOR
TROUBLE SHOOTER HV
TROUBLESHOOTER DISPATCHER HV

JOB TITLES- SECTION 2

CUST FIELD REP
CUST SERV REP
CUST SERV REP BILINGUAL

[1] By letter agreement dated September 15, 2017, the Senior Field Designer X title has been added to Job Titles - Section 1 of this pilot plan. By letter agreement dated October 4, 2017, the Senior Distribution Electrical Technician title has been added to Job Titles - Section 1 of this pilot plan.

[2] Effective June 25, 2017, years of service completed in the Commercial Service Representative title will be combined with the consecutive years completed in the Energy Services Representative title.

[3] By letter agreement dated December 18, 2017, for purposes of this pilot plan, years of service completed in the Senior Apparatus Services Technician NX title will be combined with the consecutive years completed in the Senior Apparatus Services Technician X title, provided the employee has completed a total of eight (8) continuous years of service in the title, received at least sixteen (16) progression increases for which they were eligible during the period of employment in the titles, and successfully completed all required training (including OJTs) and testing for the current job title.

This Letter Agreement shall not affect, nor shall either the Company or the Union use it to detrimentally affect, the other party's rights under the Collective Bargaining Contract with respect to other positions and associated job duties. It shall be applicable only for the purposes and items contained herein and for no other purposes.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON PILOT PROGRAM – SHORT-TERM DISABILITY

June 13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Pilot Program – Short-Term Disability

Dear Mr. Santigate:

This will confirm our agreement as follows:

Each regular employee first hired after December 31, 1997 (1) whose company sick allowance has expired, and (2) who is not able to come to work due to occupational or non-occupational illness or injury, is eligible to be on an unpaid leave of absence, instead of being released, when his or her sick allowance expires. This unpaid leave of absence ("ULOA") shall be provided once the employee's sick allowance has expired and until the employee is able to return to work, or the employee exhausts a total of 26 weeks of unpaid leave during the period of this Contract, whichever comes first.

The determination of whether the employee is able to come to work shall be made by the Company's Employee Wellness Center or a representative designated by the Vice President of Human Resources. Such an ULOA will entitle the employee solely to the right to return to work to the position occupied immediately prior to beginning the ULOA, or to one of like status and pay, if the employee is otherwise eligible to return to work and is deemed fit by the Company's Employee Wellness Center, or a representative designated by the Vice President of Human Resources, to return to full duty in such position before the end of the 26-week period.

An employee on an ULOA may elect to continue, during his or her ULOA, the same health care coverage he or she had immediately prior to the ULOA ("ULOA Coverage"), by paying the same Weekly Contribution he or she would have been paying had he or she been on the active payroll ("ULOA Rate"). Therefore, if the active Weekly Contribution rate increases during his or her ULOA, the ULOA Rate automatically increases. The ULOA Rate will continue until the end of ULOA period. The employee is wholly responsible for paying the ULOA Rate. He or she must pay his or her Weekly Contribution to the Company on a monthly basis, beginning on or before the first full month of ULOA Coverage and prior to the start of each month thereafter.

The ULOA Coverage is in lieu of COBRA health care continuation coverage ("COBRA") and runs concurrently with COBRA. For example, if an employee elects ULOA Coverage during a period he or she is entitled to COBRA, then for each month he or she is covered by ULOA Coverage, the employee is deemed to be using a month of COBRA.

This Pilot Program – Short Term Disability shall remain in effect through June 19, 2021, but shall not be continued after that date absent the mutual agreement of the parties.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON COMPANY SICK ALLOWANCE

June 13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Company Sick Allowance

Dear Mr. Santigate:

This will confirm our agreement as follows:

Pursuant to Section 6.1(f) of the Collective Bargaining Contract, for an employee hired after December 31, 1997, compensation for sick absence accrues annually. The parties agree that in the event such an employee is out on a paid sick leave on his or her service anniversary, his or her sick absence accrual will be credited on that service anniversary, and will not be placed on hold until the employee is returned to work by the Company's Employee Wellness Center. The terms of this agreement expire June 19, 2021.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON TRAVEL PAY

June 13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Travel Pay

Dear Mr. Santigate:

This will confirm our agreement as follows:

The parties agree that Section 4.4(c) Holiday Pay of the Collective Bargaining Contract ("Contract") requires compensation of double time and one-half (2.5) of the Con Edison hourly rate of pay for an employee who performs storm emergency work on a Company-designated holiday, as referenced in Section 8.10(e) of the Contract.

The Company agrees that, continuing through June 19, 2021, when the Contract expires, an employee who performs storm emergency work for Orange and Rockland Utilities or a utility other than the Company, on a Company-designated holiday, shall receive two and one-half (2.5) times the greater of the employee's regular, Company, straight-time hourly wage rate or the straight-time hourly wage rate for comparable job classification at the utility for which the work is performed.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON TROUBLESHOOTER HV

June 13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Troubleshooter HV

Dear Mr. Santigate:

This will confirm our agreement as follows:

Process for Testing and the Effective Title Date for Troubleshooters:
The candidate passes a selection interview. This person is then assigned to the Emergency Department to become familiar with the current energy systems, attend Troubleshooter training classes as specified in the Troubleshooter career path, and perform on-the-job training in the field (OJT) with an experienced Troubleshooter. After a minimum of six (6) months in the Emergency Department, the candidate shall have a technical interview and a two (2) day practical test. Should the candidate be successful, he or she will be promoted retroactive to the Sunday he or she was assigned to the Emergency Department or the Sunday following assignment to the Emergency Department if transferred on a day other than Sunday. If the candidate is not deemed to be ready after six (6) months, he or she may continue to train and will be tested later. If the candidate is successful in the first promotional examination effort (passes both technical interview and practical test on first attempt), the effective date of the title will be retroactive as set forth above – i.e., on the Sunday he or she was assigned to the Emergency Department. Should the candidate fail either the technical interview or the two (2) day practical test, he or she will be re-assigned to the field in the Emergency Department for further OJT for a minimum of six (6) months before becoming eligible for re-testing. Upon successfully competing both the technical interview and practical test the candidate will be granted the title retroactive to the Sunday following the day of the most recent test failure or the Sunday six (6) months prior to successful completion, whichever is most proximate to passing the promotional examinations.

Rate of Pay:
Upon promotion to the Troubleshooter title, an employee will receive, at a minimum, an increase in his or her hourly rate of pay of $2.00 per hour, provided that the application of this increase does not bring the employee's pay rate beyond the maximum pay rate of the Troubleshooter title, or an amount sufficient to increase the

employee's pay to the minimum hourly rate of the Troubleshooter title, whichever is greater. This rate of pay provision shall expire on June 19, 2021.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON CUSTOMER OPERATIONS – PILOT INCENTIVE PROGRAM FOR CUSTOMER SERVICE REPRESENTATIVES

June 13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Customer Operations – Pilot Incentive Pay Program for Customer Service Representatives

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that the productivity of employees in Customer Operations is vital to Con Edison's operations. To that end, the Company and the Union agree to create a pilot incentive pay program as follows:

The "Incentive Period" shall be each 12-month period from January 1 to December 31 of 2018 through 2021. The "Incentive Payment" shall be non-pensionable and disbursed as a lump-sum payment. A Regular Employee shall be eligible for the Incentive Payment provided he or she was in the title of Customer Service Representative ("CSR") or Customer Service Rep Bilingual and assigned to the Customer Assistance Department for at least six (6) months during the applicable Incentive Period, and on the active payroll as a Local 3 bargaining unit employee at the time of payment. Incentive Payments for each Incentive Period will be paid in the January immediately following the applicable Incentive Period.

All eligible employees shall receive an Incentive Payment provided that the Company's "CSR First Call Resolution" is equal to or greater than the pre-determined goal set by the Company for the Incentive Period. The Company shall set the goal for each Incentive Period and shall provide written notice of that goal to the Union in December of the preceding year.

The Incentive Payment for a Full-Time Regular Employee whose individual First Call Resolution performance during the Incentive Period meets or exceeds the Company's goal set for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31 of the Incentive Period multiplied by twenty and eight-tenths (20.8).

The Incentive Payment for a Full-Time Regular Employee whose individual First Call Resolution performance during the Incentive Period is below the Company's goal set for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31 of the Incentive Period multiplied by ten and four-tenths (10.4).

The Incentive Payment for a Part-Time Regular Employee whose individual First Call Resolution performance during the Incentive Period meets or exceeds the Company's goal set for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31 of the Incentive Period multiplied by ten and four-tenths (10.4).

The Incentive Payment for a Part-Time Regular Employee whose individual First Call Resolution performance during the Incentive Period is below the Company's goal set for that Incentive Period shall be an amount equal to the employee's hourly rate of pay on December 31 of the Incentive Period multiplied by five and two-tenths (5.2).

This Letter Agreement shall terminate with the final Incentive Payment made in January 2022.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON EXTENDED SICK ABSENCE RELATED TO PREGNANCY

June 13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Extended Sick Absence Related to Pregnancy

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that effective June 25, 2017, an employee may take a sick absence related to the employee's pregnancy for an extended period of up to ten (10) weeks for a vaginal delivery and up to twelve (12) weeks for a cesarean delivery, due to the employee's inability to work because of pregnancy or delivery. This extended sick absence will be charged against the employee's allowed sick time in accordance with Company Sick Allowance procedures and Section 6.1 of the Collective Bargaining Contract. The employee may, at her discretion, start her leave of absence at any time within the four (4) weeks prior to the scheduled due date, after the due date but before delivery, or beginning with the date of delivery. If the employee exhausts her Sick Allowance benefits during a pregnancy-related sick absence, she may apply for benefits as provided by New York State under applicable disability laws. Any extended sick absence related to pregnancy taken before or beyond the ten (10) or twelve (12) week period provided herein may, to the extent available, be taken as medically necessary in accordance with Company Sick Allowance procedures.

Personnel Practice and Procedure D-2 "Extended Absences and Leaves Related to Pregnancy" ("D-2") will be amended to reflect the changes set forth in this Letter Agreement.

If the foregoing accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017

/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON CUSTOMER FIELD REPRESENTATIVES AND PROVISIONAL CUSTOMER FIELD REPRESENTATIVES

June13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Customer Field Representatives and Provisional Customer Field Representatives

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that, recognizing that the need for Customer Field Representatives ("CFRs") will be substantially reduced with the conversion to Advanced Metering Infrastructure ("AMI"), to avoid losing bargaining unit work to additional contractors, the Company may hire employees into the newly created job title of Provisional Customer Field Representative ("PCFR"), which will be a temporary position. PCFRs shall be assigned to perform cycle meter reading functions, but, in case of emergency, may be utilized in other appropriate capacities.

PCFRs will be covered by the 2017-2021 Collective Bargaining Contract, subject to the minimum hourly rates of pay in effect for CFRs, upon the terms and conditions set out in the Contract, including general wage and merit wage increases provided for in the Contract, except as modified below:

- Exclusion from the Retirement Plan.
- Inclusion in a new group within the Thrift Savings Plan provided for in Section 7.6 of the Contract, which will not have the following features: employer contributions or match; automatic enrollment or automatic escalation; participant in-service distributions, withdrawals, or loans; or ability to invest in the Company Stock Fund. In addition, upon termination from employment, consistent with applicable law, there will be a distribution of the employee's individual account.
- Exclusion from the Wage Progression Plan provided for in Section 11.4 of the Contract.
- Exclusion from Sections 9.1 (Layoffs) and 9.3 (Technological Changes) of the Contract, and any provisions in the Contract that may be interpreted to conflict with the temporary employment of PCFRs.

Upon completion of eighteen (18) months of service or one month prior to the conclusion of their temporary assignment, whichever occurs first, PCFRs may post for other vacant positions in the Company for which they are qualified and upon a transfer to another position shall have his or her seniority as a PCFR count toward vacation and sick allowance under the Contract, but it shall not count toward any benefits provided in the Thrift Savings Plan of the Contract, to the extent permitted by law. At the conclusion of their temporary assignment, as determined by the Company, any PCFRs who have not been able to secure another position with the Company will be subject to release from employment. Such release from employment shall not preclude a former PCFR from applying for and receiving preferred consideration for re-employment with the Company.

CFRs, excluding PCFRs, shall not be subject to layoff during the term of the 2017-2021 Collective Bargaining Contract. Notwithstanding the foregoing, the Company is not precluded from discharging CFRs for reasonable cause.

The job title of CFR shall be removed from the Contract Statement of Job Titles, Non "X" Schedule. Incumbent CFRs all will be given the job title of Customer Field Representative, as set forth in the Contract Statement of Job Titles, "X" Schedule, and subject to the minimum and maximum hourly rates of pay set forth therein. All CFRs now will be expected to perform the duties of both the former CFR NX and CFR titles.

Based on operational need and seniority, CFRs may be trained and assigned to install replacement AMI meters that fail after the initial install or are unable to be installed by the vendor.

CFRs can apply for up to six (6) job transfers during any twelve (12) month period. Any transfer applications in excess of this number may be rejected by the Company without any consideration of their merits.

CFRs may seek transfer to other positions after one (1) year from the effective date of their hire.

If the foregoing accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON CHIEF SPLICER MODIFICATION

June 13, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Chief Splicer Modification

Dear Mr. Santigate:

This will confirm our agreement as follows:

After successful completion of the fifty-five (55) day splicer training program, the Chief Splicer candidate goes to the field to work OJT with an experienced Chief Splicer and/or to do primary splicing without an experienced Chief Splicer, for a period not generally to exceed seven (7) months. After seven (7) months, the candidate is scheduled for a written test and should he or she pass the written examination, he or she will be given the five (5) day practical performance exercise. Upon successfully completing both the written examination and practical exercise, the Chief Splicer candidate will be granted the title effective the Sunday following the day he or she came out of Splicing School or retroactive to the Sunday seven (7) months prior to successfully passing the test, whichever is most proximate to passing the promotional examinations. Should the candidate fail either the written examination or practical exercise, he or she may return to the field to gain additional OJT experience and may become eligible to take the tests again after seven (7) months. Upon successfully completing both the written examination and practical exercise, the candidate will be granted the title retroactive to the Sunday following the day of the most recent test failure or the Sunday seven (7) months prior, whichever is most proximate to passing the promotional examinations.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: June 13, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON SENIOR FIELD DESIGNER X TITLE

September 15, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Protective Systems Testing – Senior Field Designer X Title

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that, effective the first Sunday after this Letter Agreement has been signed by both parties, a new job title, Senior Field Designer X in Substation Operations – Protective Systems Testing, shall be created and added to the Contract Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, "X" Schedule Job Titles, which will reflect the title's minimum and maximum hourly rates of pay as $49.00 and $59.00, respectively. In addition, this title will be added to Job Titles - Section 1 of the Pilot Wage Acceleration Plan.

Employees with at least three (3) years of service in the Field Designer X title and eleven (11) years of experience in Protective Systems Testing, or the equivalent as determined by the Company, who successfully train, test, and qualify for the Senior Field Designer X title will be eligible for promotion to that title, based on operational need, and selected in accordance with Article 5, Section 5.2 of the Collective Bargaining Contract.

Employees in the Senior Field Designer X title will perform the current functions of the Field Designer X title and will also be responsible for design work associated with large electrical wiring projects in substations, from engineering sketches, including wiring, schematics, simplifieds, and point-to-point via the Wiring and Raceway System (WARS), and will electronically make all necessary changes on drawings to reflect actual field conditions.

If this letter accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: September 15, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON METER & TEST

October 4, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Meter & Test

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that, effective the first Sunday after this Letter Agreement has been signed by both parties, the new job titles of Distribution Meter Tester A and Senior Distribution Electrical Technician shall be created in Electric Operations and added to the Contract Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, "X" Schedule Job Titles. Also effective that date, the minimum and maximum hourly rates of pay for these titles will be as follows:

Title	**Minimum**	**Maximum**
Distribution Meter Tester A	$32.02	$42.00
Senior Distribution Electrical Technician	$40.95	$52.00

In addition, the Senior Distribution Electrical Technician title will be added to Job Titles - Section 1 of the Pilot Wage Acceleration Plan.

The career path for Meter & Test shall be as follows: General Utility Worker, Distribution Meter Tester A, and Senior Distribution Electrical Technician; the Meter Services Technician B, Meter Services Technician A, and Meter Services Senior Technician titles will be eliminated, but shall be earmarked for incumbents in Meter & Test and prospectively used by Customer Operations only.

Once trained and qualified, employees in the Distribution Meter Tester A and Senior Distribution Electrical Technician titles will be responsible for the following functions:

- Final inspections of 1, 2 and 3 family residences.
- Installation and removal of service bridges.
- Installation and removal of service bridges in end line boxes.

Incumbents, on the effective date of this Letter Agreement, in the Meter Services Technician B title in Meter & Test, Electric Operations, who are qualified and complete

the requisite training, shall be given the opportunity to take the written and performance tests for promotion to the Distribution Meter Tester A title, subject to the terms of Personnel Policy and Procedure G-1 “Promotional Testing for Union Employees,” once they have attained at least six (6) months of service in the title.

Incumbents who hold the title of Meter Services Technician A, on the effective date of this Letter Agreement, who are qualified and complete the requisite training, shall be given the opportunity to take the written and performance tests for promotion to the Distribution Meter Tester A title, subject to the terms of Personnel Policy and Procedure G-1 “Promotional Testing for Union Employees.” Incumbents who do not qualify for promotion to Distriution Meter Tester A shall retain the Meter Services Technician A title.

Incumbents who hold the title of Meter Services Senior Technician, on the effective date of this Letter Agreement, who are qualified and complete the requisite training, shall be given the opportunity to take the written and performance tests for promotion to the Senior Distribution Electrical Technician title, subject to the terms of Personnel Policy and Procedure G-1 “Promotional Testing for Union Employees.” Incumbents who do not qualify for promotion to Senior Distribution Electrical Technician title shall retain the Meter Services Senior Technician title.

Prospectively, if an incumbent Customer Field Representative applies and is selected for a General Utility Worker position within Meter & Test, and earns more than the maximum rate of pay for the General Utility Worker title, his or her rate of pay shall remain frozen and he or she shall not receive any wage increases for so long as his or her rate of pay remains above the maximum rate of pay for the title.

This Letter Agreement replaces the Letter Agreement entitled “Meter and Test and Property Protection Departments” dated June 20, 1993, which is no longer in effect.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: October 4, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON APPARATUS SERVICES GROUP

December 18, 2017

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Apparatus Services Group

Dear Mr. Santigate:

This will confirm our agreement as follows:

The Company and the Union agree that, effective December 31, 2017, the title Apparatus Services Technician will be added to the Contract Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, "X" Schedule for Electric Operations. In addition, incumbents in the titles of General Utility Worker NX and Apparatus Services Technician NX within the Apparatus Services Group of Staten Island Construction on that date, will each be given the corresponding X title, as set forth in the Contract Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, "X" Schedule, subject to the minimum and maximum hourly rates of pay set forth therein, except as set forth below, and the wage increases set forth in Article II, Paragraph 11.3 of the parties' Collective Bargaining Contract. Prospectively, employees assigned to, and promoted within, the Apparatus Services Group will be given the appropriate X title.

Title	**Minimum**	**Maximum**
Apparatus Services Technician X	$28.59	$37.50

Effective on or after, December 31, 2017, incumbents in the Senior Apparatus Services Technician NX title will have their title changed to the corresponding title, as set forth in the Contract Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, "X" Schedule once they are trained and qualified in the following additional functions for which they will now be responsible:

- Connecting nitrogen bottles at unit substations.
- Switching and testing, including sign on/off procedures, on all 3-phase pad-mounted transformers.
- Repairing secondary 3-phase burnouts for services only.
- Spearing on all primary terminations associated with 3-phase transformers.
- Maintaining AMI antennas.

Effective December 31, 2017, the new minimum and maximum hourly rates of pay for the Senior Apparatus Services Technician X title will be as follows, subject to the wage increases set forth in Article II, Paragraph 11.3 of the parties' Collective Bargaining Contract:

Title	**Minimum**	**Maximum**
Senior Apparatus Services Technician X	$38.00	$54.00

As soon as each incumbent in the Senior Apparatus Services Technician NX title has his or her title changed as set forth above, that incumbent will receive a one-time wage increase of $1.70 per hour. Prospectively, the additional functions will be incorporated into the training and qualification for all employees to enter into the title of Senior Apparatus Services Technician X on or after December 31, 2017.

The job titles of Senior Apparatus Services Technician NX and Senior Apparatus Services Technician X will be combined for purposes of the Pilot Wage Acceleration Plan. Specifically, time in both titles will be combined for the purpose of reaching the maximum hourly rate of pay for the lower job title, Senior Apparatus Services Technician NX, provided that there is no break in service between the job titles, and the employee has completed a total of eight (8) continuous years of service in the title; received at least sixteen (16) progression increases for which they were eligible during the period of employment in the titles; and successfully completed all required training (including OJTs) and testing for the current job title.

If the foregoing accurately reflects your understanding of our agreement, please sign below.

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: December 18, 2017
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON STATEN ISLAND CONTROL OPERATIONS

February 8, 2019

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Staten Island Control Operations

Dear Mr. Santigate:

The Company and the Union agree, that effective the first Sunday after this Letter Agreement has been signed by both parties, the titles of Senior Field Operator A and Troubleshooter HV A will be added to the Contract Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, "X" Schedule for Electric Operations.

Senior Field Operator

Effective on or after the first Sunday after this Letter Agreement has been signed by both parties, incumbents in the Senior Field Operator title will have their title changed to Senior Field Operator A X once they are trained and qualified in the functions listed below.[4] Going forward, once trained and qualified, employees in the Senior Field Operator A X title will be responsible for the following functions:

1. Grounding on customer's high tension switchgear.
2. URD live elbow switching on single phase, non-switchable, pad-mounted transformers in order to avoid customer outages.
3. Install cable, make elbows, connect and energize URD primary shunts.
4. De-energize and remove primary URD shunts.
5. Connect primary portable grounds on 3 phase pad-mounted switches and transformers.
6. Replace damaged primary elbow found on URD outage, when switching to restore customers is not available, and a Troubleshooter HV is not on location.

The additional functions will be incorporated into the career path, training and qualification for all employees to enter into the title Senior Field Operator A X on or after the effective date of this Letter Agreement.

[4] The title Senior Field Operator shall be earmarked for incumbents only.

Also effective the first Sunday after this Letter Agreement has been signed by all parties, the minimum and maximum hourly rates of pay for the job title of Senior Field Operator A X will be increased to $38.00 and $55.62, respectively.

Troubleshooter HV

Effective on or after the first Sunday after this Letter Agreement has been signed by both parties, incumbents in the Troubleshooter HV title will have their title changed to Troubleshooter HV A X once they are trained and qualified in the functions listed below.[5] Going forward, once trained and qualified, employees in the Troubleshooter HV A X title will be responsible for the following functions:

1. Perform 33kV live phase checks
2. URD live elbow switching on single phase, non-switchable, pad-mounted transformers in order to avoid customer outages
3. Troubleshoot service to AMI access points and replace batteries
4. Install temporary cold shrink terminators on emergency jobs when necessary to restore customers
5. Install, connect, disconnect and remove emergency generators during emergency situations

The additional functions will be incorporated into the career path, training and qualification for all employees to enter into the title Troubleshooter HV A X on or after the effective date of this Letter Agreement.

Also effective the first Sunday after this Agreement has been signed by all parties, the minimum and maximum hourly rates of pay for the job title of Troubleshooter HV A X will be increased to $48.57 and $57.30, respectively.

The job titles of Senior Field Operator and Senior Field Operator A X, and Troubleshooter HV and Troubleshooter HV A X, respectively, will be combined for purposes of the Pilot Wage Acceleration Plan. Specifically, time in each respective pair of titles will be combined for the purposes of reaching the maximum hourly rate of pay for either the Senior Field Operator X or Troubleshooter HV X title, provided that there is no break in service between the job titles, and the employee has completed a total of eight (8) continuous years in service in the title, received at least sixteen (16) progression increases for which they were eligible during the period of employment in the titles; and successfully completed all required training (including OJTs) and testing for the current job title.

If the foregoing accurately reflects your understanding of our agreement, please sign below:

Very truly yours,
/s/ Vincent Frankel

[5] The title Troubleshooter HV shall be earmarked for incumbents only.

Director, Employee and Labor Relations

Agreed to: February 15, 2019
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON OVERHEAD – LINE CONSTRUCTOR HV AND CHIEF LINE CONSTRUCTOR HV

February 8, 2019

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Overhead - Line Constructor HV and Chief Line Constructor HV

Dear Mr. Santigate:

This will confirm our agreement as follows:

Effective the first Sunday after this Letter Agreement has been signed by both parties, the titles Line Constructor HV A and Chief Line Constructor HV A will be added to the Contract Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, "NX" Schedule for Electric Operations. In addition, the minimum and maximum hourly rates of pay for the titles listed below will be as follows:

Title	**Minimum**	**Maximum**
Line Constructor HV A NX	$37.02	$52.99
Chief Line Constructor HV A NX	$49.98	$55.55

Effective on or after, the first Sunday after this Letter Agreement has been signed by both parties, incumbents in the Line Constructor HV NX and Chief Line Constructor HV NX titles will have their title changed to the respective A title once they are trained and qualified in the functions listed below.[6] Going forward, once trained and qualified, employees in the Line Constructor HV A NX and Chief Line Constructor HV A NX titles will be responsible for the following functions:

- 33kV live phase checks.
- Utilize remote live-line work protection provided by the Control Center when performing work on 4kV and 13kV overhead equipment or wire.
- Use mechanical equipment (compressor with jackhammer/small excavating machinery) to remove and install secondary steel riser bends to underground structures and break concrete slabs for pole installations.

[6] The titles Line Constructor HV NX and Chief Line Constructor HV NX shall be earmarked for incumbents only.

- Perform all connections to install and disconnect a 4kV generator in emergency situations.
- Install secondary riser cable to a service box using hand coils or a cable truck.

Going forward, the additional functions will be incorporated into the career path, training and qualification for all employees to enter into the titles of Line Constructor HV A NX and Chief Line Constructor HV A NX on or after the effective date of this Letter Agreement.

The job titles of Chief Line Constructor HV NX and Chief Line Constructor HV A X will be combined for purposes of the Pilot Wage Acceleration Plan. Specifically, time in both titles will be combined for the purposes of reaching the maximum hourly rate of pay for the Chief Line Constructor HV NX title, provided that there is no break in service between the job titles, and the employee has completed a total of eight (8) continuous years in service in the title, received at least sixteen (16) progression increases for which they were eligible during the period of employment in the titles; and successfully completed all required training (including OJTs) and testing for the current job title.

If the foregoing accurately reflects your understanding of our agreement, please sign below:

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: February 15, 2019
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

LETTER AGREEMENT ON UNDERGROUND – CHIEF SPLICER

February 15, 2019

Mr. Joseph Santigate
Assistant Business Manager
International Brotherhood of Electrical Workers
Local 3, AFL-CIO
158-11 Harry Van Arsdale Jr. Avenue
Flushing, NY 11365

Re: Underground – Chief Splicer

Dear Mr. Santigate:

This will confirm our agreement as follows:

Effective the first Sunday after this Letter Agreement has been signed by both parties, the title Chief Splicer A will be added to the Contract Statement of Job Titles and Minimum-Maximum Hourly Rates of Pay, "NX" Schedule for Electric Operations. In addition, the minimum and maximum hourly rates of pay for the title listed below will be as follows:

Title	Minimum	Maximum
Chief Splicer A NX	$35.50	$54.12

Effective on or after, the first Sunday after this Letter Agreement has been signed by both parties, incumbents in the Chief Splicer NX title will have their title changed to the Chief Splicer A NX title once they are trained and qualified in the functions listed below.[7] Going forward, once trained and qualified, employees in the Chief Splicer A NX title will be responsible for the following functions:

- Perform line side connection and final inspection in the meter pan and then set the new meter on new business.
- Perform live elbow moves (new elbows only) on pad mounted transformers on the URD system.

Going forward, the additional functions and requirements listed above will be incorporated into the career path, training and qualification for all employees to enter into the title of Chief Splicer A NX.

In addition, any incumbent in the Underground Group, within Section 343, on the date of this Letter Agreement will be required to undergo the requisite training to become ladder line qualified, but his or her failure will not result in any loss of pay or

[7] The title Chief Splicer NX shall be earmarked for incumbents only.

disciplinary action, nor will it be reflected in his or her performance evaluation. Going forward, new employees to the Underground Group will be required to become ladder line qualified in order to be promoted to the Chief Splicer NX title.

Incumbents in the Underground Group, within Section 343, on the date of this Letter Agreement who (1) volunteer within sixty (60) days of the date of this letter to obtain the A endorsement for their CDL driver's license and (2) successfully obtain the CDL A, will receive a one-time bonus of five hundred dollars ($500), and will be required to perform functions that necessitate the CDL A going forward. From this date forward, new employees to the Underground Group will be required to obtain the CDL A in order to be promoted to the Chief Splicer A NX title.

The job titles of Chief Splicer NX and Chief Splicer A NX will be combined for purposes of the Pilot Wage Acceleration Plan. Specifically, time in both titles will be combined for the purposes of reaching the maximum hourly rate of pay for the Chief Splicer NX title, provided that there is no break in service between the job titles, and the employee has completed a total of eight (8) continuous years in service in the title, received at least sixteen (16) progression increases for which they were eligible during the period of employment in the titles; and successfully completed all required training (including OJTs) and testing for the current job title.

If the foregoing accurately reflects your understanding of our agreement, please sign below:

Very truly yours,
/s/ Vincent Frankel
Director, Employee and Labor Relations

Agreed to: February 15, 2019
/s/ Joseph Santigate
Assistant Business Manager
Local 3 IBEW

STATEMENT OF JOB TITLES

AND

MINIMUM-MAXIMUM HOURLY RATES OF PAY

This statement sets forth the job titles and minimum-maximum hourly rates of pay established for the Wage Progression Plan as provided by this agreement from June 25, 2017, to June 19, 2021.

The job titles are shown in alphabetical order within “X” or Non “X” schedules. (All titles may be used for part time.)

Temporary employees may be hired at rates of pay below the established minimum rates herein listed.

“X” SCHEDULE JOB TITLES

All “X” scheduled job titles shall be assigned only to employees who normally work on Sunday as part of their regularly scheduled work week.*

"X" SCHEDULE JOB TITLES

JOB TITLE	6/25/2017		6/24/2018		6/24/2019		6/21/2020		DEPARTMENT
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	
Apparatus Service Technician X (6)	$28.59	$37.50	29.45	38.63	30.33	39.79	31.24	40.98	Electric Operations
Assistant Field Operator	$21.27	$39.97	$21.91	$41.17	$22.57	$42.41	$23.25	$43.68	Electric Operations
Assistant Storekeeper	$32.38	$47.07	$33.35	$48.48	$34.35	$49.93	$35.38	$51.43	Central Field Services
Assistant Substation Operator	$21.69	$36.80	$22.34	$37.90	$23.01	$39.04	$23.70	$40.21	Substation Operations Electric Operations
Auto Mechanic A	$32.38	$47.07	$33.35	$48.48	$34.35	$49.93	$35.38	$51.43	Central Field Services
Auto Mechanic B	$21.69	$36.80	$22.34	$37.90	$23.01	$39.04	$23.70	$40.21	Central Field Services
Chief Line Constructor HV	$45.36	$53.35	$46.72	$54.95	$48.12	$56.60	$49.56	$58.30	Electric Operations
Chief Splicer	$32.38	$52.64	$33.35	$54.22	$34.35	$55.85	$35.38	$57.53	Electric Operations
Chief Stock Handler	$21.69	$36.80	$22.34	$37.90	$23.01	$39.04	$23.70	$40.21	Central Field Services
Customer Field Representative	$19.59	$41.39	$20.18	$42.63	$20.79	$43.91	$21.41	$45.23	Customer Operations
Distribution Meter Tester A (5)	$32.02	$42.00	$32.98	$43.26	$33.97	$44.56	$34.99	$45.90	Electric Operations
Electrical Technician	$28.05	$47.07	$28.89	$48.48	$29.76	$49.93	$30.65	$51.43	Appropriate Departments
Field Designer X	$32.86	$54.00	$33.85	$55.62	$34.87	$57.29	$35.92	$59.01	Substation Operations
General Utility Worker	$19.59	$32.83	$20.18	$33.81	$20.79	$34.82	$21.41	$35.86	Appropriate Departments
Lead Mechanic	$43.46	$49.38	$44.76	$50.86	$46.10	$52.39	$47.48	$53.96	Electric Operations
Line Constructor	$32.38	$47.07	$33.35	$48.48	$34.35	$49.93	$35.38	$51.43	Electric Operations
Line Constructor HV	$32.78	$50.83	$33.76	$52.35	$34.77	$53.92	$35.81	$55.54	Electric Operations
Mechanic A	$32.38	$47.07	$33.35	$48.48	$34.35	$49.93	$35.38	$51.43	Appropriate Departments
Mechanic B	$23.08	$40.11	$23.77	$41.31	$24.48	$42.55	$25.21	$43.83	Appropriate Departments
Senior Apparatus Services Technician X (1)	$32.38	$49.38	$33.35	$50.86	$34.35	$52.39	$35.38	$53.96	Electric Operations
Senior Apparatus Services Technician -Special	$33.03	$50.06	$34.02	$51.56	$35.04	$53.11	$36.09	$54.70	Electric Operations
Senior Chief Stock Handler	$32.38	$40.11	$33.35	$41.31	$34.35	$42.55	$35.38	$43.83	Central Field Services
Senior Distribution Electrical Technician (5)	$40.95	$52.00	$42.18	$53.56	$43.45	$55.17	$44.75	$56.83	Electric Operations
Senior Electrical Technician	$41.42	$49.52	$42.66	$51.01	$43.94	$52.54	$45.26	$54.12	Appropriate Departments
Senior Field Designer (4)	$49.00	$59.00	$50.47	$60.77	$51.98	$62.59	$53.54	$64.47	Electric Operations

"X" SCHEDULE JOB TITLES

Senior Field Operator A X			$38.00	$55.62	$39.14	$57.29	$40.31	$59.01	Electric Operations
Senior Field Operator	$34.10	$49.69	$35.12	$51.18	$36.17	$52.72	$37.26	$54.30	Electric Operations
Senior Substation Operator	$34.01	$47.93	$35.03	$49.37	$36.08	$50.85	$37.16	$52.38	Substation Operations Electric Operations
Splicer	$32.38	$49.38	$33.35	$50.86	$34.35	$52.39	$35.38	$53.96	Electric Operations
Stock Handler	$17.05	$32.83	$17.56	$33.81	$18.09	$34.82	$18.63	$35.86	Central Field Services
Substation Mechanic A	$33.31	$49.28	$34.31	$50.76	$35.34	$52.28	$36.40	$53.85	Substation Operations
Troubleshooter Dispatcher	$35.61	$49.25	$36.68	$50.73	$37.78	$52.25	$38.91	$53.82	Electric Operations
Troubleshooter Dispatcher HV	$35.61	$51.55	$36.68	$53.10	$37.78	$54.69	$38.91	$56.33	Electric Operations
Troubleshooter HV A X			$ 48.57	$ 57.30	$ 50.03	$ 59.02	$ 51.53	$ 60.79	Electric Operations
Trouble Shooter HV	$47.16	$53.35	$48.57	$54.95	$50.03	$56.60	$51.53	$58.30	Electric Operations

(4) title added 9/17/17

(5) title added 10/8/17

(6) X title created on 12/31/17

Except as provided below, all employees who presently hold "X" schedule job titles and who do not work on Sunday as part of the regular weekly schedule shall be transferred to their respective "Non-X" job titles at their current hourly wage rate in effect on August 22, 1983. Said employees shall continue to receive all applicable general wage and progression increases if eligible therefore so long as said employee remains in his/her current "Non-X" job title. IF said employee is transferred out of his/her current title after August 22, 1983 to any other job title, the employee shall be paid the appropriate rate of pay for such other title. Provided, however, "X" schedule employees who voluntarily transfer to job classifications within their career ladder shall continue to receive all applicable general wage and progression increases if eligible therefore, so long as said employee remains in his/her "Non-X" job title within the career ladder.

NON "X" SCHEDULE JOB TITLES

JOB TITLE	6/25/2017		6/24/2018		6/24/2019		6/21/2020		DEPARTMENT
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	
Administrative Assistant	$30.84	$42.68	$31.77	$43.96	$32.72	$45.28	$33.70	$46.64	Appropriate Departments
Administrative Clerk	$20.44	$37.22	$21.05	$38.34	$21.68	$39.49	$22.33	$40.67	Appropriate Departments
Apparatus Services Technician	$27.87	$36.78	$28.71	$37.88	$29.57	$39.02	$30.46	$40.19	Electric Operations
Assistant Field Operator NX	$18.10	$35.63	$18.64	$36.70	$19.20	$37.80	$19.78	$38.93	Electric Operations
Assistant Storekeeper NX	$32.38	$45.81	$33.35	$47.18	$34.35	$48.60	$35.38	$50.06	Central Field Services
Assistant Substation Operator NX	$21.69	$35.63	$22.34	$36.70	$23.01	$37.80	$23.70	$38.93	Substation Operations Electric Operations
Auto Mechanic A NX	$32.38	$45.81	$33.35	$47.18	$34.35	$48.60	$35.38	$50.06	Central Field Services
Auto Mechanic B NX	$21.69	$35.63	$22.34	$36.70	$23.01	$37.80	$23.70	$38.93	Central Field Services
Chief Line Constructor HV A NX			$49.98	$55.55	$51.48	$57.22	$53.02	$58.94	Electric Operations
Chief Line Constructor HV NX	$44.30	$52.13	$45.63	$53.69	$47.00	$55.30	$48.41	$56.96	Electric Operations
Chief Splicer	$32.38	$51.40	$33.35	$52.94	$34.35	$54.53	$35.38	$56.17	Electric Operations
Chief Splicer A NX			$35.50	$54.12	$36.57	$55.74	$37.67	$57.41	Electric Operations
Chief Stock Handler NX	$21.69	$35.63	$22.34	$36.70	$23.01	$37.80	$23.70	$38.93	Central Field Services
Construction Representative	$31.30	$51.82	$32.24	$53.37	$33.21	$54.97	$34.21	$56.62	Construction Management
Customer Field Representative NX	$19.59	$40.10	$20.18	$41.30	$20.79	$42.54	$21.41	$43.82	Customer Operations
Customer Service Representative	$20.06	$43.25	$20.66	$44.55	$21.28	$45.89	$21.92	$47.27	Customer Operations
Customer Service Rep Bilingual	$20.47	$43.72	$21.08	$45.03	$21.71	$46.38	$22.36	$47.77	Customer Operations
Designer	$31.09	$52.83	$32.02	$54.41	$32.98	$56.04	$33.97	$57.72	Appropriate Departments
District Control Representative (2)	$28.76	$42.58	$29.62	$43.86	$30.51	$45.18	$31.43	$46.54	Energy Services
Electrical Technician NX	$28.05	$45.81	$28.89	$47.18	$29.76	$48.60	$30.65	$50.06	Appropriate Departments
Energy Service Rep (3)	$38.27	$54.05	$39.42	$55.67	$40.60	$57.34	$41.82	$59.06	Energy Services
Engineering Inspector	$36.44	$51.25	$37.53	$52.79	$38.66	$54.37	$39.82	$56.00	Central Construction Substation Operations
Engineering Technician	$26.56	$40.37	$27.36	$41.58	$28.18	$42.83	$29.03	$44.11	Appropriate Departments
Field Designer NX	$32.06	$52.92	$33.02	$54.51	$34.01	$56.15	$35.03	$57.83	Substation Operations
General Utility Worker NX	$19.59	$31.69	$20.18	$32.64	$20.79	$33.62	$21.41	$34.63	Appropriate Departments

NON "X" SCHEDULE JOB TITLES

Inspector	$35.51	$49.02	$36.58	$50.49	$37.68	$52.00	$38.81	$53.56	Substation Operations Construction Management
Junior Designer	$24.46	$40.37	$25.19	$41.58	$25.95	$42.83	$26.73	$44.11	Appropriate Departments
Junior Technician	$16.73	$30.20	$17.23	$31.11	$17.75	$32.04	$18.28	$33.00	Appropriate Departments
Lead Mechanic NX	$42.36	$48.18	$43.63	$49.63	$44.94	$51.12	$46.29	$52.65	Electric Operations
Line Constructor NX	$32.38	$47.25	$33.35	$48.67	$34.35	$50.13	$35.38	$51.63	Electric Operations
Line Constuctor HV A NX			$37.01	$52.99	$38.12	$54.58	$39.26	$56.22	Electric Operations
Line Constructor HV NX	$32.78	$49.64	$33.76	$51.13	$34.77	$52.66	$35.81	$54.24	Electric Operations
Material Analyst	$31.30	$49.02	$32.24	$50.49	$33.21	$52.00	$34.21	$53.56	Appropriate Departments
Mechanic A NX	$32.38	$45.81	$33.35	$47.18	$34.35	$48.60	$35.38	$50.06	Appropriate Departments
Mechanic B NX	$22.15	$38.93	$22.81	$40.10	$23.49	$41.30	$24.19	$42.54	Appropriate Departments
Meter Services Senior Technician	$34.83	$49.02	$35.87	$50.49	$36.95	$52.00	$38.06	$53.56	Customer Operations
Meter Services Technician A	$31.30	$47.38	$32.24	$48.80	$33.21	$50.26	$34.21	$51.77	Customer Operations
Meter Services Technician B	$26.56	$35.59	$27.36	$36.66	$28.18	$37.76	$29.03	$38.89	Customer Operations
Office Assistant	$28.11	$40.36	$28.95	$41.57	$29.82	$42.82	$30.71	$44.10	Appropriate Departments
Senior Apparatus Services Technician	$32.38	$48.34	$33.35	$49.79	$34.35	$51.28	$35.38	$52.82	Electric Operations
Senior Apparatus Services Technician Special	$33.03	$49.02	$34.02	$50.49	$35.04	$52.00	$36.09	$53.56	Electric Operations
Senior Chief Stock Handler NX	$32.38	$38.93	$33.35	$40.10	$34.35	$41.30	$35.38	$42.54	Central Field Services
Senior Coordinator (2)	$35.51	$48.29	$36.58	$49.74	$37.68	$51.23	$38.81	$52.77	Appropriate Departments
Senior Customer Service Representative	$31.30	$49.02	$32.24	$50.49	$33.21	$52.00	$34.21	$53.56	Customer Operations
Senior Customer Service Rep Bilingual	$31.72	$49.49	$32.67	$50.97	$33.65	$52.50	$34.66	$54.08	Customer Operations
Senior Designer	$39.25	$58.62	$40.43	$60.38	$41.64	$62.19	$42.89	$64.06	Appropriate Departments
Senior District Control Representative (2)	$37.45	$49.02	$38.57	$50.49	$39.73	$52.00	$40.92	$53.56	Energy Services
Senior Electrical Technician NX	$41.42	$48.34	$42.66	$49.79	$43.94	$51.28	$45.26	$52.82	Appropriate Departments
Senior Engineering Technician	$35.51	$49.02	$36.58	$50.49	$37.68	$52.00	$38.81	$53.56	Appropriate Departments
Senior Office Assistant B (2)	$31.30	$40.37	$32.24	$41.58	$33.21	$42.83	$34.21	$44.11	Appropriate Departments
Senior Substation Operator NX	$34.01	$46.74	$35.03	$48.14	$36.08	$49.58	$37.16	$51.07	Substation Operations Electric Operations
Senior Technician	$35.51	$49.02	$36.58	$50.49	$37.68	$52.00	$38.81	$53.56	Appropriate Departments

NON "X" SCHEDULE JOB TITLES

Splicer NX	$32.38	$48.18	$33.35	$49.63	$34.35	$51.12	$35.38	$52.65	Electric Operations
Stock Handler NX	$17.05	$31.69	$17.56	$32.64	$18.09	$33.62	$18.63	$34.63	Central Field Services
Substation Mechanic A	$32.38	$47.11	$33.35	$48.52	$34.35	$49.98	$35.38	$51.48	Substation Operations
Survey Technician	$30.05	$40.37	$30.95	$41.58	$31.88	$42.83	$32.84	$44.11	Electric Operations
Surveyor	$35.51	$49.02	$36.58	$50.49	$37.68	$52.00	$38.81	$53.56	Construction Management
Surveyor Assistant	$18.10	$36.80	$18.64	$37.90	$19.20	$39.04	$19.78	$40.21	Electric Operations
Surveyor Licensed	$42.15	$51.82	$43.41	$53.37	$44.71	$54.97	$46.05	$56.62	Electric Operations
Technician B	$26.56	$35.59	$27.36	$36.66	$28.18	$37.76	$29.03	$38.89	Appropriate Departments
Troubleshooter Dispatcher NX	$35.61	$48.05	$36.68	$49.49	$37.78	$50.97	$38.91	$52.50	Electric Operations
Troubleshooter Dispatcher HV NX	$35.61	$50.37	$36.68	$51.88	$37.78	$53.44	$38.91	$55.04	Electric Operations
Troubleshooter HV NX	$44.30	$50.37	$45.63	$51.88	$47.00	$53.44	$48.41	$55.04	Electric Operations

(3) Title changed 6/25/17 - Replaces Commercial Service Rep

NON “X” SCHEDULE JOB TITLES

NON “X” SCHEDULE JOB TITLES

Staten Island – Local 3
Grievance Report

This Grievance Report Must be Submitted in Duplicate

Grievance No: _____

Employee Name: _____ Employee Number: _____

Title: _____ Phone: _____

Department: _____ Section: _____

Work Location: _____ Supervisor: _____

Clause of Contract Violated:_____
_____

Nature of Grievance: _____
_____
_____

Remedy Sought: _____
_____
_____

Date Grievance Arose: _____ Date Grievance Submitted: _____

Employee's Signature: _____

First Step Grievance Response: _____
_____
_____

Date Submitted To First Step: _____ Date of Response: _____

Management Representative: _____/ _____
(Signature) (Title)

Shop Steward's Signature _____

Second Step Grievance Response: _____
_____
_____

NON "X" SCHEDULE JOB TITLES

Date Submitted to 2nd Step: _____ Date of Response: _____

Management Representative: _____ / _____
(Signature) (Title)

Shop Steward's Signature:_____

Third Step Grievance Response: _____
_____
_____

Date Submitted To 3rd Step: _____ Date of Response: _____

Management Representative:_____ / _____
(Signature) (Title)

Signature of Senior Steward: _____

Date of Letter Response: _____

Discussed in Step 3 on: _____

Grievance Sustained or Denied: _____

Date Grievance Noticed to Arbitration: _____

Date of Hearing(s): _____

Name of Arbitrator: _____

Date Decision Rendered: _____

Grievance Sustained:_____ Grievance Denied: _____

Compromise: _____

Nature of Compromise: _____
_____
_____

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Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-20
Date of Response: March 30, 2022
Responding Witness: Accounting Panel

Question No. :563
Subject: Bargaining Unit Contract Costs

Refer to the Company's Excel Workpaper "AP-EG3 – Sch 06, Bargaining Unit Contract Costs," which indicates a Historic Test Year amount for Bargaining Unit Costs of $15K and $3K for electric and gas, respectively.
1. Explain in detail, the nature of this item, including the Company's activities and the timing of those activities, related to negotiation and strike contingency efforts.
2. How often does the Company incur costs for negotiation and strike contingency efforts?
3. Provide the Bargaining Unit Costs for the 12-months ending September 30, 2018, 2019 and 2020.
4. Refer to the tab labeled "Non Labor," provide the rationale, calculation and supporting documentation, for the Rate Year 1 Program Changes, in the amount of $450K.
5. Explain why the proposed electric program change was not reflected in the Exhibit___(AP-E3), CECONY Initial Filing RevReq.

Response

1. This item relates to the various costs that the Company incurs in preparing for and engaging in the negotiation of Collective Bargaining Contracts with its two unions. Several months prior to the expiration dates of the Collective Bargaining Contracts with Local 1-2 UWUA (most recently in 2020) and Local 3 IBEW (most recently in 2021) the Company and the Unions engage in contract negotiations. These efforts include preliminary negotiation sessions leading up to full-time meetings at a hotel, and round the clock bargaining as contract expiration approaches. Prior to these negotiating sessions, the Company provides training for the various individuals that will be representing management in these negotiations.

   In order to maintain Company operations in the event of a work stoppage, our contingency program includes the training, refresher training, and qualification of management employees to perform the bargaining unit's jobs functions.

   Finally, Contract Costs include the printing and distribution of copies of the Collective Bargaining Contract books, which is the product of negotiations with the Unions.

2. Historically, the Collective Bargaining Contracts with each of the Company's unions cover a four-year contract period with expiration dates in consecutive years.

3. Please find the requested information in DPS-20-563-Attachment 1.

4. Several years ago, it was recommended that rather than request funding in contract years, we spread out the Contract Costs over a four-year cycle. $450K in Rate Year 1 reflects 25% of the $1.8M requested.

5. The Company inadvertently omitted the electric program change and will include it in the update filing.

Cost by EOE and Cost Center

BI-MGT-952

Cost Category	Expense Type	Fiscal Period	Element Of Expense Hierarchy	Actual Dollars MTD	Budget Dollars MTD	Dollars Variance MTD	Actual Dollars YTD	Budget Dollars YTD	Dollars Variance YTD	Annual Budget
O&M	DEPARTMENTAL EXPENSE	JAN-18	All	($11.29)	$0.00	($11.29)	($11.29)	$0.00	($11.29)	
		FEB-18	All	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
		MAR-18	All	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
		APR-18	All	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
		MAY-18	All	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
		JUN-18	All	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
		JUL-18	All	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
		AUG-18	All	($2,052.26)	$0.00	($2,052.26)	($2,063.55)	$0.00	($2,063.55)	
			TOTAL EOE	($2,052.26)	$0.00	($2,052.26)	($2,063.55)	$0.00	($2,063.55)	
			CONTRACT SERVICES	($2,052.26)	$0.00	($2,052.26)	($2,052.26)	$0.00	($2,052.26)	
			OTHER	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
			OTHER	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	($11.29)	$0.00	($11.29)	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		SEP-18	All	$16.24	$0.00	$16.24	($2,047.31)	$0.00	($2,047.31)	
			TOTAL EOE	$16.24	$0.00	$16.24	($2,047.31)	$0.00	($2,047.31)	
			CONTRACT SERVICES		$0.00	$0.00	($2,052.26)	$0.00	($2,052.26)	
			OTHER	$16.24	$0.00	$16.24	$4.95	$0.00	$4.95	
			OTHER	$16.24	$0.00	$16.24	$4.95	$0.00	$4.95	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	($11.29)	$0.00	($11.29)	
			OTHER	$16.24	$0.00	$16.24	$16.24	$0.00	$16.24	
		OCT-17	All	$38,678.68	$0.00	$38,678.68	$76,058.84	$200,000.00	($123,941.16)	$200,000.00
			TOTAL EOE	$38,678.68	$0.00	$38,678.68	$76,058.84	$200,000.00	($123,941.16)	$200,000.00
			CONTRACT SERVICES	$38,678.68	$0.00	$38,678.68	$74,411.90	$200,000.00	($125,588.10)	$200,000.00
			OTHER	$0.00	$0.00	$0.00	$1,646.94	$0.00	$1,646.94	
			OTHER	$0.00	$0.00	$0.00	$1,646.94	$0.00	$1,646.94	
			EMPLOYEE EXPENSES		$0.00	$0.00	$463.54	$0.00	$463.54	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	$263.63	$0.00	$263.63	
			OTHER	$0.00	$0.00	$0.00	$919.77	$0.00	$919.77	
		NOV-17	All	($76,086.00)	$0.00	($76,086.00)	($27.16)	$200,000.00	($200,027.16)	$200,000.00
			TOTAL EOE	($76,086.00)	$0.00	($76,086.00)	($27.16)	$200,000.00	($200,027.16)	$200,000.00
			CONTRACT SERVICES	($76,086.00)	$0.00	($76,086.00)	($1,674.10)	$200,000.00	($201,674.10)	$200,000.00
			OTHER	$0.00	$0.00	$0.00	$1,646.94	$0.00	$1,646.94	
			OTHER	$0.00	$0.00	$0.00	$1,646.94	$0.00	$1,646.94	
		DEC-17	All	$37,620.70	$0.00	$37,620.70	$37,593.54	$200,000.00	($162,406.46)	$200,000.00
			TOTAL EOE	$37,620.70	$0.00	$37,620.70	$37,593.54	$200,000.00	($162,406.46)	$200,000.00
			CONTRACT SERVICES	$37,620.70	$0.00	$37,620.70	$35,946.60	$200,000.00	($164,053.40)	$200,000.00
			OTHER	$0.00	$0.00	$0.00	$1,646.94	$0.00	$1,646.94	
			OTHER	$0.00	$0.00	$0.00	$1,646.94	$0.00	$1,646.94	
			EMPLOYEE EXPENSES		$0.00	$0.00	$463.54	$0.00	$463.54	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	$263.63	$0.00	$263.63	
			OTHER	$0.00	$0.00	$0.00	$919.77	$0.00	$919.77	
Grand Total				**($1,833.93)**	**$0.00**	**($1,833.93)**	**$109,435.33**	**$600,000.00**	**($490,564.67)**	**$200,000.00**

Rows 1 - 43 (All Rows)

Cost by EOE and Cost Center

BI-MGT-952

Cost Category	Expense Type	Fiscal Period	Element Of Expense Hierarchy	Actual Dollars MTD	Budget Dollars MTD	Dollars Variance MTD	Actual Dollars YTD	Budget Dollars YTD	Dollars Variance YTD	Annual Budget
O&M	DEPARTMENTAL EXPENSE	JAN-19	All	($1,589.20)	$0.00	($1,589.20)	($1,589.20)	$0.00	($1,589.20)	
			TOTAL EOE	($1,589.20)	$0.00	($1,589.20)	($1,589.20)	$0.00	($1,589.20)	
			CONTRACT SERVICES	($1,589.20)	$0.00	($1,589.20)	($1,589.20)	$0.00	($1,589.20)	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		FEB-19	All	$0.00	$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			TOTAL EOE	$0.00	$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			CONTRACT SERVICES		$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		MAR-18	All	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
			TOTAL EOE	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
			CONTRACT SERVICES		$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
			OTHER	$0.00	$0.00	$0.00	($11.29)	$0.00	($11.29)	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	($11.29)	$0.00	($11.29)	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		APR-19	All	$0.00	$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			TOTAL EOE	$0.00	$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			CONTRACT SERVICES		$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		MAY-19	All	$0.00	$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			TOTAL EOE	$0.00	$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			CONTRACT SERVICES		$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		JUN-19	All	$1.90	$0.00	$1.90	($1,587.30)	$0.00	($1,587.30)	
			TOTAL EOE	$1.90	$0.00	$1.90	($1,587.30)	$0.00	($1,587.30)	
			CONTRACT SERVICES		$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			OTHER	$1.90	$0.00	$1.90	$1.90	$0.00	$1.90	
			OTHER	$1.90	$0.00	$1.90	$1.90	$0.00	$1.90	
			OTHER	$1.90	$0.00	$1.90	$1.90	$0.00	$1.90	
		JUL-19	All	$5,000.00	$0.00	$5,000.00	$3,412.70	$0.00	$3,412.70	
			TOTAL EOE	$5,000.00	$0.00	$5,000.00	$3,412.70	$0.00	$3,412.70	
			CONTRACT SERVICES		$0.00	$0.00	($1,589.20)	$0.00	($1,589.20)	
			OTHER	$5,000.00	$0.00	$5,000.00	$5,001.90	$0.00	$5,001.90	
			OTHER	$5,000.00	$0.00	$5,000.00	$5,001.90	$0.00	$5,001.90	
			EMPLOYEE EXPENSES	$5,000.00	$0.00	$5,000.00	$5,000.00	$0.00	$5,000.00	
			OTHER	$0.00	$0.00	$0.00	$1.90	$0.00	$1.90	
		AUG-19	All	$1,748.12	$0.00	$1,748.12	$5,160.82	$0.00	$5,160.82	
			TOTAL EOE	$1,748.12	$0.00	$1,748.12	$5,160.82	$0.00	$5,160.82	
			CONTRACT SERVICES	$1,748.12	$0.00	$1,748.12	$158.92	$0.00	$158.92	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			EMPLOYEE EXPENSES		$0.00	$0.00	$5,000.00	$0.00	$5,000.00	
			OTHER	$0.00	$0.00	$0.00	$1.90	$0.00	$1.90	
		SEP-19	All	$6,302.71	$0.00	$6,302.71	$11,463.53	$0.00	$11,463.53	

			TOTAL EOE	$6,302.71	$0.00	$6,302.71	$11,463.53	$0.00	$11,463.53	
			CONTRACT SERVICES	$5,204.63	$0.00	$5,204.63	$5,363.55	$0.00	$5,363.55	
			LABOR	$1,098.08	$0.00	$1,098.08	$1,098.08	$0.00	$1,098.08	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			EMPLOYEE EXPENSES		$0.00	$0.00	$5,000.00	$0.00	$5,000.00	
			OTHER	$0.00	$0.00	$0.00	$1.90	$0.00	$1.90	
		OCT-18	All	$0.00	$0.00	$0.00	($2,047.31)	$0.00	($2,047.31)	
			TOTAL EOE	$0.00	$0.00	$0.00	($2,047.31)	$0.00	($2,047.31)	
			CONTRACT SERVICES		$0.00	$0.00	($2,052.26)	$0.00	($2,052.26)	
			OTHER	$0.00	$0.00	$0.00	$4.95	$0.00	$4.95	
			OTHER	$0.00	$0.00	$0.00	$4.95	$0.00	$4.95	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	($11.29)	$0.00	($11.29)	
			OTHER	$0.00	$0.00	$0.00	$16.24	$0.00	$16.24	
		NOV-18	All	$0.00	$0.00	$0.00	($2,047.31)	$0.00	($2,047.31)	
			TOTAL EOE	$0.00	$0.00	$0.00	($2,047.31)	$0.00	($2,047.31)	
			CONTRACT SERVICES		$0.00	$0.00	($2,052.26)	$0.00	($2,052.26)	
			OTHER	$0.00	$0.00	$0.00	$4.95	$0.00	$4.95	
			OTHER	$0.00	$0.00	$0.00	$4.95	$0.00	$4.95	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	($11.29)	$0.00	($11.29)	
			OTHER	$0.00	$0.00	$0.00	$16.24	$0.00	$16.24	
		DEC-18	All	$0.00	$0.00	$0.00	($2,047.31)	$0.00	($2,047.31)	
			TOTAL EOE	$0.00	$0.00	$0.00	($2,047.31)	$0.00	($2,047.31)	
			CONTRACT SERVICES		$0.00	$0.00	($2,052.26)	$0.00	($2,052.26)	
			OTHER	$0.00	$0.00	$0.00	$4.95	$0.00	$4.95	
			OTHER	$0.00	$0.00	$0.00	$4.95	$0.00	$4.95	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	($11.29)	$0.00	($11.29)	
			OTHER	$0.00	$0.00	$0.00	$4.95	$0.00	$4.95	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	($11.29)	$0.00	($11.29)	
			OTHER	$0.00	$0.00	$0.00	$16.24	$0.00	$16.24	
Grand Total				**$11,463.53**	**$0.00**	**$11,463.53**	**$5,939.73**	**$0.00**	**$5,939.73**	

Cost by EOE and Cost Center

BI-MGT-952

Cost Category	Expense Type	Fiscal Period	Element Of Expense Hierarchy	Actual Dollars MTD	Budget Dollars MTD	Dollars Variance MTD	Actual Dollars YTD	Budget Dollars YTD	Dollars Variance YTD	Annual Budget
O&M	CORPORATE EXPENSE	FEB-20	All	$6,120.42	$0.00	$6,120.42	$6,120.42	$0.00	$6,120.42	$1,600,000.00
			TOTAL EOE	$6,120.42	$0.00	$6,120.42	$6,120.42	$0.00	$6,120.42	$1,600,000.00
			CONTRACT SERVICES	$6,120.42	$0.00	$6,120.42	$6,120.42	$0.00	$6,120.42	
			CONTRACT SERVICES NONFIELD	$6,120.42	$0.00	$6,120.42	$6,120.42	$0.00	$6,120.42	
		MAR-20	All	$64,348.79	$200,000.00	($135,651.21)	$70,469.21	$200,000.00	($129,530.79)	$1,600,000.00
			TOTAL EOE	$64,348.79	$200,000.00	($135,651.21)	$70,469.21	$200,000.00	($129,530.79)	$1,600,000.00
			CONTRACT SERVICES	$6,515.72	$0.00	$6,515.72	$12,636.14	$0.00	$12,636.14	
			MATERIAL AND SUPPLIES AND HANDLING	$34,553.07	$0.00	$34,553.07	$34,553.07	$0.00	$34,553.07	
			OTHER	$23,280.00	$200,000.00	($176,720.00)	$23,280.00	$200,000.00	($176,720.00)	$1,600,000.00
			OTHER	$23,280.00	$200,000.00	($176,720.00)	$23,280.00	$200,000.00	($176,720.00)	$1,600,000.00
			OTHER	$23,280.00	$200,000.00	($176,720.00)	$23,280.00	$200,000.00	($176,720.00)	$1,600,000.00
		APR-20	All	$1,663.43	$200,000.00	($198,336.57)	$72,132.64	$400,000.00	($327,867.36)	$1,600,000.00
			TOTAL EOE	$1,663.43	$200,000.00	($198,336.57)	$72,132.64	$400,000.00	($327,867.36)	$1,600,000.00
			CONTRACT SERVICES	$792.60	$0.00	$792.60	$13,428.74	$0.00	$13,428.74	
			MATERIAL AND SUPPLIES AND HANDLING	$870.83	$0.00	$870.83	$35,423.90	$0.00	$35,423.90	
			OTHER		$200,000.00	($200,000.00)	$23,280.00	$400,000.00	($376,720.00)	$1,600,000.00
			OTHER		$200,000.00	($200,000.00)	$23,280.00	$400,000.00	($376,720.00)	$1,600,000.00
			OTHER		$200,000.00	($200,000.00)	$23,280.00	$400,000.00	($376,720.00)	$1,600,000.00
		MAY-20	All	$5,298.25	$300,000.00	($294,701.75)	$77,430.89	$700,000.00	($622,569.11)	$1,600,000.00
			TOTAL EOE	$5,298.25	$300,000.00	($294,701.75)	$77,430.89	$700,000.00	($622,569.11)	$1,600,000.00
			CONTRACT SERVICES	$5,085.44	$0.00	$5,085.44	$18,514.18	$0.00	$18,514.18	
			MATERIAL AND SUPPLIES AND HANDLING		$0.00	$0.00	$35,423.90	$0.00	$35,423.90	
			OTHER	$212.81	$300,000.00	($299,787.19)	$23,492.81	$700,000.00	($676,507.19)	$1,600,000.00
			OTHER	$212.81	$300,000.00	($299,787.19)	$23,492.81	$700,000.00	($676,507.19)	$1,600,000.00
			EMPLOYEE EXPENSES	$212.81	$0.00	$212.81	$212.81	$0.00	$212.81	
			OTHER		$300,000.00	($300,000.00)	$23,280.00	$700,000.00	($676,720.00)	$1,600,000.00
		JUN-20	All	$33,649.64	$300,000.00	($266,350.36)	$111,080.53	$1,000,000.00	($888,919.47)	$1,600,000.00
			TOTAL EOE	$33,649.64	$300,000.00	($266,350.36)	$111,080.53	$1,000,000.00	($888,919.47)	$1,600,000.00
			CONTRACT SERVICES	$17,074.32	$0.00	$17,074.32	$35,588.50	$0.00	$35,588.50	
			LABOR	$2,675.31	$0.00	$2,675.31	$2,675.31	$0.00	$2,675.31	
			MATERIAL AND SUPPLIES AND HANDLING	$282.30	$0.00	$282.30	$35,706.20	$0.00	$35,706.20	
			OTHER	$13,617.71	$300,000.00	($286,382.29)	$37,110.52	$1,000,000.00	($962,889.48)	$1,600,000.00
			OTHER	$13,617.71	$300,000.00	($286,382.29)	$37,110.52	$1,000,000.00	($962,889.48)	$1,600,000.00
			EMPLOYEE EXPENSES	$1,617.71	$0.00	$1,617.71	$1,830.52	$0.00	$1,830.52	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT	$12,000.00	$0.00	$12,000.00	$12,000.00	$0.00	$12,000.00	
			OTHER		$300,000.00	($300,000.00)	$23,280.00	$1,000,000.00	($976,720.00)	$1,600,000.00
		JUL-20	All	$51,323.48	$400,000.00	($348,676.52)	$162,404.01	$1,400,000.00	($1,237,595.99)	$1,600,000.00
			TOTAL EOE	$51,323.48	$400,000.00	($348,676.52)	$162,404.01	$1,400,000.00	($1,237,595.99)	$1,600,000.00
			CONTRACT SERVICES	$2,759.46	$0.00	$2,759.46	$38,347.96	$0.00	$38,347.96	
			LABOR	$13,993.82	$0.00	$13,993.82	$16,669.13	$0.00	$16,669.13	
			MATERIAL AND SUPPLIES AND HANDLING	$0.00	$0.00	$0.00	$35,706.20	$0.00	$35,706.20	
			OTHER	$34,570.20	$400,000.00	($365,429.80)	$71,680.72	$1,400,000.00	($1,328,319.28)	$1,600,000.00
			OTHER	$34,570.20	$400,000.00	($365,429.80)	$71,680.72	$1,400,000.00	($1,328,319.28)	$1,600,000.00
			EMPLOYEE EXPENSES	$1,485.47	$0.00	$1,485.47	$3,315.99	$0.00	$3,315.99	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	$12,000.00	$0.00	$12,000.00	
			OTHER	$33,084.73	$400,000.00	($366,915.27)	$56,364.73	$1,400,000.00	($1,343,635.27)	$1,600,000.00
		AUG-20	All	$23,371.76	$200,000.00	($176,628.24)	$185,775.77	$1,600,000.00	($1,414,224.23)	$1,600,000.00
			TOTAL EOE	$23,371.76	$200,000.00	($176,628.24)	$185,775.77	$1,600,000.00	($1,414,224.23)	$1,600,000.00
			CONTRACT SERVICES	$915.35	$0.00	$915.35	$39,263.31	$0.00	$39,263.31	
			LABOR	$2,744.43	$0.00	$2,744.43	$19,413.56	$0.00	$19,413.56	
			MATERIAL AND SUPPLIES AND HANDLING	($273.56)	$0.00	($273.56)	$35,432.64	$0.00	$35,432.64	
			OTHER	$19,985.54	$200,000.00	($180,014.46)	$91,666.26	$1,600,000.00	($1,508,333.74)	$1,600,000.00
			OTHER	$19,985.54	$200,000.00	($180,014.46)	$91,666.26	$1,600,000.00	($1,508,333.74)	$1,600,000.00
			EMPLOYEE EXPENSES	$280.44	$0.00	$280.44	$3,596.43	$0.00	$3,596.43	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	$12,000.00	$0.00	$12,000.00	
			OTHER	$19,705.10	$200,000.00	($180,294.90)	$76,069.83	$1,600,000.00	($1,523,930.17)	$1,600,000.00
		SEP-20	All	$4,233.56	$0.00	$4,233.56	$190,009.33	$1,600,000.00	($1,409,990.67)	$1,600,000.00
			TOTAL EOE	$4,233.56	$0.00	$4,233.56	$190,009.33	$1,600,000.00	($1,409,990.67)	$1,600,000.00
			CONTRACT SERVICES	$4,233.56	$0.00	$4,233.56	$43,496.87	$0.00	$43,496.87	
			LABOR		$0.00	$0.00	$19,413.56	$0.00	$19,413.56	
			MATERIAL AND SUPPLIES AND HANDLING		$0.00	$0.00	$35,432.64	$0.00	$35,432.64	
			OTHER		$0.00	$0.00	$91,666.26	$1,600,000.00	($1,508,333.74)	$1,600,000.00
			OTHER		$0.00	$0.00	$91,666.26	$1,600,000.00	($1,508,333.74)	$1,600,000.00
			EMPLOYEE EXPENSES		$0.00	$0.00	$3,596.43	$0.00	$3,596.43	
			EMPLOYEE TRAINING TESTING AND DEVELOPMENT		$0.00	$0.00	$12,000.00	$0.00	$12,000.00	
			OTHER		$0.00	$0.00	$76,069.83	$1,600,000.00	($1,523,930.17)	$1,600,000.00
	DEPARTMENTAL EXPENSE	JAN-20	All	$5,023.47	$0.00	$5,023.47	$5,023.47	$0.00	$5,023.47	
			TOTAL EOE	$5,023.47	$0.00	$5,023.47	$5,023.47	$0.00	$5,023.47	
			CONTRACT SERVICES	$3,019.48	$0.00	$3,019.48	$3,019.48	$0.00	$3,019.48	
			LABOR	$2,003.99	$0.00	$2,003.99	$2,003.99	$0.00	$2,003.99	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		FEB-20	All	($1,897.46)	$0.00	($1,897.46)	$3,126.01	$0.00	$3,126.01	
			TOTAL EOE	($1,897.46)	$0.00	($1,897.46)	$3,126.01	$0.00	$3,126.01	
			CONTRACT SERVICES	($2,226.88)	$0.00	($2,226.88)	$792.60	$0.00	$792.60	
			LABOR	$329.42	$0.00	$329.42	$2,333.41	$0.00	$2,333.41	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		MAR-20	All	$0.00	$0.00	$0.00	$3,126.01	$0.00	$3,126.01	
			TOTAL EOE	$0.00	$0.00	$0.00	$3,126.01	$0.00	$3,126.01	
			CONTRACT SERVICES	$0.00	$0.00	$0.00	$792.60	$0.00	$792.60	
			LABOR		$0.00	$0.00	$2,333.41	$0.00	$2,333.41	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		APR-20	All	($792.60)	$0.00	($792.60)	$2,333.41	$0.00	$2,333.41	
			TOTAL EOE	($792.60)	$0.00	($792.60)	$2,333.41	$0.00	$2,333.41	
			CONTRACT SERVICES	($792.60)	$0.00	($792.60)	$0.00	$0.00	$0.00	
			LABOR		$0.00	$0.00	$2,333.41	$0.00	$2,333.41	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		MAY-20	All	$2,362.00	$0.00	$2,362.00	$4,695.41	$0.00	$4,695.41	
			TOTAL EOE	$2,362.00	$0.00	$2,362.00	$4,695.41	$0.00	$4,695.41	
			CONTRACT SERVICES	$2,362.00	$0.00	$2,362.00	$2,362.00	$0.00	$2,362.00	
			LABOR		$0.00	$0.00	$2,333.41	$0.00	$2,333.41	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		JUN-20	All	$1,191.90	$0.00	$1,191.90	$5,887.31	$0.00	$5,887.31	
			TOTAL EOE	$1,191.90	$0.00	$1,191.90	$5,887.31	$0.00	$5,887.31	
			CONTRACT SERVICES	$1,191.90	$0.00	$1,191.90	$3,553.90	$0.00	$3,553.90	
			LABOR		$0.00	$0.00	$2,333.41	$0.00	$2,333.41	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		JUL-20	All	($1,191.90)	$0.00	($1,191.90)	$4,695.41	$0.00	$4,695.41	
			TOTAL EOE	($1,191.90)	$0.00	($1,191.90)	$4,695.41	$0.00	$4,695.41	
			CONTRACT SERVICES	($1,191.90)	$0.00	($1,191.90)	$2,362.00	$0.00	$2,362.00	
			LABOR		$0.00	$0.00	$2,333.41	$0.00	$2,333.41	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		AUG-20	All	$79.46	$0.00	$79.46	$4,774.87	$0.00	$4,774.87	
			TOTAL EOE	$79.46	$0.00	$79.46	$4,774.87	$0.00	$4,774.87	
			CONTRACT SERVICES	$79.46	$0.00	$79.46	$2,441.46	$0.00	$2,441.46	
			LABOR		$0.00	$0.00	$2,333.41	$0.00	$2,333.41	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		SEP-20	All	($874.06)	$0.00	($874.06)	$3,900.81	$0.00	$3,900.81	
			TOTAL EOE	($874.06)	$0.00	($874.06)	$3,900.81	$0.00	$3,900.81	
			CONTRACT SERVICES	($874.06)	$0.00	($874.06)	$1,567.40	$0.00	$1,567.40	
			LABOR		$0.00	$0.00	$2,333.41	$0.00	$2,333.41	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
			OTHER	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	
		OCT-19	All	$4,734.50	$0.00	$4,734.50	$16,198.03	$0.00	$16,198.03	
			TOTAL EOE	$4,734.50	$0.00	$4,734.50	$16,198.03	$0.00	$16,198.03	
			CONTRACT SERVICES	$3,416.78	$0.00	$3,416.78	$8,780.33	$0.00	$8,780.33	
			LABOR	$1,317.72	$0.00	$1,317.72	$2,415.80	$0.00	$2,415.80	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			EMPLOYEE EXPENSES		$0.00	$0.00	$5,000.00	$0.00	$5,000.00	
			OTHER	$0.00	$0.00	$0.00	$1.90	$0.00	$1.90	
		NOV-19	All	$11,922.91	$0.00	$11,922.91	$28,120.94	$0.00	$28,120.94	
			TOTAL EOE	$11,922.91	$0.00	$11,922.91	$28,120.94	$0.00	$28,120.94	
			CONTRACT SERVICES	$9,287.48	$0.00	$9,287.48	$18,067.81	$0.00	$18,067.81	
			LABOR	$2,635.43	$0.00	$2,635.43	$5,051.23	$0.00	$5,051.23	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			EMPLOYEE EXPENSES		$0.00	$0.00	$5,000.00	$0.00	$5,000.00	
			OTHER	$0.00	$0.00	$0.00	$1.90	$0.00	$1.90	
		DEC-19	All	$5,056.76	$0.00	$5,056.76	$33,177.70	$0.00	$33,177.70	
			TOTAL EOE	$5,056.76	$0.00	$5,056.76	$33,177.70	$0.00	$33,177.70	
			CONTRACT SERVICES	$2,860.56	$0.00	$2,860.56	$20,928.37	$0.00	$20,928.37	
			LABOR	$2,196.20	$0.00	$2,196.20	$7,247.43	$0.00	$7,247.43	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			OTHER	$0.00	$0.00	$0.00	$5,001.90	$0.00	$5,001.90	
			EMPLOYEE EXPENSES		$0.00	$0.00	$5,000.00	$0.00	$5,000.00	
			OTHER	$0.00	$0.00	$0.00	$1.90	$0.00	$1.90	
Grand Total				**$215,624.31**	**$1,600,000.00**	**($1,384,375.69)**	**$990,482.18**	**$6,900,000.00**	**($5,909,517.82)**	**$1,600,000.00**

Rows 1 - 154 (All Rows)

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-20
Date of Response: April 04, 2022
Responding Witness:

Question No. :560
Subject: Company Labor – Headcount – O&M

Refer to the Company's responses to DPS-1-30 and DPS-1-31, regarding budgeted and actual headcount.
1. Provide the number of budgeted full-time employees, part time employees, contract employees and agency employees, by department, by month for the 12-months ending September 30, 2018, and September 30, 2019, and the period October 1, 2020, to date in the same format provided in response to DPS-1-30. This request is ongoing; provide monthly updates during these proceedings.
2. Provide the actual number of full-time employees, part time employees, contract employees and agency employees by department, by month for the 12-months ending September 30, 2018, and September 30, 2019, and the period October 1, 2020, to date in the same format provided in response to DPS-1-31. This request is ongoing; provide monthly updates during these proceedings.
3. Based on the actual headcounts provided in response to DPS-1-31, total management and weekly headcount has declined over the test year period from 12,975 for December 2019, to 12,477 for December 2020.
a. Explain in detail the reasoning for the steady decline in employee headcount over the test year period.
b. Does the Company expect this downward trend to continue into the rate year? Explain why or why not.
4. Based on the actual headcounts provided in response to DPS-1-31, total management and weekly headcount has declined from 1,189.5 for the 12-months ending December 2017 to 1,147 for the 12-months ending December 2019.
Explain in detail the reasoning for the steady decline in employee headcount over the three-year period from December 2017 through December 2020.

Response

1. Please see Attachment 20-560 Attachment 1.

2. Please see Attachment 20-560 Attachment 1.

3. The most significant decreases in headcount from 2017 through the end of the test year are in the Shared Services organization and the Customer Operations department.

   The decreases in headcount in the Shared Services organization are primarily related to the initiatives discussed in the Company's quarterly BCO reports filed in Cases 19-E-0065 and 19-G-0066. These are discrete one-time programs/initiatives that produce on-going savings and have resulted in headcount decreases during the current rate plan, including in the test year.

   The decreases in headcount in the Customer Operations department are primarily due to the implementation of AMI, DCX and the initiatives discussed in the Company's quarterly BCO reports filed in Cases 19-E-0065 and 19-G-0066. These are discrete one-time programs/initiatives that produce on-going savings and have resulted in headcount decreases during the current rate plan, including in the test year.

   More generally, because it has implemented these discrete efficiency strategies, the Company does not expect further reductions to employee headcount for the work it is currently performing. The Company notes, moreover, that it seeking to hire additional employees in this case because of projected new work, primarily capital, as discussed in the Company's testimony.

4. For point of clarification, the Company notes that our December 2017 actual headcount was 13,734, our December 2019 headcount was 12,975, and our December 2020 headcount was 12,477. This represents a decline of 1,257 employees, or approximately 9% of the overall workforce.

   The primary reasons for the steady decline in employee headcount over the three-year period from December 2017 through December 2020 are discussed in the response to item 3(a) above.

DPS 20-560 **Sum of Actual Headcount-Fiscal**

			17-Oct	17-Nov	17-Dec	18-Jan	18-Feb	18-Mar	18-Apr	18-May	18-Jun	18-Jul	18-Aug	18-Sep
0005-OFFICERS AND EXECUTIVES			**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**2**	**2**	**2**
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	3	3	3	3	3	3	3	3	3	2	2	2
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE			**749**	**752**	**751**	**747**	**752**	**751**	**748**	**739**	**730**	**733**	**726**	**725**
0006-CORPORATE	**0020-CE FINANCE**		382	386	386	383	383	380	374	370	368	369	362	360
0006-CORPORATE	0020-CE FINANCE	FT	376	380	380	377	377	374	368	365	363	364	357	354
0006-CORPORATE	0020-CE FINANCE	PT	6	6	6	6	6	6	6	5	5	5	5	6
0006-CORPORATE	**0022-CE AUDITING**		53	53	53	53	53	55	55	53	52	52	51	51
0006-CORPORATE	0022-CE AUDITING	FT	53	53	53	53	53	55	55	53	52	52	51	51
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0028-CE LAW**		219	218	217	216	217	217	217	216	210	210	212	213
0006-CORPORATE	0028-CE LAW	FT	218	217	216	214	215	215	215	214	209	209	211	212
0006-CORPORATE	0028-CE LAW	PT	1	1	1	2	2	2	2	2	1	1	1	1
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		95	95	95	95	99	99	102	100	100	102	101	101
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	95	95	95	95	99	99	102	100	100	102	101	101
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES			**1,774**	**1,780**	**1,774**	**1,746**	**1,746**	**1,746**	**1,745**	**1,733**	**1,764**	**1,761**	**1,745**	**1,736**
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		890	890	884	859	865	867	865	860	892	894	885	875
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	887	887	882	857	863	865	863	858	890	892	883	873
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	3	3	2	2	2	2	2	2	2	2	2	2
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		884	890	890	887	881	879	880	873	872	867	860	861
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	883	889	889	886	880	878	879	872	871	866	859	860
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS			**11,155**	**11,189**	**11,206**	**11,198**	**11,178**	**11,168**	**11,183**	**11,183**	**11,142**	**11,104**	**11,087**	**11,065**
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,913	1,950	1,964	1,950	1,951	1,952	1,942	1,966	1,944	1,946	1,947	1,936
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,642	1,651	1,657	1,645	1,645	1,644	1,636	1,636	1,669	1,665	1,667	1,660
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	271	299	307	305	306	308	306	330	275	281	280	276
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		244	242	243	246	243	244	245	244	245	246	241	238
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	244	242	243	246	243	244	245	244	245	246	241	237
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	-	-	-	-	-	-	-	-	-	-	-	1
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		3,996	3,992	3,986	3,976	3,964	3,961	3,963	3,938	3,935	3,910	3,912	3,897
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	3,994	3,989	3,983	3,973	3,961	3,958	3,960	3,934	3,931	3,906	3,908	3,893
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	2	3	3	3	3	3	3	4	4	4	4	4
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,264	1,265	1,265	1,268	1,271	1,267	1,282	1,282	1,278	1,272	1,263	1,267
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,264	1,265	1,265	1,268	1,271	1,267	1,282	1,282	1,278	1,272	1,263	1,267
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,524	3,518	3,525	3,528	3,519	3,513	3,517	3,515	3,507	3,499	3,488	3,487
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,523	3,517	3,524	3,527	3,518	3,512	3,516	3,514	3,506	3,498	3,488	3,487
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	1	1	1	1	1	1	1	1	1	1	-	-
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		212	220	221	228	228	229	232	236	231	229	234	238
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	212	220	221	228	228	229	232	236	231	229	234	238
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
Grand Total			**13,681**	**13,724**	**13,734**	**13,694**	**13,679**	**13,668**	**13,679**	**13,658**	**13,639**	**13,600**	**13,560**	**13,528**

Sum of Budget Headcount-Fiscal

			17-Oct	17-Nov	17-Dec	18-Jan	18-Feb	18-Mar	18-Apr	18-May	18-Jun	18-Jul	18-Aug	18-Sep
0005-OFFICERS AND EXECUTIVES			**4**	**4**	**4**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	4	4	4	3	3	3	3	3	3	3	3	3
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE			**788**	**788**	**788**	**788**	**787**	**787**	**787**	**790**	**791**	**791**	**794**	**795**
0006-CORPORATE	**0020-CE FINANCE**		397	397	397	390	389	389	390	393	394	396	396	396
0006-CORPORATE	0020-CE FINANCE	FT	391	391	391	384	383	383	384	387	388	390	390	390
0006-CORPORATE	0020-CE FINANCE	PT	6	6	6	6	6	6	6	6	6	6	6	6
0006-CORPORATE	**0022-CE AUDITING**		60	60	60	58	58	58	58	58	58	58	59	60
0006-CORPORATE	0022-CE AUDITING	FT	60	60	60	58	58	58	58	58	58	58	59	60
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0028-CE LAW**		220	220	220	230	230	230	229	229	229	229	229	229
0006-CORPORATE	0028-CE LAW	FT	219	219	219	229	229	229	228	228	228	228	228	228
0006-CORPORATE	0028-CE LAW	PT	1	1	1	1	1	1	1	1	1	1	1	1
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		111	111	111	110	110	110	110	110	110	108	110	110
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	111	111	111	109	109	109	109	109	109	107	109	109
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	-	-	-	1	1	1	1	1	1	1	1	1
0007-SHARED SERVICES			**1,699**	**1,699**	**1,699**	**1,759**	**1,759**	**1,761**	**1,761**	**1,762**	**1,762**	**1,777**	**1,777**	**1,778**
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		816	816	816	888	888	890	890	891	891	906	906	907
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	814	814	814	887	887	889	889	890	890	905	905	906
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	2	2	2	1	1	1	1	1	1	1	1	1
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		883	883	883	871	871	871	871	871	871	871	871	871
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	881	881	881	870	870	870	870	870	870	870	870	870
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	2	2	2	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS			**11,176**	**11,179**	**11,182**	**11,160**	**11,153**	**11,152**	**11,176**	**11,184**	**11,173**	**11,182**	**11,206**	**11,190**
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,976	1,976	1,976	1,921	1,914	1,913	1,935	1,943	1,931	1,940	1,964	1,948
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,716	1,716	1,716	1,651	1,651	1,650	1,649	1,649	1,649	1,650	1,650	1,651
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	260	260	260	270	263	263	286	294	282	290	314	297
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		265	265	265	247	247	247	247	247	247	247	247	247
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	265	265	265	247	247	247	247	247	247	247	247	247
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		4,113	4,113	4,113	4,047	4,047	4,047	4,047	4,047	4,047	4,047	4,047	4,047
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	4,111	4,111	4,111	4,045	4,045	4,045	4,045	4,045	4,045	4,045	4,045	4,045
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,217	1,220	1,220	1,230	1,230	1,230	1,230	1,230	1,230	1,230	1,230	1,230
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,217	1,220	1,220	1,230	1,230	1,230	1,230	1,230	1,230	1,230	1,230	1,230
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,433	3,433	3,436	3,531	3,531	3,531	3,533	3,533	3,534	3,534	3,534	3,534
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,432	3,432	3,435	3,531	3,531	3,531	3,533	3,533	3,534	3,534	3,534	3,534
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	1	1	1	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		170	170	170	182	182	182	182	182	182	182	182	182
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	169	169	169	181	181	181	181	181	181	181	181	181
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	1	1	1	1	1	1	1	1	1	1	1	1
Grand Total			**13,667**	**13,670**	**13,673**	**13,710**	**13,702**	**13,703**	**13,727**	**13,739**	**13,729**	**13,753**	**13,780**	**13,766**

DPS 20-560 **Sum of Actual Headcount-Fiscal**

			18-Oct	18-Nov	18-Dec	19-Jan	19-Feb	19-Mar	19-Apr	19-May	19-Jun	19-Jul	19-Aug	19-Sep
0005-OFFICERS AND EXECUTIVES			**2**	**2**	**2**	**2**	**2**	**2**	**2**	**3**	**2**	**2**	**2**	**2**
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	2	2	2	2	2	2	2	3	2	2	2	2
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE			**713**	**711**	**698**	**701**	**697**	**699**	**697**	**692**	**695**	**693**	**690**	**687**
0006-CORPORATE	**0020-CE FINANCE**		351	348	340	344	342	343	341	338	343	340	340	336
0006-CORPORATE	0020-CE FINANCE	FT	345	342	334	338	336	337	335	332	337	334	334	331
0006-CORPORATE	0020-CE FINANCE	PT	6	6	6	6	6	6	6	6	6	6	6	5
0006-CORPORATE	**0022-CE AUDITING**		50	51	50	50	49	49	48	47	46	46	45	45
0006-CORPORATE	0022-CE AUDITING	FT	50	51	50	50	49	49	48	47	46	46	45	45
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0028-CE LAW**		211	212	210	206	205	206	209	209	206	206	206	207
0006-CORPORATE	0028-CE LAW	FT	210	212	210	206	205	206	209	209	206	206	206	207
0006-CORPORATE	0028-CE LAW	PT	1	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		101	100	98	101	101	101	99	98	100	101	99	99
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	101	100	98	101	101	101	99	98	100	101	99	99
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES			**1,736**	**1,733**	**1,731**	**1,695**	**1,694**	**1,688**	**1,683**	**1,682**	**1,678**	**1,671**	**1,680**	**1,687**
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		876	875	874	837	837	833	830	834	828	829	846	852
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	873	872	871	834	834	830	827	832	826	826	842	847
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	3	3	3	3	3	3	3	2	2	3	4	5
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		860	858	857	858	857	855	853	848	850	842	834	835
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	859	857	856	857	856	854	852	846	848	841	833	834
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	1	1	1	1	1	1	1	2	2	1	1	1
0009-CECONY OPERATIONS			**11,043**	**11,013**	**10,947**	**10,959**	**10,921**	**10,901**	**10,876**	**10,853**	**10,800**	**10,750**	**10,725**	**10,673**
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,928	1,920	1,894	1,874	1,854	1,838	1,832	1,818	1,791	1,780	1,785	1,758
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,640	1,638	1,619	1,611	1,586	1,575	1,565	1,548	1,529	1,516	1,504	1,485
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	288	282	275	263	268	263	267	270	262	264	281	273
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		236	235	235	233	235	234	234	238	240	236	238	237
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	235	234	234	232	234	233	233	237	239	234	236	236
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	1	1	1	1	1	1	1	1	1	2	2	1
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		3,890	3,876	3,851	3,845	3,840	3,835	3,825	3,820	3,824	3,804	3,783	3,768
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	3,886	3,872	3,848	3,842	3,837	3,832	3,822	3,817	3,821	3,801	3,780	3,765
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	4	4	3	3	3	3	3	3	3	3	3	3
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,271	1,274	1,262	1,276	1,279	1,289	1,289	1,289	1,279	1,267	1,271	1,267
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,271	1,274	1,262	1,276	1,279	1,289	1,289	1,289	1,279	1,267	1,271	1,266
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	1
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,478	3,466	3,457	3,479	3,462	3,455	3,444	3,434	3,412	3,407	3,386	3,377
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,477	3,465	3,456	3,478	3,461	3,454	3,443	3,433	3,411	3,406	3,385	3,376
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		238	240	246	250	249	248	250	252	252	254	260	264
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	238	240	246	250	249	247	248	250	250	252	258	262
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	-	-	-	-	-	1	2	2	2	2	2	2
Grand Total			**13,494**	**13,459**	**13,378**	**13,357**	**13,314**	**13,290**	**13,258**	**13,230**	**13,175**	**13,116**	**13,097**	**13,049**

Sum of Budget Headcount-Fiscal

			18-Oct	18-Nov	18-Dec	19-Jan	19-Feb	19-Mar	19-Apr	19-May	19-Jun	19-Jul	19-Aug	19-Sep
0005-OFFICERS AND EXECUTIVES			**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	3	3	3	3	3	3	3	3	3	3	3	3
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE			**796**	**797**	**799**	**740**	**742**	**745**	**749**	**752**	**754**	**761**	**761**	**761**
0006-CORPORATE	**0020-CE FINANCE**		396	396	396	358	360	363	367	370	372	373	373	373
0006-CORPORATE	0020-CE FINANCE	FT	390	390	390	352	354	357	361	364	366	367	367	367
0006-CORPORATE	0020-CE FINANCE	PT	6	6	6	6	6	6	6	6	6	6	6	6
0006-CORPORATE	**0022-CE AUDITING**		61	62	62	50	50	50	50	50	50	50	50	50
0006-CORPORATE	0022-CE AUDITING	FT	61	62	62	50	50	50	50	50	50	50	50	50
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0028-CE LAW**		229	229	229	224	224	224	224	224	224	224	224	224
0006-CORPORATE	0028-CE LAW	FT	228	228	228	223	223	223	223	223	223	223	223	223
0006-CORPORATE	0028-CE LAW	PT	1	1	1	1	1	1	1	1	1	1	1	1
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		110	110	112	108	108	108	108	108	108	114	114	114
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	109	109	111	108	108	108	108	108	108	114	114	114
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	1	1	1	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES			**1,778**	**1,778**	**1,778**	**1,764**	**1,766**	**1,768**	**1,769**	**1,769**	**1,770**	**1,779**	**1,779**	**1,778**
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		907	907	907	894	896	898	899	899	899	908	908	907
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	906	906	906	892	894	896	897	897	897	906	906	905
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	1	1	1	2	2	2	2	2	2	2	2	2
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		871	871	871	870	870	870	870	870	871	871	871	871
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	870	870	870	869	869	869	869	869	870	870	870	870
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS			**11,214**	**11,208**	**11,202**	**11,299**	**11,299**	**11,298**	**11,297**	**11,296**	**11,296**	**11,295**	**11,295**	**11,295**
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,972	1,966	1,960	1,948	1,948	1,947	1,946	1,945	1,945	1,944	1,944	1,944
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,651	1,651	1,651	1,642	1,642	1,641	1,640	1,639	1,639	1,638	1,638	1,638
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	321	315	309	306	306	306	306	306	306	306	306	306
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		247	247	247	253	253	253	253	253	253	253	253	253
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	247	247	247	253	253	253	253	253	253	253	253	253
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		4,047	4,047	4,047	3,973	3,973	3,973	3,973	3,973	3,973	3,973	3,973	3,973
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	4,045	4,045	4,045	3,970	3,970	3,970	3,970	3,970	3,970	3,970	3,970	3,970
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	2	2	2	3	3	3	3	3	3	3	3	3
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,230	1,230	1,230	1,281	1,281	1,281	1,281	1,281	1,281	1,281	1,281	1,281
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,230	1,230	1,230	1,281	1,281	1,281	1,281	1,281	1,281	1,281	1,281	1,281
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,534	3,534	3,534	3,537	3,537	3,537	3,537	3,537	3,537	3,537	3,537	3,537
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,534	3,534	3,534	3,536	3,536	3,536	3,536	3,536	3,536	3,536	3,536	3,536
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	-	-	-	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		182	182	182	305	305	305	305	305	305	305	305	305
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	181	181	181	305	305	305	305	305	305	305	305	305
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	1	1	1	-	-	-	-	-	-	-	-	-
Grand Total			**13,791**	**13,786**	**13,782**	**13,806**	**13,810**	**13,814**	**13,818**	**13,820**	**13,823**	**13,838**	**13,838**	**13,837**

DPS 20-560 **Sum of Actual Headcount-Fiscal**

			19-Oct	19-Nov	19-Dec	20-Jan	20-Feb	20-Mar	20-Apr	20-May	20-Jun	20-Jul	20-Aug	20-Sep
0005-OFFICERS AND EXECUTIVES			**-**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	-	2	2	2	2	2	2	2	2	2	2	2
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE			**690**	**693**	**692**	**696**	**695**	**694**	**688**	**689**	**685**	**685**	**689**	**691**
0006-CORPORATE	**0020-CE FINANCE**		336	335	337	339	338	336	334	333	330	327	326	325
0006-CORPORATE	0020-CE FINANCE	FT	331	330	332	334	333	331	331	330	327	324	323	322
0006-CORPORATE	0020-CE FINANCE	PT	5	5	5	5	5	5	3	3	3	3	3	3
0006-CORPORATE	**0022-CE AUDITING**		45	46	45	45	46	45	45	45	46	46	46	46
0006-CORPORATE	0022-CE AUDITING	FT	45	46	45	45	46	45	45	45	46	46	46	46
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0028-CE LAW**		210	210	209	209	206	207	205	205	205	204	205	205
0006-CORPORATE	0028-CE LAW	FT	210	210	209	209	206	207	205	205	205	204	205	205
0006-CORPORATE	0028-CE LAW	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		99	102	101	103	105	106	104	106	104	108	112	115
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	99	102	101	103	105	106	104	106	104	108	112	115
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES			**1,685**	**1,679**	**1,669**	**1,639**	**1,632**	**1,623**	**1,616**	**1,537**	**1,530**	**1,524**	**1,547**	**1,544**
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		852	849	846	818	815	811	810	733	736	731	754	757
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	848	845	843	815	812	808	807	730	733	729	752	755
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	4	4	3	3	3	3	3	3	3	2	2	2
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		833	830	823	821	817	812	806	804	794	793	793	787
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	832	829	822	820	816	811	805	803	793	792	792	786
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS			**10,684**	**10,658**	**10,612**	**10,611**	**10,562**	**10,531**	**10,495**	**10,467**	**10,429**	**10,310**	**10,294**	**10,263**
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,739	1,734	1,702	1,702	1,690	1,659	1,651	1,644	1,630	1,612	1,600	1,599
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,463	1,455	1,436	1,432	1,416	1,390	1,383	1,375	1,363	1,350	1,346	1,333
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	276	279	266	270	274	269	268	269	267	262	254	266
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		238	237	239	238	233	228	225	225	223	221	224	224
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	237	237	239	238	233	228	225	225	223	221	224	224
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	1	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		3,779	3,756	3,724	3,716	3,704	3,713	3,698	3,693	3,687	3,647	3,635	3,615
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	3,776	3,753	3,721	3,713	3,701	3,709	3,695	3,691	3,685	3,645	3,632	3,612
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	3	3	3	3	3	4	3	2	2	2	3	3
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,271	1,268	1,269	1,267	1,261	1,256	1,255	1,249	1,242	1,231	1,231	1,227
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,270	1,267	1,268	1,266	1,260	1,255	1,254	1,248	1,241	1,230	1,230	1,226
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,385	3,386	3,394	3,406	3,390	3,381	3,367	3,353	3,337	3,285	3,283	3,271
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,385	3,386	3,394	3,406	3,390	3,381	3,367	3,353	3,337	3,285	3,283	3,271
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		270	275	282	280	282	292	297	301	308	312	319	325
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	268	273	280	278	280	290	295	299	306	311	318	324
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	2	2	2	2	2	2	2	2	2	1	1	1
Grand Total			**13,059**	**13,032**	**12,975**	**12,948**	**12,891**	**12,850**	**12,801**	**12,695**	**12,646**	**12,521**	**12,532**	**12,500**

Sum of Budget Headcount-Fiscal

			19-Oct	19-Nov	19-Dec	20-Jan	20-Feb	20-Mar	20-Apr	20-May	20-Jun	20-Jul	20-Aug	20-Sep
0005-OFFICERS AND EXECUTIVES			**3**	**3**	**3**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	3	3	3	2	2	2	2	2	2	2	2	2
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE			**761**	**761**	**761**	**723**	**725**	**724**	**726**	**726**	**727**	**728**	**727**	**727**
0006-CORPORATE	**0020-CE FINANCE**		373	373	373	346	346	346	346	346	347	347	346	346
0006-CORPORATE	0020-CE FINANCE	FT	367	367	367	341	341	341	341	341	342	342	341	341
0006-CORPORATE	0020-CE FINANCE	PT	6	6	6	5	5	5	5	5	5	5	5	5
0006-CORPORATE	**0022-CE AUDITING**		50	50	50	47	48	48	48	48	48	48	48	48
0006-CORPORATE	0022-CE AUDITING	FT	50	50	50	47	48	48	48	48	48	48	48	48
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0028-CE LAW**		224	224	224	211	211	210	210	210	210	210	210	210
0006-CORPORATE	0028-CE LAW	FT	223	223	223	211	211	210	210	210	210	210	210	210
0006-CORPORATE	0028-CE LAW	PT	1	1	1	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		114	114	114	119	120	120	122	122	122	123	123	123
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	114	114	114	119	120	120	122	122	122	123	123	123
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES			**1,780**	**1,780**	**1,780**	**1,734**	**1,741**	**1,752**	**1,753**	**1,665**	**1,669**	**1,672**	**1,707**	**1,711**
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		909	909	909	872	879	889	890	802	806	809	844	848
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	907	907	907	869	876	886	887	799	803	806	841	845
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	2	2	2	3	3	3	3	3	3	3	3	3
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		871	871	871	862	862	863	863	863	863	863	863	863
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	870	870	870	861	861	862	862	862	862	862	862	862
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS			**11,295**	**11,295**	**11,295**	**10,946**	**10,968**	**10,981**	**10,987**	**10,987**	**10,996**	**10,997**	**10,998**	**10,998**
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,944	1,944	1,944	1,819	1,819	1,819	1,819	1,819	1,819	1,819	1,819	1,819
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,638	1,638	1,638	1,552	1,552	1,552	1,552	1,552	1,552	1,552	1,552	1,552
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	306	306	306	267	267	267	267	267	267	267	267	267
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		253	253	253	239	239	238	238	238	238	238	238	238
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	253	253	253	239	239	238	238	238	238	238	238	238
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		3,973	3,973	3,973	3,827	3,827	3,827	3,827	3,827	3,827	3,827	3,827	3,827
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	3,970	3,970	3,970	3,825	3,825	3,825	3,825	3,825	3,825	3,825	3,825	3,825
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	3	3	3	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,281	1,281	1,281	1,289	1,289	1,289	1,289	1,289	1,289	1,289	1,289	1,289
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,281	1,281	1,281	1,289	1,289	1,289	1,289	1,289	1,289	1,289	1,289	1,289
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,537	3,537	3,537	3,450	3,450	3,456	3,456	3,456	3,456	3,456	3,456	3,456
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,536	3,536	3,536	3,449	3,449	3,455	3,455	3,455	3,455	3,455	3,455	3,455
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		305	305	305	320	342	350	356	356	365	366	367	367
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	305	305	305	318	340	348	354	354	363	364	365	365
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	-	-	-	2	2	2	2	2	2	2	2	2
Grand Total			**13,839**	**13,839**	**13,839**	**13,405**	**13,436**	**13,459**	**13,468**	**13,380**	**13,394**	**13,399**	**13,434**	**13,438**

DPS 20-560 **Sum of Actual Headcount-Fiscal**

			20-Oct	20-Nov	20-Dec	21-Jan	21-Feb	21-Mar	21-Apr	21-May	21-Jun	21-Jul	21-Aug	21-Sep
0005-OFFICERS AND EXECUTIVES			**2**	**2**	**1**	**7**	**6**	**6**	**6**	**2**	**2**	**2**	**2**	**2**
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	2	2	1	7	6	6	6	2	2	2	2	2
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE			**690**	**689**	**684**	**686**	**686**	**684**	**685**	**686**	**685**	**684**	**679**	**676**
0006-CORPORATE	**0020-CE FINANCE**		324	320	318	317	317	319	317	318	317	318	318	321
0006-CORPORATE	0020-CE FINANCE	FT	321	317	315	317	317	319	317	318	317	318	318	321
0006-CORPORATE	0020-CE FINANCE	PT	3	3	3	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0022-CE AUDITING**		47	47	46	46	46	44	44	43	44	44	44	44
0006-CORPORATE	0022-CE AUDITING	FT	47	47	46	46	46	44	44	43	44	44	44	44
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0028-CE LAW**		205	204	202	203	203	201	202	202	201	200	198	190
0006-CORPORATE	0028-CE LAW	FT	205	204	202	203	203	201	202	202	201	200	198	190
0006-CORPORATE	0028-CE LAW	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		114	118	118	120	120	120	122	123	123	122	119	121
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	114	118	118	120	120	120	122	123	123	122	119	121
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES			**1,545**	**1,542**	**1,543**	**1,525**	**1,515**	**1,510**	**1,505**	**1,501**	**1,499**	**1,494**	**1,528**	**1,528**
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		755	758	759	739	739	734	733	733	735	733	767	767
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	754	757	758	739	739	734	733	733	735	733	767	767
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	1	1	1	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		790	784	784	786	776	776	772	768	764	761	761	761
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	789	783	783	785	775	775	771	767	763	760	760	760
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS			**10,243**	**10,246**	**10,249**	**10,302**	**10,269**	**10,278**	**10,276**	**10,279**	**10,279**	**10,281**	**10,275**	**10,259**
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,578	1,562	1,568	1,583	1,575	1,572	1,565	1,564	1,539	1,526	1,506	1,507
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,334	1,320	1,320	1,328	1,327	1,333	1,321	1,320	1,308	1,299	1,287	1,280
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	244	242	248	255	248	239	244	244	231	227	219	227
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		223	223	222	227	227	226	227	226	227	227	226	223
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	223	223	222	227	227	226	227	226	227	227	226	223
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		3,630	3,652	3,646	3,667	3,660	3,659	3,667	3,688	3,713	3,732	3,748	3,764
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	3,627	3,649	3,643	3,666	3,659	3,658	3,666	3,687	3,712	3,731	3,747	3,763
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	3	3	3	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,224	1,227	1,225	1,227	1,214	1,225	1,222	1,219	1,213	1,218	1,210	1,201
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,223	1,226	1,224	1,227	1,214	1,225	1,222	1,219	1,213	1,218	1,210	1,201
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	1	1	1	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,256	3,243	3,241	3,254	3,246	3,250	3,252	3,244	3,240	3,236	3,240	3,229
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,256	3,243	3,241	3,254	3,246	3,250	3,252	3,244	3,240	3,236	3,240	3,229
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	1	1	1	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	1	1	1	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		330	337	345	343	346	345	341	336	345	340	343	333
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	329	336	344	343	346	345	341	336	345	340	343	333
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	1	1	1	-	-	-	-	-	-	-	-	-
Grand Total			**12,480**	**12,479**	**12,477**	**12,520**	**12,476**	**12,478**	**12,472**	**12,468**	**12,465**	**12,461**	**12,484**	**12,465**

Sum of Budget Headcount-Fiscal

			20-Oct	20-Nov	20-Dec	21-Jan	21-Feb	21-Mar	21-Apr	21-May	21-Jun	21-Jul	21-Aug	21-Sep
0005-OFFICERS AND EXECUTIVES			**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	2	2	2	2	2	2	2	2	2	2	2	2
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE			**730**	**730**	**730**	**715**	**716**	**716**	**718**	**718**	**718**	**719**	**719**	**719**
0006-CORPORATE	**0020-CE FINANCE**		346	346	346	332	333	333	335	335	335	336	336	336
0006-CORPORATE	0020-CE FINANCE	FT	341	341	341	332	333	333	335	335	335	336	336	336
0006-CORPORATE	0020-CE FINANCE	PT	5	5	5	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0022-CE AUDITING**		48	48	48	48	48	48	48	48	48	48	48	48
0006-CORPORATE	0022-CE AUDITING	FT	48	48	48	48	48	48	48	48	48	48	48	48
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0028-CE LAW**		210	210	210	209	209	209	209	209	209	209	209	209
0006-CORPORATE	0028-CE LAW	FT	210	210	210	209	209	209	209	209	209	209	209	209
0006-CORPORATE	0028-CE LAW	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		126	126	126	126	126	126	126	126	126	126	126	126
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	126	126	126	126	126	126	126	126	126	126	126	126
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES			**1,712**	**1,712**	**1,712**	**1,639**	**1,642**	**1,644**	**1,646**	**1,646**	**1,646**	**1,661**	**1,689**	**1,686**
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		849	849	849	797	800	802	804	804	804	819	847	846
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	846	846	846	797	800	802	804	804	804	819	847	846
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	3	3	3	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		863	863	863	842	842	842	842	842	842	842	842	840
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	862	862	862	841	841	841	841	841	841	841	841	839
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS			**10,998**	**10,998**	**10,998**	**10,499**	**10,490**	**10,499**	**10,476**	**10,471**	**10,461**	**10,437**	**10,425**	**10,434**
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,819	1,819	1,819	1,558	1,544	1,544	1,500	1,502	1,490	1,468	1,459	1,467
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,552	1,552	1,552	1,285	1,279	1,271	1,236	1,232	1,227	1,198	1,197	1,197
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	267	267	267	273	265	273	264	270	263	270	262	270
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		238	238	238	222	222	221	220	220	220	220	220	220
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	238	238	238	222	222	221	220	220	220	220	220	220
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		3,827	3,827	3,827	3,703	3,704	3,704	3,713	3,702	3,701	3,700	3,699	3,699
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	3,825	3,825	3,825	3,702	3,703	3,703	3,712	3,701	3,700	3,699	3,698	3,698
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	2	2	2	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,289	1,289	1,289	1,256	1,256	1,256	1,256	1,256	1,256	1,256	1,256	1,256
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,289	1,289	1,289	1,256	1,256	1,256	1,256	1,256	1,256	1,256	1,256	1,256
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,456	3,456	3,456	3,389	3,392	3,400	3,413	3,417	3,420	3,418	3,416	3,416
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,455	3,455	3,455	3,389	3,392	3,400	3,413	3,417	3,420	3,418	3,416	3,416
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	1	1	1	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		367	367	367	369	370	372	372	372	372	373	373	374
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	365	365	365	369	370	372	372	372	372	373	373	374
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	2	2	2	-	-	-	-	-	-	-	-	-
Grand Total			**13,442**	**13,442**	**13,442**	**12,855**	**12,850**	**12,861**	**12,842**	**12,837**	**12,827**	**12,819**	**12,835**	**12,841**

DPS 20-560

Sum of Actual Headcount-Fiscal

			21-Oct	21-Nov	21-Dec	22-Jan	22-Feb	22-Mar	22-Apr	22-May	22-Jun	22-Jul	22-Aug	22-Sep
0005-OFFICERS AND EXECUTIVES			**2**	**2**	**2**	**2**	**2**							
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	2	2	2	2	2							
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-							
0006-CORPORATE			**673**	**672**	**669**	**670**	**665**							
0006-CORPORATE	**0020-CE FINANCE**		324	326	322	323	323							
0006-CORPORATE	0020-CE FINANCE	FT	324	326	322	323	323							
0006-CORPORATE	0020-CE FINANCE	PT	-	-	-	-	-							
0006-CORPORATE	**0022-CE AUDITING**		44	41	42	43	43							
0006-CORPORATE	0022-CE AUDITING	FT	44	41	42	43	43							
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-							
0006-CORPORATE	**0028-CE LAW**		187	185	186	186	184							
0006-CORPORATE	0028-CE LAW	FT	187	185	186	186	184							
0006-CORPORATE	0028-CE LAW	PT	-	-	-	-	-							
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		118	120	119	118	115							
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	118	120	119	118	115							
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	-	-	-	-	-							
0007-SHARED SERVICES			**1,521**	**1,516**	**1,511**	**1,486**	**1,483**							
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		763	764	771	748	739							
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	763	764	771	748	739							
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	-	-	-	-	-							
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		758	752	740	738	744							
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	757	751	739	737	743							
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	1	1	1	1	1							
0009-CECONY OPERATIONS			**10,236**	**10,239**	**10,219**	**10,237**	**10,230**							
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,490	1,481	1,462	1,465	1,475							
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,267	1,251	1,240	1,233	1,216							
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	223	230	222	232	259							
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		220	219	217	216	215							
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	220	219	217	216	215							
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	-	-	-	-	-							
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		3,772	3,771	3,776	3,789	3,794							
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	3,771	3,770	3,775	3,788	3,793							
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	1	1	1	1	1							
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,200	1,196	1,189	1,182	1,176							
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,200	1,196	1,189	1,182	1,176							
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	-	-	-	-	-							
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,217	3,235	3,239	3,241	3,227							
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,217	3,235	3,239	3,241	3,227							
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	-	-	-	-	-							
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	2	2							
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	2	2							
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-							
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		335	335	334	342	341							
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	335	335	334	342	341							
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	-	-	-	-	-							
Grand Total			**12,432**	**12,429**	**12,401**	**12,395**	**12,380**							

Sum of Budget Headcount-Fiscal

			21-Oct	21-Nov	21-Dec	22-Jan	22-Feb	22-Mar	22-Apr	22-May	22-Jun	22-Jul	22-Aug	22-Sep
0005-OFFICERS AND EXECUTIVES			**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**	**2**
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	FT	2	2	2	2	2	2	2	2	2	2	2	2
0005-OFFICERS AND EXECUTIVES	0016-CE CHAIR OF THE BOARD & CEO	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE			**719**	**719**	**718**	**703**	**703**	**706**	**707**	**706**	**707**	**707**	**707**	**708**
0006-CORPORATE	**0020-CE FINANCE**		336	336	335	335	335	338	338	337	337	337	337	337
0006-CORPORATE	0020-CE FINANCE	FT	336	336	335	335	335	338	338	337	337	337	337	337
0006-CORPORATE	0020-CE FINANCE	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0022-CE AUDITING**		48	48	48	47	47	47	47	47	47	47	47	47
0006-CORPORATE	0022-CE AUDITING	FT	48	48	48	47	47	47	47	47	47	47	47	47
0006-CORPORATE	0022-CE AUDITING	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0028-CE LAW**		209	209	209	195	195	195	196	196	197	197	197	198
0006-CORPORATE	0028-CE LAW	FT	209	209	209	195	195	195	196	196	197	197	197	198
0006-CORPORATE	0028-CE LAW	PT	-	-	-	-	-	-	-	-	-	-	-	-
0006-CORPORATE	**0030-CE CORPORATE AFFAIRS**		126	126	126	126	126	126	126	126	126	126	126	126
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	FT	126	126	126	126	126	126	126	126	126	126	126	126
0006-CORPORATE	0030-CE CORPORATE AFFAIRS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES			**1,685**	**1,687**	**1,688**	**1,617**	**1,617**	**1,617**	**1,620**	**1,620**	**1,621**	**1,622**	**1,638**	**1,639**
0007-SHARED SERVICES	**0027-CE CORPORATE SHARED SERVICES**		848	850	851	788	788	788	791	791	792	794	810	811
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	FT	848	850	851	788	788	788	791	791	792	794	810	811
0007-SHARED SERVICES	0027-CE CORPORATE SHARED SERVICES	PT	-	-	-	-	-	-	-	-	-	-	-	-
0007-SHARED SERVICES	**0029-CE UTILITY SHARED SERVICES**		837	837	837	829	829	829	829	829	829	828	828	828
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	FT	836	836	836	828	828	828	828	828	828	827	827	827
0007-SHARED SERVICES	0029-CE UTILITY SHARED SERVICES	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS			**10,397**	**10,408**	**10,401**	**10,428**	**10,469**	**10,503**	**10,567**	**10,615**	**10,723**	**10,754**	**10,803**	**10,830**
0009-CECONY OPERATIONS	**0031-CE CUSTOMER OPERATIONS**		1,426	1,434	1,427	1,425	1,441	1,434	1,462	1,482	1,536	1,539	1,570	1,563
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	FT	1,164	1,164	1,164	1,197	1,198	1,197	1,213	1,238	1,279	1,291	1,331	1,333
0009-CECONY OPERATIONS	0031-CE CUSTOMER OPERATIONS	PT	262	270	263	228	243	237	249	244	257	248	239	230
0009-CECONY OPERATIONS	**0032-CE ENVIRON HEALTH & SAFETY**		221	222	222	222	222	222	221	221	220	223	223	223
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	FT	221	222	222	222	222	222	221	221	220	223	223	223
0009-CECONY OPERATIONS	0032-CE ENVIRON HEALTH & SAFETY	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0034-CE ELECTRIC OPERATIONS**		3,699	3,699	3,699	3,787	3,802	3,824	3,839	3,860	3,901	3,923	3,941	3,962
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	FT	3,698	3,698	3,698	3,786	3,801	3,823	3,838	3,859	3,900	3,922	3,940	3,961
0009-CECONY OPERATIONS	0034-CE ELECTRIC OPERATIONS	PT	1	1	1	1	1	1	1	1	1	1	1	1
0009-CECONY OPERATIONS	**0036-CE GAS OPERATIONS**		1,256	1,256	1,256	1,229	1,239	1,255	1,267	1,271	1,279	1,282	1,282	1,286
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	FT	1,256	1,256	1,256	1,229	1,239	1,255	1,267	1,271	1,279	1,282	1,282	1,286
0009-CECONY OPERATIONS	0036-CE GAS OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0038-CE CENTRAL OPERATIONS**		3,417	3,418	3,418	3,391	3,392	3,391	3,394	3,396	3,396	3,396	3,395	3,399
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	FT	3,417	3,418	3,418	3,391	3,392	3,391	3,394	3,396	3,396	3,396	3,395	3,399
0009-CECONY OPERATIONS	0038-CE CENTRAL OPERATIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0040-CE OFFICE OF PRESIDENT**		2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	FT	2	2	2	2	2	2	2	2	2	2	2	2
0009-CECONY OPERATIONS	0040-CE OFFICE OF PRESIDENT	PT	-	-	-	-	-	-	-	-	-	-	-	-
0009-CECONY OPERATIONS	**0042-CE CUSTOMER ENERGY SOLUTIONS**		376	377	377	372	371	375	382	383	389	389	390	395
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	FT	376	377	377	372	371	375	382	383	389	389	390	395
0009-CECONY OPERATIONS	0042-CE CUSTOMER ENERGY SOLUTIONS	PT	-	-	-	-	-	-	-	-	-	-	-	-
Grand Total			**12,803**	**12,816**	**12,809**	**12,750**	**12,791**	**12,828**	**12,896**	**12,943**	**13,053**	**13,085**	**13,150**	**13,179**

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-18
Date of Response: April 06, 2022
Responding Witness: Accounting Panel

Question No. :512
Subject: Wage Progression

Refer to pages 60 & 61, of the Company's Accounting Panel Testimony, which states, "Semi-annual progression increases of 0.4 percent in October and February of each year are also included, but applied to only 56.8 percent of total weekly employees. The annual and progression wage increase rates are all pursuant to the collective bargaining agreements with union employees. The 56.8 percent figure is based on a five-year (2017-2021) average of the actual number of weekly employees that received progression increases as employees already at the maximum pay rate for their job title do not receive progressions."

1. Demonstrate how the wage progression allowance represents an incremental cost to the Company.
2. On a monthly basis from January 1, 2019, to the present, provide the actual employee attrition level. Include the number of new employees hired, the number employees who left the Company (e.g., retirement, resignation, etc.) and the resulting net change, by union and management group, including temporary employees. Update the Company's response on a monthly basis during the course of the proceeding.
3. Explain how the Company reflected projected employee attrition between the end of the historic test year and the end of the Rate Year in its Rate Year forecast of Company labor expense.
4. Provide the Company's current wage progression structure data for union employees. In the response, provide detailed steps between lowest pay grade to highest pay grade (e.g., showing minimum years needed for an employee's pay grade to be increased from lowest pay grade to highest pay grade).

Response

1. As with all cases since 2009, the Company only applies the wage progression increase to a portion of its weekly employees. These costs are incremental to the Company because wage progression increases are part of the current labor contract with union employees and are expected to continue to be part of future labor contracts. The contracts require the Company to increase hourly wages for those employees eligible for progression and to apply those increases semi-annually. It is a known increase no different than the general wage increases that are included in the calculation of the labor escalation rate.

2. Please see DSP-18-512-Attachment 1-Hire_Separations 2019-2022.

3. The Company's program changes account for the net impact of any projected retirements and backfilling and any additional FTEs needed for its proposed programs and projects. The attrition since 2019 noted by Staff is tied closely with the Company's BCO program and specific initiatives that were implemented. As discussed in the responses to DPS-560 and DPS-493 and in the testimony of the Accounting Panel, those BCO savings are discrete savings.

4. Please see DPS-18-512-Attachment 2-Years from Min to Max. Note that the data provided covers the time required to go from Min to Max within the various titles. Data cannot be provided showing movement from Job Title to Job Title (e.g., General Utility Worker to Operating Mechanic B to Operating Mechanic A) as these steps can vary greatly by career path and employees may remain at "lower" (e.g., Mechanic B) titles for their entire term of employment. Also note that titles with Wage Acceleration (indicated by a data entry in the "Wage Accel" column in the attachment) progress at the usual wage increases and progressions until they reach the number of years specified, at which point they bump to the maximum pay for the title, per the union contracts.

	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22
Mgmt Hires	28	36	17	13	61	169	28	55	23	15	21	26	20	21	16	6	16	13	13	49	15	21	20	19	12	11	33	28	39	79	36	64	28	25	29	27	20	10
Mgmt Separations	44	53	30	32	64	74	49	203	62	22	31	37	62	45	29	37	125	40	55	56	16	27	19	30	25	35	26	31	39	42	49	43	55	51	32	51	41	56
Net Difference	-16	-17	-13	-19	-3	95	-21	-148	-39	-7	-10	-11	-42	-24	-13	-31	-109	-27	-42	-7	-1	-6	1	-11	-13	-24	7	-3	0	37	-13	21	-27	-26	-3	-24	-21	-46
	2019												2020												2021												2022	
	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2
Union Hire	22	30	20	21	25	25	9	21	22	31	25	16	33	17	3	0	0	0	5	0	20	9	18	39	23	21	29	31	42	35	44	29	49	32	31	47	40	60
Union Separations	47	44	23	36	35	32	55	46	38	37	44	69	48	43	33	34	25	44	96	28	27	39	32	33	30	37	22	32	39	31	33	35	36	42	33	61	41	38
Net Difference	-25	-14	-3	-15	-10	-7	-46	-25	-16	-6	-19	-53	-15	-26	-30	-34	-25	-44	-91	-28	-7	-30	-14	6	-7	-16	7	-1	3	4	11	-6	13	-10	-2	-14	-1	22

	Management			Union		
	Hires	Separations	Net	Hires	Separations	Net
Jan-19	28	44	-16	22	47	-25
Feb-19	36	53	-17	30	44	-14
Mar-19	17	30	-13	20	23	-3
Apr-19	13	32	-19	21	36	-15
May-19	61	64	-3	25	35	-10
Jun-19	169	74	95	25	32	-7
Jul-19	28	49	-21	9	55	-46
Aug-19	55	203	-148	21	46	-25
Sep-19	23	62	-39	22	38	-16
Oct-19	15	22	-7	31	37	-6
Nov-19	21	31	-10	25	44	-19
Dec-19	26	37	-11	16	69	-53
Jan-20	20	62	-42	33	48	-15
Feb-20	21	45	-24	17	43	-26
Mar-20	16	29	-13	3	33	-30
Apr-20	6	37	-31	0	34	-34
May-20	16	125	-109	0	25	-25
Jun-20	13	40	-27	0	44	-44
Jul-20	13	55	-42	5	96	-91
Aug-20	49	56	-7	0	28	-28
Sep-20	15	16	-1	20	27	-7
Oct-20	21	27	-6	9	39	-30
Nov-20	20	19	1	18	32	-14
Dec-20	19	30	-11	39	33	6
Jan-21	12	25	-13	23	30	-7
Feb-21	11	35	-24	21	37	-16
Mar-21	33	26	7	29	22	7
Apr-21	28	31	-3	31	32	-1
May-21	39	39	0	42	39	3
Jun-21	79	42	37	35	31	4
Jul-21	36	49	-13	44	33	11
Aug-21	64	43	21	29	35	-6
Sep-21	28	55	-27	49	36	13
Oct-21	25	51	-26	32	42	-10
Nov-21	29	32	-3	31	33	-2
Dec-21	27	51	-24	47	61	-14
Jan-22	20	41	-21	40	41	-1
Feb-22	10	56	-46	60	38	22

RATE CASE INTERROGATORY

Number of Years from Min to Max Assuming Wage Award and Progressions

Active Titles

As of March 31, 2022

Assumptions - Wage Award 3% annually, Progression $1.20/hr annually)

Wage Award 3.0% Progression $ 1.20

Avg yrs to max: 19.2

Job Title Code	Job Title Description	2021-22 MIN	2021-22 MAX	Yrs to Max With Wage Award & Prog $	Wage Accel Titles
30	Accounting Assistant L1-2	$ 29.61	$ 47.64	19.5	
8800	Admin Assist - Corporate L1-2	$ 34.98	$ 50.97	16.6	7.5
8801	Admin Assist - Operations L1-2	$ 34.98	$ 51.28	17.0	7.5
73	Administrative Assistant L1-2	$ 34.98	$ 50.37	15.8	7.5
3	Administrative Assistant L3	$ 34.71	$ 48.04	13.2	7.5
64	Administrative Clerk L1-2	$ 23.22	$ 43.94	23.6	
2	Administrative Clerk L3	$ 23.00	$ 41.89	20.8	
108	Apparatus Service Tech L3	$ 31.37	$ 41.40	9.4	7.5
8805	Apparatus Services Tech X L3	$ 32.18	$ 42.21	9.4	
439	Assistant Field Operator L1-2	$ 27.25	$ 47.41	22.7	
8	Assistant Field Operator L3	$ 23.95	$ 44.99	24.2	
80	Assistant Storekeeper L3	$ 36.44	$ 52.97	17.4	7.5
892	Assistant Treasury Clerk L1-2	$ 18.94	$ 35.29	17.1	
891	Assistant Treasury Rep L1-2	$ 34.86	$ 47.64	12.6	
352	Asst Customer Field Rep L1-2	$ 19.95	$ 35.71	16.3	
441	Asst Field Operator NX L3	$ 20.37	$ 40.10	22.1	
741	Asst Storekeeper Nx L3	$ 36.44	$ 51.56	15.5	7.5
749	Asst Substation Operator L1-2	$ 27.25	$ 47.41	22.7	
122	Asst Substation Operator L3	$ 24.41	$ 41.42	18.0	
750	Asst Substation Operator Nx L3	$ 24.41	$ 40.10	16.2	
934	Attendant L1-2	$ 23.22	$ 37.92	14.9	
936	Attendant Nx L1-2	$ 22.12	$ 36.58	14.6	
988	Auto Mechanic A L1-2	$ 36.05	$ 55.50	21.6	7.5
216	Auto Mechanic A L3	$ 36.44	$ 52.97	17.4	7.5
987	Auto Mechanic A NX L3	$ 36.44	$ 51.56	15.5	7.5
989	Auto Mechanic B L1-2	$ 24.19	$ 43.52	21.4	
1018	Auto Mechanic B L3	$ 24.41	$ 41.42	18.0	
990	Auto Mechanic B NX L3	$ 24.41	$ 40.10	16.2	
8796	C.S. Lead Mechanic L1-2	$ 48.40	$ 59.23	10.3	7.5
8795	C.S. Mechanic A Tech L1-2	$ 48.40	$ 58.28	9.3	7.5
1500	Cable Lead Mechanic L1-2	$ 48.40	$ 59.23	10.3	7.5
8791	Certified Mechanic Welder L1-2	$ 36.05	$ 55.50	21.6	7.5
1605	Chauffeur L1-2	$ 25.50	$ 44.35	20.7	
1744	Chf Line Constructor HV L1-2	$ 50.53	$ 63.03	12.2	7.5
217	Chf Line Constructor HV L3	$ 51.05	$ 60.05	8.3	
1752	Chf Line Constructor HV NX L3	$ 49.86	$ 58.67	8.1	7.5
1743	Chf Line Constructor L1-2	$ 48.17	$ 58.10	9.3	7.5
1731	Chf Line Constructor Spec L1-2	$ 58.28	$ 68.12	9.2	7.5
8793	Chief Cert Mech Welder 1 L1-2	$ 38.44	$ 57.89	21.6	7.5
8792	Chief Cert Mech Welder 2 L1-2	$ 38.15	$ 57.60	21.6	7.5
9040	Chief Line Const HV A NX L3	$ 54.61	$ 60.71	5.4	
9041	Chief Splicer A NX L3	$ 38.80	$ 59.13	23.0	7.5
1770	Chief Splicer L3	$ 36.44	$ 59.26	27.3	7.5
1771	Chief Splicer NX L3	$ 36.44	$ 57.86	24.8	7.5
1747	Chief Stock Handler L1-2	$ 24.19	$ 43.52	21.4	
1760	Chief Stock Handler L3	$ 24.41	$ 41.42	18.0	
1754	Chief Stock Handler Nx L3	$ 24.41	$ 40.10	16.2	
8799	Clerical Assistant L1-2	$ 23.22	$ 43.94	23.6	
9097	Clerical Assistant L3	$ 23.00	$ 41.89	20.8	
1835	Clerk In Charge L1-2	$ 35.39	$ 56.97	25.1	
1970	Commercial Technical Rep L1-2	$ 42.59	$ 62.78	22.8	7.5
2007	Construction Inspector L1-2	$ 40.21	$ 61.17	24.0	7.5
2009	Construction Rep L1-2	$ 40.21	$ 61.17	24.0	7.5
219	Construction Rep L3	$ 35.24	$ 58.32	27.8	7.5
2042	Control Operator A L1-2	$ 49.07	$ 61.12	11.7	7.5
2043	Control Operator B L1-2	$ 46.55	$ 58.84	12.0	7.5
2053	Cord Substance Abuse Prgm L1-2	$ 51.17	$ 64.38	13.1	7.5
2082	Counslr Sbstnc Abuse Prgm L1-2	$ 36.05	$ 60.81	31.1	7.5
9083	CSR Router L1-2	$ 22.35	$ 51.13	40.6	11.5
2101	Customer Field Rep NX L1-2	$ 23.22	$ 47.43	30.0	11.5
225	Customer Field Rep NX L3	$ 22.05	$ 45.13	27.8	11.5
2098	Customer Field Rep L1-2	$ 23.22	$ 50.68	37.2	11.5
224	Customer Field Rep L3	$ 22.05	$ 46.59	30.6	11.5

2108	Customer Service Rep Bil L1-2	$ 22.84	$ 51.64	40.6	11.5
226	Customer Service Rep Bil L3	$ 23.03	$ 49.20	34.1	11.5
2109	Customer Service Rep Bil XL1-2	$ 23.77	$ 53.03	41.9	11.5
2092	Customer Service Rep L1-2	$ 22.35	$ 51.13	40.6	11.5
223	Customer Service Rep L3	$ 22.58	$ 48.69	34.0	11.5
2093	Customer Service Rep X L1-2	$ 23.24	$ 52.49	41.9	11.5
2410	Designer L1-2	$ 37.54	$ 62.37	31.2	11.5
2409	Designer L3	$ 34.99	$ 59.45	30.5	11.5
2496	Distribution Mech A I&A L1-2	$ 36.05	$ 57.27	24.5	7.5
8794	Distribution Mechanic L1-2	$ 36.05	$ 57.27	24.5	7.5
2497	Distribution Meter Test A L1-2	$ 36.05	$ 56.31	22.9	7.5
9005	Distribution Meter Tester A L3	$ 36.04	$ 47.28	10.8	7.5
9082	Distribution Splicer A L1-2	$ 37.38	$ 61.37	29.5	7.5
2500	Distribution Splicer L1-2	$ 36.05	$ 60.04	29.5	7.5
2532	District Control Rep L1-2	$ 31.99	$ 50.23	19.8	
2533	District Control Rep L3	$ 32.37	$ 47.94	16.1	
2554	District Office Teller L1-2	$ 22.31	$ 44.64	26.4	
2929	Elect Meter Technician A L1-2	$ 36.05	$ 55.50	21.6	7.5
2930	Elect Meter Technician B L1-2	$ 24.19	$ 43.52	21.4	
9087	Electrical Field Tech L1-2	$ 33.35	$ 55.50	26.1	
2962	Electrical Technician L1-2	$ 31.23	$ 55.50	30.1	
236	Electrical Technician L3	$ 31.57	$ 52.97	24.8	
2963	Electrical Technician NX L3	$ 31.57	$ 51.56	22.5	
1969	Energy Service Rep L1-2	$ 42.59	$ 63.76	24.4	7.5
1968	Energy Service Rep L3	$ 43.07	$ 60.83	19.1	7.5
3070	Engineering Inspector L1-2	$ 39.57	$ 57.82	19.8	7.5
237	Engineering Inspector L3	$ 41.01	$ 57.68	17.5	7.5
8803	Engineering Inspector X L1-2	$ 39.57	$ 57.82	19.8	7.5
3077	Engineering Technician L1-2	$ 29.61	$ 47.64	19.5	
238	Engineering Technician L3	$ 29.90	$ 45.43	16.0	
3078	Environmental Technician L1-2	$ 31.23	$ 55.50	30.1	
3083	Equipment Operator L1-2	$ 24.19	$ 44.35	22.7	
3084	Equipment Operator-Heavy L1-2	$ 25.50	$ 47.41	25.7	
1195	Estimator L1-2	$ 29.61	$ 52.49	27.4	
9091	Facilities Mechanic L3	$ 39.14	$ 55.50	17.1	7.5
3233	Field Designer NX L3	$ 36.08	$ 59.56	28.5	
3231	Field Designer X L1-2	$ 38.95	$ 63.76	31.2	7.5
3232	Field Designer X L3	$ 37.00	$ 60.78	29.1	7.5
9084	Field Inspector L1-2	$ 29.50	$ 49.94	23.2	
9098	Field Inspector L3	$ 29.50	$ 47.38	19.3	
3250	Field Operator L1-2	$ 36.05	$ 56.59	23.4	
9101	Fleet Driver L1-2	$ 25.00	$ 33.00	7.3	
3715	Garage Attendant Nx L1-2	$ 17.88	$ 38.78	23.9	
3741	Gas Operating Mechanic L1-2	$ 38.17	$ 56.56	20.0	7.5
9080	Gas Troubleshooter L1-2	$ 39.23	$ 58.10	20.7	7.5
3750	Gas Turbine Operator L1-2	$ 38.69	$ 56.59	19.3	
3845	General Utility Worker NX L3	$ 22.05	$ 35.67	13.6	
3843	General Utility Worker L1-2	$ 23.22	$ 38.75	16.0	
3842	General Utility Worker L3	$ 22.05	$ 36.94	15.2	
4351	Inspector 1 Gr L1-2	$ 37.05	$ 55.50	20.1	7.5
4352	Inspector 2 Gr L1-2	$ 24.19	$ 44.64	23.2	
4350	Inspector L1-2	$ 39.57	$ 57.82	19.8	7.5
4349	Inspector L3	$ 39.97	$ 55.17	15.6	7.5
4355	Inspector Planning L1-2	$ 36.05	$ 56.96	24.0	7.5
4403	Inventory Inspector L1-2	$ 18.99	$ 43.81	31.2	
4408	Investigating Insp L1-2	$ 35.61	$ 56.66	24.2	7.5
4510	Janitor L1-2	$ 18.99	$ 38.75	22.1	
4535	Jr Accountant L1-2	$ 39.57	$ 57.82	19.8	11.5
4556	Jr Designer L1-2	$ 29.61	$ 47.64	19.5	
256	Jr Designer L3	$ 27.53	$ 45.43	19.3	
4558	Jr Electrical Technician L1-2	$ 23.22	$ 37.65	14.6	
4563	Jr Environmental Tech L1-2	$ 26.28	$ 37.65	10.9	
4573	Jr Production Technician L1-2	$ 23.22	$ 37.65	14.6	
4583	Jr Substation Operator L1-2	$ 36.20	$ 45.05	8.2	
9086	Jr. Electrical Field Tech L1-2	$ 23.22	$ 37.65	14.6	
4562	Junior Engrg Technician L1-2	$ 18.62	$ 35.71	18.1	
4587	Junior Technician L1-2	$ 18.62	$ 35.71	18.1	
1785	Junior Technician L3	$ 18.83	$ 33.99	15.5	
4734	Lead Mechanic L1-2	$ 48.40	$ 58.28	9.3	7.5
269	Lead Mechanic L3	$ 48.90	$ 55.58	6.0	
4735	Lead Mechanic Nx L3	$ 47.68	$ 54.23	5.9	
4742	Lecturer Guide L1-2	$ 30.46	$ 48.83	20.0	
4765	Lighting Maintainer L1-2	$ 24.19	$ 39.01	15.1	
9039	Line Constructor HV A NX	$ 40.44	$ 57.91	18.7	
4796	Line Constructor HV L1-2	$ 36.05	$ 58.28	26.2	7.5

4793	Line Constructor HV L3	$ 36.88	$ 57.21	23.0	7.5
281	Line Constructor HV NX L3	$ 36.88	$ 55.87	20.9	7.5
4795	Line Constructor L1-2	$ 36.05	$ 55.50	21.6	7.5
4794	Line Constructor L3	$ 36.44	$ 52.97	17.4	7.5
4799	Line Constructor NX L3	$ 36.44	$ 53.18	17.6	7.5
4792	LNG Plant Operator L1-2	$ 36.05	$ 55.50	21.6	7.5
4901	Mail Processing Operator L1-2	$ 16.46	$ 43.68	36.6	
4921	Maintenance Technician L1-2	$ 34.86	$ 55.50	23.5	7.5
5040	Material Analyst L1-2	$ 34.86	$ 57.82	27.6	7.5
293	Material Analyst L3	$ 35.24	$ 55.17	22.4	7.5
5054	Material Inspector A L1-2	$ 39.57	$ 56.97	18.6	7.5
5055	Material Inspector B L1-2	$ 29.24	$ 47.64	20.0	
5057	Mechanic A L1-2	$ 36.05	$ 55.50	21.6	7.5
295	Mechanic A L3	$ 36.44	$ 52.97	17.4	7.5
5059	Mechanic A NX L3	$ 36.44	$ 51.56	15.5	7.5
298	Mechanic B NX L3	$ 24.92	$ 43.82	20.8	
5058	Mechanic B L1-2	$ 27.25	$ 47.41	22.7	
297	Mechanic B L3	$ 25.97	$ 45.14	21.2	
9081	Mechanic Technician L1-2	$ 39.29	$ 56.97	19.0	
5096	Medical Technician L1-2	$ 25.50	$ 49.76	30.1	11.5
5093	Messenger L1-2	$ 16.46	$ 32.13	16.2	
5447	Meter Service Sr Technician L3	$ 39.20	$ 55.17	16.6	7.5
5448	Meter Service Technician A L3	$ 35.24	$ 53.32	19.5	7.5
5449	Meter Service Technician B L3	$ 29.90	$ 47.99	19.6	
9099	Meter Services Technician L3	$ 29.90	$ 48.98	21.0	
5148	Meter Tester A L1-2	$ 36.05	$ 55.50	21.6	7.5
5149	Meter Tester B L1-2	$ 27.25	$ 47.43	22.8	
304	Office Assistant L1-2	$ 31.96	$ 47.64	16.2	
305	Office Assistant L3	$ 31.63	$ 45.42	13.8	
5616	Operating Mechanic A L1-2	$ 36.20	$ 55.50	21.4	7.5
5617	Operating Mechanic B L1-2	$ 27.25	$ 47.41	22.7	
5671	Outside Plant Mechanic A L1-2	$ 36.05	$ 55.50	21.6	7.5
5672	Outside Plant Mechanic B L1-2	$ 27.25	$ 47.41	22.7	
5855	Photographer L1-2	$ 30.53	$ 44.64	14.2	
5860	Photographic Specialist L1-2	$ 42.81	$ 56.97	14.2	7.5
5938	Plant Operator L1-2	$ 36.39	$ 58.84	26.6	7.5
6023	Production Technician L1-2	$ 31.23	$ 55.50	30.1	
6007	Production Worker L1-2	$ 23.22	$ 38.75	16.0	
8802	Provisional CFR nx L1-2	$ 23.22	$ 47.43	30.0	
8804	Provisional CFR nx L3	$ 22.05	$ 45.13	27.8	
6070	Provisional CSR L3	$ 22.58	$ 48.69	34.0	
1193	Router L1-2	$ 22.35	$ 51.13	40.6	11.5
6955	Secretarial Stenographer L1-2	$ 31.96	$ 44.29	12.0	
7048	Senior Attendant L1-2	$ 31.73	$ 43.52	11.4	
9004	Senior Field Designer X L3	$ 55.15	$ 66.40	10.8	7.5
9037	Senior Field Operator A X L3	$ 41.52	$ 60.78	21.3	7.5
7141	Senior Photographer L1-2	$ 34.86	$ 52.12	18.4	
6962	Service Mechanic L1-2	$ 36.99	$ 56.59	21.8	7.5
7250	Special Inspector L1-2	$ 39.63	$ 58.63	20.9	7.5
384	Splicer NX L3	$ 36.44	$ 54.23	19.1	7.5
7280	Splicer L1-2	$ 36.05	$ 58.28	26.2	7.5
383	Splicer L3	$ 36.44	$ 55.58	21.1	7.5
7253	Sr Apparatus Service Tech L3	$ 36.44	$ 54.40	19.4	7.5
7267	Sr Apparatus Service Tech X L3	$ 42.77	$ 60.78	19.4	7.5
1772	Sr Apparatus Svcs Tech-Spec L3	$ 37.17	$ 56.34	21.2	7.5
1786	Sr Appratus Svcs Tech-Sp NX L3	$ 37.17	$ 55.17	19.4	
7055	Sr Blueprinter L1-2	$ 34.06	$ 45.59	11.1	
7068	Sr Chief Stock Handler L1-2	$ 36.05	$ 47.41	10.9	
1773	Sr Chief Stock Handler L3	$ 36.44	$ 45.14	8.0	
7072	Sr Chief Stock Handler NX L3	$ 36.44	$ 43.82	6.7	
7083	Sr Coordinator L1-2	$ 39.57	$ 56.97	18.6	
321	Sr Coordinator L3	$ 39.97	$ 54.35	14.5	7.5
7259	Sr Cust Service Rep Bil L1-2	$ 35.31	$ 58.30	27.6	7.5
379	Sr Cust Service Rep Bil L3	$ 35.70	$ 55.70	22.5	7.5
7279	Sr Customer Field Rep L1-2	$ 36.13	$ 53.80	19.0	7.5
7079	Sr Customer Service Rep L1-2	$ 34.86	$ 57.82	27.6	7.5
320	Sr Customer Service Rep L3	$ 35.24	$ 55.17	22.4	7.5
7269	Sr Designer L1-2	$ 47.42	$ 69.26	25.6	7.5
381	Sr Designer L3	$ 44.18	$ 65.98	25.5	7.5
2498	Sr Distribution Elect TechL1-2	$ 46.09	$ 59.23	13.0	7.5
7284	Sr Distribution Meter TechL1-2	$ 46.09	$ 59.23	13.0	7.5
7091	Sr District Control Rep L1-2	$ 41.69	$ 57.82	16.8	
323	Sr District Control Rep L3	$ 42.15	$ 55.17	12.8	
7057	Sr Elect Meter Tech L1-2	$ 46.09	$ 58.43	12.0	7.5
7099	Sr Electrical Tech L1-2	$ 46.09	$ 58.43	12.0	7.5

324	Sr Electrical Tech L3	$ 46.62	$ 55.74	8.5	7.5
1787	Sr Electrical Tech NX L3	$ 46.62	$ 54.40	7.1	
7105	Sr Engineering Designer A L1-2	$ 57.50	$ 72.41	15.2	7.5
7104	Sr Engineering Estimator L1-2	$ 43.59	$ 59.68	16.8	7.5
6967	Sr Engineering Tech A L1-2	$ 48.02	$ 66.04	19.5	7.5
7108	Sr Engineering Tech L1-2	$ 39.57	$ 57.82	19.8	7.5
330	Sr Engineering Tech L3	$ 39.97	$ 55.17	15.6	7.5
7045	Sr Environmental Tech L1-2	$ 46.09	$ 58.43	12.0	
7290	Sr Field Operator A L1-2	$ 37.00	$ 57.65	23.5	7.5
7260	Sr Field Operator L1-2	$ 37.00	$ 59.40	26.5	7.5
380	Sr Field Operator L3	$ 38.38	$ 55.93	18.8	7.5
7115	Sr Inventory Inspector L1-2	$ 36.39	$ 47.83	11.0	
7286	Sr LNG Plant Operator L1-2	$ 46.55	$ 58.84	12.0	7.5
7036	Sr Maintenance Technician L1-2	$ 39.57	$ 58.43	20.7	7.5
7135	Sr Meter Technician L1-2	$ 46.09	$ 58.43	12.0	7.5
7127	Sr Office Assistant A L1-2	$ 39.57	$ 56.97	18.6	
7130	Sr Office Assistant A X L1-2	$ 39.71	$ 58.39	20.4	7.5
359	Sr Office Assistant B L3	$ 35.24	$ 45.43	9.6	
1196	Sr Office Assistant B X L1-2	$ 36.39	$ 47.83	11.0	
7143	Sr Photostat Operator L1-2	$ 34.06	$ 45.59	11.1	
7147	Sr Production Technician L1-2	$ 46.09	$ 58.43	12.0	7.5
7151	Sr Safety Inspector L1-2	$ 39.57	$ 63.26	28.9	7.5
7085	Sr Street Crane Operator L1-2	$ 56.12	$ 66.15	9.4	7.5
7270	Sr Substa Operating Mech L1-2	$ 46.09	$ 58.43	12.0	7.5
7271	Sr Substa Operating Tech L1-2	$ 48.07	$ 60.34	12.0	7.5
7152	Sr Substation Operator L1-2	$ 37.90	$ 56.59	20.5	7.5
367	Sr Substation Operator L3	$ 38.27	$ 53.95	16.2	7.5
7172	Sr Substation Operator Nx L3	$ 38.27	$ 52.60	14.5	7.5
7161	Sr Technician L1-2	$ 39.57	$ 57.82	19.8	7.5
376	Sr Technician L3	$ 39.97	$ 55.17	15.6	7.5
9006	Sr. Dist. Electrical Tech L3	$ 46.09	$ 58.53	12.2	7.5
9088	Sr. Electrical Field Tech L1-2	$ 46.09	$ 62.70	17.5	
8790	Sr. Field Designer L1-2	$ 56.12	$ 68.05	11.6	7.5
9079	Sr. Special Technician L1-2	$ 41.48	$ 62.59	24.3	
7408	Stock Handler NX L3	$ 19.19	$ 35.67	17.3	
7406	Stock Handler L1-2	$ 23.22	$ 38.75	16.0	
7405	Stock Handler L3	$ 19.19	$ 36.94	19.1	
9085	Storekeeper L1-2	$ 36.05	$ 55.50	21.6	
7461	Street Crane Operator L1-2	$ 53.74	$ 63.76	9.4	7.5
7497	Substation Mechanic A (X) L3	$ 37.49	$ 55.47	19.4	7.5
7496	Substation Mechanic A L3	$ 36.44	$ 53.02	17.4	7.5
7689	Survey Technician L1-2	$ 33.42	$ 47.64	14.3	
7690	Survey Technician L3	$ 33.83	$ 45.43	11.2	
7697	Surveyor Assistant L1-2	$ 23.22	$ 43.52	23.0	
1788	Surveyor Assistant L3	$ 20.37	$ 41.42	24.2	
1194	Surveyor Field Designer L1-2	$ 46.93	$ 61.77	15.1	7.5
7695	Surveyor L1-2	$ 39.57	$ 57.82	19.8	7.5
385	Surveyor L3	$ 39.97	$ 55.17	15.6	7.5
7696	Surveyor Licensed L3	$ 47.43	$ 58.32	10.4	7.5
7828	Technician A L1-2	$ 34.86	$ 47.64	12.6	
7830	Technician B L1-2	$ 29.61	$ 41.94	12.0	
7862	Technician B L3	$ 29.90	$ 40.06	9.6	
8797	Transformer Lead Mechanic L1-2	$ 48.40	$ 58.89	9.9	7.5
7954	Treasury Clerk L1-2	$ 29.24	$ 41.94	12.5	
7960	Treasury Representative L1_2	$ 39.57	$ 57.82	19.8	11.5
421	Trouble Shooter Dispatch HV L3	$ 40.08	$ 58.02	19.3	7.5
417	Trouble Shooter Dispatcher L3	$ 40.08	$ 55.43	15.8	7.5
7964	Trouble Shooter DispatcherL1-2	$ 39.71	$ 58.10	20.0	7.5
7967	Trouble Shooter DispatchHVL1-2	$ 39.71	$ 63.03	28.2	7.5
7962	Trouble Shooter HV L1-2	$ 50.53	$ 63.03	12.2	7.5
386	Trouble Shooter HV L3	$ 53.08	$ 60.05	6.3	
7963	Trouble Shooter L1-2	$ 48.17	$ 58.10	9.3	7.5
7968	Troubleshoot Dispatch Hv Nx L3	$ 40.08	$ 56.69	17.5	7.5
7966	Troubleshooter DispatcherNx L3	$ 40.08	$ 54.08	14.0	7.5
7961	Troubleshooter Hv A L1-2	$ 50.53	$ 60.81	9.7	7.5
9038	Troubleshooter HV A X L3	$ 53.08	$ 62.61	8.9	7.5
7969	Troubleshooter HV NX L3	$ 49.86	$ 56.69	6.1	
8316	Unit Substation OMA L1-2	$ 36.05	$ 57.27	24.5	7.5
8317	Unit Substation Op Mech B L1-2	$ 36.05	$ 47.41	10.9	
8798	URD Srvs. Lead Mechanic L1-2	$ 48.40	$ 60.05	11.2	7.5
8311	Utility Mechanic L1-2	$ 36.05	$ 47.41	10.9	

Company Name: Con Edison
Case Description: 2022 Con Ed Electric & Gas Rate Cases
Cases: 22-E-0064 & 22-G-0065

Response to DPS Interrogatories – Set DPS-14
Date of Response: March 18, 2022
Responding Witness: Compensation and Benefits Panel

Question No. :440
Subject: Management Compensation

Referring to the Total Benefits & Compensation Results, presented in Exhibit___(CBP-4):
1. Provide the dollar amounts for base salary, variable pay, long-term equity grants, value of benefits and other (if applicable), for each Consolidated Edison position, employee and its associated survey comparison.
Referring to the 2020 Management Variable Pay Program, presented in Exhibit___(CBP-7):
2. Provide the dollar amount that is allocated to each company performance component (e.g., Key Performance Indicators, Net Income, Operating Budget Modifier, Adjusted Capital Budget and Modifier).
Referring to the CECONY Operational Performance, presented in Exhibit___(CBP-8):
3. Provide the Company's tracking of performance against each of the 2021 Key Performance Indicators.

Response

1. See exhibit DPS-14-440 Total Benefits & Compensation Results
2. See exhibit DPS-14-440 CECONY 2020 MVP
3. See exhibit DPS-14-440 2021 KPI Results

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
							$131.5	*$139.8*	*94.1%*	*$141.0*	*93.3%*
2L	Senior Executive Assistant	Off Of Chair Of Board & CEO	AAS043-U4	Secretarial/Administrative Assistance to the Chief Executive Officer	2L	Senior Executive Assistant	Redacted	$118.6	Redacted	$120.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
3L	Section Manager	Customer Energy Solutions	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
1L	Executive Assistant 1L	Customer Energy Solutions	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$106.2	Redacted	$106.1	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.8	Redacted	$167.4	Redacted
2H	AMI Sr System Operator	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	AMI Sr System Operator	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$160.8	Redacted	$167.4	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.8	Redacted	$167.4	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$142.0	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
2H	Manager	Dist Resource Integration	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$159.4	Redacted	$164.5	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$159.4	Redacted	$164.5	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$159.4	Redacted	$164.5	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$159.4	Redacted	$164.5	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$159.4	Redacted	$164.5	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$159.4	Redacted	$164.5	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$159.4	Redacted	$164.5	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$159.4	Redacted	$164.5	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$159.4	Redacted	$164.5	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$159.4	Redacted	$164.5	Redacted
2L	Engineer	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$132.1	Redacted	$134.3	Redacted
2L	Sr Specialist	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Sr Specialist	Redacted	$132.1	Redacted	$134.3	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$189.9	Redacted	$193.3	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$189.9	Redacted	$193.3	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$189.9	Redacted	$193.3	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$189.9	Redacted	$193.3	Redacted
3L	Section Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$189.9	Redacted	$193.3	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$142.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$142.5	Redacted	$142.0	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$157.5	Redacted	$159.1	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted

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2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
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2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$142.5	Redacted	$142.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$157.5	Redacted	$159.1	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$142.5	Redacted	$142.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$94.7	Redacted	$94.7	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$157.5	Redacted	$159.1	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$157.5	Redacted	$159.1	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$116.6	Redacted	$118.3	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$230.6	Redacted	$221.8	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$230.6	Redacted	$221.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$142.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$116.6	Redacted	$118.3	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$116.6	Redacted	$118.3	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.6	Redacted	$221.8	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$143.4	Redacted	$143.3	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$109.1	Redacted	$111.6	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$109.1	Redacted	$111.6	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$109.1	Redacted	$111.6	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$109.1	Redacted	$111.6	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$109.1	Redacted	$111.6	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$109.1	Redacted	$111.6	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$109.1	Redacted	$111.6	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$213.0	Redacted	$214.3	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$213.0	Redacted	$214.3	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$213.0	Redacted	$214.3	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$213.0	Redacted	$214.3	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$213.0	Redacted	$214.3	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$213.0	Redacted	$214.3	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$213.0	Redacted	$214.3	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$213.0	Redacted	$214.3	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$213.0	Redacted	$214.3	Redacted
4L	Director	Rate Engineering	AFT090-M4	Rates	4L	Director	Redacted	$226.3	Redacted	$229.9	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$146.8	Redacted	$154.6	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$146.8	Redacted	$154.6	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$146.8	Redacted	$154.6	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$146.8	Redacted	$154.6	Redacted
3L	Section Manager	SOX and ERM	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$189.5	Redacted	$194.3	Redacted
4L	Director	SOX and ERM	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$219.5	Redacted	$217.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$204.9	Redacted	$201.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2H	Project Specialist	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Project Specialist	Redacted	$130.5	Redacted	$130.8	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$131.0	Redacted	$135.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Manager	Redacted	$130.5	Redacted	$130.8	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$157.6	Redacted	$159.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$157.6	Redacted	$159.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$157.6	Redacted	$159.5	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$157.6	Redacted	$159.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$204.9	Redacted	$201.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Sr Planning Analyst	Redacted	$157.6	Redacted	$159.5	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$85.0	Redacted	$87.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$157.6	Redacted	$159.5	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$157.6	Redacted	$159.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$131.0	Redacted	$135.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$102.3	Redacted	$104.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$102.3	Redacted	$104.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$102.3	Redacted	$104.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$190.9	Redacted	$192.6	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$130.5	Redacted	$130.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$110.1	Redacted	$109.8	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$204.9	Redacted	$201.0	Redacted
3L	Project Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Project Manager	Redacted	$204.9	Redacted	$201.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$204.9	Redacted	$201.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$143.0	Redacted	$144.5	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$143.0	Redacted	$144.5	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$143.0	Redacted	$144.5	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$143.0	Redacted	$144.5	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$143.0	Redacted	$144.5	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$141.2	Redacted	$137.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$176.8	Redacted	$178.4	Redacted
4L	Assistant Controller	Corporate Accounting	AFB020-M4	Financial Reporting	4L	Assistant Controller	Redacted	$197.0	Redacted	$196.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$143.0	Redacted	$144.5	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$143.0	Redacted	$144.5	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$176.8	Redacted	$178.4	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$143.0	Redacted	$144.5	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$141.2	Redacted	$137.7	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$141.2	Redacted	$137.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$97.3	Redacted	$96.7	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$176.8	Redacted	$178.4	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$85.3	Redacted	$85.8	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$85.3	Redacted	$85.8	Redacted
1H	Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	1H	Supervisor	Redacted	$101.0	Redacted	$104.7	Redacted
2L	Accounting Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	2L	Accounting Supervisor	Redacted	$101.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB061-P3	Accounts Payable	2L	Staff Accountant	Redacted	$95.3	Redacted	$90.2	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$82.4	Redacted	$82.6	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$82.4	Redacted	$82.6	Redacted
2H	Sr Accountant	Corporate Accounting	AFB070-M2	Payroll	2H	Sr Accountant	Redacted	$127.4	Redacted	$129.2	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$103.0	Redacted	$100.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$103.0	Redacted	$100.6	Redacted
3H	Department Manager	Corporate Accounting	AFB070-M3	Payroll	3H	Department Manager	Redacted	$168.3	Redacted	$170.2	Redacted
1H	Tax Accountant	Tax Department	AFT050-P2	Tax Reporting	1H	Tax Accountant	Redacted	$75.9	Redacted	$79.3	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$151.5	Redacted	$156.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$151.5	Redacted	$156.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$134.2	Redacted	$134.5	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$102.5	Redacted	$105.4	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$102.5	Redacted	$105.4	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$200.1	Redacted	$194.5	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$221.1	Redacted	$234.8	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$134.2	Redacted	$134.5	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$200.1	Redacted	$194.5	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$151.5	Redacted	$156.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$151.5	Redacted	$156.4	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$102.5	Redacted	$105.4	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$102.5	Redacted	$105.4	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$102.5	Redacted	$105.4	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$200.1	Redacted	$194.5	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$200.1	Redacted	$194.5	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$221.1	Redacted	$234.8	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$151.5	Redacted	$156.4	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$102.5	Redacted	$105.4	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$200.1	Redacted	$194.5	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$151.5	Redacted	$156.4	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$102.5	Redacted	$105.4	Redacted
1H	Analyst	Treasury	AFT010-P2	Financial Analysis	1H	Analyst	Redacted	$84.6	Redacted	$85.7	Redacted
2H	Sr Financial Analyst	Treasury	AFT010-P4	Financial Analysis	2H	Sr Financial Analyst	Redacted	$131.0	Redacted	$135.0	Redacted
3L	Project Manager	Treasury	AFT010-M3	Financial Analysis	3L	Project Manager	Redacted	$190.9	Redacted	$192.6	Redacted
3L	Section Manager	Treasury	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$190.9	Redacted	$192.6	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$129.6	Redacted	$132.7	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$129.6	Redacted	$132.7	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$129.6	Redacted	$132.7	Redacted
2H	Systems Specialist	Treasury	AFT030-P4	Treasury Operations	2H	Systems Specialist	Redacted	$129.6	Redacted	$132.7	Redacted
3H	Department Manager	Treasury	AFT030-M3	Treasury Operations	3H	Department Manager	Redacted	$175.5	Redacted	$175.7	Redacted
4L	Director	Treasury	AFT030-M4	Treasury Operations	4L	Director	Redacted	$178.8	Redacted	$185.9	Redacted
2H	Manager	Treasury	AFT080-P4	Insurance Risk	2H	Manager	Redacted	$129.2	Redacted	$131.4	Redacted
2H	Sr Financial Analyst	Treasury	AFT080-P4	Insurance Risk	2H	Sr Financial Analyst	Redacted	$129.2	Redacted	$131.4	Redacted
2L	Sr Analyst	Treasury	AFT080-P3	Insurance Risk	2L	Sr Analyst	Redacted	$114.4	Redacted	$107.8	Redacted
3H	Department Manager	Treasury	AFT080-M3	Insurance Risk	3H	Department Manager	Redacted	$153.1	Redacted	$164.8	Redacted
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$86.7	Redacted	$90.1	Redacted
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$86.7	Redacted	$90.1	Redacted

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Manager	Treasury	AFY000-M2	Risk Management Generalist/Multidiscipline	2H	Manager	Redacted	$136.9	Redacted	$146.1	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$146.8	Redacted	$154.6	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$146.8	Redacted	$154.6	Redacted
2L	Sr Analyst	Treasury	AFY000-P3	Risk Management Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$111.8	Redacted	$116.4	Redacted
3L	Section Manager	Treasury	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$189.5	Redacted	$194.3	Redacted
4L	Director	Treasury	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$219.5	Redacted	$217.0	Redacted
2H	Sr Planning Analyst	Strategic Planning	ACD010-P4	Strategic Planning	2H	Sr Planning Analyst	Redacted	$149.8	Redacted	$147.7	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$116.8	Redacted	$120.4	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$116.8	Redacted	$120.4	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$116.8	Redacted	$120.4	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$116.8	Redacted	$120.4	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$194.7	Redacted	$189.0	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$194.7	Redacted	$189.0	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$194.7	Redacted	$189.0	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$194.7	Redacted	$189.0	Redacted
3L	Project Manager	Strategic Planning	ACD010-M3	Strategic Planning	3L	Project Manager	Redacted	$194.7	Redacted	$189.0	Redacted
65	EH&S Compliance Liaison	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	65	EH&S Compliance Liaison	Redacted	$200.1	Redacted	$206.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$138.2	Redacted	$138.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$138.2	Redacted	$138.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$138.2	Redacted	$138.7	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$182.8	Redacted	$177.5	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$138.2	Redacted	$138.7	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$138.2	Redacted	$138.7	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$138.2	Redacted	$138.7	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$182.8	Redacted	$177.5	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$110.7	Redacted	$114.2	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$110.7	Redacted	$114.2	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$110.7	Redacted	$114.2	Redacted
3L	Technical Specialist	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Technical Specialist	Redacted	$182.8	Redacted	$177.5	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$181.6	Redacted	$179.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
4L	Director	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4L	Director	Redacted	$200.1	Redacted	$206.8	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$84.1	Redacted	$85.5	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$84.1	Redacted	$85.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$128.5	Redacted	$130.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$140.7	Redacted	$141.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.8	Redacted	$126.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
1H	System Analyst	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	System Analyst	Redacted	$84.1	Redacted	$85.5	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$128.5	Redacted	$130.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$200.1	Redacted	$206.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$140.7	Redacted	$141.7	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$128.5	Redacted	$130.9	Redacted
2L	Scientist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Scientist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Scientist	Redacted	$140.7	Redacted	$141.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.8	Redacted	$126.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$140.2	Redacted	$136.9	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$140.2	Redacted	$136.9	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$140.2	Redacted	$136.9	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$140.2	Redacted	$136.9	Redacted
1H	Specialist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Specialist	Redacted	$91.2	Redacted	$93.5	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$154.4	Redacted	$156.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	2L	Sr Specialist	Redacted	$140.2	Redacted	$136.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$189.9	Redacted	$191.7	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$140.7	Redacted	$141.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.8	Redacted	$126.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Engineer	Redacted	$135.5	Redacted	$134.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$135.5	Redacted	$134.5	Redacted
2L	Engineer	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Engineer	Redacted	$113.9	Redacted	$118.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$113.9	Redacted	$118.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$189.9	Redacted	$191.7	Redacted
1H	Associate Scientist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Associate Scientist	Redacted	$91.2	Redacted	$93.5	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$154.4	Redacted	$156.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Project Specialist	Redacted	$135.5	Redacted	$134.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$135.5	Redacted	$134.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$135.5	Redacted	$134.5	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$113.9	Redacted	$118.4	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$113.9	Redacted	$118.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$113.9	Redacted	$118.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$189.9	Redacted	$191.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$181.6	Redacted	$179.8	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$200.1	Redacted	$206.8	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$128.5	Redacted	$130.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.8	Redacted	$126.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
2L	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Project Specialist	Redacted	$140.7	Redacted	$141.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$84.1	Redacted	$85.5	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$84.1	Redacted	$85.5	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$140.7	Redacted	$141.7	Redacted
2H	Manager	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$128.5	Redacted	$130.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$106.0	Redacted	$104.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.6	Redacted	$179.8	Redacted
1L	Executive Assistant 1L	Electric Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$106.2	Redacted	$106.1	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Specialist	Staten Island & Electric Svcs	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$103.7	Redacted	$105.7	Redacted
2H	Manager	Staten Island & Electric Svcs	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$167.8	Redacted	$174.6	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
3L	Project Manager	Staten Island & Electric Svcs	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$213.2	Redacted	$214.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Specialist	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$143.2	Redacted	$150.7	Redacted
3H	Department Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$202.3	Redacted	$202.2	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Field Operations Planner	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Field Operations Planner	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Sr Specialist	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Sr Specialist	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$94.1	Redacted	$92.8	Redacted
2L	Planner Field Tech Specialist	Bronx & Westchester	AZE120-P3	Environmental Engineering	2L	Planner Field Tech Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2H	Manager	Bronx & Westchester	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$167.8	Redacted	$174.6	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$87.0	Redacted	$87.0	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$87.0	Redacted	$87.0	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$87.0	Redacted	$87.0	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$87.0	Redacted	$87.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2L	Manager	Redacted	$152.7	Redacted	$157.8	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2H	Manager	Redacted	$152.7	Redacted	$157.8	Redacted
2L	Field Operations Planner	Bronx & Westchester	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$112.3	Redacted	$114.5	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
3H	Department Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
3H	Department Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$189.5	Redacted	$189.7	Redacted
3L	Project Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$189.5	Redacted	$189.7	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
2H	Manager	Bklyn & Queens	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$167.8	Redacted	$174.6	Redacted
2L	Scheduler	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Scheduler	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$165.2	Redacted	$168.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Specialist	Bklyn & Queens	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$95.3	Redacted	$96.3	Redacted
2H	Manager	Bklyn & Queens	AAY010-M2	Business Continuation	2H	Manager	Redacted	$152.7	Redacted	$157.8	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$112.3	Redacted	$114.5	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$112.3	Redacted	$114.5	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$112.3	Redacted	$114.5	Redacted
3L	Section Manager	Bklyn & Queens	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$179.3	Redacted	$181.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Specialist	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$162.6	Redacted	$162.4	Redacted
2H	Manager	Bklyn & Queens	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$181.3	Redacted	$176.1	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$139.1	Redacted	$138.8	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$103.7	Redacted	$105.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$103.7	Redacted	$105.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$103.7	Redacted	$105.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$103.7	Redacted	$105.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$103.7	Redacted	$105.7	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
3L	Section Manager	Bklyn & Queens	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$213.2	Redacted	$214.5	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
3H	Department Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$202.3	Redacted	$202.2	Redacted
2L	Work Organizer	Bklyn & Queens	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$108.4	Redacted	$116.4	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$83.2	Redacted	$77.5	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$83.2	Redacted	$77.5	Redacted
3L	Section Manager	Manhattan	CAM000-M3	Account/Relationship Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$172.6	Redacted	$173.6	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
2H	Manager	Manhattan	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$94.1	Redacted	$92.8	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$94.1	Redacted	$92.8	Redacted
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$108.4	Redacted	$116.4	Redacted
1H	Specialist	Manhattan	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$95.3	Redacted	$96.3	Redacted
2L	Field Operations Planner	Manhattan	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$112.3	Redacted	$114.5	Redacted
2L	Planner Field Tech Specialist	Manhattan	AAY010-P3	Business Continuation	2L	Planner Field Tech Specialist	Redacted	$112.3	Redacted	$114.5	Redacted
3L	Section Manager	Manhattan	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$179.3	Redacted	$181.5	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2L	Field Operations Planner	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
3H	Department Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$175.1	Redacted	$168.3	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**	**Band**	**Title**		**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist		Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager		Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager		Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager		Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist		Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager		Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist		Redacted	$143.2	Redacted	$150.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager		Redacted	$202.3	Redacted	$202.2	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager		Redacted	$175.1	Redacted	$168.3	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor		Redacted	$143.2	Redacted	$150.7	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager		Redacted	$175.1	Redacted	$168.3	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist		Redacted	$143.2	Redacted	$150.7	Redacted
1H	Work Organizer	Manhattan	APM530-M1 Electric Transmission and/or Distribution Project Management	1H	Work Organizer		Redacted	$144.0	Redacted	$147.1	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer		Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer		Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer		Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer		Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer		Redacted	$130.5	Redacted	$129.8	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer		Redacted	$130.5	Redacted	$129.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$130.5	Redacted	$129.8	Redacted
3L	Section Manager	Manhattan	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$213.2	Redacted	$214.5	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$163.6	Redacted	$165.6	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$163.6	Redacted	$165.6	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$154.1	Redacted	$153.8	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$154.1	Redacted	$153.8	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$163.6	Redacted	$165.6	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$163.6	Redacted	$165.6	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$106.1	Redacted	$108.5	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$106.1	Redacted	$108.5	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$106.1	Redacted	$108.5	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$106.1	Redacted	$108.5	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$106.1	Redacted	$108.5	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$106.1	Redacted	$108.5	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$106.1	Redacted	$108.5	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$141.4	Redacted	$141.9	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$106.1	Redacted	$108.5	Redacted
1H	System Analyst	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	System Analyst	Redacted	$106.1	Redacted	$108.5	Redacted
2H	Manager	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Manager	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Sr Engineer	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr Analyst	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$141.4	Redacted	$141.9	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$174.3	Redacted	$176.7	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$174.3	Redacted	$176.7	Redacted
2H	Sr Engineer	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Sr Engineer	Redacted	$174.3	Redacted	$176.7	Redacted
2L	Engineer	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Engineer	Redacted	$137.2	Redacted	$137.6	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$154.1	Redacted	$153.8	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$154.1	Redacted	$153.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$154.1	Redacted	$153.8	Redacted
4H	Chief Engineer	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4H	Chief Engineer	Redacted	$255.7	Redacted	$244.4	Redacted
2H	Manager	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Manager	Redacted	$154.1	Redacted	$153.8	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$154.1	Redacted	$153.8	Redacted
4L	General Manager	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4L	General Manager	Redacted	$255.7	Redacted	$244.4	Redacted
1H	System Analyst	Engineering & Planning	ETO005-P2	Electric Transmission System Operations - Reliability	1H	System Analyst	Redacted	$105.6	Redacted	$107.2	Redacted
2H	Manager	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Manager	Redacted	$172.4	Redacted	$174.1	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$172.4	Redacted	$174.1	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$172.4	Redacted	$174.1	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$153.0	Redacted	$155.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$153.0	Redacted	$155.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$153.0	Redacted	$155.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$153.0	Redacted	$155.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$153.0	Redacted	$155.0	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$126.9	Redacted	$130.6	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$126.9	Redacted	$130.6	Redacted
3H	Department Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3H	Department Manager	Redacted	$223.3	Redacted	$223.8	Redacted
3L	Section Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3L	Section Manager	Redacted	$223.3	Redacted	$223.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$189.5	Redacted	$189.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$95.4	Redacted	$96.9	Redacted
1H	Specialist	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
4H	GM Central Energy Service	Engineering & Planning	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4H	GM Central Energy Service	Redacted	$240.6	Redacted	$240.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
3L	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Department Manager	Redacted	$189.9	Redacted	$193.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$189.9	Redacted	$193.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Project Specialist	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$183.8	Redacted	$184.5	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$189.9	Redacted	$193.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$189.9	Redacted	$193.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Sr Engineer	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$183.8	Redacted	$184.5	Redacted
2L	Engineer	Engineering & Planning	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$132.1	Redacted	$134.3	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$189.9	Redacted	$193.3	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$189.9	Redacted	$193.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$189.9	Redacted	$193.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$183.8	Redacted	$184.5	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$189.9	Redacted	$193.3	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Sr Engineer	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Sr Engineer	Redacted	$153.4	Redacted	$153.4	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$130.5	Redacted	$129.8	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$213.2	Redacted	$214.5	Redacted
1H	Specialist	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$103.7	Redacted	$105.7	Redacted
2H	Project Specialist	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$167.8	Redacted	$174.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$130.5	Redacted	$129.8	Redacted
3H	Department Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3H	Department Manager	Redacted	$213.2	Redacted	$214.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$213.2	Redacted	$214.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$213.2	Redacted	$214.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$213.2	Redacted	$214.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$213.2	Redacted	$214.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$213.2	Redacted	$214.5	Redacted
1H	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Sr Specialist	Redacted	$130.5	Redacted	$129.8	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$153.4	Redacted	$153.4	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$130.5	Redacted	$129.8	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$213.2	Redacted	$214.5	Redacted
1H	Operating Supervisor	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Operating Supervisor	Redacted	$103.7	Redacted	$105.7	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$213.2	Redacted	$214.5	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$213.2	Redacted	$214.5	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$213.2	Redacted	$214.5	Redacted
4H	General Manager +	Engineering & Planning	APM530-M4	Electric Transmission and/or Distribution Project Management	4H	General Manager +	Redacted	$238.0	Redacted	$245.6	Redacted
1H	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$167.8	Redacted	$174.6	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$167.8	Redacted	$174.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$130.5	Redacted	$129.8	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$213.2	Redacted	$214.5	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$167.8	Redacted	$174.6	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$130.5	Redacted	$129.8	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$130.5	Redacted	$129.8	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	Specialist	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$189.5	Redacted	$189.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$189.5	Redacted	$189.7	Redacted
1H	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$95.4	Redacted	$96.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$136.0	Redacted	$137.5	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$117.3	Redacted	$115.7	Redacted
2H	Project Specialist	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Specialist	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$210.4	Redacted	$214.6	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$210.4	Redacted	$214.6	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$210.4	Redacted	$214.6	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$210.4	Redacted	$214.6	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$183.6	Redacted	$199.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$145.3	Redacted	$155.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$115.9	Redacted	$122.0	Redacted
2L	Sr System Analyst	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$115.9	Redacted	$122.0	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$210.4	Redacted	$214.6	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$210.4	Redacted	$214.6	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$183.6	Redacted	$199.0	Redacted
1L	Executive Assistant 1L	Law	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$106.2	Redacted	$106.1	Redacted
2H	Project Specialist	Law	ALS000-P4	Legal Support Generalist/Multidiscipline	2H	Project Specialist	Redacted	$141.2	Redacted	$147.0	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$246.3	Redacted	$256.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$213.4	Redacted	$214.5	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$213.4	Redacted	$214.5	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$213.4	Redacted	$214.5	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$213.4	Redacted	$214.5	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$213.4	Redacted	$214.5	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$213.4	Redacted	$214.5	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$213.4	Redacted	$214.5	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$213.4	Redacted	$214.5	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$213.4	Redacted	$214.5	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$213.4	Redacted	$214.5	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$246.3	Redacted	$256.0	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$246.3	Redacted	$256.0	Redacted
66	Associate General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	66	Associate General Counsel	Redacted	$246.3	Redacted	$256.0	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$201.3	Redacted	$194.3	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$201.3	Redacted	$194.3	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$178.8	Redacted	$175.0	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$178.8	Redacted	$175.0	Redacted
64	Associate Counsel	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	64	Associate Counsel	Redacted	$178.8	Redacted	$175.0	Redacted
1H	Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	Analyst	Redacted	$80.6	Redacted	$79.8	Redacted
1H	System Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	System Analyst	Redacted	$80.6	Redacted	$79.8	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-M2	Business Ethics and Compliance	2H	Project Specialist	Redacted	$179.6	Redacted	$161.4	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted

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Competitive Positioning of Annual Base Salary

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.						
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted
2H	Sr Planning Analyst	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Sr Planning Analyst	Redacted	$141.4	Redacted	$145.3	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$119.8	Redacted	$117.9	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$119.8	Redacted	$117.9	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$119.8	Redacted	$117.9	Redacted
3H	Department Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3H	Department Manager	Redacted	$178.8	Redacted	$175.0	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$178.8	Redacted	$175.0	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$178.8	Redacted	$175.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$119.8	Redacted	$117.9	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$178.8	Redacted	$175.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$141.4	Redacted	$145.3	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$119.8	Redacted	$117.9	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$119.8	Redacted	$117.9	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$178.8	Redacted	$175.0	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$201.3	Redacted	$194.3	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$201.3	Redacted	$194.3	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$147.4	Redacted	$154.6	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$147.4	Redacted	$154.6	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$147.4	Redacted	$154.6	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$113.6	Redacted	$114.3	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$113.6	Redacted	$114.3	Redacted
2L	Sr Specialist	Legal Services	ALS030-P3	Claims Resolution	2L	Sr Specialist	Redacted	$108.6	Redacted	$108.9	Redacted
61	Staff Attorney	Regulatory Services	ALG070-P3	Regulatory Compliance Law	61	Staff Attorney	Redacted	$121.7	Redacted	$123.6	Redacted
2L	Sr Specialist	Regulatory Services	ALG070-P3	Regulatory Compliance Law	2L	Sr Specialist	Redacted	$121.7	Redacted	$123.6	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$137.0	Redacted	$139.1	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$137.0	Redacted	$139.1	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$196.0	Redacted	$197.4	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$196.0	Redacted	$197.4	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$237.2	Redacted	$236.7	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$137.0	Redacted	$139.1	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$137.0	Redacted	$139.1	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$137.0	Redacted	$139.1	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$196.0	Redacted	$197.4	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$196.0	Redacted	$197.4	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$237.2	Redacted	$236.7	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$150.5	Redacted	$147.2	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$107.6	Redacted	$111.3	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$188.6	Redacted	$186.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$84.5	Redacted	$87.8	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$84.5	Redacted	$87.8	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$150.5	Redacted	$147.2	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
3H	Department Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3H	Department Manager	Redacted	$188.6	Redacted	$186.7	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$107.6	Redacted	$111.3	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$188.6	Redacted	$186.7	Redacted
4H	Director-Corporate Affairs	Corporate Affairs	ACA010-M4	Public Relations	4H	Director-Corporate Affairs	Redacted	$191.2	Redacted	$190.6	Redacted
1H	Specialist	Corporate Affairs	ACA010-P2	Public Relations	1H	Specialist	Redacted	$77.2	Redacted	$78.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$133.0	Redacted	$134.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$133.0	Redacted	$134.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$133.0	Redacted	$134.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$133.0	Redacted	$134.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$133.0	Redacted	$134.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$133.0	Redacted	$134.8	Redacted
3L	Assistant Director	Corporate Affairs	ACA010-M3	Public Relations	3L	Assistant Director	Redacted	$181.5	Redacted	$184.3	Redacted
4L	Director	Corporate Affairs	ACA010-M4	Public Relations	4L	Director	Redacted	$191.2	Redacted	$190.6	Redacted
1H	Specialist	Corporate Affairs	ACA120-P2	Creative Design Services	1H	Specialist	Redacted	$83.7	Redacted	$81.3	Redacted
2H	Project Specialist	Corporate Affairs	ACA120-P4	Creative Design Services	2H	Project Specialist	Redacted	$116.7	Redacted	$119.2	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$102.1	Redacted	$101.9	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$102.1	Redacted	$101.9	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$102.1	Redacted	$101.9	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$102.1	Redacted	$101.9	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$84.5	Redacted	$87.8	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$84.5	Redacted	$87.8	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$84.5	Redacted	$87.8	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$150.5	Redacted	$147.2	Redacted
2L	Administrator	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Administrator	Redacted	$107.6	Redacted	$111.3	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$84.5	Redacted	$87.8	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$84.5	Redacted	$87.8	Redacted
2L	Unit Manager	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Unit Manager	Redacted	$124.1	Redacted	$121.8	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Sr Specialist	Redacted	$124.1	Redacted	$121.8	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$127.7	Redacted	$127.8	Redacted
2H	Sr Planning Analyst	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$130.3	Redacted	$133.4	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.2	Redacted	$107.1	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.2	Redacted	$107.1	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.2	Redacted	$107.1	Redacted
1H	Sr Graphic Designer	Corporate Affairs	AMK000-P2	Marketing Generalist/Multidiscipline	1H	Sr Graphic Designer	Redacted	$80.7	Redacted	$83.5	Redacted
1H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$103.2	Redacted	$107.1	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$127.7	Redacted	$127.8	Redacted
2H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$103.2	Redacted	$107.1	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Corporate Affairs Manager	Redacted	$103.2	Redacted	$107.1	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.2	Redacted	$107.1	Redacted
3L	Section Manager	Corporate Affairs	AMK000-M3	Marketing Generalist/Multidiscipline	3L	Section Manager	Redacted	$162.1	Redacted	$164.9	Redacted
2H	Project Specialist	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$130.3	Redacted	$133.4	Redacted
4L	Director	Corporate Affairs	AMK000-M4	Marketing Generalist/Multidiscipline	4L	Director	Redacted	$206.5	Redacted	$205.5	Redacted
1L	Associate Specialist	Corporate Affairs	AMK000-P1	Marketing Generalist/Multidiscipline	1L	Associate Specialist	Redacted	$72.9	Redacted	$73.1	Redacted
2H	Sr Staff Writer	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Staff Writer	Redacted	$130.3	Redacted	$133.4	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.2	Redacted	$107.1	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$200.6	Redacted	$198.7	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$200.6	Redacted	$198.7	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$200.6	Redacted	$198.7	Redacted
4L	Director	Government Regional& Comm Affs	ACA070-M4	Government Relations	4L	Director	Redacted	$226.9	Redacted	$218.9	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$107.6	Redacted	$111.3	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$84.5	Redacted	$87.8	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$188.6	Redacted	$186.7	Redacted
2L	Administrator	Government Regional& Comm Affs	ACA020-M1	Community Affairs/Relations	2L	Administrator	Redacted	$124.1	Redacted	$121.8	Redacted
2L	Sr Analyst	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Analyst	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$107.6	Redacted	$111.3	Redacted
4L	Director	Government Regional& Comm Affs	ACA020-M4	Community Affairs/Relations	4L	Director	Redacted	$230.2	Redacted	$228.9	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$84.5	Redacted	$87.8	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$188.6	Redacted	$186.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$188.6	Redacted	$186.7	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$84.5	Redacted	$87.8	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$84.5	Redacted	$87.8	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$188.6	Redacted	$186.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$188.6	Redacted	$186.7	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$84.5	Redacted	$87.8	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$107.6	Redacted	$111.3	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$188.6	Redacted	$186.7	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$79.2	Redacted	$82.2	Redacted
1L	Executive Assistant 1L	Customer Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$106.2	Redacted	$106.1	Redacted
2H	Project Specialist	Customer Operations	AMS000-M2	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$122.5	Redacted	$127.1	Redacted
2H	Project Specialist	Customer Operations	AMS000-P4	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$115.2	Redacted	$113.8	Redacted
3L	Project Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$166.6	Redacted	$167.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$112.3	Redacted	$113.2	Redacted
2L	Sr Specialist	Customer Operations	AFC020-M1	Collections	2L	Sr Specialist	Redacted	$112.3	Redacted	$113.2	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$79.2	Redacted	$82.2	Redacted
4L	General Manager	Customer Operations	AMS000-M4	Customer Support/Operations Generalist/Multidiscipline	4L	General Manager	Redacted	$227.0	Redacted	$219.2	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$107.9	Redacted	$105.5	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$107.9	Redacted	$105.5	Redacted
2H	Manager	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Manager	Redacted	$118.2	Redacted	$131.1	Redacted
2L	Sr Analyst	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Analyst	Redacted	$89.9	Redacted	$95.5	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$89.9	Redacted	$95.5	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$89.9	Redacted	$95.5	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
2L	Sr Analyst	Customer Operations	AFC010-P3	Credit	2L	Sr Analyst	Redacted	$102.8	Redacted	$102.6	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$102.8	Redacted	$102.6	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$102.8	Redacted	$102.6	Redacted
1H	Operating Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
2L	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2L	Manager	Redacted	$160.8	Redacted	$167.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$92.3	Redacted	$94.6	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$92.3	Redacted	$94.6	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$92.3	Redacted	$94.6	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$92.3	Redacted	$94.6	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$92.3	Redacted	$94.6	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$92.3	Redacted	$94.6	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$92.3	Redacted	$94.6	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$92.3	Redacted	$94.6	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$79.2	Redacted	$82.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$126.1	Redacted	$131.7	Redacted
2H	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$160.8	Redacted	$167.4	Redacted
1H	Supervisor	Customer Operations	AMS040-M1	Customer Billing Resolution	1H	Supervisor	Redacted	$99.1	Redacted	$99.4	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$92.2	Redacted	$96.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$166.6	Redacted	$167.0	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$92.2	Redacted	$96.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$92.2	Redacted	$96.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$166.6	Redacted	$167.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$94.3	Redacted	$98.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$92.2	Redacted	$96.9	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$166.6	Redacted	$167.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$166.6	Redacted	$167.0	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$79.2	Redacted	$82.2	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$79.2	Redacted	$82.2	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$79.2	Redacted	$82.2	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$79.2	Redacted	$82.2	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$92.2	Redacted	$96.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$92.2	Redacted	$96.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$94.3	Redacted	$98.3	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$79.2	Redacted	$82.2	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$92.2	Redacted	$96.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$166.6	Redacted	$167.0	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$111.5	Redacted	$112.9	Redacted
3L	Section Manager	Customer Operations	AIT040-M3	Network Control/Administration	3L	Section Manager	Redacted	$181.5	Redacted	$169.5	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$88.4	Redacted	$89.7	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$88.4	Redacted	$89.7	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$88.4	Redacted	$89.7	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$88.4	Redacted	$89.7	Redacted
3L	Section Manager	Customer Operations	AMS020-M3	Customer Contact Center Generalist/Multidiscipline	3L	Section Manager	Redacted	$181.9	Redacted	$177.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$89.9	Redacted	$95.5	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$89.9	Redacted	$95.5	Redacted
1H	System Analyst	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$79.2	Redacted	$82.2	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$118.2	Redacted	$131.1	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$118.2	Redacted	$131.1	Redacted
2H	Technical Specialist	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	2H	Technical Specialist	Redacted	$166.6	Redacted	$167.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$89.9	Redacted	$95.5	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$92.2	Redacted	$96.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$92.2	Redacted	$96.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$92.2	Redacted	$96.9	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$92.2	Redacted	$96.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$92.2	Redacted	$96.9	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$125.3	Redacted	$124.6	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$125.3	Redacted	$124.6	Redacted
1L	Executive Assistant 1L	Gas Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$106.2	Redacted	$106.1	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
3H	Department Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$196.8	Redacted	$196.5	Redacted
3L	Project Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$170.0	Redacted	$169.5	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$170.0	Redacted	$169.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$170.0	Redacted	$169.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$170.0	Redacted	$169.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
2L	Field Operations Planner	Area Gas Operations	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$112.3	Redacted	$114.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$170.0	Redacted	$169.5	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
2H	Manager	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$170.0	Redacted	$169.5	Redacted
2H	Project Specialist	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$170.0	Redacted	$169.5	Redacted
3H	Department Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$196.8	Redacted	$196.5	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$196.8	Redacted	$196.5	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$196.8	Redacted	$196.5	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$196.8	Redacted	$196.5	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$116.7	Redacted	$118.3	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$116.7	Redacted	$118.3	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$116.7	Redacted	$118.3	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$133.5	Redacted	$137.0	Redacted
2H	Manager	Gas Engineering	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$142.5	Redacted	$142.0	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$139.6	Redacted	$136.9	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$139.6	Redacted	$136.9	Redacted
2H	Manager	Gas Engineering	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$157.5	Redacted	$159.1	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.6	Redacted	$136.9	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.6	Redacted	$136.9	Redacted
3H	Department Manager	Gas Engineering	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$230.6	Redacted	$221.8	Redacted
1H	Operating Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	1H	Operating Supervisor	Redacted	$132.0	Redacted	$128.1	Redacted
2L	Technical Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	2L	Technical Supervisor	Redacted	$132.0	Redacted	$128.1	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$196.8	Redacted	$196.5	Redacted
2L	Field Operations Planner	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Field Operations Planner	Redacted	$133.5	Redacted	$137.0	Redacted
2H	Manager	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Architect	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Architect	Redacted	$134.7	Redacted	$149.9	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$134.7	Redacted	$149.9	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$134.7	Redacted	$149.9	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$199.5	Redacted	$201.0	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$134.7	Redacted	$149.9	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$199.5	Redacted	$201.0	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$223.6	Redacted	$229.3	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$152.9	Redacted	$156.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$121.6	Redacted	$125.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$187.0	Redacted	$185.2	Redacted
1H	Associate Engineer A	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Associate Engineer A	Redacted	$103.0	Redacted	$104.3	Redacted
1H	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	1H	Engineer	Redacted	$145.8	Redacted	$143.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$168.3	Redacted	$170.7	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$168.3	Redacted	$170.7	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$201.8	Redacted	$200.2	Redacted
1H	Specialist	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Specialist	Redacted	$103.0	Redacted	$104.3	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$172.5	Redacted	$175.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$172.5	Redacted	$175.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$172.5	Redacted	$175.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$172.5	Redacted	$175.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$172.5	Redacted	$175.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$168.3	Redacted	$170.7	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$145.8	Redacted	$143.1	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$145.8	Redacted	$143.1	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$201.8	Redacted	$200.2	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$91.7	Redacted	$95.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$187.0	Redacted	$185.2	Redacted
2H	Manager	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$152.9	Redacted	$156.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$187.0	Redacted	$185.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$134.7	Redacted	$149.9	Redacted
3L	Project Engineer	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Project Engineer	Redacted	$199.5	Redacted	$201.0	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$199.5	Redacted	$201.0	Redacted
3L	Technical Expert	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Technical Expert	Redacted	$199.5	Redacted	$201.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$223.6	Redacted	$229.3	Redacted
2H	Manager	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$164.5	Redacted	$179.2	Redacted
2L	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2L	Project Specialist	Redacted	$164.5	Redacted	$179.2	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$134.7	Redacted	$149.9	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$199.5	Redacted	$201.0	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$187.0	Redacted	$185.2	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$187.0	Redacted	$185.2	Redacted
3L	Project Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Manager	Redacted	$187.0	Redacted	$185.2	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$161.6	Redacted	$162.9	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$161.6	Redacted	$162.9	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$161.6	Redacted	$162.9	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$161.6	Redacted	$162.9	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$161.6	Redacted	$162.9	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$161.6	Redacted	$162.9	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$161.6	Redacted	$162.9	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$161.6	Redacted	$162.9	Redacted
1H	Associate Engineer A	Central Engineering	AZE545-P2	Electric Systems Construction Design Standards Engineering	1H	Associate Engineer A	Redacted	$99.3	Redacted	$98.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$152.9	Redacted	$156.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$187.0	Redacted	$185.2	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$147.3	Redacted	$150.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2H	Sr Engineer	Central Engineering	AZE120-P4	Environmental Engineering	2H	Sr Engineer	Redacted	$147.3	Redacted	$150.0	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2H	Manager	Central Engineering	AZE120-M2	Environmental Engineering	2H	Manager	Redacted	$150.6	Redacted	$153.5	Redacted
2H	Sr Financial Analyst	Central Engineering	AZE120-M2	Environmental Engineering	2H	Sr Financial Analyst	Redacted	$150.6	Redacted	$153.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$108.4	Redacted	$116.4	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$108.4	Redacted	$116.4	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$147.3	Redacted	$150.0	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$108.4	Redacted	$116.4	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$121.6	Redacted	$125.1	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$187.0	Redacted	$185.2	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$187.0	Redacted	$185.2	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$187.0	Redacted	$185.2	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$187.0	Redacted	$185.2	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$187.0	Redacted	$185.2	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$187.0	Redacted	$185.2	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$91.7	Redacted	$95.0	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$91.7	Redacted	$95.0	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$91.7	Redacted	$95.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$187.0	Redacted	$185.2	Redacted
3L	Technical Specialist	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$187.0	Redacted	$185.2	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$91.7	Redacted	$95.0	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$91.7	Redacted	$95.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$187.0	Redacted	$185.2	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$91.7	Redacted	$95.0	Redacted
2H	Project Specialist	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Project Specialist	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$152.9	Redacted	$156.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$147.8	Redacted	$147.8	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$121.6	Redacted	$125.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$187.0	Redacted	$185.2	Redacted
2H	Manager	Central Engineering	AZE540-M2	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$172.7	Redacted	$175.0	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$164.5	Redacted	$179.2	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$134.7	Redacted	$149.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$134.7	Redacted	$149.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$134.7	Redacted	$149.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$134.7	Redacted	$149.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$134.7	Redacted	$149.9	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$199.5	Redacted	$201.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$129.0	Redacted	$126.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$129.0	Redacted	$126.1	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$196.8	Redacted	$196.5	Redacted
2H	Project Specialist	Construction	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$170.0	Redacted	$169.5	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$114.3	Redacted	$113.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$114.3	Redacted	$113.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$114.3	Redacted	$113.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$114.3	Redacted	$113.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$114.3	Redacted	$113.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$114.3	Redacted	$113.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$114.3	Redacted	$113.7	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$93.5	Redacted	$95.9	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$93.5	Redacted	$95.9	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$93.5	Redacted	$95.9	Redacted
3L	Construction Manager	Construction	ASC020-M3	Materials Management	3L	Construction Manager	Redacted	$188.9	Redacted	$184.2	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$129.0	Redacted	$126.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$196.8	Redacted	$196.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$125.8	Redacted	$127.6	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$125.8	Redacted	$127.6	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$125.8	Redacted	$127.6	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$125.8	Redacted	$127.6	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$125.8	Redacted	$127.6	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$198.5	Redacted	$202.8	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$198.5	Redacted	$202.8	Redacted
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$85.2	Redacted	$86.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Construction	ARE040-M2	Land/Right-of-Way	2H	Manager	Redacted	$160.4	Redacted	$155.8	Redacted
2L	Sr Specialist	Construction	ARE040-M1	Land/Right-of-Way	2L	Sr Specialist	Redacted	$116.3	Redacted	$117.8	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$105.7	Redacted	$108.3	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$105.7	Redacted	$108.3	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$105.7	Redacted	$108.3	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$105.7	Redacted	$108.3	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$87.0	Redacted	$88.8	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$87.0	Redacted	$88.8	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$87.0	Redacted	$88.8	Redacted
1H	Sr Specialist	Construction	ALS020-M1	Contract Administration	1H	Sr Specialist	Redacted	$129.0	Redacted	$127.9	Redacted
2L	Sr Specialist	Construction	ALS020-P3	Contract Administration	2L	Sr Specialist	Redacted	$105.8	Redacted	$106.1	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$178.4	Redacted	$182.0	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$178.4	Redacted	$182.0	Redacted
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$85.2	Redacted	$86.1	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$87.8	Redacted	$88.0	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$87.8	Redacted	$88.0	Redacted
2H	Systems Specialist	Construction	AID020-P4	Business Systems Analysis	2H	Systems Specialist	Redacted	$140.1	Redacted	$143.5	Redacted
2L	Sr Analyst	Construction	AID020-P3	Business Systems Analysis	2L	Sr Analyst	Redacted	$114.0	Redacted	$114.8	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$114.0	Redacted	$114.8	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$114.0	Redacted	$114.8	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$114.0	Redacted	$114.8	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$114.0	Redacted	$114.8	Redacted
3L	Section Manager	Construction	AID020-M3	Business Systems Analysis	3L	Section Manager	Redacted	$170.0	Redacted	$173.8	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$107.0	Redacted	$109.4	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$107.0	Redacted	$109.4	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$107.0	Redacted	$109.4	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$107.0	Redacted	$109.4	Redacted
3L	Section Manager	Construction	AHR100-M3	Labor Relations	3L	Section Manager	Redacted	$198.4	Redacted	$200.3	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$106.3	Redacted	$106.2	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.1	Redacted	$138.8	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$216.1	Redacted	$215.2	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$216.1	Redacted	$215.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$106.3	Redacted	$106.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$106.3	Redacted	$106.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$106.3	Redacted	$106.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$106.3	Redacted	$106.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$106.3	Redacted	$106.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$106.3	Redacted	$106.2	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$181.3	Redacted	$176.1	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$181.3	Redacted	$176.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Technical Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Technical Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
3H	Department Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3H	Department Manager	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$216.1	Redacted	$215.2	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$216.1	Redacted	$215.2	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.1	Redacted	$138.8	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Energy Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Energy Manager	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$216.1	Redacted	$215.2	Redacted
2H	Sr District Operator	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Sr District Operator	Redacted	$181.3	Redacted	$176.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$139.1	Redacted	$138.8	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$216.1	Redacted	$215.2	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$181.3	Redacted	$176.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.1	Redacted	$138.8	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$181.3	Redacted	$176.1	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$216.1	Redacted	$215.2	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$216.1	Redacted	$215.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$106.3	Redacted	$106.2	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$162.6	Redacted	$162.4	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$106.3	Redacted	$106.2	Redacted
2L	Field Operations Planner	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$162.6	Redacted	$162.4	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$162.6	Redacted	$162.4	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.1	Redacted	$138.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$139.1	Redacted	$138.8	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$216.1	Redacted	$215.2	Redacted
1L	Executive Assistant 1L	Central Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$106.2	Redacted	$106.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$189.2	Redacted	$187.6	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$162.8	Redacted	$166.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
3L	Section Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Section Manager	Redacted	$202.4	Redacted	$208.8	Redacted
3L	Project Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Project Manager	Redacted	$202.4	Redacted	$208.8	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$189.2	Redacted	$187.6	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$189.2	Redacted	$187.6	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
2L	Administrator	Steam Operations	EGF030-M1	Fossil Power Maintenance	2L	Administrator	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$189.2	Redacted	$187.6	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$189.2	Redacted	$187.6	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$189.2	Redacted	$187.6	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Specialist	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Specialist	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$136.7	Redacted	$138.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$162.8	Redacted	$166.1	Redacted
2L	Planning Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Planning Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Sr Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Sr Maintenance Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$162.8	Redacted	$166.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$189.2	Redacted	$187.6	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$162.8	Redacted	$166.1	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$189.2	Redacted	$187.6	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$189.2	Redacted	$187.6	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$135.6	Redacted	$137.0	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$135.6	Redacted	$137.0	Redacted
3L	Maintenance Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Maintenance Manager	Redacted	$189.2	Redacted	$187.6	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$162.8	Redacted	$166.1	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$189.2	Redacted	$187.6	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$162.8	Redacted	$166.1	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$189.2	Redacted	$187.6	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$189.2	Redacted	$187.6	Redacted
2H	Project Specialist	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Project Specialist	Redacted	$160.9	Redacted	$164.8	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$189.5	Redacted	$189.7	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
3L	Construction Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Construction Manager	Redacted	$189.5	Redacted	$189.7	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$174.3	Redacted	$176.7	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$174.3	Redacted	$176.7	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$137.2	Redacted	$137.6	Redacted
1H	Supervisor	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Supervisor	Redacted	$136.0	Redacted	$137.5	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$136.0	Redacted	$137.5	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$189.5	Redacted	$189.7	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$95.4	Redacted	$96.9	Redacted
2H	Manager	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$160.9	Redacted	$164.8	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$136.0	Redacted	$137.5	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$189.5	Redacted	$189.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$189.5	Redacted	$189.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$189.5	Redacted	$189.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$189.5	Redacted	$189.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$189.5	Redacted	$189.7	Redacted
4L	General Manager	Substation Operations	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4L	General Manager	Redacted	$240.6	Redacted	$240.1	Redacted
1H	Analyst	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Analyst	Redacted	$95.4	Redacted	$96.9	Redacted
2H	Sr Engineer	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$160.9	Redacted	$164.8	Redacted
2H	Sr Planning Analyst	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$160.9	Redacted	$164.8	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$117.3	Redacted	$115.7	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$117.3	Redacted	$115.7	Redacted
2L	Shift Supervisor	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Shift Supervisor	Redacted	$117.3	Redacted	$115.7	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$189.5	Redacted	$189.7	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$189.5	Redacted	$189.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$186.6	Redacted	$192.5	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
2L	Shift Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Shift Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$186.6	Redacted	$192.5	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$101.7	Redacted	$103.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$186.6	Redacted	$192.5	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$113.9	Redacted	$115.1	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$113.9	Redacted	$115.1	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$113.9	Redacted	$115.1	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$113.9	Redacted	$115.1	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$113.9	Redacted	$115.1	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$113.9	Redacted	$115.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$186.6	Redacted	$192.5	Redacted

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REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$134.6	Redacted	$137.7	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$134.6	Redacted	$137.7	Redacted
3L	Section Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Section Manager	Redacted	$186.6	Redacted	$192.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$137.3	Redacted	$140.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$137.3	Redacted	$140.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$137.3	Redacted	$140.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$137.3	Redacted	$140.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$137.3	Redacted	$140.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$137.3	Redacted	$140.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$137.3	Redacted	$140.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$137.3	Redacted	$140.5	Redacted
3H	Department Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$198.5	Redacted	$202.8	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$198.5	Redacted	$202.8	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$198.5	Redacted	$202.8	Redacted
2L	Operations Trainer	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Operations Trainer	Redacted	$125.8	Redacted	$127.6	Redacted
2L	Shift Supervisor	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Shift Supervisor	Redacted	$125.8	Redacted	$127.6	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$198.5	Redacted	$202.8	Redacted
4H	General Manager Central Ops	Substation Operations	EDD020-M4	Electric Distribution Construction and/or Maintenance	4H	General Manager Central Ops	Redacted	$259.0	Redacted	$251.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$101.7	Redacted	$103.6	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$101.7	Redacted	$103.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$186.6	Redacted	$192.5	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$186.6	Redacted	$192.5	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$145.9	Redacted	$145.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$145.9	Redacted	$145.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$113.9	Redacted	$115.1	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$186.6	Redacted	$192.5	Redacted
2L	Senior Executive Assistant	Office of President	AAS042-U4	Secretarial/Executive Administrative Assistance	2L	Senior Executive Assistant	Redacted	$106.2	Redacted	$106.1	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$98.7	Redacted	$102.4	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$98.7	Redacted	$102.4	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$150.2	Redacted	$149.7	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$150.2	Redacted	$149.7	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$150.2	Redacted	$149.7	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$150.2	Redacted	$149.7	Redacted
3L	Section Manager	Energy Management	AEM000-M3	Data Science and Business Intelligence Generalist/Multidiscipline	3L	Section Manager	Redacted	$168.8	Redacted	$173.2	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$151.7	Redacted	$154.5	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$151.7	Redacted	$154.5	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$98.7	Redacted	$102.4	Redacted
2H	Manager	Energy Management	ETG020-M2	Gas Supply	2H	Manager	Redacted	$172.5	Redacted	$180.7	Redacted
2H	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2H	Sr Analyst	Redacted	$118.1	Redacted	$122.7	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$158.1	Redacted	$162.7	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$158.1	Redacted	$162.7	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$158.1	Redacted	$162.7	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$158.1	Redacted	$162.7	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$118.1	Redacted	$122.7	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$118.1	Redacted	$122.7	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$118.1	Redacted	$122.7	Redacted
3L	Section Manager	Energy Management	ETG020-M3	Gas Supply	3L	Section Manager	Redacted	$207.3	Redacted	$210.6	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$182.2	Redacted	$173.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$182.2	Redacted	$173.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$182.2	Redacted	$173.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$182.2	Redacted	$173.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$182.2	Redacted	$173.0	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$182.2	Redacted	$173.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$182.2	Redacted	$173.0	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$153.6	Redacted	$153.1	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$153.6	Redacted	$153.1	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$153.6	Redacted	$153.1	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$153.6	Redacted	$153.1	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$153.6	Redacted	$153.1	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$161.3	Redacted	$157.1	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$161.3	Redacted	$157.1	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$161.3	Redacted	$157.1	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$161.3	Redacted	$157.1	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$161.3	Redacted	$157.1	Redacted
2L	Sr Analyst	Energy Management	EMT000-P3	Energy Trading Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$146.0	Redacted	$144.9	Redacted
1L	Executive Assistant 1L	Corporate Shared Services	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$106.2	Redacted	$106.1	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$215.8	Redacted	$211.0	Redacted
2H	Manager	Information Technology	AIT030-M2	Database Administration	2H	Manager	Redacted	$176.1	Redacted	$172.3	Redacted
2H	Manager	Information Technology	AIT030-P4	Database Administration	2H	Manager	Redacted	$155.8	Redacted	$157.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$157.9	Redacted	$159.5	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$142.5	Redacted	$143.1	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$192.5	Redacted	$196.7	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$80.2	Redacted	$82.1	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$80.2	Redacted	$82.1	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$80.2	Redacted	$82.1	Redacted
2H	Manager	Information Technology	AIT020-M2	IT Help Desk Support	2H	Manager	Redacted	$134.1	Redacted	$142.3	Redacted
2H	Project Specialist	Information Technology	AIT020-M2	IT Help Desk Support	2H	Project Specialist	Redacted	$134.1	Redacted	$142.3	Redacted
2L	Sr System Analyst	Information Technology	AIT020-M1	IT Help Desk Support	2L	Sr System Analyst	Redacted	$105.0	Redacted	$112.3	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$95.6	Redacted	$102.7	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$95.6	Redacted	$102.7	Redacted
1H	Front End Engineer	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Front End Engineer	Redacted	$115.6	Redacted	$114.6	Redacted
1H	Product Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Product Analyst	Redacted	$115.6	Redacted	$114.6	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$115.6	Redacted	$114.6	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$115.6	Redacted	$114.6	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$157.9	Redacted	$159.5	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$157.9	Redacted	$159.5	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$171.6	Redacted	$179.5	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$171.6	Redacted	$179.5	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$171.6	Redacted	$179.5	Redacted
2L	Scrum Master	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Scrum Master	Redacted	$142.5	Redacted	$143.1	Redacted
2L	Senior Full Stack Engineer	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Senior Full Stack Engineer	Redacted	$142.5	Redacted	$143.1	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$142.5	Redacted	$143.1	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$192.5	Redacted	$196.7	Redacted
3H	Department Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3H	Department Manager	Redacted	$192.5	Redacted	$196.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$192.5	Redacted	$196.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$192.5	Redacted	$196.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$192.5	Redacted	$196.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$192.5	Redacted	$196.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$192.5	Redacted	$196.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$192.5	Redacted	$196.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$192.5	Redacted	$196.7	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$192.5	Redacted	$196.7	Redacted
1H	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	1H	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$171.6	Redacted	$179.5	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$142.5	Redacted	$143.1	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$142.5	Redacted	$143.1	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$142.5	Redacted	$143.1	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$142.5	Redacted	$143.1	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$142.5	Redacted	$143.1	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$192.5	Redacted	$196.7	Redacted
4H	Director- Chief Architect	Information Technology	AID030-M4	IT Architecture (Systems Design)	4H	Director- Chief Architect	Redacted	$229.1	Redacted	$224.9	Redacted
1H	Specialist	Information Technology	AID040-P2	Systems Software Development	1H	Specialist	Redacted	$103.0	Redacted	$106.0	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$155.0	Redacted	$156.3	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$155.0	Redacted	$156.3	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$134.6	Redacted	$133.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$89.8	Redacted	$90.1	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$74.5	Redacted	$78.0	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$74.5	Redacted	$78.0	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$160.1	Redacted	$154.3	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$160.1	Redacted	$154.3	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$160.1	Redacted	$154.3	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$111.5	Redacted	$112.9	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$111.5	Redacted	$112.9	Redacted
3L	Systems Manager	Information Technology	AIT040-M3	Network Control/Administration	3L	Systems Manager	Redacted	$181.5	Redacted	$169.5	Redacted
1H	System Analyst	Information Technology	AIT070-P2	IS and Cyber Security	1H	System Analyst	Redacted	$93.6	Redacted	$95.5	Redacted
2H	Manager	Information Technology	AID040-M2	Systems Software Development	2H	Manager	Redacted	$158.6	Redacted	$166.8	Redacted
2H	Systems Specialist	Information Technology	AIT070-P4	IS and Cyber Security	2H	Systems Specialist	Redacted	$151.8	Redacted	$151.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$126.8	Redacted	$126.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$126.8	Redacted	$126.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$126.8	Redacted	$126.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$126.8	Redacted	$126.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$126.8	Redacted	$126.0	Redacted
3L	IT Architect	Information Technology	AIT070-M3	IS and Cyber Security	3L	IT Architect	Redacted	$198.6	Redacted	$201.4	Redacted
3L	Systems Manager	Information Technology	AIT070-M3	IS and Cyber Security	3L	Systems Manager	Redacted	$198.6	Redacted	$201.4	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
4L	Director	Information Technology	AIT070-M4	IS and Cyber Security	4L	Director	Redacted	$218.8	Redacted	$222.3	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$158.6	Redacted	$166.8	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$134.6	Redacted	$133.7	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$134.6	Redacted	$133.7	Redacted
2L	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2L	Systems Specialist	Redacted	$158.6	Redacted	$166.8	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$103.0	Redacted	$106.0	Redacted
2H	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Systems Specialist	Redacted	$158.6	Redacted	$166.8	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$134.6	Redacted	$133.7	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$134.6	Redacted	$133.7	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$134.6	Redacted	$133.7	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$103.0	Redacted	$106.0	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$158.6	Redacted	$166.8	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$155.0	Redacted	$156.3	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$134.6	Redacted	$133.7	Redacted
2H	Manager	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Manager	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Project Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Sr Planning Analyst	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$139.0	Redacted	$139.6	Redacted
1L	Associate Analyst	Information Technology	AIT000-P1	IT Administration Generalist/Multidiscipline	1L	Associate Analyst	Redacted	$73.2	Redacted	$78.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$215.8	Redacted	$211.0	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$192.5	Redacted	$196.7	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$115.3	Redacted	$117.9	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$115.3	Redacted	$117.9	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$129.5	Redacted	$130.2	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$129.5	Redacted	$130.2	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$129.5	Redacted	$130.2	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$129.5	Redacted	$130.2	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$129.5	Redacted	$130.2	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$129.5	Redacted	$130.2	Redacted
1H	Analyst	Information Technology	AIT090-P2	Telecommunications	1H	Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
2H	Project Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Project Specialist	Redacted	$157.3	Redacted	$154.5	Redacted
2L	Sr Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$135.3	Redacted	$126.3	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$115.3	Redacted	$117.9	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$115.3	Redacted	$117.9	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$157.3	Redacted	$154.5	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$157.3	Redacted	$154.5	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$129.6	Redacted	$134.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$129.6	Redacted	$134.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$115.3	Redacted	$117.9	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$115.3	Redacted	$117.9	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$115.3	Redacted	$117.9	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$115.3	Redacted	$117.9	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$115.3	Redacted	$117.9	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$175.4	Redacted	$170.2	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$175.4	Redacted	$170.2	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$167.2	Redacted	$173.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$141.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$215.8	Redacted	$211.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$93.9	Redacted	$97.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$93.9	Redacted	$97.3	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$93.9	Redacted	$97.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$176.5	Redacted	$177.9	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$215.8	Redacted	$211.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Technical Specialist	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	Program Manager Lead	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Program Manager Lead	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$215.8	Redacted	$211.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$135.3	Redacted	$126.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$215.8	Redacted	$211.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$93.9	Redacted	$97.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$93.9	Redacted	$97.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$145.4	Redacted	$144.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$135.3	Redacted	$126.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$93.9	Redacted	$97.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
1H	Specialist	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	Specialist	Redacted	$93.9	Redacted	$97.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$139.0	Redacted	$139.6	Redacted
2L	Sr Specialist	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.2	Redacted	$105.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.2	Redacted	$105.7	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Section Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Section Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$176.5	Redacted	$177.9	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$215.8	Redacted	$211.0	Redacted
1H	Specialist	Human Resources	AHR020-P2	Compensation Generalist/Multidiscipline	1H	Specialist	Redacted	$90.8	Redacted	$96.9	Redacted
2H	Project Specialist	Human Resources	AHR020-P4	Compensation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$140.8	Redacted	$138.5	Redacted
3L	Section Manager	Human Resources	AHR020-M3	Compensation Generalist/Multidiscipline	3L	Section Manager	Redacted	$187.3	Redacted	$189.9	Redacted
1H	Specialist	Human Resources	AHR060-P2	Benefits	1H	Specialist	Redacted	$87.3	Redacted	$89.1	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$133.8	Redacted	$134.5	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$133.8	Redacted	$134.5	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$133.8	Redacted	$134.5	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$133.8	Redacted	$134.5	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$133.8	Redacted	$134.5	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$133.8	Redacted	$134.5	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$106.6	Redacted	$108.6	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$106.6	Redacted	$108.6	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$106.6	Redacted	$108.6	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$106.6	Redacted	$108.6	Redacted
3H	Department Manager	Human Resources	AHR060-M3	Benefits	3H	Department Manager	Redacted	$173.2	Redacted	$179.1	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$173.2	Redacted	$179.1	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$173.2	Redacted	$179.1	Redacted
1H	Specialist	Human Resources	AHR095-P2	Employee Relations	1H	Specialist	Redacted	$96.7	Redacted	$92.3	Redacted
1H	Specialist	Human Resources	AHR000-P2	HR Generalist/Consultant Generalist/Multidiscipline	1H	Specialist	Redacted	$83.6	Redacted	$84.8	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$137.5	Redacted	$138.4	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$137.5	Redacted	$138.4	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$137.5	Redacted	$138.4	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$137.5	Redacted	$138.4	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$134.5	Redacted	$138.3	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$134.5	Redacted	$138.3	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
3H	Department Manager	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Department Manager	Redacted	$169.9	Redacted	$173.0	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$141.3	Redacted	$142.5	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$141.3	Redacted	$142.5	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$141.3	Redacted	$142.5	Redacted
2L	Sr Specialist	Human Resources	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$107.0	Redacted	$109.4	Redacted
3H	Department Manager	Human Resources	AHR100-M3	Labor Relations	3H	Department Manager	Redacted	$198.4	Redacted	$200.3	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$134.5	Redacted	$138.3	Redacted
4L	Director	Human Resources	AHR000-M4	HR Generalist/Consultant Generalist/Multidiscipline	4L	Director	Redacted	$195.6	Redacted	$197.4	Redacted
2L	Service Center Supervisor	Human Resources	AHR160-M1	HR Service Center	2L	Service Center Supervisor	Redacted	$110.1	Redacted	$109.8	Redacted
2L	Sr Specialist	Human Resources	AHR160-P3	HR Service Center	2L	Sr Specialist	Redacted	$88.7	Redacted	$90.9	Redacted
3L	Section Manager	Human Resources	AHR160-M3	HR Service Center	3L	Section Manager	Redacted	$169.9	Redacted	$162.8	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$129.9	Redacted	$135.5	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$129.9	Redacted	$135.5	Redacted
2L	Sr Specialist	Human Resources	AHR150-P3	Human Resources Information Systems	2L	Sr Specialist	Redacted	$112.7	Redacted	$114.0	Redacted
3L	Section Manager	Human Resources	AHR150-M3	Human Resources Information Systems	3L	Section Manager	Redacted	$186.6	Redacted	$187.0	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$134.5	Redacted	$138.3	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$134.5	Redacted	$138.3	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$134.5	Redacted	$138.3	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$134.5	Redacted	$138.3	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.2	Redacted	$109.7	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Staff Accountant	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Staff Accountant	Redacted	$107.2	Redacted	$109.7	Redacted
3H	Program Manager Lead	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Program Manager Lead	Redacted	$169.9	Redacted	$173.0	Redacted
1H	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$109.3	Redacted	$110.3	Redacted
2H	Manager	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Manager	Redacted	$140.0	Redacted	$144.0	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$140.0	Redacted	$144.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$109.3	Redacted	$110.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$109.3	Redacted	$110.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$109.3	Redacted	$110.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$109.3	Redacted	$110.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$109.3	Redacted	$110.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$109.3	Redacted	$110.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$124.3	Redacted	$126.1	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$124.3	Redacted	$126.1	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$186.5	Redacted	$181.6	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$124.3	Redacted	$126.1	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$186.5	Redacted	$181.6	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-M2	Technical Training	2H	Project Specialist	Redacted	$143.4	Redacted	$144.0	Redacted
4H	Director +	Learning and Inclusion	AHR130-M4	Employee Development/Training Generalist/Multidiscipline	4H	Director +	Redacted	$188.8	Redacted	$194.9	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$186.5	Redacted	$181.6	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-M1	Technical Training	2L	Sr Instructor	Redacted	$123.9	Redacted	$118.4	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$186.5	Redacted	$181.6	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr System Analyst	Learning and Inclusion	AIT02S-P3	IT On-Site Support	2L	Sr System Analyst	Redacted	$99.6	Redacted	$100.7	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$93.5	Redacted	$93.2	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$124.3	Redacted	$126.1	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$124.3	Redacted	$126.1	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$124.3	Redacted	$126.1	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$115.0	Redacted	$118.7	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$186.5	Redacted	$181.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$112.7	Redacted	$114.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$112.7	Redacted	$114.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$112.7	Redacted	$114.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$112.7	Redacted	$114.6	Redacted
3L	Section Manager	Learning and Inclusion	AHR120-M3	Organization Development	3L	Section Manager	Redacted	$197.5	Redacted	$200.6	Redacted
1H	Specialist	Learning and Inclusion	AHR140-P2	Recruitment Generalist/Multidiscipline	1H	Specialist	Redacted	$80.6	Redacted	$82.3	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$133.0	Redacted	$136.1	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$133.0	Redacted	$136.1	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.2	Redacted	$105.5	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.2	Redacted	$105.5	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.2	Redacted	$105.5	Redacted
3L	Section Manager	Learning and Inclusion	AHR140-M3	Recruitment Generalist/Multidiscipline	3L	Section Manager	Redacted	$158.7	Redacted	$168.3	Redacted
1H	Specialist	Learning and Inclusion	AHR122-P2	Workforce Analytics	1H	Specialist	Redacted	$83.1	Redacted	$83.2	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Sr Planning Analyst	Redacted	$173.3	Redacted	$162.1	Redacted
2H	Systems Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Systems Specialist	Redacted	$173.3	Redacted	$162.1	Redacted
2L	Project Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2L	Project Specialist	Redacted	$173.3	Redacted	$162.1	Redacted
1H	Specialist	Learning and Inclusion	AHR120-P2	Organization Development	1H	Specialist	Redacted	$80.1	Redacted	$87.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$112.7	Redacted	$114.6	Redacted
4L	Director	Learning and Inclusion	AHR120-M4	Organization Development	4L	Director	Redacted	$218.9	Redacted	$215.1	Redacted
2H	Category Manager	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Category Manager	Redacted	$137.7	Redacted	$140.6	Redacted
2L	Sr. Category Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Category Analyst	Redacted	$99.2	Redacted	$101.8	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$171.9	Redacted	$171.8	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$215.8	Redacted	$208.1	Redacted
2H	Project Specialist	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$126.8	Redacted	$127.1	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$137.7	Redacted	$140.6	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$137.7	Redacted	$140.6	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$126.8	Redacted	$127.1	Redacted
2L	Sr Proj Portfolio Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Proj Portfolio Analyst	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr. Analytics Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Analytics Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
1H	Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$99.2	Redacted	$101.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$171.9	Redacted	$171.8	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$137.7	Redacted	$140.6	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$215.8	Redacted	$208.1	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$171.9	Redacted	$171.8	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$137.7	Redacted	$140.6	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$171.9	Redacted	$171.8	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$79.4	Redacted	$83.7	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$137.7	Redacted	$140.6	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$99.2	Redacted	$101.8	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$171.9	Redacted	$171.8	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$82.7	Redacted	$78.6	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$159.4	Redacted	$162.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$82.7	Redacted	$78.6	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$82.7	Redacted	$78.6	Redacted
2L	Sr Specialist	Supply Chain	ASC040-W4	Warehousing	2L	Sr Specialist	Redacted	$82.7	Redacted	$78.6	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$159.4	Redacted	$162.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$82.7	Redacted	$78.6	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$101.8	Redacted	$98.5	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$82.7	Redacted	$78.6	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$122.0	Redacted	$121.2	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$122.0	Redacted	$121.2	Redacted
3L	Section Manager	Supply Chain	ASC000-M3	Supply Chain and Logistics Generalist/Multidiscipline	3L	Section Manager	Redacted	$177.0	Redacted	$173.0	Redacted
4L	Director	Supply Chain	ASC000-M4	Supply Chain and Logistics Generalist/Multidiscipline	4L	Director	Redacted	$233.3	Redacted	$225.1	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$107.3	Redacted	$106.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$107.3	Redacted	$106.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$107.3	Redacted	$106.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$107.3	Redacted	$106.7	Redacted

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$183.8	Redacted	$178.0	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2L	Sr Specialist	Facilities and Field Services	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.5	Redacted
3L	Section Manager	Facilities and Field Services	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$179.3	Redacted	$181.5	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
2L	Field Operations Planner	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Field Operations Planner	Redacted	$119.1	Redacted	$118.3	Redacted
3L	Section Manager	Facilities and Field Services	ARE000-M3	Real Estate and Facilities Generalist/Multidiscipline	3L	Section Manager	Redacted	$177.7	Redacted	$175.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$158.2	Redacted	$163.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$158.2	Redacted	$163.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$119.1	Redacted	$118.3	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$119.1	Redacted	$118.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2H	Project Specialist	Facilities and Field Services	ARE020-P4	Facilities Management	2H	Project Specialist	Redacted	$136.6	Redacted	$133.1	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$183.8	Redacted	$178.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$183.8	Redacted	$178.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$183.8	Redacted	$178.0	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$206.1	Redacted	$202.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2H	Manager	Facilities and Field Services	ARE020-M2	Facilities Management	2H	Manager	Redacted	$131.9	Redacted	$130.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$183.8	Redacted	$178.0	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$85.7	Redacted	$86.6	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$85.7	Redacted	$86.6	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$128.0	Redacted	$135.9	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$128.0	Redacted	$135.9	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$128.0	Redacted	$135.9	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$128.0	Redacted	$135.9	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Operating General Supervisor	Redacted	$108.1	Redacted	$111.6	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$108.1	Redacted	$111.6	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$108.1	Redacted	$111.6	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$108.1	Redacted	$111.6	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$108.1	Redacted	$111.6	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$185.7	Redacted	$188.5	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$185.7	Redacted	$188.5	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$185.7	Redacted	$188.5	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$185.7	Redacted	$188.5	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$183.8	Redacted	$178.0	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$206.1	Redacted	$202.4	Redacted
1H	Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Specialist	Redacted	$106.5	Redacted	$108.9	Redacted
2H	Manager	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Manager	Redacted	$149.7	Redacted	$149.2	Redacted
2L	Sr Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Sr Specialist	Redacted	$106.5	Redacted	$108.9	Redacted
1H	Supervisor	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Supervisor	Redacted	$106.5	Redacted	$108.9	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$112.8	Redacted	$113.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$183.8	Redacted	$178.0	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$112.8	Redacted	$113.2	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Sr Planning Analyst	Redacted	$149.7	Redacted	$149.2	Redacted
2L	Architect	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Architect	Redacted	$106.5	Redacted	$108.9	Redacted
3L	Section Manager	Facilities and Field Services	APM020-M3	Facilities Construction Project Management	3L	Section Manager	Redacted	$184.4	Redacted	$175.8	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
3L	Section Manager	Research & Development	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$179.3	Redacted	$181.5	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$82.3	Redacted	$82.3	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$82.3	Redacted	$82.3	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$133.0	Redacted	$133.7	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$133.0	Redacted	$133.7	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$133.0	Redacted	$133.7	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$133.0	Redacted	$133.7	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$133.0	Redacted	$133.7	Redacted
2H	Project Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Project Specialist	Redacted	$134.1	Redacted	$136.0	Redacted
2H	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$134.1	Redacted	$136.0	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$134.1	Redacted	$136.0	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$134.1	Redacted	$136.0	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$134.1	Redacted	$136.0	Redacted
2L	Sr Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Annual Base Salary

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Competitive Positioning of Annual Base Salary

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.7	Redacted	$105.5	Redacted
2L	Sr System Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$103.7	Redacted	$105.5	Redacted
3H	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Department Manager	Redacted	$160.6	Redacted	$171.9	Redacted
3H	Director Cyber Forensics	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Director Cyber Forensics	Redacted	$160.6	Redacted	$171.9	Redacted
3L	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Department Manager	Redacted	$160.6	Redacted	$171.9	Redacted
3L	Section Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Section Manager	Redacted	$160.6	Redacted	$171.9	Redacted
3L	Technical Specialist	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$160.6	Redacted	$171.9	Redacted
4L	Director	Corporate Security	AAY000-M4	Security Generalist/Multidiscipline	4L	Director	Redacted	$196.8	Redacted	$201.8	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$179.3	Redacted	$181.5	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$179.3	Redacted	$181.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-M2	Business Continuation	2H	Project Specialist	Redacted	$152.7	Redacted	$157.8	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2L	Sr Specialist	Emergency Preparedness	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.5	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$179.3	Redacted	$181.5	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$179.3	Redacted	$181.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$141.8	Redacted	$139.1	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$179.3	Redacted	$181.5	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							$12.0	*$19.3*	*62.4%*	*$20.5*	*58.5%*
2L	Senior Executive Assistant	Off Of Chair Of Board & CEO	AAS043-U4	Secretarial/Administrative Assistance to the Chief Executive Officer	2L	Senior Executive Assistant	Redacted	$11.9	Redacted	$10.7	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
3L	Section Manager	Customer Energy Solutions	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
1L	Executive Assistant 1L	Customer Energy Solutions	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$5.3	Redacted	$5.5	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$25.6	Redacted
2H	AMI Sr System Operator	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	AMI Sr System Operator	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$25.6	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$25.6	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.4	Redacted	$18.8	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
2H	Manager	Dist Resource Integration	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$12.8	Redacted	$17.4	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$12.8	Redacted	$17.4	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$12.8	Redacted	$17.4	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$12.8	Redacted	$17.4	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$12.8	Redacted	$17.4	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$12.8	Redacted	$17.4	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$12.8	Redacted	$17.4	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$12.8	Redacted	$17.4	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$12.8	Redacted	$17.4	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$12.8	Redacted	$17.4	Redacted
2L	Engineer	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$13.2	Redacted	$32.9	Redacted
2L	Sr Specialist	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Sr Specialist	Redacted	$13.2	Redacted	$32.9	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$38.0	Redacted	$41.8	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$38.0	Redacted	$41.8	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$38.0	Redacted	$41.8	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$38.0	Redacted	$41.8	Redacted
3L	Section Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$38.0	Redacted	$41.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.4	Redacted	$18.8	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$21.4	Redacted	$18.8	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$31.5	Redacted	$28.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$21.4	Redacted	$18.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Variable Pay @ Target

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$21.4	Redacted	$18.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$31.5	Redacted	$28.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$21.4	Redacted	$18.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$8.5	Redacted	$7.1	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$31.5	Redacted	$28.8	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$31.5	Redacted	$28.8	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$13.0	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$57.7	Redacted	$46.1	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$57.7	Redacted	$46.1	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.4	Redacted	$18.8	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$11.7	Redacted	$13.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$11.7	Redacted	$13.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.7	Redacted	$46.1	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$17.9	Redacted	$17.3	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$13.6	Redacted	$19.4	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$13.6	Redacted	$19.4	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$13.6	Redacted	$19.4	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$13.6	Redacted	$19.4	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$13.6	Redacted	$19.4	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$13.6	Redacted	$19.4	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$13.6	Redacted	$19.4	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$53.2	Redacted	$48.1	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$53.2	Redacted	$48.1	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$53.2	Redacted	$48.1	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$53.2	Redacted	$48.1	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$53.2	Redacted	$48.1	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$53.2	Redacted	$48.1	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$53.2	Redacted	$48.1	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$53.2	Redacted	$48.1	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$53.2	Redacted	$48.1	Redacted
4L	Director	Rate Engineering	AFT090-M4	Rates	4L	Director	Redacted	$56.6	Redacted	$58.4	Redacted

DPS-14-440 Total Benefits & Compensation Results

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Competitive Positioning of Variable Pay @ Target

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Variable Pay @ Target

										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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**			**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline		2H	Project Specialist	Redacted	$22.0	Redacted	$25.7	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline		2H	Project Specialist	Redacted	$22.0	Redacted	$25.7	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline		2H	Project Specialist	Redacted	$22.0	Redacted	$25.7	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline		2H	Project Specialist	Redacted	$22.0	Redacted	$25.7	Redacted
3L	Section Manager	SOX and ERM	AFY000-M3	Risk Management Generalist/Multidiscipline		3L	Section Manager	Redacted	$47.4	Redacted	$44.6	Redacted
4L	Director	SOX and ERM	AFY000-M4	Risk Management Generalist/Multidiscipline		4L	Director	Redacted	$65.8	Redacted	$55.2	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis		1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3H	Department Manager	Redacted	$51.2	Redacted	$50.4	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2H	Project Specialist	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Project Specialist	Redacted	$13.0	Redacted	$15.1	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis		2H	Sr Planning Analyst	Redacted	$13.1	Redacted	$16.2	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Manager	Redacted	$13.0	Redacted	$15.1	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3H	Department Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis		2H	Manager	Redacted	$23.6	Redacted	$30.6	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis		1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis		1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis		1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis		2H	Manager	Redacted	$23.6	Redacted	$30.6	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis		1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis		2H	Manager	Redacted	$23.6	Redacted	$30.6	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis		1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Variable Pay @ Target

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**			**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis		2H	Manager	Redacted	$23.6	Redacted	$30.6	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3H	Department Manager	Redacted	$51.2	Redacted	$50.4	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-M2	Budget Analysis		2H	Sr Planning Analyst	Redacted	$23.6	Redacted	$30.6	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis		1H	Analyst	Redacted	$7.7	Redacted	$7.5	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis		2H	Manager	Redacted	$23.6	Redacted	$30.6	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis		2H	Manager	Redacted	$23.6	Redacted	$30.6	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis		2H	Sr Planning Analyst	Redacted	$13.1	Redacted	$16.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis		2L	Sr Analyst	Redacted	$10.2	Redacted	$9.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis		2L	Sr Analyst	Redacted	$10.2	Redacted	$9.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis		2L	Sr Analyst	Redacted	$10.2	Redacted	$9.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT010-M3	Financial Analysis		3L	Section Manager	Redacted	$28.6	Redacted	$34.7	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis		2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$15.1	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis		2L	Sr Analyst	Redacted	$11.0	Redacted	$10.3	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3H	Department Manager	Redacted	$51.2	Redacted	$50.4	Redacted
3L	Project Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Project Manager	Redacted	$51.2	Redacted	$50.4	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis		3L	Section Manager	Redacted	$51.2	Redacted	$50.4	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting		2H	Sr Accountant	Redacted	$21.4	Redacted	$23.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting		2H	Sr Accountant	Redacted	$21.4	Redacted	$23.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting		2H	Sr Accountant	Redacted	$21.4	Redacted	$23.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting		2H	Sr Accountant	Redacted	$21.4	Redacted	$23.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting		2H	Sr Accountant	Redacted	$21.4	Redacted	$23.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting		2H	Sr Accountant	Redacted	$16.9	Redacted	$17.1	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting		2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting		2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting		2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting		2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting		2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting		2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting		3H	Department Manager	Redacted	$35.4	Redacted	$36.3	Redacted
4L	Assistant Controller	Corporate Accounting	AFB020-M4	Financial Reporting		4L	Assistant Controller	Redacted	$39.4	Redacted	$44.6	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting		2H	Sr Accountant	Redacted	$21.4	Redacted	$23.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting		2H	Sr Accountant	Redacted	$21.4	Redacted	$23.2	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting		2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting		2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$35.4	Redacted	$36.3	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$21.4	Redacted	$23.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$16.9	Redacted	$17.1	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$16.9	Redacted	$17.1	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$9.7	Redacted	$8.9	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$35.4	Redacted	$36.3	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$8.5	Redacted	$7.6	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$8.5	Redacted	$7.6	Redacted
1H	Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	1H	Supervisor	Redacted	$10.1	Redacted	$10.2	Redacted
2L	Accounting Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	2L	Accounting Supervisor	Redacted	$10.1	Redacted	$10.2	Redacted
2L	Staff Accountant	Corporate Accounting	AFB061-P3	Accounts Payable	2L	Staff Accountant	Redacted	$8.6	Redacted	$7.2	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$4.9	Redacted	$5.4	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$4.9	Redacted	$5.4	Redacted
2H	Sr Accountant	Corporate Accounting	AFB070-M2	Payroll	2H	Sr Accountant	Redacted	$19.1	Redacted	$20.3	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$10.3	Redacted	$9.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$10.3	Redacted	$9.6	Redacted
3H	Department Manager	Corporate Accounting	AFB070-M3	Payroll	3H	Department Manager	Redacted	$27.8	Redacted	$31.1	Redacted
1H	Tax Accountant	Tax Department	AFT050-P2	Tax Reporting	1H	Tax Accountant	Redacted	$6.8	Redacted	$6.8	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$22.7	Redacted	$23.3	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$22.7	Redacted	$23.3	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$13.4	Redacted	$15.5	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$10.2	Redacted	$11.3	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$10.2	Redacted	$11.3	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$40.0	Redacted	$40.1	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$55.3	Redacted	$57.0	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$13.4	Redacted	$15.5	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$40.0	Redacted	$40.1	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$22.7	Redacted	$23.3	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$22.7	Redacted	$23.3	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$10.2	Redacted	$11.3	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$10.2	Redacted	$11.3	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$10.2	Redacted	$11.3	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$40.0	Redacted	$40.1	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$40.0	Redacted	$40.1	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$55.3	Redacted	$57.0	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$22.7	Redacted	$23.3	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$10.2	Redacted	$11.3	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$40.0	Redacted	$40.1	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$22.7	Redacted	$23.3	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$10.2	Redacted	$11.3	Redacted
1H	Analyst	Treasury	AFT010-P2	Financial Analysis	1H	Analyst	Redacted	$7.6	Redacted	$7.4	Redacted
2H	Sr Financial Analyst	Treasury	AFT010-P4	Financial Analysis	2H	Sr Financial Analyst	Redacted	$13.1	Redacted	$16.2	Redacted
3L	Project Manager	Treasury	AFT010-M3	Financial Analysis	3L	Project Manager	Redacted	$28.6	Redacted	$34.7	Redacted
3L	Section Manager	Treasury	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$28.6	Redacted	$34.7	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$19.4	Redacted	$18.4	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$19.4	Redacted	$18.4	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$19.4	Redacted	$18.4	Redacted
2H	Systems Specialist	Treasury	AFT030-P4	Treasury Operations	2H	Systems Specialist	Redacted	$19.4	Redacted	$18.4	Redacted
3H	Department Manager	Treasury	AFT030-M3	Treasury Operations	3H	Department Manager	Redacted	$35.1	Redacted	$33.7	Redacted
4L	Director	Treasury	AFT030-M4	Treasury Operations	4L	Director	Redacted	$35.8	Redacted	$39.7	Redacted
2H	Manager	Treasury	AFT080-P4	Insurance Risk	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Financial Analyst	Treasury	AFT080-P4	Insurance Risk	2H	Sr Financial Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Treasury	AFT080-P3	Insurance Risk	2L	Sr Analyst	Redacted	$11.4	Redacted	$10.4	Redacted
3H	Department Manager	Treasury	AFT080-M3	Insurance Risk	3H	Department Manager	Redacted	$30.6	Redacted	$35.1	Redacted
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$7.4	Redacted	$7.3	Redacted

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$7.4	Redacted	$7.3	Redacted
2H	Manager	Treasury	AFY000-M2	Risk Management Generalist/Multidiscipline	2H	Manager	Redacted	$20.5	Redacted	$24.2	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$22.0	Redacted	$25.7	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$22.0	Redacted	$25.7	Redacted
2L	Sr Analyst	Treasury	AFY000-P3	Risk Management Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$11.2	Redacted	$13.2	Redacted
3L	Section Manager	Treasury	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$47.4	Redacted	$44.6	Redacted
4L	Director	Treasury	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$65.8	Redacted	$55.2	Redacted
2H	Sr Planning Analyst	Strategic Planning	ACD010-P4	Strategic Planning	2H	Sr Planning Analyst	Redacted	$22.5	Redacted	$24.1	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$11.7	Redacted	$13.7	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$11.7	Redacted	$13.7	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$11.7	Redacted	$13.7	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$11.7	Redacted	$13.7	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$38.9	Redacted	$40.3	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$38.9	Redacted	$40.3	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$38.9	Redacted	$40.3	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$38.9	Redacted	$40.3	Redacted
3L	Project Manager	Strategic Planning	ACD010-M3	Strategic Planning	3L	Project Manager	Redacted	$38.9	Redacted	$40.3	Redacted
65	EH&S Compliance Liaison	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	65	EH&S Compliance Liaison	Redacted	$50.0	Redacted	$49.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$13.8	Redacted	$16.6	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$13.8	Redacted	$16.6	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$13.8	Redacted	$16.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$36.6	Redacted	$30.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$13.8	Redacted	$16.6	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$13.8	Redacted	$16.6	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$13.8	Redacted	$16.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$36.6	Redacted	$30.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$11.1	Redacted	$11.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$11.1	Redacted	$11.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$11.1	Redacted	$11.6	Redacted
3L	Technical Specialist	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Technical Specialist	Redacted	$36.6	Redacted	$30.9	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$36.3	Redacted	$38.3	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
4L	Director	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4L	Director	Redacted	$50.0	Redacted	$49.1	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$8.0	Redacted	$7.0	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$8.0	Redacted	$7.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$16.7	Redacted	$17.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.1	Redacted	$22.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
1H	System Analyst	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	System Analyst	Redacted	$8.0	Redacted	$7.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$16.7	Redacted	$17.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$50.0	Redacted	$49.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.1	Redacted	$22.3	Redacted

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Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$16.7	Redacted	$17.0	Redacted
2L	Scientist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Scientist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Scientist	Redacted	$21.1	Redacted	$22.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$21.0	Redacted	$18.7	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$21.0	Redacted	$18.7	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$21.0	Redacted	$18.7	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$21.0	Redacted	$18.7	Redacted
1H	Specialist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Specialist	Redacted	$9.1	Redacted	$8.8	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$30.9	Redacted	$28.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	2L	Sr Specialist	Redacted	$21.0	Redacted	$18.7	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$42.7	Redacted	$44.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$21.1	Redacted	$22.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Engineer	Redacted	$20.3	Redacted	$17.1	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$20.3	Redacted	$17.1	Redacted
2L	Engineer	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Engineer	Redacted	$11.4	Redacted	$12.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$11.4	Redacted	$12.7	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$42.7	Redacted	$44.3	Redacted
1H	Associate Scientist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Associate Scientist	Redacted	$9.1	Redacted	$8.8	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$30.9	Redacted	$28.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Project Specialist	Redacted	$20.3	Redacted	$17.1	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$20.3	Redacted	$17.1	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$20.3	Redacted	$17.1	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$11.4	Redacted	$12.7	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$11.4	Redacted	$12.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$11.4	Redacted	$12.7	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$42.7	Redacted	$44.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$36.3	Redacted	$38.3	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$50.0	Redacted	$49.1	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.7	Redacted	$17.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
2L	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Project Specialist	Redacted	$21.1	Redacted	$22.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$8.0	Redacted	$7.0	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$8.0	Redacted	$7.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$21.1	Redacted	$22.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$16.7	Redacted	$17.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.6	Redacted	$8.8	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$36.3	Redacted	$38.3	Redacted
1L	Executive Assistant 1L	Electric Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$5.3	Redacted	$5.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Specialist	Staten Island & Electric Svcs	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$10.4	Redacted	$10.0	Redacted
2H	Manager	Staten Island & Electric Svcs	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$25.2	Redacted	$27.5	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
3L	Project Manager	Staten Island & Electric Svcs	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$42.6	Redacted	$46.9	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Specialist	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
3H	Department Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$40.5	Redacted	$44.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Field Operations Planner	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Field Operations Planner	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Sr Specialist	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Sr Specialist	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planner Field Tech Specialist	Bronx & Westchester	AZE120-P3	Environmental Engineering	2L	Planner Field Tech Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2H	Manager	Bronx & Westchester	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$25.2	Redacted	$27.5	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code**	**and Functional Area**	**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$7.8	Redacted	$7.8	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$7.8	Redacted	$7.8	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$7.8	Redacted	$7.8	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$7.8	Redacted	$7.8	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2L	Manager	Redacted	$22.9	Redacted	$25.8	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2H	Manager	Redacted	$22.9	Redacted	$25.8	Redacted
2L	Field Operations Planner	Bronx & Westchester	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$11.2	Redacted	$11.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
3H	Department Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
3H	Department Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$37.9	Redacted	$43.7	Redacted
3L	Project Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$37.9	Redacted	$43.7	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
2H	Manager	Bklyn & Queens	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$25.2	Redacted	$27.5	Redacted
2L	Scheduler	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Scheduler	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$21.1	Redacted	$22.3	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Specialist	Bklyn & Queens	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$9.5	Redacted	$8.1	Redacted
2H	Manager	Bklyn & Queens	AAY010-M2	Business Continuation	2H	Manager	Redacted	$22.9	Redacted	$25.8	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$11.2	Redacted	$11.9	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$11.2	Redacted	$11.9	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$11.2	Redacted	$11.9	Redacted
3L	Section Manager	Bklyn & Queens	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$35.9	Redacted	$32.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Specialist	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$19.5	Redacted	$23.0	Redacted
2H	Manager	Bklyn & Queens	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$36.3	Redacted	$35.8	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$16.7	Redacted	$16.3	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$10.4	Redacted	$10.0	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$10.4	Redacted	$10.0	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$10.4	Redacted	$10.0	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$10.4	Redacted	$10.0	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$10.4	Redacted	$10.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
3L	Section Manager	Bklyn & Queens	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$42.6	Redacted	$46.9	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
3H	Department Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$40.5	Redacted	$44.4	Redacted
2L	Work Organizer	Bklyn & Queens	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$7.6	Redacted	$25.5	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$8.3	Redacted	$8.9	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$8.3	Redacted	$8.9	Redacted
3L	Section Manager	Manhattan	CAM000-M3	Account/Relationship Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$34.5	Redacted	$40.0	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
2H	Manager	Manhattan	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$7.6	Redacted	$25.5	Redacted
1H	Specialist	Manhattan	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$9.5	Redacted	$8.1	Redacted
2L	Field Operations Planner	Manhattan	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$11.2	Redacted	$11.9	Redacted
2L	Planner Field Tech Specialist	Manhattan	AAY010-P3	Business Continuation	2L	Planner Field Tech Specialist	Redacted	$11.2	Redacted	$11.9	Redacted
3L	Section Manager	Manhattan	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$35.9	Redacted	$32.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2L	Field Operations Planner	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
3H	Department Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted

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Competitive Positioning of Variable Pay @ Target

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Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.5	Redacted	$44.4	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$17.2	Redacted	$19.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$26.3	Redacted	$29.9	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$17.2	Redacted	$19.0	Redacted
1H	Work Organizer	Manhattan	APM530-M1	Electric Transmission and/or Distribution Project Management	1H	Work Organizer	Redacted	$14.4	Redacted	$16.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$15.7	Redacted	$14.9	Redacted
3L	Section Manager	Manhattan	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$42.6	Redacted	$46.9	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$26.2	Redacted	$26.8	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$26.2	Redacted	$26.8	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$21.6	Redacted	$18.1	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$21.6	Redacted	$18.1	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$26.2	Redacted	$26.8	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$26.2	Redacted	$26.8	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$17.7	Redacted	$18.8	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Manager	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Sr Engineer	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr Analyst	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$17.7	Redacted	$18.8	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$26.2	Redacted	$29.1	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$26.2	Redacted	$29.1	Redacted
2H	Sr Engineer	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Sr Engineer	Redacted	$26.2	Redacted	$29.1	Redacted
2L	Engineer	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Engineer	Redacted	$15.1	Redacted	$16.6	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$21.6	Redacted	$18.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$21.6	Redacted	$18.1	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$21.6	Redacted	$18.1	Redacted
4H	Chief Engineer	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4H	Chief Engineer	Redacted	$63.9	Redacted	$61.1	Redacted
2H	Manager	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Manager	Redacted	$21.6	Redacted	$18.1	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$21.6	Redacted	$18.1	Redacted
4L	General Manager	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4L	General Manager	Redacted	$63.9	Redacted	$61.1	Redacted
1H	System Analyst	Engineering & Planning	ETO005-P2	Electric Transmission System Operations - Reliability	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Manager	Redacted	$34.5	Redacted	$30.7	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$34.5	Redacted	$30.7	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$34.5	Redacted	$30.7	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$26.8	Redacted	$24.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$26.8	Redacted	$24.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$26.8	Redacted	$24.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$26.8	Redacted	$24.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$26.8	Redacted	$24.0	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$12.7	Redacted	$14.5	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$12.7	Redacted	$14.5	Redacted
3H	Department Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3H	Department Manager	Redacted	$55.8	Redacted	$60.2	Redacted
3L	Section Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3L	Section Manager	Redacted	$55.8	Redacted	$60.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$37.9	Redacted	$43.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$8.6	Redacted	$7.4	Redacted
1H	Specialist	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
4H	GM Central Energy Service	Engineering & Planning	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4H	GM Central Energy Service	Redacted	$72.2	Redacted	$65.2	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
3L	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Department Manager	Redacted	$38.0	Redacted	$41.8	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$38.0	Redacted	$41.8	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Project Specialist	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$27.6	Redacted	$50.4	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$38.0	Redacted	$41.8	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$38.0	Redacted	$41.8	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Sr Engineer	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$27.6	Redacted	$50.4	Redacted
2L	Engineer	Engineering & Planning	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$13.2	Redacted	$32.9	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$38.0	Redacted	$41.8	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$38.0	Redacted	$41.8	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$38.0	Redacted	$41.8	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$27.6	Redacted	$50.4	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$38.0	Redacted	$41.8	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Sr Engineer	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Sr Engineer	Redacted	$23.0	Redacted	$22.6	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$15.7	Redacted	$14.9	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$42.6	Redacted	$46.9	Redacted
1H	Specialist	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$10.4	Redacted	$10.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$25.2	Redacted	$27.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$15.7	Redacted	$14.9	Redacted
3H	Department Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3H	Department Manager	Redacted	$42.6	Redacted	$46.9	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$42.6	Redacted	$46.9	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$42.6	Redacted	$46.9	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$42.6	Redacted	$46.9	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$42.6	Redacted	$46.9	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$42.6	Redacted	$46.9	Redacted
1H	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Sr Specialist	Redacted	$15.7	Redacted	$14.9	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.0	Redacted	$22.6	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$15.7	Redacted	$14.9	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$42.6	Redacted	$46.9	Redacted
1H	Operating Supervisor	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Operating Supervisor	Redacted	$10.4	Redacted	$10.0	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$42.6	Redacted	$46.9	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$42.6	Redacted	$46.9	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$42.6	Redacted	$46.9	Redacted
4H	General Manager +	Engineering & Planning	APM530-M4	Electric Transmission and/or Distribution Project Management	4H	General Manager +	Redacted	$59.5	Redacted	$63.3	Redacted
1H	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$25.2	Redacted	$27.5	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$25.2	Redacted	$27.5	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$15.7	Redacted	$14.9	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$42.6	Redacted	$46.9	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$25.2	Redacted	$27.5	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$15.7	Redacted	$14.9	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$15.7	Redacted	$14.9	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	Specialist	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$37.9	Redacted	$43.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$37.9	Redacted	$43.7	Redacted
1H	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$8.6	Redacted	$7.4	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$13.6	Redacted	$15.1	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$11.7	Redacted	$12.3	Redacted
2H	Project Specialist	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Specialist	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

									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 19.6%, while all others were adjusted by 11.8%.					
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$52.6	Redacted	$52.0	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$52.6	Redacted	$52.0	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$52.6	Redacted	$52.0	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$52.6	Redacted	$52.0	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$34.0	Redacted	$40.8	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$18.2	Redacted	$20.7	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$11.6	Redacted	$12.1	Redacted
2L	Sr System Analyst	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.6	Redacted	$12.1	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$52.6	Redacted	$52.0	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$52.6	Redacted	$52.0	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$34.0	Redacted	$40.8	Redacted
1L	Executive Assistant 1L	Law	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$5.3	Redacted	$5.5	Redacted
2H	Project Specialist	Law	ALS000-P4	Legal Support Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$65.3	Redacted	$71.6	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$53.4	Redacted	$54.2	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$53.4	Redacted	$54.2	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$53.4	Redacted	$54.2	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$53.4	Redacted	$54.2	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$53.4	Redacted	$54.2	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$53.4	Redacted	$54.2	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$53.4	Redacted	$54.2	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$53.4	Redacted	$54.2	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$53.4	Redacted	$54.2	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$53.4	Redacted	$54.2	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$65.3	Redacted	$71.6	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$65.3	Redacted	$71.6	Redacted
66	Associate General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	66	Associate General Counsel	Redacted	$65.3	Redacted	$71.6	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$40.2	Redacted	$42.4	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$40.2	Redacted	$42.4	Redacted
64	Associate Counsel	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	64	Associate Counsel	Redacted	$40.2	Redacted	$42.4	Redacted
1H	Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-M2	Business Ethics and Compliance	2H	Project Specialist	Redacted	$31.4	Redacted	$31.7	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted
2H	Sr Planning Analyst	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Sr Planning Analyst	Redacted	$21.2	Redacted	$22.7	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$15.0	Redacted	$13.9	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$15.0	Redacted	$13.9	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$15.0	Redacted	$13.9	Redacted
3H	Department Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3H	Department Manager	Redacted	$40.2	Redacted	$42.4	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$40.2	Redacted	$42.4	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$40.2	Redacted	$42.4	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$15.0	Redacted	$13.9	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$40.2	Redacted	$42.4	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$21.2	Redacted	$22.7	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$15.0	Redacted	$13.9	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$15.0	Redacted	$13.9	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$40.2	Redacted	$42.4	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$22.1	Redacted	$23.3	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$22.1	Redacted	$23.3	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$22.1	Redacted	$23.3	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$11.4	Redacted	$13.2	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$11.4	Redacted	$13.2	Redacted
2L	Sr Specialist	Legal Services	ALS030-P3	Claims Resolution	2L	Sr Specialist	Redacted	$10.9	Redacted	$12.2	Redacted
61	Staff Attorney	Regulatory Services	ALG070-P3	Regulatory Compliance Law	61	Staff Attorney	Redacted	$12.2	Redacted	$17.2	Redacted
2L	Sr Specialist	Regulatory Services	ALG070-P3	Regulatory Compliance Law	2L	Sr Specialist	Redacted	$12.2	Redacted	$17.2	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$20.5	Redacted	$19.4	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$20.5	Redacted	$19.4	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$49.0	Redacted	$42.0	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$49.0	Redacted	$42.0	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$59.3	Redacted	$63.1	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$20.5	Redacted	$19.4	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$20.5	Redacted	$19.4	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$20.5	Redacted	$19.4	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$49.0	Redacted	$42.0	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$49.0	Redacted	$42.0	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$59.3	Redacted	$63.1	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$18.1	Redacted	$21.3	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$10.8	Redacted	$13.6	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$37.7	Redacted	$40.0	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$6.8	Redacted	$6.8	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$6.8	Redacted	$6.8	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$18.1	Redacted	$21.3	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
3H	Department Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3H	Department Manager	Redacted	$37.7	Redacted	$40.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$10.8	Redacted	$13.6	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$37.7	Redacted	$40.0	Redacted
4H	Director-Corporate Affairs	Corporate Affairs	ACA010-M4	Public Relations	4H	Director-Corporate Affairs	Redacted	$47.8	Redacted	$42.3	Redacted

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Specialist	Corporate Affairs	ACA010-P2	Public Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$16.0	Redacted	$21.9	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$16.0	Redacted	$21.9	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$16.0	Redacted	$21.9	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$16.0	Redacted	$21.9	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$16.0	Redacted	$21.9	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$16.0	Redacted	$21.9	Redacted
3L	Assistant Director	Corporate Affairs	ACA010-M3	Public Relations	3L	Assistant Director	Redacted	$36.3	Redacted	$41.1	Redacted
4L	Director	Corporate Affairs	ACA010-M4	Public Relations	4L	Director	Redacted	$47.8	Redacted	$42.3	Redacted
1H	Specialist	Corporate Affairs	ACA120-P2	Creative Design Services	1H	Specialist	Redacted	$6.7	Redacted	$6.5	Redacted
2H	Project Specialist	Corporate Affairs	ACA120-P4	Creative Design Services	2H	Project Specialist	Redacted	$11.7	Redacted	$13.3	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$10.2	Redacted	$10.4	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$10.2	Redacted	$10.4	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$10.2	Redacted	$10.4	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$10.2	Redacted	$10.4	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$6.8	Redacted	$6.8	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$6.8	Redacted	$6.8	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$6.8	Redacted	$6.8	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$18.1	Redacted	$21.3	Redacted
2L	Administrator	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Administrator	Redacted	$10.8	Redacted	$13.6	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$6.8	Redacted	$6.8	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$6.8	Redacted	$6.8	Redacted
2L	Unit Manager	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Unit Manager	Redacted	$12.4	Redacted	$13.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Sr Specialist	Redacted	$12.4	Redacted	$13.0	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$12.8	Redacted	$16.2	Redacted
2H	Sr Planning Analyst	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$13.0	Redacted	$19.4	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.3	Redacted	$12.4	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.3	Redacted	$12.4	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.3	Redacted	$12.4	Redacted
1H	Sr Graphic Designer	Corporate Affairs	AMK000-P2	Marketing Generalist/Multidiscipline	1H	Sr Graphic Designer	Redacted	$8.1	Redacted	$8.0	Redacted
1H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$10.3	Redacted	$12.4	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$12.8	Redacted	$16.2	Redacted
2H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$10.3	Redacted	$12.4	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Corporate Affairs Manager	Redacted	$10.3	Redacted	$12.4	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.3	Redacted	$12.4	Redacted
3L	Section Manager	Corporate Affairs	AMK000-M3	Marketing Generalist/Multidiscipline	3L	Section Manager	Redacted	$32.4	Redacted	$29.0	Redacted
2H	Project Specialist	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$13.0	Redacted	$19.4	Redacted
4L	Director	Corporate Affairs	AMK000-M4	Marketing Generalist/Multidiscipline	4L	Director	Redacted	$41.3	Redacted	$51.5	Redacted
1L	Associate Specialist	Corporate Affairs	AMK000-P1	Marketing Generalist/Multidiscipline	1L	Associate Specialist	Redacted	$5.7	Redacted	$4.8	Redacted
2H	Sr Staff Writer	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Staff Writer	Redacted	$13.0	Redacted	$19.4	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.3	Redacted	$12.4	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$50.2	Redacted	$46.0	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$50.2	Redacted	$46.0	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$50.2	Redacted	$46.0	Redacted
4L	Director	Government Regional& Comm Affs	ACA070-M4	Government Relations	4L	Director	Redacted	$56.7	Redacted	$53.7	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$10.8	Redacted	$13.6	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$6.8	Redacted	$6.8	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$37.7	Redacted	$40.0	Redacted
2L	Administrator	Government Regional& Comm Affs	ACA020-M1	Community Affairs/Relations	2L	Administrator	Redacted	$12.4	Redacted	$13.0	Redacted
2L	Sr Analyst	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Analyst	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$10.8	Redacted	$13.6	Redacted
4L	Director	Government Regional& Comm Affs	ACA020-M4	Community Affairs/Relations	4L	Director	Redacted	$46.0	Redacted	$48.9	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$6.8	Redacted	$6.8	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$37.7	Redacted	$40.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$37.7	Redacted	$40.0	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$6.8	Redacted	$6.8	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$6.8	Redacted	$6.8	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$37.7	Redacted	$40.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$37.7	Redacted	$40.0	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$6.8	Redacted	$6.8	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$10.8	Redacted	$13.6	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$37.7	Redacted	$40.0	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$4.0	Redacted	$5.3	Redacted
1L	Executive Assistant 1L	Customer Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$5.3	Redacted	$5.5	Redacted
2H	Project Specialist	Customer Operations	AMS000-M2	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$18.4	Redacted	$20.8	Redacted
2H	Project Specialist	Customer Operations	AMS000-P4	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$11.5	Redacted	$11.1	Redacted
3L	Project Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$25.0	Redacted	$31.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$11.2	Redacted	$11.3	Redacted
2L	Sr Specialist	Customer Operations	AFC020-M1	Collections	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.3	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$4.0	Redacted	$5.3	Redacted
4L	General Manager	Customer Operations	AMS000-M4	Customer Support/Operations Generalist/Multidiscipline	4L	General Manager	Redacted	$45.4	Redacted	$49.7	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$10.8	Redacted	$12.5	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$10.8	Redacted	$12.5	Redacted
2H	Manager	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Manager	Redacted	$13.3	Redacted	$16.4	Redacted
2L	Sr Analyst	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Analyst	Redacted	$7.2	Redacted	$8.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$7.2	Redacted	$8.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$7.2	Redacted	$8.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
2L	Sr Analyst	Customer Operations	AFC010-P3	Credit	2L	Sr Analyst	Redacted	$9.8	Redacted	$9.1	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$9.8	Redacted	$9.1	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$9.8	Redacted	$9.1	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
2L	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2L	Manager	Redacted	$24.1	Redacted	$25.6	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$9.2	Redacted	$9.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$9.2	Redacted	$9.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$9.2	Redacted	$9.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$9.2	Redacted	$9.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$9.2	Redacted	$9.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$9.2	Redacted	$9.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$9.2	Redacted	$9.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$9.2	Redacted	$9.4	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$4.0	Redacted	$5.3	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$15.1	Redacted	$13.7	Redacted
2H	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$25.6	Redacted
1H	Supervisor	Customer Operations	AMS040-M1	Customer Billing Resolution	1H	Supervisor	Redacted	$9.9	Redacted	$8.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$8.3	Redacted	$7.8	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$25.0	Redacted	$31.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$8.3	Redacted	$7.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$8.3	Redacted	$7.8	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$25.0	Redacted	$31.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
2L	Sr Specialist	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$9.4	Redacted	$8.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$8.3	Redacted	$7.8	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$25.0	Redacted	$31.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$25.0	Redacted	$31.3	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$4.0	Redacted	$5.3	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$4.0	Redacted	$5.3	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$4.0	Redacted	$5.3	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$4.0	Redacted	$5.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$8.3	Redacted	$7.8	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$8.3	Redacted	$7.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$9.4	Redacted	$8.8	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$4.0	Redacted	$5.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$8.3	Redacted	$7.8	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$25.0	Redacted	$31.3	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$11.2	Redacted	$11.5	Redacted
3L	Section Manager	Customer Operations	AIT040-M3	Network Control/Administration	3L	Section Manager	Redacted	$27.2	Redacted	$30.5	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$8.8	Redacted	$9.0	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$8.8	Redacted	$9.0	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$8.8	Redacted	$9.0	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$8.8	Redacted	$9.0	Redacted
3L	Section Manager	Customer Operations	AMS020-M3	Customer Contact Center Generalist/Multidiscipline	3L	Section Manager	Redacted	$27.3	Redacted	$32.8	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$7.2	Redacted	$8.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$7.2	Redacted	$8.0	Redacted
1H	System Analyst	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$4.0	Redacted	$5.3	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$13.3	Redacted	$16.4	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$13.3	Redacted	$16.4	Redacted
2H	Technical Specialist	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	2H	Technical Specialist	Redacted	$25.0	Redacted	$31.3	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$7.2	Redacted	$8.0	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$8.3	Redacted	$7.8	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$8.3	Redacted	$7.8	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$8.3	Redacted	$7.8	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$8.3	Redacted	$7.8	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$8.3	Redacted	$7.8	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$11.9	Redacted	$12.7	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$11.9	Redacted	$12.7	Redacted
1L	Executive Assistant 1L	Gas Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$5.3	Redacted	$5.5	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
3H	Department Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$39.4	Redacted	$44.2	Redacted
3L	Project Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$25.5	Redacted	$26.5	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$25.5	Redacted	$26.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$25.5	Redacted	$26.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$25.5	Redacted	$26.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
2L	Field Operations Planner	Area Gas Operations	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$11.2	Redacted	$11.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Variable Pay @ Target

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Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$25.5	Redacted	$26.5	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
2H	Manager	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$25.5	Redacted	$26.5	Redacted
2H	Project Specialist	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$25.5	Redacted	$26.5	Redacted
3H	Department Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$39.4	Redacted	$44.2	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$39.4	Redacted	$44.2	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$39.4	Redacted	$44.2	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$39.4	Redacted	$44.2	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$11.7	Redacted	$12.5	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$11.7	Redacted	$12.5	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$11.7	Redacted	$12.5	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$13.3	Redacted	$14.5	Redacted
2H	Manager	Gas Engineering	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$21.4	Redacted	$18.8	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$14.0	Redacted	$17.4	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$14.0	Redacted	$17.4	Redacted
2H	Manager	Gas Engineering	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$31.5	Redacted	$28.8	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$14.0	Redacted	$17.4	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$14.0	Redacted	$17.4	Redacted
3H	Department Manager	Gas Engineering	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$57.7	Redacted	$46.1	Redacted
1H	Operating Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	1H	Operating Supervisor	Redacted	$13.2	Redacted	$14.1	Redacted
2L	Technical Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	2L	Technical Supervisor	Redacted	$13.2	Redacted	$14.1	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$39.4	Redacted	$44.2	Redacted
2L	Field Operations Planner	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Field Operations Planner	Redacted	$13.3	Redacted	$14.5	Redacted
2H	Manager	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted
2L	Architect	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Architect	Redacted	$10.8	Redacted	$27.9	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$10.8	Redacted	$27.9	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$10.8	Redacted	$27.9	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$39.9	Redacted	$43.0	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$10.8	Redacted	$27.9	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$39.9	Redacted	$43.0	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$55.9	Redacted	$58.5	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.9	Redacted	$23.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$12.2	Redacted	$13.6	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.4	Redacted	$34.3	Redacted
1H	Associate Engineer A	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Associate Engineer A	Redacted	$10.3	Redacted	$17.9	Redacted
1H	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	1H	Engineer	Redacted	$21.9	Redacted	$37.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$33.7	Redacted	$42.3	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$33.7	Redacted	$42.3	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$50.5	Redacted	$48.9	Redacted
1H	Specialist	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Specialist	Redacted	$10.3	Redacted	$17.9	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$34.5	Redacted	$45.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$34.5	Redacted	$45.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$34.5	Redacted	$45.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$34.5	Redacted	$45.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$34.5	Redacted	$45.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$33.7	Redacted	$42.3	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$21.9	Redacted	$37.0	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$21.9	Redacted	$37.0	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$50.5	Redacted	$48.9	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$8.3	Redacted	$8.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.4	Redacted	$34.3	Redacted
2H	Manager	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$22.9	Redacted	$23.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.4	Redacted	$34.3	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$10.8	Redacted	$27.9	Redacted
3L	Project Engineer	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Project Engineer	Redacted	$39.9	Redacted	$43.0	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$39.9	Redacted	$43.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Technical Expert	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Technical Expert	Redacted	$39.9	Redacted	$43.0	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$55.9	Redacted	$58.5	Redacted
2H	Manager	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$16.4	Redacted	$20.9	Redacted
2L	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2L	Project Specialist	Redacted	$16.4	Redacted	$20.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$10.8	Redacted	$27.9	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$39.9	Redacted	$43.0	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$37.4	Redacted	$34.3	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$37.4	Redacted	$34.3	Redacted
3L	Project Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Manager	Redacted	$37.4	Redacted	$34.3	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$20.2	Redacted	$20.2	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$20.2	Redacted	$20.2	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$20.2	Redacted	$20.2	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$20.2	Redacted	$20.2	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$20.2	Redacted	$20.2	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$20.2	Redacted	$20.2	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$20.2	Redacted	$20.2	Redacted
1H	Associate Engineer A	Central Engineering	AZE545-P2	Electric Systems Construction Design Standards Engineering	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.9	Redacted	$23.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.4	Redacted	$34.3	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$22.1	Redacted	$26.8	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2H	Sr Engineer	Central Engineering	AZE120-P4	Environmental Engineering	2H	Sr Engineer	Redacted	$22.1	Redacted	$26.8	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2H	Manager	Central Engineering	AZE120-M2	Environmental Engineering	2H	Manager	Redacted	$30.1	Redacted	$43.6	Redacted
2H	Sr Financial Analyst	Central Engineering	AZE120-M2	Environmental Engineering	2H	Sr Financial Analyst	Redacted	$30.1	Redacted	$43.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$7.6	Redacted	$25.5	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$7.6	Redacted	$25.5	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$22.1	Redacted	$26.8	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$7.6	Redacted	$25.5	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$12.2	Redacted	$13.6	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$37.4	Redacted	$34.3	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$37.4	Redacted	$34.3	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$37.4	Redacted	$34.3	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$37.4	Redacted	$34.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$37.4	Redacted	$34.3	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$37.4	Redacted	$34.3	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$8.3	Redacted	$8.2	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$8.3	Redacted	$8.2	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$8.3	Redacted	$8.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.4	Redacted	$34.3	Redacted
3L	Technical Specialist	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$37.4	Redacted	$34.3	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$8.3	Redacted	$8.2	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$8.3	Redacted	$8.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.4	Redacted	$34.3	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$8.3	Redacted	$8.2	Redacted
2H	Project Specialist	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Project Specialist	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.9	Redacted	$23.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$22.2	Redacted	$22.2	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$12.2	Redacted	$13.6	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.4	Redacted	$34.3	Redacted
2H	Manager	Central Engineering	AZE540-M2	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$34.5	Redacted	$39.2	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$16.4	Redacted	$20.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$10.8	Redacted	$27.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$10.8	Redacted	$27.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$10.8	Redacted	$27.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$10.8	Redacted	$27.9	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$10.8	Redacted	$27.9	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$39.9	Redacted	$43.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$12.9	Redacted	$20.1	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$39.4	Redacted	$44.2	Redacted
2H	Project Specialist	Construction	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$25.5	Redacted	$26.5	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$11.4	Redacted	$12.6	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$11.4	Redacted	$12.6	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$11.4	Redacted	$12.6	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$11.4	Redacted	$12.6	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$11.4	Redacted	$12.6	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$11.4	Redacted	$12.6	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$11.4	Redacted	$12.6	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$9.4	Redacted	$9.6	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$9.4	Redacted	$9.6	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$9.4	Redacted	$9.6	Redacted
3L	Construction Manager	Construction	ASC020-M3	Materials Management	3L	Construction Manager	Redacted	$47.2	Redacted	$41.8	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$12.9	Redacted	$20.1	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$39.4	Redacted	$44.2	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$12.6	Redacted	$15.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$12.6	Redacted	$15.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$12.6	Redacted	$15.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$12.6	Redacted	$15.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$12.6	Redacted	$15.0	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$39.7	Redacted	$43.0	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$39.7	Redacted	$43.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$6.8	Redacted	$7.2	Redacted
2H	Manager	Construction	ARE040-M2	Land/Right-of-Way	2H	Manager	Redacted	$26.7	Redacted	$30.2	Redacted
2L	Sr Specialist	Construction	ARE040-M1	Land/Right-of-Way	2L	Sr Specialist	Redacted	$14.5	Redacted	$15.1	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$10.6	Redacted	$11.5	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$10.6	Redacted	$11.5	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$10.6	Redacted	$11.5	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$10.6	Redacted	$11.5	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$8.7	Redacted	$7.9	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$8.7	Redacted	$7.9	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$8.7	Redacted	$7.9	Redacted
1H	Sr Specialist	Construction	ALS020-M1	Contract Administration	1H	Sr Specialist	Redacted	$15.8	Redacted	$16.6	Redacted
2L	Sr Specialist	Construction	ALS020-P3	Contract Administration	2L	Sr Specialist	Redacted	$10.6	Redacted	$12.7	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$35.7	Redacted	$37.5	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$35.7	Redacted	$37.5	Redacted
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$6.8	Redacted	$7.2	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$8.8	Redacted	$8.4	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$8.8	Redacted	$8.4	Redacted
2H	Systems Specialist	Construction	AID020-P4	Business Systems Analysis	2H	Systems Specialist	Redacted	$14.0	Redacted	$16.2	Redacted
2L	Sr Analyst	Construction	AID020-P3	Business Systems Analysis	2L	Sr Analyst	Redacted	$11.4	Redacted	$12.2	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$11.4	Redacted	$12.2	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$11.4	Redacted	$12.2	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$11.4	Redacted	$12.2	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$11.4	Redacted	$12.2	Redacted
3L	Section Manager	Construction	AID020-M3	Business Systems Analysis	3L	Section Manager	Redacted	$25.5	Redacted	$30.2	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.1	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.1	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.1	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.1	Redacted
3L	Section Manager	Construction	AHR100-M3	Labor Relations	3L	Section Manager	Redacted	$44.6	Redacted	$45.1	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$10.6	Redacted	$9.7	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$16.7	Redacted	$16.3	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$59.4	Redacted	$61.9	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$59.4	Redacted	$61.9	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$10.6	Redacted	$9.7	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$10.6	Redacted	$9.7	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$10.6	Redacted	$9.7	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$10.6	Redacted	$9.7	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$10.6	Redacted	$9.7	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$10.6	Redacted	$9.7	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$36.3	Redacted	$35.8	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$36.3	Redacted	$35.8	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Technical Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Technical Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
3H	Department Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3H	Department Manager	Redacted	$59.4	Redacted	$61.9	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$59.4	Redacted	$61.9	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$16.7	Redacted	$16.3	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Energy Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Energy Manager	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$59.4	Redacted	$61.9	Redacted
2H	Sr District Operator	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Sr District Operator	Redacted	$36.3	Redacted	$35.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$16.7	Redacted	$16.3	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$59.4	Redacted	$61.9	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$36.3	Redacted	$35.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$16.7	Redacted	$16.3	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$36.3	Redacted	$35.8	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$59.4	Redacted	$61.9	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$59.4	Redacted	$61.9	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$10.6	Redacted	$9.7	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$19.5	Redacted	$23.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$10.6	Redacted	$9.7	Redacted
2L	Field Operations Planner	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$19.5	Redacted	$23.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$19.5	Redacted	$23.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$16.7	Redacted	$16.3	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$16.7	Redacted	$16.3	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$59.4	Redacted	$61.9	Redacted
1L	Executive Assistant 1L	Central Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$5.3	Redacted	$5.5	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$37.8	Redacted	$34.8	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$24.4	Redacted	$31.7	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
3L	Section Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Section Manager	Redacted	$50.6	Redacted	$54.8	Redacted
3L	Project Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Project Manager	Redacted	$50.6	Redacted	$54.8	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$37.8	Redacted	$34.8	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$37.8	Redacted	$34.8	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
2L	Administrator	Steam Operations	EGF030-M1	Fossil Power Maintenance	2L	Administrator	Redacted	$17.1	Redacted	$23.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$37.8	Redacted	$34.8	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$37.8	Redacted	$34.8	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$37.8	Redacted	$34.8	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
1H	Specialist	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Specialist	Redacted	$17.1	Redacted	$23.3	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$17.1	Redacted	$23.3	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$24.4	Redacted	$31.7	Redacted
2L	Planning Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Planning Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Sr Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Sr Maintenance Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$24.4	Redacted	$31.7	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$37.8	Redacted	$34.8	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$24.4	Redacted	$31.7	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$37.8	Redacted	$34.8	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$37.8	Redacted	$34.8	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$17.0	Redacted	$16.2	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$17.0	Redacted	$16.2	Redacted
3L	Maintenance Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Maintenance Manager	Redacted	$37.8	Redacted	$34.8	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$24.4	Redacted	$31.7	Redacted

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DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$37.8	Redacted	$34.8	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$24.4	Redacted	$31.7	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$37.8	Redacted	$34.8	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$37.8	Redacted	$34.8	Redacted
2H	Project Specialist	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Project Specialist	Redacted	$24.1	Redacted	$23.3	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.9	Redacted	$43.7	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
3L	Construction Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Construction Manager	Redacted	$37.9	Redacted	$43.7	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$26.2	Redacted	$29.1	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$26.2	Redacted	$29.1	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$15.1	Redacted	$16.6	Redacted
1H	Supervisor	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Supervisor	Redacted	$13.6	Redacted	$15.1	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$13.6	Redacted	$15.1	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.9	Redacted	$43.7	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$8.6	Redacted	$7.4	Redacted
2H	Manager	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$24.1	Redacted	$23.3	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$13.6	Redacted	$15.1	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$37.9	Redacted	$43.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$37.9	Redacted	$43.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$37.9	Redacted	$43.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$37.9	Redacted	$43.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$37.9	Redacted	$43.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$37.9	Redacted	$43.7	Redacted
4L	General Manager	Substation Operations	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4L	General Manager	Redacted	$72.2	Redacted	$65.2	Redacted
1H	Analyst	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Analyst	Redacted	$8.6	Redacted	$7.4	Redacted
2H	Sr Engineer	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$24.1	Redacted	$23.3	Redacted
2H	Sr Planning Analyst	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$24.1	Redacted	$23.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$11.7	Redacted	$12.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$11.7	Redacted	$12.3	Redacted
2L	Shift Supervisor	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Shift Supervisor	Redacted	$11.7	Redacted	$12.3	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.9	Redacted	$43.7	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.9	Redacted	$43.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$37.3	Redacted	$40.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted
2L	Shift Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Shift Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$37.3	Redacted	$40.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$9.7	Redacted	$9.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$37.3	Redacted	$40.0	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$11.4	Redacted	$11.9	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$11.4	Redacted	$11.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$11.4	Redacted	$11.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$11.4	Redacted	$11.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$11.4	Redacted	$11.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$11.4	Redacted	$11.9	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
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1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted

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2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$13.5	Redacted	$16.4	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$13.5	Redacted	$16.4	Redacted
3L	Section Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Section Manager	Redacted	$37.3	Redacted	$40.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$16.5	Redacted	$17.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$16.5	Redacted	$17.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$16.5	Redacted	$17.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$16.5	Redacted	$17.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$16.5	Redacted	$17.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$16.5	Redacted	$17.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$16.5	Redacted	$17.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$16.5	Redacted	$17.0	Redacted
3H	Department Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$39.7	Redacted	$43.0	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$39.7	Redacted	$43.0	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$39.7	Redacted	$43.0	Redacted
2L	Operations Trainer	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Operations Trainer	Redacted	$12.6	Redacted	$15.0	Redacted
2L	Shift Supervisor	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Shift Supervisor	Redacted	$12.6	Redacted	$15.0	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$39.7	Redacted	$43.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
4H	General Manager Central Ops	Substation Operations	EDD020-M4	Electric Distribution Construction and/or Maintenance	4H	General Manager Central Ops	Redacted	$51.8	Redacted	$52.9	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$9.7	Redacted	$9.3	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$9.7	Redacted	$9.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$37.3	Redacted	$40.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$37.3	Redacted	$40.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$14.6	Redacted	$15.1	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$14.6	Redacted	$15.1	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$11.4	Redacted	$11.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$37.3	Redacted	$40.0	Redacted
2L	Senior Executive Assistant	Office of President	AAS042-U4	Secretarial/Executive Administrative Assistance	2L	Senior Executive Assistant	Redacted	$5.3	Redacted	$5.5	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$9.9	Redacted	$9.2	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$9.9	Redacted	$9.2	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$30.0	Redacted	$26.0	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$30.0	Redacted	$26.0	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$30.0	Redacted	$26.0	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$30.0	Redacted	$26.0	Redacted
3L	Section Manager	Energy Management	AEM000-M3	Data Science and Business Intelligence Generalist/Multidiscipline	3L	Section Manager	Redacted	$18.6	Redacted	$25.9	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$22.8	Redacted	$23.6	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$22.8	Redacted	$23.6	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$9.9	Redacted	$9.2	Redacted
2H	Manager	Energy Management	ETG020-M2	Gas Supply	2H	Manager	Redacted	$34.5	Redacted	$37.3	Redacted
2H	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2H	Sr Analyst	Redacted	$14.8	Redacted	$14.9	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$31.6	Redacted	$31.5	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$31.6	Redacted	$31.5	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$31.6	Redacted	$31.5	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$31.6	Redacted	$31.5	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$14.8	Redacted	$14.9	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$14.8	Redacted	$14.9	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$14.8	Redacted	$14.9	Redacted
3L	Section Manager	Energy Management	ETG020-M3	Gas Supply	3L	Section Manager	Redacted	$57.0	Redacted	$60.6	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$36.4	Redacted	$33.6	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$36.4	Redacted	$33.6	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$36.4	Redacted	$33.6	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$36.4	Redacted	$33.6	Redacted

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$36.4	Redacted	$33.6	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$36.4	Redacted	$33.6	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$36.4	Redacted	$33.6	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$20.0	Redacted	$23.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$20.0	Redacted	$23.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$20.0	Redacted	$23.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$20.0	Redacted	$23.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$20.0	Redacted	$23.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$32.3	Redacted	$29.9	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$32.3	Redacted	$29.9	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$32.3	Redacted	$29.9	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$32.3	Redacted	$29.9	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$32.3	Redacted	$29.9	Redacted
2L	Sr Analyst	Energy Management	EMT000-P3	Energy Trading Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$29.2	Redacted	$24.4	Redacted
1L	Executive Assistant 1L	Corporate Shared Services	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$5.3	Redacted	$5.5	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$53.9	Redacted	$48.5	Redacted
2H	Manager	Information Technology	AIT030-M2	Database Administration	2H	Manager	Redacted	$35.2	Redacted	$33.1	Redacted
2H	Manager	Information Technology	AIT030-P4	Database Administration	2H	Manager	Redacted	$15.6	Redacted	$21.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$23.7	Redacted	$23.3	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$14.2	Redacted	$19.8	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$32.7	Redacted	$36.0	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$6.4	Redacted	$6.5	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$6.4	Redacted	$6.5	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$6.4	Redacted	$6.5	Redacted
2H	Manager	Information Technology	AIT020-M2	IT Help Desk Support	2H	Manager	Redacted	$20.1	Redacted	$18.3	Redacted
2H	Project Specialist	Information Technology	AIT020-M2	IT Help Desk Support	2H	Project Specialist	Redacted	$20.1	Redacted	$18.3	Redacted
2L	Sr System Analyst	Information Technology	AIT020-M1	IT Help Desk Support	2L	Sr System Analyst	Redacted	$10.5	Redacted	$11.4	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$9.6	Redacted	$9.3	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$9.6	Redacted	$9.3	Redacted
1H	Front End Engineer	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Front End Engineer	Redacted	$13.9	Redacted	$13.9	Redacted
1H	Product Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Product Analyst	Redacted	$13.9	Redacted	$13.9	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$13.9	Redacted	$13.9	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$13.9	Redacted	$13.9	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$23.7	Redacted	$23.3	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$23.7	Redacted	$23.3	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$25.7	Redacted	$30.0	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$25.7	Redacted	$30.0	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$25.7	Redacted	$30.0	Redacted
2L	Scrum Master	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Scrum Master	Redacted	$14.2	Redacted	$19.8	Redacted
2L	Senior Full Stack Engineer	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Senior Full Stack Engineer	Redacted	$14.2	Redacted	$19.8	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$14.2	Redacted	$19.8	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$32.7	Redacted	$36.0	Redacted
3H	Department Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3H	Department Manager	Redacted	$32.7	Redacted	$36.0	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$32.7	Redacted	$36.0	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$32.7	Redacted	$36.0	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$32.7	Redacted	$36.0	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$32.7	Redacted	$36.0	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$32.7	Redacted	$36.0	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$32.7	Redacted	$36.0	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$32.7	Redacted	$36.0	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$32.7	Redacted	$36.0	Redacted
1H	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	1H	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$25.7	Redacted	$30.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$14.2	Redacted	$19.8	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$14.2	Redacted	$19.8	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$14.2	Redacted	$19.8	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$14.2	Redacted	$19.8	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$14.2	Redacted	$19.8	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$14.2	Redacted	$19.8	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$32.7	Redacted	$36.0	Redacted
4H	Director- Chief Architect	Information Technology	AID030-M4	IT Architecture (Systems Design)	4H	Director- Chief Architect	Redacted	$63.0	Redacted	$57.8	Redacted
1H	Specialist	Information Technology	AID040-P2	Systems Software Development	1H	Specialist	Redacted	$10.3	Redacted	$9.6	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$21.8	Redacted	$20.2	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$21.8	Redacted	$20.2	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$13.5	Redacted	$14.2	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$9.0	Redacted	$8.6	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$32.0	Redacted	$28.4	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$32.0	Redacted	$28.4	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$32.0	Redacted	$28.4	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$11.2	Redacted	$11.5	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$11.2	Redacted	$11.5	Redacted
3L	Systems Manager	Information Technology	AIT040-M3	Network Control/Administration	3L	Systems Manager	Redacted	$27.2	Redacted	$30.5	Redacted
1H	System Analyst	Information Technology	AIT070-P2	IS and Cyber Security	1H	System Analyst	Redacted	$9.4	Redacted	$8.3	Redacted
2H	Manager	Information Technology	AID040-M2	Systems Software Development	2H	Manager	Redacted	$23.8	Redacted	$24.7	Redacted
2H	Systems Specialist	Information Technology	AIT070-P4	IS and Cyber Security	2H	Systems Specialist	Redacted	$22.8	Redacted	$21.7	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$15.8	Redacted	$15.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$15.8	Redacted	$15.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$15.8	Redacted	$15.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$15.8	Redacted	$15.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$15.8	Redacted	$15.0	Redacted
3L	IT Architect	Information Technology	AIT070-M3	IS and Cyber Security	3L	IT Architect	Redacted	$39.7	Redacted	$41.0	Redacted

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Competitive Positioning of Variable Pay @ Target

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Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	Information Technology	AIT070-M3	IS and Cyber Security	3L	Systems Manager	Redacted	$39.7	Redacted	$41.0	Redacted
4L	Director	Information Technology	AIT070-M4	IS and Cyber Security	4L	Director	Redacted	$65.7	Redacted	$61.0	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$23.8	Redacted	$24.7	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$13.5	Redacted	$14.2	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$13.5	Redacted	$14.2	Redacted
2L	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2L	Systems Specialist	Redacted	$23.8	Redacted	$24.7	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$10.3	Redacted	$9.6	Redacted
2H	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Systems Specialist	Redacted	$23.8	Redacted	$24.7	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$13.5	Redacted	$14.2	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$13.5	Redacted	$14.2	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$13.5	Redacted	$14.2	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$10.3	Redacted	$9.6	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$23.8	Redacted	$24.7	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$21.8	Redacted	$20.2	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$13.5	Redacted	$14.2	Redacted
2H	Manager	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Manager	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Project Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Sr Planning Analyst	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$13.9	Redacted	$15.2	Redacted
1L	Associate Analyst	Information Technology	AIT000-P1	IT Administration Generalist/Multidiscipline	1L	Associate Analyst	Redacted	$4.8	Redacted	$5.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$53.9	Redacted	$48.5	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$32.7	Redacted	$36.0	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Information Technology	AIT090-P2	Telecommunications	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$13.5	Redacted	$12.9	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$26.3	Redacted	$28.3	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$25.1	Redacted	$23.2	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$17.7	Redacted	$18.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$53.9	Redacted	$48.5	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$9.4	Redacted	$9.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$9.4	Redacted	$9.7	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$9.4	Redacted	$9.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$35.3	Redacted	$30.6	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$53.9	Redacted	$48.5	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Technical Specialist	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	Program Manager Lead	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Program Manager Lead	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$53.9	Redacted	$48.5	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$13.5	Redacted	$12.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$53.9	Redacted	$48.5	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$9.4	Redacted	$9.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$9.4	Redacted	$9.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$14.5	Redacted	$18.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$13.5	Redacted	$12.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$9.4	Redacted	$9.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
1H	Specialist	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	Specialist	Redacted	$9.4	Redacted	$9.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$13.9	Redacted	$15.2	Redacted
2L	Sr Specialist	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$11.2	Redacted	$10.1	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$11.2	Redacted	$10.1	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Section Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Section Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$35.3	Redacted	$30.6	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$53.9	Redacted	$48.5	Redacted
1H	Specialist	Human Resources	AHR020-P2	Compensation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR020-P4	Compensation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$14.1	Redacted	$17.3	Redacted
3L	Section Manager	Human Resources	AHR020-M3	Compensation Generalist/Multidiscipline	3L	Section Manager	Redacted	$37.5	Redacted	$38.4	Redacted
1H	Specialist	Human Resources	AHR060-P2	Benefits	1H	Specialist	Redacted	$8.3	Redacted	$7.6	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$13.4	Redacted	$15.6	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$13.4	Redacted	$15.6	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$13.4	Redacted	$15.6	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$13.4	Redacted	$15.6	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$13.4	Redacted	$15.6	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$13.4	Redacted	$15.6	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.2	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.2	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.2	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.2	Redacted
3H	Department Manager	Human Resources	AHR060-M3	Benefits	3H	Department Manager	Redacted	$34.6	Redacted	$37.9	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$34.6	Redacted	$37.9	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$34.6	Redacted	$37.9	Redacted
1H	Specialist	Human Resources	AHR095-P2	Employee Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Human Resources	AHR000-P2	HR Generalist/Consultant Generalist/Multidiscipline	1H	Specialist	Redacted	$7.1	Redacted	$7.4	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$20.6	Redacted	$20.4	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$20.6	Redacted	$20.4	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$20.6	Redacted	$20.4	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$20.6	Redacted	$20.4	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$16.8	Redacted	$16.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.8	Redacted	$16.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
3H	Department Manager	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Department Manager	Redacted	$28.9	Redacted	$30.8	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$17.7	Redacted	$18.3	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$17.7	Redacted	$18.3	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$17.7	Redacted	$18.3	Redacted
2L	Sr Specialist	Human Resources	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.1	Redacted
3H	Department Manager	Human Resources	AHR100-M3	Labor Relations	3H	Department Manager	Redacted	$44.6	Redacted	$45.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.8	Redacted	$16.1	Redacted
4L	Director	Human Resources	AHR000-M4	HR Generalist/Consultant Generalist/Multidiscipline	4L	Director	Redacted	$48.9	Redacted	$48.7	Redacted
2L	Service Center Supervisor	Human Resources	AHR160-M1	HR Service Center	2L	Service Center Supervisor	Redacted	$12.1	Redacted	$14.2	Redacted
2L	Sr Specialist	Human Resources	AHR160-P3	HR Service Center	2L	Sr Specialist	Redacted	$8.0	Redacted	$8.0	Redacted
3L	Section Manager	Human Resources	AHR160-M3	HR Service Center	3L	Section Manager	Redacted	$34.0	Redacted	$29.5	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$14.3	Redacted	$16.4	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$14.3	Redacted	$16.4	Redacted
2L	Sr Specialist	Human Resources	AHR150-P3	Human Resources Information Systems	2L	Sr Specialist	Redacted	$11.3	Redacted	$12.3	Redacted
3L	Section Manager	Human Resources	AHR150-M3	Human Resources Information Systems	3L	Section Manager	Redacted	$37.3	Redacted	$35.6	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$16.8	Redacted	$16.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.8	Redacted	$16.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.8	Redacted	$16.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$16.8	Redacted	$16.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Variable Pay @ Target

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Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.7	Redacted	$11.1	Redacted
2L	Staff Accountant	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Staff Accountant	Redacted	$10.7	Redacted	$11.1	Redacted
3H	Program Manager Lead	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Program Manager Lead	Redacted	$28.9	Redacted	$30.8	Redacted
1H	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$10.9	Redacted	$12.4	Redacted
2H	Manager	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Manager	Redacted	$21.0	Redacted	$22.8	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$21.0	Redacted	$22.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.9	Redacted	$12.4	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.9	Redacted	$12.4	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.9	Redacted	$12.4	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.9	Redacted	$12.4	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.9	Redacted	$12.4	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.9	Redacted	$12.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$12.4	Redacted	$14.3	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$12.4	Redacted	$14.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$37.3	Redacted	$40.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$12.4	Redacted	$14.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$37.3	Redacted	$40.1	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-M2	Technical Training	2H	Project Specialist	Redacted	$21.5	Redacted	$23.3	Redacted
4H	Director +	Learning and Inclusion	AHR130-M4	Employee Development/Training Generalist/Multidiscipline	4H	Director +	Redacted	$47.2	Redacted	$47.5	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$37.3	Redacted	$40.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-M1	Technical Training	2L	Sr Instructor	Redacted	$12.4	Redacted	$15.0	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$37.3	Redacted	$40.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr System Analyst	Learning and Inclusion	AIT025-P3	IT On-Site Support	2L	Sr System Analyst	Redacted	$10.0	Redacted	$10.5	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$8.9	Redacted	$8.1	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$12.4	Redacted	$14.3	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$12.4	Redacted	$14.3	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$12.4	Redacted	$14.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$11.5	Redacted	$13.6	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$37.3	Redacted	$40.1	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$11.3	Redacted	$15.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$11.3	Redacted	$15.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$11.3	Redacted	$15.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$11.3	Redacted	$15.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$11.3	Redacted	$15.8	Redacted
3L	Section Manager	Learning and Inclusion	AHR120-M3	Organization Development	3L	Section Manager	Redacted	$39.5	Redacted	$41.5	Redacted
1H	Specialist	Learning and Inclusion	AHR140-P2	Recruitment Generalist/Multidiscipline	1H	Specialist	Redacted	$6.5	Redacted	$6.8	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$13.3	Redacted	$18.0	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$13.3	Redacted	$18.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.3	Redacted	$10.5	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.3	Redacted	$10.5	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.3	Redacted	$10.5	Redacted
3L	Section Manager	Learning and Inclusion	AHR140-M3	Recruitment Generalist/Multidiscipline	3L	Section Manager	Redacted	$31.7	Redacted	$31.6	Redacted
1H	Specialist	Learning and Inclusion	AHR122-P2	Workforce Analytics	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Project Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2L	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Learning and Inclusion	AHR120-P2	Organization Development	1H	Specialist	Redacted	$7.2	Redacted	$6.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$11.3	Redacted	$15.8	Redacted
4L	Director	Learning and Inclusion	AHR120-M4	Organization Development	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Category Manager	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Category Manager	Redacted	$27.5	Redacted	$24.1	Redacted
2L	Sr. Category Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Category Analyst	Redacted	$9.9	Redacted	$9.2	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$29.2	Redacted	$29.0	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$53.9	Redacted	$51.8	Redacted
2H	Project Specialist	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$12.7	Redacted	$14.4	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$27.5	Redacted	$24.1	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$27.5	Redacted	$24.1	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$12.7	Redacted	$14.4	Redacted
2L	Sr Proj Portfolio Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Proj Portfolio Analyst	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr. Analytics Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Analytics Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
1H	Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$9.9	Redacted	$9.2	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$29.2	Redacted	$29.0	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$27.5	Redacted	$24.1	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$53.9	Redacted	$51.8	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$29.2	Redacted	$29.0	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$27.5	Redacted	$24.1	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$29.2	Redacted	$29.0	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$7.9	Redacted	$7.1	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$27.5	Redacted	$24.1	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$9.9	Redacted	$9.2	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$29.2	Redacted	$29.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$5.4	Redacted	$4.7	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$27.9	Redacted	$29.4	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$5.4	Redacted	$4.7	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$5.4	Redacted	$4.7	Redacted
2L	Sr Specialist	Supply Chain	ASC040-W4	Warehousing	2L	Sr Specialist	Redacted	$5.4	Redacted	$4.7	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$27.9	Redacted	$29.4	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$5.4	Redacted	$4.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$10.2	Redacted	$10.5	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$5.4	Redacted	$4.7	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$18.3	Redacted	$16.0	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$18.3	Redacted	$16.0	Redacted
3L	Section Manager	Supply Chain	ASC000-M3	Supply Chain and Logistics Generalist/Multidiscipline	3L	Section Manager	Redacted	$35.4	Redacted	$31.2	Redacted
4L	Director	Supply Chain	ASC000-M4	Supply Chain and Logistics Generalist/Multidiscipline	4L	Director	Redacted	$58.3	Redacted	$54.5	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.3	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.3	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.3	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$10.7	Redacted	$10.3	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$27.6	Redacted	$32.2	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2L	Sr Specialist	Facilities and Field Services	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.9	Redacted
3L	Section Manager	Facilities and Field Services	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$35.9	Redacted	$32.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
2L	Field Operations Planner	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Field Operations Planner	Redacted	$11.9	Redacted	$15.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE000-M3	Real Estate and Facilities Generalist/Multidiscipline	3L	Section Manager	Redacted	$35.5	Redacted	$32.6	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$31.6	Redacted	$33.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$31.6	Redacted	$33.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$11.9	Redacted	$15.0	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$11.9	Redacted	$15.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2H	Project Specialist	Facilities and Field Services	ARE020-P4	Facilities Management	2H	Project Specialist	Redacted	$20.5	Redacted	$20.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$27.6	Redacted	$32.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$27.6	Redacted	$32.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$27.6	Redacted	$32.2	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$41.2	Redacted	$48.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2H	Manager	Facilities and Field Services	ARE020-M2	Facilities Management	2H	Manager	Redacted	$18.5	Redacted	$18.6	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$27.6	Redacted	$32.2	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$7.7	Redacted	$7.4	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$7.7	Redacted	$7.4	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$12.8	Redacted	$18.6	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$12.8	Redacted	$18.6	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$12.8	Redacted	$18.6	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$12.8	Redacted	$18.6	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Operating General Supervisor	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Operating General Supervisor	Redacted	$10.8	Redacted	$15.5	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$10.8	Redacted	$15.5	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$10.8	Redacted	$15.5	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$10.8	Redacted	$15.5	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$10.8	Redacted	$15.5	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$37.1	Redacted	$43.4	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$37.1	Redacted	$43.4	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$37.1	Redacted	$43.4	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$37.1	Redacted	$43.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$27.6	Redacted	$32.2	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$41.2	Redacted	$48.4	Redacted
1H	Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Manager	Redacted	$22.5	Redacted	$20.4	Redacted
2L	Sr Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$11.3	Redacted	$16.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$27.6	Redacted	$32.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$11.3	Redacted	$16.7	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Sr Planning Analyst	Redacted	$22.5	Redacted	$20.4	Redacted
2L	Architect	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Architect	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	APM020-M3	Facilities Construction Project Management	3L	Section Manager	Redacted	$36.9	Redacted	$36.9	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
3L	Section Manager	Research & Development	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$35.9	Redacted	$32.0	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$7.4	Redacted	$6.7	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$7.4	Redacted	$6.7	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$20.0	Redacted	$20.9	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$20.0	Redacted	$20.9	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$20.0	Redacted	$20.9	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$20.0	Redacted	$20.9	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$20.0	Redacted	$20.9	Redacted
2H	Project Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Project Specialist	Redacted	$15.1	Redacted	$16.1	Redacted
2H	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$15.1	Redacted	$16.1	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$15.1	Redacted	$16.1	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$15.1	Redacted	$16.1	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$15.1	Redacted	$16.1	Redacted
2L	Sr Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$10.4	Redacted	$10.3	Redacted
2L	Sr System Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$10.4	Redacted	$10.3	Redacted
3H	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Department Manager	Redacted	$27.3	Redacted	$32.6	Redacted
3H	Director Cyber Forensics	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Director Cyber Forensics	Redacted	$27.3	Redacted	$32.6	Redacted
3L	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Department Manager	Redacted	$27.3	Redacted	$32.6	Redacted
3L	Section Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Section Manager	Redacted	$27.3	Redacted	$32.6	Redacted
3L	Technical Specialist	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$27.3	Redacted	$32.6	Redacted
4L	Director	Corporate Security	AAY000-M4	Security Generalist/Multidiscipline	4L	Director	Redacted	$49.2	Redacted	$45.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$35.9	Redacted	$32.0	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$35.9	Redacted	$32.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-M2	Business Continuation	2H	Project Specialist	Redacted	$22.9	Redacted	$25.8	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2L	Sr Specialist	Emergency Preparedness	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$11.2	Redacted	$11.9	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$35.9	Redacted	$32.0	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$35.9	Redacted	$32.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$21.3	Redacted	$19.0	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$35.9	Redacted	$32.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							$143.5	*$158.8*	*90.4%*	*$160.9*	*89.2%*
2L	Senior Executive Assistant	Off Of Chair Of Board & CEO	AAS043-U4	Secretarial/Administrative Assistance to the Chief Executive Officer	2L	Senior Executive Assistant	Redacted	$129.0	Redacted	$130.2	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
3L	Section Manager	Customer Energy Solutions	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
1L	Executive Assistant 1L	Customer Energy Solutions	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$194.5	Redacted
2H	AMI Sr System Operator	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	AMI Sr System Operator	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$184.7	Redacted	$194.5	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$194.5	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
2H	Manager	Dist Resource Integration	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2L	Engineer	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$139.5	Redacted	$165.1	Redacted
2L	Sr Specialist	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Sr Specialist	Redacted	$139.5	Redacted	$165.1	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$229.1	Redacted	$235.4	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$229.1	Redacted	$235.4	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$229.1	Redacted	$235.4	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$229.1	Redacted	$235.4	Redacted
3L	Section Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$229.1	Redacted	$235.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							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 19.6%, while all others were adjusted by 11.8%.				
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$188.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
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REDACTED VERSION

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$190.4	Redacted	$188.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted

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DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$188.4	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$188.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$251.5	Redacted	$267.9	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$251.5	Redacted	$267.9	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$251.5	Redacted	$267.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$163.8	Redacted	$160.9	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$124.2	Redacted	$132.1	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$124.2	Redacted	$132.1	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$124.2	Redacted	$132.1	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$124.2	Redacted	$132.1	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$124.2	Redacted	$132.1	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$124.2	Redacted	$132.1	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$124.2	Redacted	$132.1	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$260.8	Redacted	$261.9	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$260.8	Redacted	$261.9	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$260.8	Redacted	$261.9	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$260.8	Redacted	$261.9	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$260.8	Redacted	$261.9	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$260.8	Redacted	$261.9	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$260.8	Redacted	$261.9	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$260.8	Redacted	$261.9	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$260.8	Redacted	$261.9	Redacted
4L	Director	Rate Engineering	AFT090-M4	Rates	4L	Director	Redacted	$283.4	Redacted	$288.7	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$166.4	Redacted	$163.9	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$166.4	Redacted	$163.9	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$166.4	Redacted	$163.9	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$166.4	Redacted	$163.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

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Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	SOX and ERM	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$237.4	Redacted	$237.1	Redacted
4L	Director	SOX and ERM	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$288.9	Redacted	$279.9	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$255.2	Redacted	$240.7	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2H	Project Specialist	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Project Specialist	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$144.5	Redacted	$149.8	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Manager	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$187.8	Redacted	$190.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$187.8	Redacted	$190.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$187.8	Redacted	$190.5	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$187.8	Redacted	$190.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$255.2	Redacted	$240.7	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Sr Planning Analyst	Redacted	$187.8	Redacted	$190.5	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$187.8	Redacted	$190.5	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$187.8	Redacted	$190.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$144.5	Redacted	$149.8	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$109.3	Redacted	$111.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$109.3	Redacted	$111.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$109.3	Redacted	$111.5	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$222.3	Redacted	$227.3	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$255.2	Redacted	$240.7	Redacted
3L	Project Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Project Manager	Redacted	$255.2	Redacted	$240.7	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$255.2	Redacted	$240.7	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$181.7	Redacted	$177.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$181.7	Redacted	$177.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$181.7	Redacted	$177.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$181.7	Redacted	$177.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$181.7	Redacted	$177.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$161.8	Redacted	$155.2	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$200.8	Redacted	$215.9	Redacted
4L	Assistant Controller	Corporate Accounting	AFB020-M4	Financial Reporting	4L	Assistant Controller	Redacted	$233.7	Redacted	$239.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$181.7	Redacted	$177.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$181.7	Redacted	$177.2	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$200.8	Redacted	$215.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$181.7	Redacted	$177.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$161.8	Redacted	$155.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$161.8	Redacted	$155.2	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$200.8	Redacted	$215.9	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$88.4	Redacted	$92.3	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$88.4	Redacted	$92.3	Redacted
1H	Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	1H	Supervisor	Redacted	$109.6	Redacted	$113.9	Redacted
2L	Accounting Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	2L	Accounting Supervisor	Redacted	$109.6	Redacted	$113.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB061-P3	Accounts Payable	2L	Staff Accountant	Redacted	$103.9	Redacted	$98.0	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$85.3	Redacted	$86.9	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$85.3	Redacted	$86.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB070-M2	Payroll	2H	Sr Accountant	Redacted	$144.3	Redacted	$147.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$113.6	Redacted	$110.2	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$113.6	Redacted	$110.2	Redacted
3H	Department Manager	Corporate Accounting	AFB070-M3	Payroll	3H	Department Manager	Redacted	$197.9	Redacted	$200.3	Redacted
1H	Tax Accountant	Tax Department	AFT050-P2	Tax Reporting	1H	Tax Accountant	Redacted	$79.2	Redacted	$83.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$186.9	Redacted	$183.7	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$186.9	Redacted	$183.7	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$151.3	Redacted	$149.3	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$251.7	Redacted	$236.3	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$281.3	Redacted	$297.5	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$151.3	Redacted	$149.3	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$251.7	Redacted	$236.3	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$186.9	Redacted	$183.7	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$186.9	Redacted	$183.7	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$251.7	Redacted	$236.3	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$251.7	Redacted	$236.3	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$281.3	Redacted	$297.5	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$186.9	Redacted	$183.7	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$251.7	Redacted	$236.3	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$186.9	Redacted	$183.7	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
1H	Analyst	Treasury	AFT010-P2	Financial Analysis	1H	Analyst	Redacted	$89.9	Redacted	$90.6	Redacted
2H	Sr Financial Analyst	Treasury	AFT010-P4	Financial Analysis	2H	Sr Financial Analyst	Redacted	$144.5	Redacted	$149.8	Redacted
3L	Project Manager	Treasury	AFT010-M3	Financial Analysis	3L	Project Manager	Redacted	$222.3	Redacted	$227.3	Redacted
3L	Section Manager	Treasury	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$222.3	Redacted	$227.3	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$149.0	Redacted	$151.4	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$149.0	Redacted	$151.4	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$149.0	Redacted	$151.4	Redacted
2H	Systems Specialist	Treasury	AFT030-P4	Treasury Operations	2H	Systems Specialist	Redacted	$149.0	Redacted	$151.4	Redacted
3H	Department Manager	Treasury	AFT030-M3	Treasury Operations	3H	Department Manager	Redacted	$206.2	Redacted	$209.7	Redacted
4L	Director	Treasury	AFT030-M4	Treasury Operations	4L	Director	Redacted	$232.5	Redacted	$226.9	Redacted
2H	Manager	Treasury	AFT080-P4	Insurance Risk	2H	Manager	Redacted	$129.2	Redacted	$131.4	Redacted
2H	Sr Financial Analyst	Treasury	AFT080-P4	Insurance Risk	2H	Sr Financial Analyst	Redacted	$129.2	Redacted	$131.4	Redacted
2L	Sr Analyst	Treasury	AFT080-P3	Insurance Risk	2L	Sr Analyst	Redacted	$126.8	Redacted	$117.9	Redacted
3H	Department Manager	Treasury	AFT080-M3	Insurance Risk	3H	Department Manager	Redacted	$183.7	Redacted	$197.2	Redacted
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$90.1	Redacted	$90.1	Redacted
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$90.1	Redacted	$90.1	Redacted
2H	Manager	Treasury	AFY000-M2	Risk Management Generalist/Multidiscipline	2H	Manager	Redacted	$163.0	Redacted	$170.0	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$166.4	Redacted	$163.9	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$166.4	Redacted	$163.9	Redacted
2L	Sr Analyst	Treasury	AFY000-P3	Risk Management Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$119.6	Redacted	$122.9	Redacted
3L	Section Manager	Treasury	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$237.4	Redacted	$237.1	Redacted
4L	Director	Treasury	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$288.9	Redacted	$279.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
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DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Planning Analyst	Strategic Planning	ACD010-P4	Strategic Planning	2H	Sr Planning Analyst	Redacted	$178.2	Redacted	$173.9	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$126.3	Redacted	$132.7	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$126.3	Redacted	$132.7	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$126.3	Redacted	$132.7	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$126.3	Redacted	$132.7	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$233.6	Redacted	$226.8	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$233.6	Redacted	$226.8	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$233.6	Redacted	$226.8	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$233.6	Redacted	$226.8	Redacted
3L	Project Manager	Strategic Planning	ACD010-M3	Strategic Planning	3L	Project Manager	Redacted	$233.6	Redacted	$226.8	Redacted
65	EH&S Compliance Liaison	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	65	EH&S Compliance Liaison	Redacted	$245.7	Redacted	$256.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$153.3	Redacted	$155.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$153.3	Redacted	$155.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$153.3	Redacted	$155.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$228.5	Redacted	$209.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$153.3	Redacted	$155.4	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$153.3	Redacted	$155.4	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$153.3	Redacted	$155.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$228.5	Redacted	$209.1	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$120.7	Redacted	$125.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$120.7	Redacted	$125.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$120.7	Redacted	$125.6	Redacted
3L	Technical Specialist	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Technical Specialist	Redacted	$228.5	Redacted	$209.1	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$217.3	Redacted	$216.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
4L	Director	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4L	Director	Redacted	$245.7	Redacted	$256.8	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$90.5	Redacted	$91.3	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$90.5	Redacted	$91.3	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$139.2	Redacted	$143.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$159.8	Redacted	$162.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$146.0	Redacted	$137.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
1H	System Analyst	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	System Analyst	Redacted	$90.5	Redacted	$91.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$139.2	Redacted	$143.7	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$245.7	Redacted	$256.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$139.2	Redacted	$143.7	Redacted
2L	Scientist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Scientist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Scientist	Redacted	$159.8	Redacted	$162.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$146.0	Redacted	$137.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

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DPS-14-440 Total Benefits & Compensation Results

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
1H	Specialist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Specialist	Redacted	$100.0	Redacted	$102.0	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$182.8	Redacted	$185.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	2L	Sr Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$233.9	Redacted	$236.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$159.8	Redacted	$162.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$146.0	Redacted	$137.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Engineer	Redacted	$152.3	Redacted	$151.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$152.3	Redacted	$151.5	Redacted
2L	Engineer	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Engineer	Redacted	$127.3	Redacted	$131.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$127.3	Redacted	$131.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$233.9	Redacted	$236.3	Redacted
1H	Associate Scientist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Associate Scientist	Redacted	$100.0	Redacted	$102.0	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$182.8	Redacted	$185.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Project Specialist	Redacted	$152.3	Redacted	$151.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$152.3	Redacted	$151.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$152.3	Redacted	$151.5	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$127.3	Redacted	$131.0	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$127.3	Redacted	$131.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$127.3	Redacted	$131.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$233.9	Redacted	$236.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$217.3	Redacted	$216.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%. CECONY	50th Percentile	+/-	Average	+/-
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$245.7	Redacted	$256.8	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$143.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$146.0	Redacted	$137.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
2L	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Project Specialist	Redacted	$159.8	Redacted	$162.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$90.5	Redacted	$91.3	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$90.5	Redacted	$91.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$159.8	Redacted	$162.8	Redacted
2H	Manager	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$139.2	Redacted	$143.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$111.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$217.3	Redacted	$216.0	Redacted
1L	Executive Assistant 1L	Electric Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Specialist	Staten Island & Electric Svcs	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$114.0	Redacted	$115.7	Redacted
2H	Manager	Staten Island & Electric Svcs	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$195.1	Redacted	$202.3	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Project Manager	Staten Island & Electric Svcs	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$258.2	Redacted	$261.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Specialist	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3H	Department Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$242.9	Redacted	$247.0	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Field Operations Planner	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Field Operations Planner	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Sr Specialist	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Sr Specialist	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Bronx & Westchester	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$96.4	Redacted	$112.3	Redacted
2L	Planner Field Tech Specialist	Bronx & Westchester	AZE120-P3	Environmental Engineering	2L	Planner Field Tech Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Manager	Bronx & Westchester	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$195.1	Redacted	$202.3	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							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 19.6%, while all others were adjusted by 11.8%.				
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$93.8	Redacted	$94.7	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$93.8	Redacted	$94.7	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$93.8	Redacted	$94.7	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$93.8	Redacted	$94.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2L	Manager	Redacted	$178.7	Redacted	$184.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2H	Manager	Redacted	$178.7	Redacted	$184.4	Redacted
2L	Field Operations Planner	Bronx & Westchester	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.0	Redacted	$125.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
3H	Department Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
3H	Department Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$240.6	Redacted	$234.0	Redacted
3L	Project Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$240.6	Redacted	$234.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%. CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
2H	Manager	Bklyn & Queens	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$195.1	Redacted	$202.3	Redacted
2L	Scheduler	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Scheduler	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$198.6	Redacted	$190.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Specialist	Bklyn & Queens	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$102.4	Redacted	$104.1	Redacted
2H	Manager	Bklyn & Queens	AAY010-M2	Business Continuation	2H	Manager	Redacted	$178.7	Redacted	$184.4	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.0	Redacted	$125.7	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.0	Redacted	$125.7	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.0	Redacted	$125.7	Redacted
3L	Section Manager	Bklyn & Queens	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$210.0	Redacted	$213.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Specialist	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$183.9	Redacted	$184.5	Redacted
2H	Manager	Bklyn & Queens	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$218.1	Redacted	$212.8	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$156.4	Redacted	$155.1	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Bklyn & Queens	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$258.2	Redacted	$261.5	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
3H	Department Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$242.9	Redacted	$247.0	Redacted
2L	Work Organizer	Bklyn & Queens	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$118.1	Redacted	$146.6	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$92.0	Redacted	$85.6	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$92.0	Redacted	$85.6	Redacted
3L	Section Manager	Manhattan	CAM000-M3	Account/Relationship Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.6	Redacted	$211.5	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.					
							CECONY	50th Percentile	+/-	Average	+/-	
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.6	Redacted	
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.6	Redacted	
2H	Manager	Manhattan	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted	
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$96.4	Redacted	$112.3	Redacted	
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$96.4	Redacted	$112.3	Redacted	
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$118.1	Redacted	$146.6	Redacted	
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$118.1	Redacted	$146.6	Redacted	
1H	Specialist	Manhattan	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$102.4	Redacted	$104.1	Redacted	
2L	Field Operations Planner	Manhattan	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.0	Redacted	$125.7	Redacted	
2L	Planner Field Tech Specialist	Manhattan	AAY010-P3	Business Continuation	2L	Planner Field Tech Specialist	Redacted	$125.0	Redacted	$125.7	Redacted	
3L	Section Manager	Manhattan	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$210.0	Redacted	$213.9	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted	
2L	Field Operations Planner	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$162.5	Redacted	$169.7	Redacted	
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted	
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted	
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted	
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted	
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted	
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted	
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
3H	Department Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$242.9	Redacted	$247.0	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted	
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted	
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted	

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.9	Redacted	$247.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$203.1	Redacted	$198.4	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Work Organizer	Manhattan	APM530-M1	Electric Transmission and/or Distribution Project Management	1H	Work Organizer	Redacted	$158.4	Redacted	$162.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Manhattan	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$258.2	Redacted	$261.5	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$188.6	Redacted	$192.9	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$188.6	Redacted	$192.9	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$169.3	Redacted	$171.5	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$169.3	Redacted	$171.5	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$188.6	Redacted	$192.9	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$188.6	Redacted	$192.9	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							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 19.6%, while all others were adjusted by 11.8%.				
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$162.4	Redacted	$160.0	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$114.1	Redacted	$116.9	Redacted
1H	System Analyst	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	System Analyst	Redacted	$114.1	Redacted	$116.9	Redacted
2H	Manager	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Manager	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Sr Engineer	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr Analyst	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$162.4	Redacted	$160.0	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$207.2	Redacted	$205.9	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$207.2	Redacted	$205.9	Redacted
2H	Sr Engineer	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Sr Engineer	Redacted	$207.2	Redacted	$205.9	Redacted
2L	Engineer	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Engineer	Redacted	$154.0	Redacted	$154.5	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$169.3	Redacted	$171.5	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$169.3	Redacted	$171.5	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$169.3	Redacted	$171.5	Redacted
4H	Chief Engineer	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4H	Chief Engineer	Redacted	$319.6	Redacted	$305.9	Redacted
2H	Manager	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Manager	Redacted	$169.3	Redacted	$171.5	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$169.3	Redacted	$171.5	Redacted
4L	General Manager	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4L	General Manager	Redacted	$319.6	Redacted	$305.9	Redacted
1H	System Analyst	Engineering & Planning	ETO005-P2	Electric Transmission System Operations - Reliability	1H	System Analyst	Redacted	$105.6	Redacted	$107.2	Redacted
2H	Manager	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Manager	Redacted	$201.2	Redacted	$204.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$201.2	Redacted	$204.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$201.2	Redacted	$204.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$140.1	Redacted	$145.3	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$140.1	Redacted	$145.3	Redacted
3H	Department Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3H	Department Manager	Redacted	$279.1	Redacted	$284.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3L	Section Manager	Redacted	$279.1	Redacted	$284.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$240.6	Redacted	$234.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
4H	GM Central Energy Service	Engineering & Planning	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4H	GM Central Energy Service	Redacted	$304.3	Redacted	$305.5	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
3L	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Department Manager	Redacted	$229.1	Redacted	$235.4	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$229.1	Redacted	$235.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Project Specialist	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$231.3	Redacted	$233.4	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$229.1	Redacted	$235.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$229.1	Redacted	$235.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Sr Engineer	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$231.3	Redacted	$233.4	Redacted
2L	Engineer	Engineering & Planning	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$139.5	Redacted	$165.1	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$229.1	Redacted	$235.4	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$229.1	Redacted	$235.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted

DPS-14-440 Total Benefits & Compensation Results

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								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code**	**and Functional Area**	**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$229.1	Redacted	$235.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$231.3	Redacted	$233.4	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$229.1	Redacted	$235.4	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Sr Engineer	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Sr Engineer	Redacted	$175.5	Redacted	$176.0	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$258.2	Redacted	$261.5	Redacted
1H	Specialist	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$114.0	Redacted	$115.7	Redacted
2H	Project Specialist	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$195.1	Redacted	$202.3	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
3H	Department Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3H	Department Manager	Redacted	$258.2	Redacted	$261.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$258.2	Redacted	$261.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$258.2	Redacted	$261.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$258.2	Redacted	$261.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$258.2	Redacted	$261.5	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$258.2	Redacted	$261.5	Redacted
1H	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$258.2	Redacted	$261.5	Redacted
1H	Operating Supervisor	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Operating Supervisor	Redacted	$114.0	Redacted	$115.7	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$258.2	Redacted	$261.5	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$258.2	Redacted	$261.5	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$258.2	Redacted	$261.5	Redacted
4H	General Manager +	Engineering & Planning	APM530-M4	Electric Transmission and/or Distribution Project Management	4H	General Manager +	Redacted	$301.7	Redacted	$309.2	Redacted
1H	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$195.1	Redacted	$202.3	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$195.1	Redacted	$202.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							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 19.6%, while all others were adjusted by 11.8%.				
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$258.2	Redacted	$261.5	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$195.1	Redacted	$202.3	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	Specialist	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$240.6	Redacted	$234.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$240.6	Redacted	$234.0	Redacted
1H	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
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DPS-14-440 Total Benefits & Compensation Results

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REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	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 19.6%, while all others were adjusted by 11.8%. 50th Percentile	+/-	Average	+/-
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.6	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2H	Project Specialist	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Specialist	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$257.3	Redacted	$254.3	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$257.3	Redacted	$254.3	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$257.3	Redacted	$254.3	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$257.3	Redacted	$254.3	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$213.6	Redacted	$229.8	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.3	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr System Analyst	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$110.0	Redacted	$113.2	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$257.3	Redacted	$254.3	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$257.3	Redacted	$254.3	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$213.6	Redacted	$229.8	Redacted
1L	Executive Assistant 1L	Law	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
2H	Project Specialist	Law	ALS000-P4	Legal Support Generalist/Multidiscipline	2H	Project Specialist	Redacted	$141.2	Redacted	$147.0	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$315.4	Redacted	$328.6	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$273.1	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$273.1	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$273.1	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$273.1	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$273.1	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$273.1	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$273.1	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$273.1	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$273.1	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$273.1	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$315.4	Redacted	$328.6	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$315.4	Redacted	$328.6	Redacted
66	Associate General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	66	Associate General Counsel	Redacted	$315.4	Redacted	$328.6	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$201.3	Redacted	$194.3	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$201.3	Redacted	$194.3	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$200.7	Redacted	$214.1	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$200.7	Redacted	$214.1	Redacted
64	Associate Counsel	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	64	Associate Counsel	Redacted	$200.7	Redacted	$214.1	Redacted
1H	Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	Analyst	Redacted	$80.6	Redacted	$79.8	Redacted
1H	System Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	System Analyst	Redacted	$80.6	Redacted	$79.8	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-M2	Business Ethics and Compliance	2H	Project Specialist	Redacted	$209.5	Redacted	$193.5	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Sr Planning Analyst	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Sr Planning Analyst	Redacted	$166.8	Redacted	$166.6	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$132.9	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$132.9	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$132.9	Redacted
3H	Department Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3H	Department Manager	Redacted	$200.7	Redacted	$214.1	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$200.7	Redacted	$214.1	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$200.7	Redacted	$214.1	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$132.9	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$200.7	Redacted	$214.1	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$132.9	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$132.9	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$200.7	Redacted	$214.1	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$201.3	Redacted	$194.3	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$201.3	Redacted	$194.3	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$174.0	Redacted	$179.1	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$174.0	Redacted	$179.1	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$174.0	Redacted	$179.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$127.7	Redacted	$125.6	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$127.7	Redacted	$125.6	Redacted
2L	Sr Specialist	Legal Services	ALS030-P3	Claims Resolution	2L	Sr Specialist	Redacted	$120.7	Redacted	$121.1	Redacted
61	Staff Attorney	Regulatory Services	ALG070-P3	Regulatory Compliance Law	61	Staff Attorney	Redacted	$131.0	Redacted	$140.3	Redacted
2L	Sr Specialist	Regulatory Services	ALG070-P3	Regulatory Compliance Law	2L	Sr Specialist	Redacted	$131.0	Redacted	$140.3	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$239.9	Redacted	$241.5	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$239.9	Redacted	$241.5	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$302.3	Redacted	$301.6	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$239.9	Redacted	$241.5	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$239.9	Redacted	$241.5	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$302.3	Redacted	$301.6	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$168.5	Redacted	$166.3	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$220.4	Redacted	$221.1	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$168.5	Redacted	$166.3	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3H	Department Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3H	Department Manager	Redacted	$220.4	Redacted	$221.1	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$220.4	Redacted	$221.1	Redacted
4H	Director-Corporate Affairs	Corporate Affairs	ACA010-M4	Public Relations	4H	Director-Corporate Affairs	Redacted	$214.2	Redacted	$212.8	Redacted
1H	Specialist	Corporate Affairs	ACA010-P2	Public Relations	1H	Specialist	Redacted	$77.6	Redacted	$75.9	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$151.2	Redacted	$156.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$151.2	Redacted	$156.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$151.2	Redacted	$156.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$151.2	Redacted	$156.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$151.2	Redacted	$156.8	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$151.2	Redacted	$156.8	Redacted
3L	Assistant Director	Corporate Affairs	ACA010-M3	Public Relations	3L	Assistant Director	Redacted	$221.0	Redacted	$218.2	Redacted
4L	Director	Corporate Affairs	ACA010-M4	Public Relations	4L	Director	Redacted	$214.2	Redacted	$212.8	Redacted
1H	Specialist	Corporate Affairs	ACA120-P2	Creative Design Services	1H	Specialist	Redacted	$89.3	Redacted	$84.6	Redacted
2H	Project Specialist	Corporate Affairs	ACA120-P4	Creative Design Services	2H	Project Specialist	Redacted	$132.1	Redacted	$132.5	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$110.5	Redacted	$110.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$110.5	Redacted	$110.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$110.5	Redacted	$110.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$110.5	Redacted	$110.0	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$89.5	Redacted	$92.7	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$168.5	Redacted	$166.3	Redacted
2L	Administrator	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Administrator	Redacted	$118.5	Redacted	$124.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2L	Unit Manager	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Unit Manager	Redacted	$133.6	Redacted	$133.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Sr Specialist	Redacted	$133.6	Redacted	$133.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							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 19.6%, while all others were adjusted by 11.8%.				
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$138.9	Redacted	$144.8	Redacted
2H	Sr Planning Analyst	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.5	Redacted	$147.2	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.4	Redacted	$119.3	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.4	Redacted	$119.3	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.4	Redacted	$119.3	Redacted
1H	Sr Graphic Designer	Corporate Affairs	AMK000-P2	Marketing Generalist/Multidiscipline	1H	Sr Graphic Designer	Redacted	$86.6	Redacted	$88.3	Redacted
1H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$118.4	Redacted	$119.3	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$138.9	Redacted	$144.8	Redacted
2H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$118.4	Redacted	$119.3	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Corporate Affairs Manager	Redacted	$118.4	Redacted	$119.3	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.4	Redacted	$119.3	Redacted
3L	Section Manager	Corporate Affairs	AMK000-M3	Marketing Generalist/Multidiscipline	3L	Section Manager	Redacted	$185.1	Redacted	$188.9	Redacted
2H	Project Specialist	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.5	Redacted	$147.2	Redacted
4L	Director	Corporate Affairs	AMK000-M4	Marketing Generalist/Multidiscipline	4L	Director	Redacted	$254.5	Redacted	$254.1	Redacted
1L	Associate Specialist	Corporate Affairs	AMK000-P1	Marketing Generalist/Multidiscipline	1L	Associate Specialist	Redacted	$75.8	Redacted	$75.5	Redacted
2H	Sr Staff Writer	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Staff Writer	Redacted	$142.5	Redacted	$147.2	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.4	Redacted	$119.3	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$243.9	Redacted	$243.5	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$243.9	Redacted	$243.5	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$243.9	Redacted	$243.5	Redacted
4L	Director	Government Regional& Comm Affs	ACA070-M4	Government Relations	4L	Director	Redacted	$283.5	Redacted	$270.9	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$220.4	Redacted	$221.1	Redacted
2L	Administrator	Government Regional& Comm Affs	ACA020-M1	Community Affairs/Relations	2L	Administrator	Redacted	$133.6	Redacted	$133.0	Redacted
2L	Sr Analyst	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Analyst	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
4L	Director	Government Regional& Comm Affs	ACA020-M4	Community Affairs/Relations	4L	Director	Redacted	$261.4	Redacted	$265.5	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$220.4	Redacted	$221.1	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$220.4	Redacted	$221.1	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$220.4	Redacted	$221.1	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$220.4	Redacted	$221.1	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$220.4	Redacted	$221.1	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
1L	Executive Assistant 1L	Customer Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
2H	Project Specialist	Customer Operations	AMS000-M2	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$143.6	Redacted	$147.7	Redacted
2H	Project Specialist	Customer Operations	AMS000-P4	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$124.1	Redacted	$124.3	Redacted
3L	Project Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$200.4	Redacted	$200.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$127.5	Redacted	$124.4	Redacted
2L	Sr Specialist	Customer Operations	AFC020-M1	Collections	2L	Sr Specialist	Redacted	$127.5	Redacted	$124.4	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$83.4	Redacted	$87.9	Redacted
4L	General Manager	Customer Operations	AMS000-M4	Customer Support/Operations Generalist/Multidiscipline	4L	General Manager	Redacted	$285.2	Redacted	$270.3	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$121.8	Redacted	$116.9	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$121.8	Redacted	$116.9	Redacted
2H	Manager	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Manager	Redacted	$129.2	Redacted	$148.5	Redacted
2L	Sr Analyst	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Analyst	Redacted	$96.7	Redacted	$103.6	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$96.7	Redacted	$103.6	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$96.7	Redacted	$103.6	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
2L	Sr Analyst	Customer Operations	AFC010-P3	Credit	2L	Sr Analyst	Redacted	$110.9	Redacted	$111.5	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$110.9	Redacted	$111.5	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$110.9	Redacted	$111.5	Redacted
1H	Operating Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
2L	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2L	Manager	Redacted	$184.7	Redacted	$194.5	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$83.4	Redacted	$87.9	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
2H	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$184.7	Redacted	$194.5	Redacted
1H	Supervisor	Customer Operations	AMS040-M1	Customer Billing Resolution	1H	Supervisor	Redacted	$104.4	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$200.4	Redacted	$200.0	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$200.4	Redacted	$200.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
2L	Sr Specialist	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.3	Redacted	$107.1	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$200.4	Redacted	$200.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$200.4	Redacted	$200.0	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$83.4	Redacted	$87.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$200.4	Redacted	$200.0	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
3L	Section Manager	Customer Operations	AIT040-M3	Network Control/Administration	3L	Section Manager	Redacted	$218.2	Redacted	$196.8	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$96.1	Redacted	$98.6	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$96.1	Redacted	$98.6	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$96.1	Redacted	$98.6	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$96.1	Redacted	$98.6	Redacted
3L	Section Manager	Customer Operations	AMS020-M3	Customer Contact Center Generalist/Multidiscipline	3L	Section Manager	Redacted	$215.0	Redacted	$211.7	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$96.7	Redacted	$103.6	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$96.7	Redacted	$103.6	Redacted
1H	System Analyst	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$83.4	Redacted	$87.9	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$129.2	Redacted	$148.5	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$129.2	Redacted	$148.5	Redacted
2H	Technical Specialist	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	2H	Technical Specialist	Redacted	$200.4	Redacted	$200.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$96.7	Redacted	$103.6	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$137.7	Redacted	$137.5	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$137.7	Redacted	$137.5	Redacted
1L	Executive Assistant 1L	Gas Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

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Competitive Positioning of Target Cash Compensation
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REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	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 19.6%, while all others were adjusted by 11.8%. 50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
3H	Department Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$236.7	Redacted	$240.3	Redacted
3L	Project Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$196.2	Redacted	$196.0	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$196.2	Redacted	$196.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$196.2	Redacted	$196.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$196.2	Redacted	$196.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
2L	Field Operations Planner	Area Gas Operations	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.0	Redacted	$125.7	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$196.2	Redacted	$196.0	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
2H	Manager	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$196.2	Redacted	$196.0	Redacted
2H	Project Specialist	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$196.2	Redacted	$196.0	Redacted
3H	Department Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$236.7	Redacted	$240.3	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$236.7	Redacted	$240.3	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$236.7	Redacted	$240.3	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$236.7	Redacted	$240.3	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$128.4	Redacted	$130.8	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$128.4	Redacted	$130.8	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$128.4	Redacted	$130.8	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2H	Manager	Gas Engineering	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$161.9	Redacted	$155.0	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$161.9	Redacted	$155.0	Redacted
2H	Manager	Gas Engineering	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$188.4	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$161.9	Redacted	$155.0	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$161.9	Redacted	$155.0	Redacted
3H	Department Manager	Gas Engineering	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$251.5	Redacted	$267.9	Redacted
1H	Operating Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	1H	Operating Supervisor	Redacted	$145.2	Redacted	$142.5	Redacted
2L	Technical Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	2L	Technical Supervisor	Redacted	$145.2	Redacted	$142.5	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$236.7	Redacted	$240.3	Redacted
2L	Field Operations Planner	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Field Operations Planner	Redacted	$147.6	Redacted	$151.6	Redacted
2H	Manager	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Architect	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Architect	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$238.4	Redacted	$243.8	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$238.4	Redacted	$243.8	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$279.5	Redacted	$284.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$176.5	Redacted	$179.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$134.1	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$227.8	Redacted	$221.9	Redacted
1H	Associate Engineer A	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Associate Engineer A	Redacted	$113.1	Redacted	$122.4	Redacted
1H	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	1H	Engineer	Redacted	$169.8	Redacted	$181.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$201.4	Redacted	$214.2	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$201.4	Redacted	$214.2	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$244.7	Redacted	$241.0	Redacted
1H	Specialist	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Specialist	Redacted	$113.1	Redacted	$122.4	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$210.3	Redacted	$217.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$210.3	Redacted	$217.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$210.3	Redacted	$217.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$210.3	Redacted	$217.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

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Competitive Positioning of Target Cash Compensation
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DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
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REDACTED VERSION

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$210.3	Redacted	$217.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$201.4	Redacted	$214.2	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$169.8	Redacted	$181.1	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$169.8	Redacted	$181.1	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$244.7	Redacted	$241.0	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$99.5	Redacted	$102.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$227.8	Redacted	$221.9	Redacted
2H	Manager	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$176.5	Redacted	$179.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$227.8	Redacted	$221.9	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Project Engineer	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Project Engineer	Redacted	$238.4	Redacted	$243.8	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$238.4	Redacted	$243.8	Redacted
3L	Technical Expert	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Technical Expert	Redacted	$238.4	Redacted	$243.8	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$279.5	Redacted	$284.0	Redacted
2H	Manager	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2L	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$238.4	Redacted	$243.8	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$227.8	Redacted	$221.9	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$227.8	Redacted	$221.9	Redacted
3L	Project Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Manager	Redacted	$227.8	Redacted	$221.9	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$182.7	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$182.7	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$182.7	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$182.7	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$182.7	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$182.7	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$182.7	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$182.7	Redacted
1H	Associate Engineer A	Central Engineering	AZE545-P2	Electric Systems Construction Design Standards Engineering	1H	Associate Engineer A	Redacted	$99.3	Redacted	$98.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$176.5	Redacted	$179.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$227.8	Redacted	$221.9	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$166.5	Redacted	$177.7	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Sr Engineer	Central Engineering	AZE120-P4	Environmental Engineering	2H	Sr Engineer	Redacted	$166.5	Redacted	$177.7	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$118.1	Redacted	$146.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Manager	Central Engineering	AZE120-M2	Environmental Engineering	2H	Manager	Redacted	$180.8	Redacted	$197.9	Redacted
2H	Sr Financial Analyst	Central Engineering	AZE120-M2	Environmental Engineering	2H	Sr Financial Analyst	Redacted	$180.8	Redacted	$197.9	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$166.5	Redacted	$177.7	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$134.1	Redacted	$138.1	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$227.8	Redacted	$221.9	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$227.8	Redacted	$221.9	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$227.8	Redacted	$221.9	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$227.8	Redacted	$221.9	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$227.8	Redacted	$221.9	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$227.8	Redacted	$221.9	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$99.5	Redacted	$102.9	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$99.5	Redacted	$102.9	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$99.5	Redacted	$102.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$227.8	Redacted	$221.9	Redacted
3L	Technical Specialist	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$227.8	Redacted	$221.9	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$99.5	Redacted	$102.9	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$99.5	Redacted	$102.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$227.8	Redacted	$221.9	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$99.5	Redacted	$102.9	Redacted
2H	Project Specialist	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Project Specialist	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$176.5	Redacted	$179.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$170.8	Redacted	$169.6	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.1	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$227.8	Redacted	$221.9	Redacted
2H	Manager	Central Engineering	AZE540-M2	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$201.6	Redacted	$214.6	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$238.4	Redacted	$243.8	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$140.6	Redacted	$146.5	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$236.7	Redacted	$240.3	Redacted
2H	Project Specialist	Construction	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$196.2	Redacted	$196.0	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$126.5	Redacted	$125.4	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$126.5	Redacted	$125.4	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$126.5	Redacted	$125.4	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$126.5	Redacted	$125.4	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$126.5	Redacted	$125.4	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$126.5	Redacted	$125.4	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$126.5	Redacted	$125.4	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$104.4	Redacted	$105.6	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$104.4	Redacted	$105.6	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$104.4	Redacted	$105.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
3L	Construction Manager	Construction	ASC020-M3	Materials Management	3L	Construction Manager	Redacted	$227.5	Redacted	$226.4	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.6	Redacted	$146.5	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$236.7	Redacted	$240.3	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$240.3	Redacted	$245.8	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$240.3	Redacted	$245.8	Redacted
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$91.6	Redacted	$92.4	Redacted
2H	Manager	Construction	ARE040-M2	Land/Right-of-Way	2H	Manager	Redacted	$197.7	Redacted	$186.5	Redacted
2L	Sr Specialist	Construction	ARE040-M1	Land/Right-of-Way	2L	Sr Specialist	Redacted	$133.4	Redacted	$131.7	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$115.6	Redacted	$119.1	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$115.6	Redacted	$119.1	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$115.6	Redacted	$119.1	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$115.6	Redacted	$119.1	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$95.1	Redacted	$96.4	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$95.1	Redacted	$96.4	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$95.1	Redacted	$96.4	Redacted
1H	Sr Specialist	Construction	ALS020-M1	Contract Administration	1H	Sr Specialist	Redacted	$142.2	Redacted	$145.0	Redacted
2L	Sr Specialist	Construction	ALS020-P3	Contract Administration	2L	Sr Specialist	Redacted	$118.2	Redacted	$118.3	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$205.0	Redacted	$219.6	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$205.0	Redacted	$219.6	Redacted
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$91.6	Redacted	$92.4	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$92.0	Redacted	$95.1	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$92.0	Redacted	$95.1	Redacted
2H	Systems Specialist	Construction	AID020-P4	Business Systems Analysis	2H	Systems Specialist	Redacted	$155.0	Redacted	$159.0	Redacted
2L	Sr Analyst	Construction	AID020-P3	Business Systems Analysis	2L	Sr Analyst	Redacted	$125.4	Redacted	$127.0	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$125.4	Redacted	$127.0	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$125.4	Redacted	$127.0	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$125.4	Redacted	$127.0	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$125.4	Redacted	$127.0	Redacted
3L	Section Manager	Construction	AID020-M3	Business Systems Analysis	3L	Section Manager	Redacted	$209.4	Redacted	$209.6	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
3L	Section Manager	Construction	AHR100-M3	Labor Relations	3L	Section Manager	Redacted	$238.5	Redacted	$239.6	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$277.6	Redacted	$276.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$277.6	Redacted	$276.8	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$218.1	Redacted	$212.8	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$218.1	Redacted	$212.8	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Technical Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Technical Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
3H	Department Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3H	Department Manager	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$277.6	Redacted	$276.8	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Energy Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Energy Manager	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$277.6	Redacted	$276.8	Redacted
2H	Sr District Operator	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Sr District Operator	Redacted	$218.1	Redacted	$212.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
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DPS-14-440 Total Benefits & Compensation Results

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REDACTED VERSION

					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 19.6%, while all others were adjusted by 11.8%.						
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$277.6	Redacted	$276.8	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$218.1	Redacted	$212.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$218.1	Redacted	$212.8	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$277.6	Redacted	$276.8	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$277.6	Redacted	$276.8	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$116.9	Redacted	$116.2	Redacted
2L	Field Operations Planner	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$183.9	Redacted	$184.5	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$183.9	Redacted	$184.5	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$277.6	Redacted	$276.8	Redacted
1L	Executive Assistant 1L	Central Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$224.5	Redacted	$221.9	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Section Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Section Manager	Redacted	$253.3	Redacted	$264.3	Redacted
3L	Project Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Project Manager	Redacted	$253.3	Redacted	$264.3	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$224.5	Redacted	$221.9	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$224.5	Redacted	$221.9	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
2L	Administrator	Steam Operations	EGF030-M1	Fossil Power Maintenance	2L	Administrator	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$224.5	Redacted	$221.9	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$224.5	Redacted	$221.9	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$224.5	Redacted	$221.9	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Specialist	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Specialist	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.1	Redacted
2L	Planning Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Planning Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Sr Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Sr Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$224.5	Redacted	$221.9	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.1	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$224.5	Redacted	$221.9	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$224.5	Redacted	$221.9	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Maintenance Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Maintenance Manager	Redacted	$224.5	Redacted	$221.9	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.1	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$224.5	Redacted	$221.9	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.1	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$224.5	Redacted	$221.9	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$224.5	Redacted	$221.9	Redacted
2H	Project Specialist	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Project Specialist	Redacted	$185.4	Redacted	$188.3	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$240.6	Redacted	$234.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
3L	Construction Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Construction Manager	Redacted	$240.6	Redacted	$234.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$207.2	Redacted	$205.9	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$207.2	Redacted	$205.9	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Supervisor	Redacted	$149.8	Redacted	$152.6	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$149.8	Redacted	$152.6	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$240.6	Redacted	$234.0	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Manager	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$185.4	Redacted	$188.3	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$149.8	Redacted	$152.6	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$240.6	Redacted	$234.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$240.6	Redacted	$234.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$240.6	Redacted	$234.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$240.6	Redacted	$234.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$240.6	Redacted	$234.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$240.6	Redacted	$234.0	Redacted
4L	General Manager	Substation Operations	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4L	General Manager	Redacted	$304.3	Redacted	$305.5	Redacted
1H	Analyst	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Analyst	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Sr Engineer	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$185.4	Redacted	$188.3	Redacted
2H	Sr Planning Analyst	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$185.4	Redacted	$188.3	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Shift Supervisor	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Shift Supervisor	Redacted	$129.3	Redacted	$128.0	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$240.6	Redacted	$234.0	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$240.6	Redacted	$234.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$225.4	Redacted	$232.8	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Shift Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Shift Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$225.4	Redacted	$232.8	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$111.0	Redacted	$112.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$225.4	Redacted	$232.8	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$126.4	Redacted	$126.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$126.4	Redacted	$126.9	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$225.4	Redacted	$232.8	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$147.4	Redacted	$154.3	Redacted
3L	Section Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Section Manager	Redacted	$225.4	Redacted	$232.8	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
3H	Department Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$240.3	Redacted	$245.8	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$240.3	Redacted	$245.8	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$240.3	Redacted	$245.8	Redacted
2L	Operations Trainer	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Operations Trainer	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Shift Supervisor	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Shift Supervisor	Redacted	$139.4	Redacted	$142.7	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$240.3	Redacted	$245.8	Redacted
4H	General Manager Central Ops	Substation Operations	EDD020-M4	Electric Distribution Construction and/or Maintenance	4H	General Manager Central Ops	Redacted	$323.8	Redacted	$305.1	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$111.0	Redacted	$112.5	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$111.0	Redacted	$112.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$225.4	Redacted	$232.8	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$225.4	Redacted	$232.8	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$225.4	Redacted	$232.8	Redacted
2L	Senior Executive Assistant	Office of President	AAS042-U4	Secretarial/Executive Administrative Assistance	2L	Senior Executive Assistant	Redacted	$107.1	Redacted	$107.9	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$108.6	Redacted	$111.8	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$108.6	Redacted	$111.8	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$179.5	Redacted	$176.7	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$179.5	Redacted	$176.7	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$179.5	Redacted	$176.7	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$179.5	Redacted	$176.7	Redacted
3L	Section Manager	Energy Management	AEM000-M3	Data Science and Business Intelligence Generalist/Multidiscipline	3L	Section Manager	Redacted	$187.7	Redacted	$200.3	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$178.9	Redacted	$179.9	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$178.9	Redacted	$179.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$108.6	Redacted	$111.8	Redacted
2H	Manager	Energy Management	ETG020-M2	Gas Supply	2H	Manager	Redacted	$207.6	Redacted	$218.0	Redacted
2H	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2H	Sr Analyst	Redacted	$130.8	Redacted	$137.6	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$192.7	Redacted	$194.3	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$192.7	Redacted	$194.3	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$192.7	Redacted	$194.3	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$192.7	Redacted	$194.3	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$130.8	Redacted	$137.6	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$130.8	Redacted	$137.6	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$130.8	Redacted	$137.6	Redacted
3L	Section Manager	Energy Management	ETG020-M3	Gas Supply	3L	Section Manager	Redacted	$261.0	Redacted	$272.6	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2L	Sr Analyst	Energy Management	EMT000-P3	Energy Trading Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$160.6	Redacted	$166.2	Redacted
1L	Executive Assistant 1L	Corporate Shared Services	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$270.3	Redacted	$256.9	Redacted
2H	Manager	Information Technology	AIT030-M2	Database Administration	2H	Manager	Redacted	$202.2	Redacted	$205.2	Redacted
2H	Manager	Information Technology	AIT030-P4	Database Administration	2H	Manager	Redacted	$179.7	Redacted	$182.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$180.1	Redacted	$181.4	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.5	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$243.1	Redacted	$245.2	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$86.0	Redacted	$86.2	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$86.0	Redacted	$86.2	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$86.0	Redacted	$86.2	Redacted
2H	Manager	Information Technology	AIT020-M2	IT Help Desk Support	2H	Manager	Redacted	$151.7	Redacted	$157.7	Redacted
2H	Project Specialist	Information Technology	AIT020-M2	IT Help Desk Support	2H	Project Specialist	Redacted	$151.7	Redacted	$157.7	Redacted
2L	Sr System Analyst	Information Technology	AIT020-M1	IT Help Desk Support	2L	Sr System Analyst	Redacted	$113.8	Redacted	$120.8	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$101.6	Redacted	$107.8	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$101.6	Redacted	$107.8	Redacted
1H	Front End Engineer	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Front End Engineer	Redacted	$125.1	Redacted	$125.2	Redacted
1H	Product Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Product Analyst	Redacted	$125.1	Redacted	$125.2	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$125.1	Redacted	$125.2	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$125.1	Redacted	$125.2	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$180.1	Redacted	$181.4	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$180.1	Redacted	$181.4	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$197.4	Redacted	$209.7	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$197.4	Redacted	$209.7	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$197.4	Redacted	$209.7	Redacted
2L	Scrum Master	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Scrum Master	Redacted	$162.2	Redacted	$163.5	Redacted
2L	Senior Full Stack Engineer	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Senior Full Stack Engineer	Redacted	$162.2	Redacted	$163.5	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.5	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

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REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$243.1	Redacted	$245.2	Redacted
3H	Department Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3H	Department Manager	Redacted	$243.1	Redacted	$245.2	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$243.1	Redacted	$245.2	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$243.1	Redacted	$245.2	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$243.1	Redacted	$245.2	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$243.1	Redacted	$245.2	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$243.1	Redacted	$245.2	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$243.1	Redacted	$245.2	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$243.1	Redacted	$245.2	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$243.1	Redacted	$245.2	Redacted
1H	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	1H	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$197.4	Redacted	$209.7	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.5	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.5	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.5	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.5	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.5	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.5	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$243.1	Redacted	$245.2	Redacted
4H	Director- Chief Architect	Information Technology	AID030-M4	IT Architecture (Systems Design)	4H	Director- Chief Architect	Redacted	$293.3	Redacted	$286.5	Redacted
1H	Specialist	Information Technology	AID040-P2	Systems Software Development	1H	Specialist	Redacted	$106.7	Redacted	$107.6	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$170.8	Redacted	$172.2	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$170.8	Redacted	$172.2	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$74.5	Redacted	$78.0	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$74.5	Redacted	$78.0	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$177.8	Redacted	$176.9	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$177.8	Redacted	$176.9	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$177.8	Redacted	$176.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
3L	Systems Manager	Information Technology	AIT040-M3	Network Control/Administration	3L	Systems Manager	Redacted	$218.2	Redacted	$196.8	Redacted
1H	System Analyst	Information Technology	AIT070-P2	IS and Cyber Security	1H	System Analyst	Redacted	$101.1	Redacted	$101.7	Redacted
2H	Manager	Information Technology	AID040-M2	Systems Software Development	2H	Manager	Redacted	$209.8	Redacted	$203.7	Redacted
2H	Systems Specialist	Information Technology	AIT070-P4	IS and Cyber Security	2H	Systems Specialist	Redacted	$178.1	Redacted	$174.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
3L	IT Architect	Information Technology	AIT070-M3	IS and Cyber Security	3L	IT Architect	Redacted	$253.3	Redacted	$252.9	Redacted
3L	Systems Manager	Information Technology	AIT070-M3	IS and Cyber Security	3L	Systems Manager	Redacted	$253.3	Redacted	$252.9	Redacted
4L	Director	Information Technology	AIT070-M4	IS and Cyber Security	4L	Director	Redacted	$285.5	Redacted	$287.5	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$209.8	Redacted	$203.7	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2L	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2L	Systems Specialist	Redacted	$209.8	Redacted	$203.7	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$106.7	Redacted	$107.6	Redacted
2H	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Systems Specialist	Redacted	$209.8	Redacted	$203.7	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$106.7	Redacted	$107.6	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$209.8	Redacted	$203.7	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$170.8	Redacted	$172.2	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2H	Manager	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Manager	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Project Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Sr Planning Analyst	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$150.5	Redacted	$152.0	Redacted
1L	Associate Analyst	Information Technology	AIT000-P1	IT Administration Generalist/Multidiscipline	1L	Associate Analyst	Redacted	$77.7	Redacted	$80.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$270.3	Redacted	$256.9	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$243.1	Redacted	$245.2	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
1H	Analyst	Information Technology	AIT090-P2	Telecommunications	1H	Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
2H	Project Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Project Specialist	Redacted	$157.3	Redacted	$154.5	Redacted
2L	Sr Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$143.9	Redacted	$134.9	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$121.2	Redacted	$125.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$157.3	Redacted	$154.5	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$157.3	Redacted	$154.5	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$129.6	Redacted	$134.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$129.6	Redacted	$134.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$201.6	Redacted	$197.5	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$270.3	Redacted	$256.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$210.5	Redacted	$206.7	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$270.3	Redacted	$256.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Technical Specialist	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Program Manager Lead	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Program Manager Lead	Redacted	$210.5	Redacted	$206.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

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								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$270.3	Redacted	$256.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$143.9	Redacted	$134.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$270.3	Redacted	$256.9	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$161.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$143.9	Redacted	$134.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
1H	Specialist	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	Specialist	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr Specialist	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Section Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Section Manager	Redacted	$210.5	Redacted	$206.7	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$206.7	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$270.3	Redacted	$256.9	Redacted
1H	Specialist	Human Resources	AHR020-P2	Compensation Generalist/Multidiscipline	1H	Specialist	Redacted	$98.5	Redacted	$104.9	Redacted
2H	Project Specialist	Human Resources	AHR020-P4	Compensation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$154.6	Redacted	$152.7	Redacted
3L	Section Manager	Human Resources	AHR020-M3	Compensation Generalist/Multidiscipline	3L	Section Manager	Redacted	$229.4	Redacted	$222.7	Redacted
1H	Specialist	Human Resources	AHR060-P2	Benefits	1H	Specialist	Redacted	$93.0	Redacted	$94.5	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$149.1	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$149.1	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$149.1	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$149.1	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$149.1	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$149.1	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$115.9	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$115.9	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$115.9	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$115.9	Redacted	$117.7	Redacted
3H	Department Manager	Human Resources	AHR060-M3	Benefits	3H	Department Manager	Redacted	$189.7	Redacted	$210.0	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$189.7	Redacted	$210.0	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$189.7	Redacted	$210.0	Redacted
1H	Specialist	Human Resources	AHR095-P2	Employee Relations	1H	Specialist	Redacted	$97.6	Redacted	$97.6	Redacted
1H	Specialist	Human Resources	AHR000-P2	HR Generalist/Consultant Generalist/Multidiscipline	1H	Specialist	Redacted	$88.5	Redacted	$89.7	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$153.7	Redacted	$157.1	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$153.7	Redacted	$157.1	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$153.7	Redacted	$157.1	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$153.7	Redacted	$157.1	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$143.2	Redacted	$144.4	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$143.2	Redacted	$144.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
3H	Department Manager	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Department Manager	Redacted	$199.4	Redacted	$203.3	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$161.0	Redacted	$160.9	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$161.0	Redacted	$160.9	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$161.0	Redacted	$160.9	Redacted
2L	Sr Specialist	Human Resources	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
3H	Department Manager	Human Resources	AHR100-M3	Labor Relations	3H	Department Manager	Redacted	$238.5	Redacted	$239.6	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$143.2	Redacted	$144.4	Redacted
4L	Director	Human Resources	AHR000-M4	HR Generalist/Consultant Generalist/Multidiscipline	4L	Director	Redacted	$225.2	Redacted	$238.9	Redacted
2L	Service Center Supervisor	Human Resources	AHR160-M1	HR Service Center	2L	Service Center Supervisor	Redacted	$125.7	Redacted	$124.5	Redacted
2L	Sr Specialist	Human Resources	AHR160-P3	HR Service Center	2L	Sr Specialist	Redacted	$92.3	Redacted	$95.4	Redacted
3L	Section Manager	Human Resources	AHR160-M3	HR Service Center	3L	Section Manager	Redacted	$202.5	Redacted	$189.7	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$144.0	Redacted	$151.0	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$144.0	Redacted	$151.0	Redacted
2L	Sr Specialist	Human Resources	AHR150-P3	Human Resources Information Systems	2L	Sr Specialist	Redacted	$119.3	Redacted	$122.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							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 19.6%, while all others were adjusted by 11.8%.				
3L	Section Manager	Human Resources	AHR150-M3	Human Resources Information Systems	3L	Section Manager	Redacted	$223.5	Redacted	$221.3	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$143.2	Redacted	$144.4	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$143.2	Redacted	$144.4	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$143.2	Redacted	$144.4	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$143.2	Redacted	$144.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Staff Accountant	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Staff Accountant	Redacted	$115.1	Redacted	$117.7	Redacted
3H	Program Manager Lead	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Program Manager Lead	Redacted	$199.4	Redacted	$203.3	Redacted
1H	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2H	Manager	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Manager	Redacted	$153.2	Redacted	$158.5	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$153.2	Redacted	$158.5	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$137.8	Redacted	$140.4	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$137.8	Redacted	$140.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$221.5	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$137.8	Redacted	$140.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$221.5	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-M2	Technical Training	2H	Project Specialist	Redacted	$168.6	Redacted	$167.5	Redacted
4H	Director +	Learning and Inclusion	AHR130-M4	Employee Development/Training Generalist/Multidiscipline	4H	Director +	Redacted	$232.8	Redacted	$242.8	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$221.5	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation

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REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							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 19.6%, while all others were adjusted by 11.8%.				
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-M1	Technical Training	2L	Sr Instructor	Redacted	$141.9	Redacted	$133.9	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$221.5	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr System Analyst	Learning and Inclusion	AIT025-P3	IT On-Site Support	2L	Sr System Analyst	Redacted	$106.3	Redacted	$108.7	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.3	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$137.8	Redacted	$140.4	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$137.8	Redacted	$140.4	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$137.8	Redacted	$140.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$128.9	Redacted	$132.2	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$221.5	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
3L	Section Manager	Learning and Inclusion	AHR120-M3	Organization Development	3L	Section Manager	Redacted	$240.2	Redacted	$241.5	Redacted
1H	Specialist	Learning and Inclusion	AHR140-P2	Recruitment Generalist/Multidiscipline	1H	Specialist	Redacted	$86.1	Redacted	$86.5	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$151.7	Redacted	$153.3	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$151.7	Redacted	$153.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$113.4	Redacted	$115.7	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$113.4	Redacted	$115.7	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$113.4	Redacted	$115.7	Redacted
3L	Section Manager	Learning and Inclusion	AHR140-M3	Recruitment Generalist/Multidiscipline	3L	Section Manager	Redacted	$185.0	Redacted	$196.7	Redacted
1H	Specialist	Learning and Inclusion	AHR122-P2	Workforce Analytics	1H	Specialist	Redacted	$91.5	Redacted	$82.7	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Sr Planning Analyst	Redacted	$173.3	Redacted	$162.1	Redacted
2H	Systems Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Systems Specialist	Redacted	$173.3	Redacted	$162.1	Redacted
2L	Project Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2L	Project Specialist	Redacted	$173.3	Redacted	$162.1	Redacted
1H	Specialist	Learning and Inclusion	AHR120-P2	Organization Development	1H	Specialist	Redacted	$85.2	Redacted	$94.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
4L	Director	Learning and Inclusion	AHR120-M4	Organization Development	4L	Director	Redacted	$288.6	Redacted	$268.2	Redacted
2H	Category Manager	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Category Manager	Redacted	$163.1	Redacted	$167.4	Redacted
2L	Sr. Category Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Category Analyst	Redacted	$107.0	Redacted	$109.3	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$206.3	Redacted	$201.9	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$275.0	Redacted	$258.7	Redacted
2H	Project Specialist	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$138.9	Redacted	$140.2	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.1	Redacted	$167.4	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.1	Redacted	$167.4	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Projects Portfolio Manager	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$138.9	Redacted	$140.2	Redacted
2L	Sr Proj Portfolio Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Proj Portfolio Analyst	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr. Analytics Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Analytics Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
1H	Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$206.3	Redacted	$201.9	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.1	Redacted	$167.4	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$275.0	Redacted	$258.7	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$206.3	Redacted	$201.9	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.1	Redacted	$167.4	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$206.3	Redacted	$201.9	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.3	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.1	Redacted	$167.4	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.0	Redacted	$109.3	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$206.3	Redacted	$201.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$89.0	Redacted	$83.2	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$189.7	Redacted	$192.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$89.0	Redacted	$83.2	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$89.0	Redacted	$83.2	Redacted
2L	Sr Specialist	Supply Chain	ASC040-W4	Warehousing	2L	Sr Specialist	Redacted	$89.0	Redacted	$83.2	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$189.7	Redacted	$192.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$89.0	Redacted	$83.2	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.7	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$89.0	Redacted	$83.2	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$133.3	Redacted	$135.4	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$133.3	Redacted	$135.4	Redacted
3L	Section Manager	Supply Chain	ASC000-M3	Supply Chain and Logistics Generalist/Multidiscipline	3L	Section Manager	Redacted	$218.3	Redacted	$205.4	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

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Competitive Positioning of Target Cash Compensation
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REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
4L	Director	Supply Chain	ASC000-M4	Supply Chain and Logistics Generalist/Multidiscipline	4L	Director	Redacted	$296.8	Redacted	$279.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$110.4	Redacted	$113.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$110.4	Redacted	$113.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$110.4	Redacted	$113.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$110.4	Redacted	$113.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$203.4	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2L	Sr Specialist	Facilities and Field Services	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$125.0	Redacted	$125.7	Redacted
3L	Section Manager	Facilities and Field Services	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$210.0	Redacted	$213.9	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
2L	Field Operations Planner	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Field Operations Planner	Redacted	$131.5	Redacted	$133.4	Redacted
3L	Section Manager	Facilities and Field Services	ARE000-M3	Real Estate and Facilities Generalist/Multidiscipline	3L	Section Manager	Redacted	$212.7	Redacted	$208.6	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$197.8	Redacted	$195.9	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$197.8	Redacted	$195.9	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2H	Project Specialist	Facilities and Field Services	ARE020-P4	Facilities Management	2H	Project Specialist	Redacted	$157.1	Redacted	$149.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$203.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$203.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$203.4	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$232.0	Redacted	$239.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2H	Manager	Facilities and Field Services	ARE020-M2	Facilities Management	2H	Manager	Redacted	$151.1	Redacted	$148.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$203.4	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$93.7	Redacted	$95.0	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$93.7	Redacted	$95.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$150.9	Redacted	$155.5	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$150.9	Redacted	$155.5	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$150.9	Redacted	$155.5	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$150.9	Redacted	$155.5	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Operating General Supervisor	Redacted	$117.5	Redacted	$123.5	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$117.5	Redacted	$123.5	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$117.5	Redacted	$123.5	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$117.5	Redacted	$123.5	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$117.5	Redacted	$123.5	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$204.6	Redacted	$209.4	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$204.6	Redacted	$209.4	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$204.6	Redacted	$209.4	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$204.6	Redacted	$209.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$203.4	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$232.0	Redacted	$239.0	Redacted
1H	Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Specialist	Redacted	$110.6	Redacted	$115.7	Redacted
2H	Manager	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Manager	Redacted	$172.2	Redacted	$167.0	Redacted
2L	Sr Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Sr Specialist	Redacted	$110.6	Redacted	$115.7	Redacted
1H	Supervisor	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Supervisor	Redacted	$110.6	Redacted	$115.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$125.5	Redacted	$129.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$203.4	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$125.5	Redacted	$129.2	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Sr Planning Analyst	Redacted	$172.2	Redacted	$167.0	Redacted
2L	Architect	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Architect	Redacted	$110.6	Redacted	$115.7	Redacted
3L	Section Manager	Facilities and Field Services	APM020-M3	Facilities Construction Project Management	3L	Section Manager	Redacted	$213.0	Redacted	$201.0	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
3L	Section Manager	Research & Development	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$210.0	Redacted	$213.9	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$84.7	Redacted	$85.4	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$84.7	Redacted	$85.4	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$152.1	Redacted	$154.8	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$152.1	Redacted	$154.8	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$152.1	Redacted	$154.8	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$152.1	Redacted	$154.8	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$152.1	Redacted	$154.8	Redacted
2H	Project Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Project Specialist	Redacted	$144.5	Redacted	$151.4	Redacted
2H	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$144.5	Redacted	$151.4	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$144.5	Redacted	$151.4	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$144.5	Redacted	$151.4	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$144.5	Redacted	$151.4	Redacted
2L	Sr Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Cash Compensation
- Equals the sum of Annual Salary and Variable Pay @ Target

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$114.8	Redacted
2L	Sr System Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.3	Redacted	$114.8	Redacted
3H	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Department Manager	Redacted	$184.6	Redacted	$201.8	Redacted
3H	Director Cyber Forensics	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Director Cyber Forensics	Redacted	$184.6	Redacted	$201.8	Redacted
3L	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Department Manager	Redacted	$184.6	Redacted	$201.8	Redacted
3L	Section Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Section Manager	Redacted	$184.6	Redacted	$201.8	Redacted
3L	Technical Specialist	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$184.6	Redacted	$201.8	Redacted
4L	Director	Corporate Security	AAY000-M4	Security Generalist/Multidiscipline	4L	Director	Redacted	$261.4	Redacted	$259.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$210.0	Redacted	$213.9	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$210.0	Redacted	$213.9	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-M2	Business Continuation	2H	Project Specialist	Redacted	$178.7	Redacted	$184.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2L	Sr Specialist	Emergency Preparedness	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$125.0	Redacted	$125.7	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$210.0	Redacted	$213.9	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$210.0	Redacted	$213.9	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$159.9	Redacted	$158.4	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$210.0	Redacted	$213.9	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							$1.1	*$2.9*	*38.6%*	*$3.1*	*35.7%*
2L	Senior Executive Assistant	Off Of Chair Of Board & CEO	AAS043-U4	Secretarial/Administrative Assistance to the Chief Executive Officer	2L	Senior Executive Assistant	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Customer Energy Solutions	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1L	Executive Assistant 1L	Customer Energy Solutions	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	AMI Sr System Operator	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	AMI Sr System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Variable Pay @ Target

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REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.					
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$47.4	Redacted	$46.0	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$47.4	Redacted	$46.0	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$47.4	Redacted	$46.0	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$47.4	Redacted	$46.0	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$47.4	Redacted	$46.0	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$47.4	Redacted	$46.0	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$47.4	Redacted	$46.0	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$47.4	Redacted	$46.0	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$47.4	Redacted	$46.0	Redacted
4L	Director	Rate Engineering	AFT090-M4	Rates	4L	Director	Redacted	$54.4	Redacted	$54.7	Redacted

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	SOX and ERM	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$28.6	Redacted	$38.1	Redacted
4L	Director	SOX and ERM	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$55.3	Redacted	$52.4	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$55.9	Redacted	$51.7	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Assistant Controller	Corporate Accounting	AFB020-M4	Financial Reporting	4L	Assistant Controller	Redacted	$36.3	Redacted	$35.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Accounting Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	2L	Accounting Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB061-P3	Accounts Payable	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB070-M2	Payroll	2H	Sr Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Corporate Accounting	AFB070-M3	Payroll	3H	Department Manager	Redacted	$28.1	Redacted	$30.8	Redacted
1H	Tax Accountant	Tax Department	AFT050-P2	Tax Reporting	1H	Tax Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$38.7	Redacted	$43.1	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$39.1	Redacted	$77.0	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$38.7	Redacted	$43.1	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$38.7	Redacted	$43.1	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$38.7	Redacted	$43.1	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$39.1	Redacted	$77.0	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$38.7	Redacted	$43.1	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Treasury	AFT010-P2	Financial Analysis	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Financial Analyst	Treasury	AFT010-P4	Financial Analysis	2H	Sr Financial Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Treasury	AFT010-M3	Financial Analysis	3L	Project Manager	Redacted	$55.9	Redacted	$51.7	Redacted
3L	Section Manager	Treasury	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$55.9	Redacted	$51.7	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Treasury	AFT030-P4	Treasury Operations	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Treasury	AFT030-M3	Treasury Operations	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Treasury	AFT030-M4	Treasury Operations	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Treasury	AFT080-P4	Insurance Risk	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Financial Analyst	Treasury	AFT080-P4	Insurance Risk	2H	Sr Financial Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Treasury	AFT080-P3	Insurance Risk	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Treasury	AFT080-M3	Insurance Risk	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
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							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Treasury	AFY000-M2	Risk Management Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Treasury	AFY000-P3	Risk Management Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Treasury	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$28.6	Redacted	$38.1	Redacted
4L	Director	Treasury	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$55.3	Redacted	$52.4	Redacted
2H	Sr Planning Analyst	Strategic Planning	ACD010-P4	Strategic Planning	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$29.2	Redacted	$36.5	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$29.2	Redacted	$36.5	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$29.2	Redacted	$36.5	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$29.2	Redacted	$36.5	Redacted
3L	Project Manager	Strategic Planning	ACD010-M3	Strategic Planning	3L	Project Manager	Redacted	$29.2	Redacted	$36.5	Redacted
65	EH&S Compliance Liaison	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	65	EH&S Compliance Liaison	Redacted	$50.4	Redacted	$57.5	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$27.9	Redacted	$28.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$27.9	Redacted	$28.1	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Technical Specialist	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Technical Specialist	Redacted	$27.9	Redacted	$28.1	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$38.9	Redacted	$37.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
4L	Director	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4L	Director	Redacted	$50.4	Redacted	$57.5	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
1H	System Analyst	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$50.4	Redacted	$57.5	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Scientist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Associate Scientist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Associate Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$38.9	Redacted	$37.4	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$50.4	Redacted	$57.5	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
2L	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$38.9	Redacted	$37.4	Redacted
1L	Executive Assistant 1L	Electric Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Staten Island & Electric Svcs	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Staten Island & Electric Svcs	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$23.9	Redacted	$25.3	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Staten Island & Electric Svcs	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planner Field Tech Specialist	Bronx & Westchester	AZE120-P3	Environmental Engineering	2L	Planner Field Tech Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$23.9	Redacted	$25.3	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code**	**and Functional Area**	**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2L	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Bronx & Westchester	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$23.9	Redacted	$25.3	Redacted
2L	Scheduler	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Scheduler	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bklyn & Queens	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	AAY010-M2	Business Continuation	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bklyn & Queens	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Bklyn & Queens	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code**	**and Functional Area**	**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Bklyn & Queens	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Manhattan	CAM000-M3	Account/Relationship Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$23.5	Redacted	$27.3	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Manhattan	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Manhattan	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planner Field Tech Specialist	Manhattan	AAY010-P3	Business Continuation	2L	Planner Field Tech Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Manhattan	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted

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Competitive Positioning of Variable Pay @ Target

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Work Organizer	Manhattan	APM530-M1	Electric Transmission and/or Distribution Project Management	1H	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted

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								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code**	**and Functional Area**	**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Manhattan	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
4H	Chief Engineer	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4H	Chief Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
4L	General Manager	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4L	General Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Engineering & Planning	ETO005-P2	Electric Transmission System Operations - Reliability	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
4H	GM Central Energy Service	Engineering & Planning	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4H	GM Central Energy Service	Redacted	$59.8	Redacted	$51.8	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted

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Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
3L	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Project Specialist	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$25.2	Redacted	$26.3	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Sr Engineer	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$25.2	Redacted	$26.3	Redacted
2L	Engineer	Engineering & Planning	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$25.2	Redacted	$26.3	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$23.9	Redacted	$25.3	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
4H	General Manager +	Engineering & Planning	APM530-M4	Electric Transmission and/or Distribution Project Management	4H	General Manager +	Redacted	$59.8	Redacted	$56.5	Redacted
1H	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$23.9	Redacted	$25.3	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$23.9	Redacted	$25.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$23.9	Redacted	$25.3	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Variable Pay @ Target

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted

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Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$32.6	Redacted	$33.2	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$32.6	Redacted	$33.2	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$32.6	Redacted	$33.2	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$31.9	Redacted	$44.4	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$32.6	Redacted	$33.2	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$32.6	Redacted	$33.2	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$31.9	Redacted	$44.4	Redacted
1L	Executive Assistant 1L	Law	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Law	ALS000-P4	Legal Support Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$65.0	Redacted	$94.1	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$0.0	Redacted	$0.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$0.0	Redacted	$0.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$0.0	Redacted	$0.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$0.0	Redacted	$0.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$0.0	Redacted	$0.0	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$65.0	Redacted	$94.1	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$65.0	Redacted	$94.1	Redacted
66	Associate General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	66	Associate General Counsel	Redacted	$65.0	Redacted	$94.1	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
64	Associate Counsel	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	64	Associate Counsel	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-M2	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

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Competitive Positioning of Variable Pay @ Target

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Competitive Positioning of Variable Pay @ Target

			Survey Benchmark Code and Functional Area				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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department			Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Legal Services	ALS030-P3	Claims Resolution	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
61	Staff Attorney	Regulatory Services	ALG070-P3	Regulatory Compliance Law	61	Staff Attorney	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Regulatory Services	ALG070-P3	Regulatory Compliance Law	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$28.8	Redacted	$41.2	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$28.8	Redacted	$41.2	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$55.9	Redacted	$59.3	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$28.8	Redacted	$41.2	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$28.8	Redacted	$41.2	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$55.9	Redacted	$59.3	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$31.7	Redacted	$40.9	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3H	Department Manager	Redacted	$31.7	Redacted	$40.9	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$31.7	Redacted	$40.9	Redacted
4H	Director-Corporate Affairs	Corporate Affairs	ACA010-M4	Public Relations	4H	Director-Corporate Affairs	Redacted	$42.5	Redacted	$50.6	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Corporate Affairs	ACA010-P2	Public Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Assistant Director	Corporate Affairs	ACA010-M3	Public Relations	3L	Assistant Director	Redacted	$16.8	Redacted	$21.5	Redacted
4L	Director	Corporate Affairs	ACA010-M4	Public Relations	4L	Director	Redacted	$42.5	Redacted	$50.6	Redacted
1H	Specialist	Corporate Affairs	ACA120-P2	Creative Design Services	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Corporate Affairs	ACA120-P4	Creative Design Services	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Administrator	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Administrator	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Unit Manager	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Unit Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Graphic Designer	Corporate Affairs	AMK000-P2	Marketing Generalist/Multidiscipline	1H	Sr Graphic Designer	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Corporate Affairs	AMK000-M3	Marketing Generalist/Multidiscipline	3L	Section Manager	Redacted	$19.6	Redacted	$24.5	Redacted
2H	Project Specialist	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Corporate Affairs	AMK000-M4	Marketing Generalist/Multidiscipline	4L	Director	Redacted	$39.1	Redacted	$42.9	Redacted
1L	Associate Specialist	Corporate Affairs	AMK000-P1	Marketing Generalist/Multidiscipline	1L	Associate Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Staff Writer	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Staff Writer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$50.6	Redacted	$49.9	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$50.6	Redacted	$49.9	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$50.6	Redacted	$49.9	Redacted
4L	Director	Government Regional& Comm Affs	ACA070-M4	Government Relations	4L	Director	Redacted	$48.3	Redacted	$55.4	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$31.7	Redacted	$40.9	Redacted
2L	Administrator	Government Regional& Comm Affs	ACA020-M1	Community Affairs/Relations	2L	Administrator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Government Regional& Comm Affs	ACA020-M4	Community Affairs/Relations	4L	Director	Redacted	$55.9	Redacted	$60.0	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$31.7	Redacted	$40.9	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$31.7	Redacted	$40.9	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$31.7	Redacted	$40.9	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$31.7	Redacted	$40.9	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$31.7	Redacted	$40.9	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1L	Executive Assistant 1L	Customer Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Operations	AMS000-M2	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Customer Operations	AMS000-P4	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$26.9	Redacted	$22.6	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AFC020-M1	Collections	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
4L	General Manager	Customer Operations	AMS000-M4	Customer Support/Operations Generalist/Multidiscipline	4L	General Manager	Redacted	$57.2	Redacted	$65.0	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Customer Operations	AFC010-P3	Credit	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Operating Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2L	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS040-M1	Customer Billing Resolution	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$26.9	Redacted	$22.6	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$26.9	Redacted	$22.6	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$26.9	Redacted	$22.6	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$26.9	Redacted	$22.6	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$26.9	Redacted	$22.6	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Customer Operations	AIT040-M3	Network Control/Administration	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Customer Operations	AMS020-M3	Customer Contact Center Generalist/Multidiscipline	3L	Section Manager	Redacted	$30.7	Redacted	$35.1	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Technical Specialist	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	2H	Technical Specialist	Redacted	$26.9	Redacted	$22.6	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1L	Executive Assistant 1L	Gas Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
3H	Department Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$29.9	Redacted	$34.1	Redacted
3L	Project Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
2L	Field Operations Planner	Area Gas Operations	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$29.9	Redacted	$34.1	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$29.9	Redacted	$34.1	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$29.9	Redacted	$34.1	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$29.9	Redacted	$34.1	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Gas Engineering	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Gas Engineering	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Gas Engineering	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$29.9	Redacted	$34.1	Redacted
2L	Field Operations Planner	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
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REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Architect	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Architect	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$31.4	Redacted	$30.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$31.4	Redacted	$30.5	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$44.9	Redacted	$65.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$28.3	Redacted	$26.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$33.6	Redacted	$32.5	Redacted
1H	Associate Engineer A	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	1H	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$56.9	Redacted	$46.6	Redacted
1H	Specialist	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$56.9	Redacted	$46.6	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$33.6	Redacted	$32.5	Redacted
2H	Manager	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$28.3	Redacted	$26.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$33.6	Redacted	$32.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Engineer	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Project Engineer	Redacted	$31.4	Redacted	$30.5	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$31.4	Redacted	$30.5	Redacted

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
3L	Technical Expert	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Technical Expert	Redacted	$31.4	Redacted	$30.5	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$44.9	Redacted	$65.6	Redacted
2H	Manager	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2L	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$31.4	Redacted	$30.5	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$33.6	Redacted	$32.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$33.6	Redacted	$32.5	Redacted
3L	Project Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Manager	Redacted	$33.6	Redacted	$32.5	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Associate Engineer A	Central Engineering	AZE545-P2	Electric Systems Construction Design Standards Engineering	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$28.3	Redacted	$26.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$33.6	Redacted	$32.5	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE120-P4	Environmental Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Central Engineering	AZE120-M2	Environmental Engineering	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Financial Analyst	Central Engineering	AZE120-M2	Environmental Engineering	2H	Sr Financial Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$33.6	Redacted	$32.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$33.6	Redacted	$32.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$33.6	Redacted	$32.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$33.6	Redacted	$32.5	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$33.6	Redacted	$32.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$33.6	Redacted	$32.5	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$33.6	Redacted	$32.5	Redacted
3L	Technical Specialist	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$33.6	Redacted	$32.5	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$33.6	Redacted	$32.5	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$28.3	Redacted	$26.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$33.6	Redacted	$32.5	Redacted
2H	Manager	Central Engineering	AZE540-M2	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$31.4	Redacted	$30.5	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$29.9	Redacted	$34.1	Redacted
2H	Project Specialist	Construction	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Construction	ASC020-M3	Materials Management	3L	Construction Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$29.9	Redacted	$34.1	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$31.8	Redacted	$32.5	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$31.8	Redacted	$32.5	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Construction	ARE040-M2	Land/Right-of-Way	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	ARE040-M1	Land/Right-of-Way	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Specialist	Construction	ALS020-M1	Contract Administration	1H	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	ALS020-P3	Contract Administration	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Construction	AID020-P4	Business Systems Analysis	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Construction	AID020-P3	Business Systems Analysis	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Construction	AID020-M3	Business Systems Analysis	3L	Section Manager	Redacted	$19.6	Redacted	$34.9	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Construction	AHR100-M3	Labor Relations	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
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REDACTED VERSION

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Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Energy Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Energy Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr District Operator	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Sr District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1L	Executive Assistant 1L	Central Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Administrator	Steam Operations	EGF030-M1	Fossil Power Maintenance	2L	Administrator	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Planning Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Planning Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Sr Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Maintenance Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Maintenance Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted

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Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Construction Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Construction Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
4L	General Manager	Substation Operations	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4L	General Manager	Redacted	$59.8	Redacted	$51.8	Redacted
1H	Analyst	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$29.9	Redacted	$31.5	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$29.9	Redacted	$31.5	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$29.9	Redacted	$31.5	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$29.9	Redacted	$31.5	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Section Manager	Redacted	$29.9	Redacted	$31.5	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$31.8	Redacted	$32.5	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$31.8	Redacted	$32.5	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$31.8	Redacted	$32.5	Redacted
2L	Operations Trainer	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Operations Trainer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$31.8	Redacted	$32.5	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
4H	General Manager Central Ops	Substation Operations	EDD020-M4	Electric Distribution Construction and/or Maintenance	4H	General Manager Central Ops	Redacted	$63.9	Redacted	$84.8	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$29.9	Redacted	$31.5	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$29.9	Redacted	$31.5	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$29.9	Redacted	$31.5	Redacted
2L	Senior Executive Assistant	Office of President	AAS042-U4	Secretarial/Executive Administrative Assistance	2L	Senior Executive Assistant	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Energy Management	AEM000-M3	Data Science and Business Intelligence Generalist/Multidiscipline	3L	Section Manager	Redacted	$29.2	Redacted	$35.8	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Energy Management	ETG020-M2	Gas Supply	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2H	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Energy Management	ETG020-M3	Gas Supply	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted

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Competitive Positioning of Variable Pay @ Target

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Energy Management	EMT000-P3	Energy Trading Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1L	Executive Assistant 1L	Corporate Shared Services	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Information Technology	AIT030-M2	Database Administration	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Information Technology	AIT030-P4	Database Administration	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$20.5	Redacted	$25.1	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Information Technology	AIT020-M2	IT Help Desk Support	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Information Technology	AIT020-M2	IT Help Desk Support	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT020-M1	IT Help Desk Support	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Front End Engineer	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Front End Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Product Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Product Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Scrum Master	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Scrum Master	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Senior Full Stack Engineer	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Senior Full Stack Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$20.5	Redacted	$25.1	Redacted
3H	Department Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3H	Department Manager	Redacted	$20.5	Redacted	$25.1	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$20.5	Redacted	$25.1	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$20.5	Redacted	$25.1	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$20.5	Redacted	$25.1	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$20.5	Redacted	$25.1	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$20.5	Redacted	$25.1	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$20.5	Redacted	$25.1	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$20.5	Redacted	$25.1	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$20.5	Redacted	$25.1	Redacted
1H	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	1H	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$20.5	Redacted	$25.1	Redacted
4H	Director- Chief Architect	Information Technology	AID030-M4	IT Architecture (Systems Design)	4H	Director- Chief Architect	Redacted	$45.8	Redacted	$48.6	Redacted
1H	Specialist	Information Technology	AID040-P2	Systems Software Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT040-M3	Network Control/Administration	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT070-P2	IS and Cyber Security	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Information Technology	AID040-M2	Systems Software Development	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT070-P4	IS and Cyber Security	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	IT Architect	Information Technology	AIT070-M3	IS and Cyber Security	3L	IT Architect	Redacted	$39.1	Redacted	$40.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	Information Technology	AIT070-M3	IS and Cyber Security	3L	Systems Manager	Redacted	$39.1	Redacted	$40.0	Redacted
4L	Director	Information Technology	AIT070-M4	IS and Cyber Security	4L	Director	Redacted	$50.1	Redacted	$47.3	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2L	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1L	Associate Analyst	Information Technology	AIT000-P1	IT Administration Generalist/Multidiscipline	1L	Associate Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$20.5	Redacted	$25.1	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Information Technology	AIT090-P2	Telecommunications	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted

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							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Technical Specialist	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Program Manager Lead	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Program Manager Lead	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Human Resources	AHR020-P2	Compensation Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR020-P4	Compensation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Human Resources	AHR020-M3	Compensation Generalist/Multidiscipline	3L	Section Manager	Redacted	$40.3	Redacted	$40.5	Redacted
1H	Specialist	Human Resources	AHR060-P2	Benefits	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Human Resources	AHR060-M3	Benefits	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Human Resources	AHR095-P2	Employee Relations	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Human Resources	AHR000-P2	HR Generalist/Consultant Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$17.5	Redacted	$16.8	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$17.5	Redacted	$16.8	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$17.5	Redacted	$16.8	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$17.5	Redacted	$16.8	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Department Manager	Redacted	$19.6	Redacted	$30.0	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Human Resources	AHR100-M3	Labor Relations	3H	Department Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Human Resources	AHR000-M4	HR Generalist/Consultant Generalist/Multidiscipline	4L	Director	Redacted	$39.1	Redacted	$54.5	Redacted
2L	Service Center Supervisor	Human Resources	AHR160-M1	HR Service Center	2L	Service Center Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR160-P3	HR Service Center	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Human Resources	AHR160-M3	HR Service Center	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR150-P3	Human Resources Information Systems	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Human Resources	AHR150-M3	Human Resources Information Systems	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Staff Accountant	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Staff Accountant	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Program Manager Lead	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Program Manager Lead	Redacted	$19.6	Redacted	$30.0	Redacted
1H	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-M2	Technical Training	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
4H	Director +	Learning and Inclusion	AHR130-M4	Employee Development/Training Generalist/Multidiscipline	4H	Director +	Redacted	$31.9	Redacted	$41.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-M1	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

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Competitive Positioning of Variable Pay @ Target

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Learning and Inclusion	AIT025-P3	IT On-Site Support	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR120-M3	Organization Development	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Learning and Inclusion	AHR140-P2	Recruitment Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR140-M3	Recruitment Generalist/Multidiscipline	3L	Section Manager	Redacted	$16.8	Redacted	$21.7	Redacted
1H	Specialist	Learning and Inclusion	AHR122-P2	Workforce Analytics	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Project Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2L	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Learning and Inclusion	AHR120-P2	Organization Development	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Learning and Inclusion	AHR120-M4	Organization Development	4L	Director	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Category Manager	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Category Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr. Category Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Category Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$31.8	Redacted	$35.9	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$57.6	Redacted	$73.3	Redacted
2H	Project Specialist	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Proj Portfolio Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Proj Portfolio Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr. Analytics Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Analytics Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$31.8	Redacted	$35.9	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$0.0	Redacted	$0.0	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$57.6	Redacted	$73.3	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$31.8	Redacted	$35.9	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$31.8	Redacted	$35.9	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$31.8	Redacted	$35.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Supply Chain	ASC040-W4	Warehousing	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Supply Chain	ASC000-M3	Supply Chain and Logistics Generalist/Multidiscipline	3L	Section Manager	Redacted	$52.6	Redacted	$41.3	Redacted
4L	Director	Supply Chain	ASC000-M4	Supply Chain and Logistics Generalist/Multidiscipline	4L	Director	Redacted	$39.7	Redacted	$59.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

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Competitive Positioning of Variable Pay @ Target

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$44.7	Redacted	$44.3	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Facilities and Field Services	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Field Operations Planner	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Field Operations Planner	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE000-M3	Real Estate and Facilities Generalist/Multidiscipline	3L	Section Manager	Redacted	$34.0	Redacted	$32.1	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$27.4	Redacted	$25.8	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$27.4	Redacted	$25.8	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Facilities and Field Services	ARE020-P4	Facilities Management	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$44.7	Redacted	$44.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$44.7	Redacted	$44.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$44.7	Redacted	$44.3	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Facilities and Field Services	ARE020-M2	Facilities Management	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$44.7	Redacted	$44.3	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Operating General Supervisor	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$44.7	Redacted	$44.3	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Supervisor	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$44.7	Redacted	$44.3	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Sr Planning Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Architect	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Architect	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Facilities and Field Services	APM020-M3	Facilities Construction Project Management	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Research & Development	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Variable Pay @ Target

							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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr System Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$0.0	Redacted	$0.0	Redacted
3H	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Department Manager	Redacted	$58.8	Redacted	$48.8	Redacted
3H	Director Cyber Forensics	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Director Cyber Forensics	Redacted	$58.8	Redacted	$48.8	Redacted
3L	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Department Manager	Redacted	$58.8	Redacted	$48.8	Redacted
3L	Section Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Section Manager	Redacted	$58.8	Redacted	$48.8	Redacted
3L	Technical Specialist	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$58.8	Redacted	$48.8	Redacted
4L	Director	Corporate Security	AAY000-M4	Security Generalist/Multidiscipline	4L	Director	Redacted	$28.5	Redacted	$33.8	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-M2	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2L	Sr Specialist	Emergency Preparedness	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$0.0	Redacted	$0.0	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$0.0	Redacted	$0.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							$144.6	*$161.3*	*89.6%*	*$164.1*	*88.1%*
2L	Senior Executive Assistant	Off Of Chair Of Board & CEO	AAS043-U4	Secretarial/Administrative Assistance to the Chief Executive Officer	2L	Senior Executive Assistant	Redacted	$129.0	Redacted	$130.2	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
3L	Section Manager	Customer Energy Solutions	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
1L	Executive Assistant 1L	Customer Energy Solutions	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$197.7	Redacted
2H	AMI Sr System Operator	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	AMI Sr System Operator	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$184.7	Redacted	$197.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$184.7	Redacted	$197.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
2H	Manager	Dist Resource Integration	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$172.2	Redacted	$182.3	Redacted
2L	Engineer	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$139.5	Redacted	$165.2	Redacted
2L	Sr Specialist	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Sr Specialist	Redacted	$139.5	Redacted	$165.2	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$250.4	Redacted	$251.2	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$250.4	Redacted	$251.2	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$250.4	Redacted	$251.2	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$250.4	Redacted	$251.2	Redacted
3L	Section Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$250.4	Redacted	$251.2	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$158.5	Redacted	$160.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$189.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$190.4	Redacted	$189.0	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted

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1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$102.5	Redacted	$101.7	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$189.0	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$189.0	Redacted
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2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$130.0	Redacted	$131.4	Redacted
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3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$305.7	Redacted	$296.6	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$305.7	Redacted	$296.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$158.5	Redacted	$160.6	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$130.0	Redacted	$131.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$305.7	Redacted	$296.6	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$165.8	Redacted	$161.5	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$123.1	Redacted	$132.3	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$123.1	Redacted	$132.3	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$123.1	Redacted	$132.3	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$123.1	Redacted	$132.3	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$123.1	Redacted	$132.3	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$123.1	Redacted	$132.3	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$123.1	Redacted	$132.3	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$286.8	Redacted	$289.5	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$286.8	Redacted	$289.5	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$286.8	Redacted	$289.5	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$286.8	Redacted	$289.5	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$286.8	Redacted	$289.5	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$286.8	Redacted	$289.5	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$286.8	Redacted	$289.5	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$286.8	Redacted	$289.5	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$286.8	Redacted	$289.5	Redacted
4L	Director	Rate Engineering	AFT090-M4	Rates	4L	Director	Redacted	$333.5	Redacted	$335.8	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$166.4	Redacted	$166.4	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$166.4	Redacted	$166.4	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$166.4	Redacted	$166.4	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$166.4	Redacted	$166.4	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	SOX and ERM	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$257.2	Redacted	$256.8	Redacted
4L	Director	SOX and ERM	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$334.4	Redacted	$322.1	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$267.4	Redacted	$257.7	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2H	Project Specialist	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Project Specialist	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$145.1	Redacted	$151.2	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Manager	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$189.1	Redacted	$193.6	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$189.1	Redacted	$193.6	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$189.1	Redacted	$193.6	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$189.1	Redacted	$193.6	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$267.4	Redacted	$257.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Sr Planning Analyst	Redacted	$189.1	Redacted	$193.6	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$89.8	Redacted	$92.3	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$189.1	Redacted	$193.6	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$189.1	Redacted	$193.6	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$145.1	Redacted	$151.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$109.4	Redacted	$112.1	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$109.4	Redacted	$112.1	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$109.4	Redacted	$112.1	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$224.3	Redacted	$240.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$143.4	Redacted	$145.4	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$118.9	Redacted	$118.9	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$267.4	Redacted	$257.7	Redacted
3L	Project Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Project Manager	Redacted	$267.4	Redacted	$257.7	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$267.4	Redacted	$257.7	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$183.1	Redacted	$178.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$183.1	Redacted	$178.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$183.1	Redacted	$178.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$183.1	Redacted	$178.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$183.1	Redacted	$178.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$161.6	Redacted	$154.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$201.0	Redacted	$219.7	Redacted
4L	Assistant Controller	Corporate Accounting	AFB020-M4	Financial Reporting	4L	Assistant Controller	Redacted	$249.4	Redacted	$263.1	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$183.1	Redacted	$178.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$183.1	Redacted	$178.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$201.0	Redacted	$219.7	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$183.1	Redacted	$178.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$161.6	Redacted	$154.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$161.6	Redacted	$154.9	Redacted

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DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$105.0	Redacted	$104.7	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$201.0	Redacted	$219.7	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$88.4	Redacted	$92.3	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$88.4	Redacted	$92.3	Redacted
1H	Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	1H	Supervisor	Redacted	$109.6	Redacted	$113.9	Redacted
2L	Accounting Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	2L	Accounting Supervisor	Redacted	$109.6	Redacted	$113.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB061-P3	Accounts Payable	2L	Staff Accountant	Redacted	$103.9	Redacted	$98.0	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$85.3	Redacted	$86.9	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$85.3	Redacted	$86.9	Redacted
2H	Sr Accountant	Corporate Accounting	AFB070-M2	Payroll	2H	Sr Accountant	Redacted	$144.3	Redacted	$148.9	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$114.8	Redacted	$110.4	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$114.8	Redacted	$110.4	Redacted
3H	Department Manager	Corporate Accounting	AFB070-M3	Payroll	3H	Department Manager	Redacted	$198.4	Redacted	$208.4	Redacted
1H	Tax Accountant	Tax Department	AFT050-P2	Tax Reporting	1H	Tax Accountant	Redacted	$79.2	Redacted	$84.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$192.5	Redacted	$187.7	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$192.5	Redacted	$187.7	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$138.5	Redacted	$146.3	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$278.1	Redacted	$254.9	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$297.4	Redacted	$351.7	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$138.5	Redacted	$146.3	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$278.1	Redacted	$254.9	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$192.5	Redacted	$187.7	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$192.5	Redacted	$187.7	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$278.1	Redacted	$254.9	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$278.1	Redacted	$254.9	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$297.4	Redacted	$351.7	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$192.5	Redacted	$187.7	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$278.1	Redacted	$254.9	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$192.5	Redacted	$187.7	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$110.8	Redacted	$116.6	Redacted
1H	Analyst	Treasury	AFT010-P2	Financial Analysis	1H	Analyst	Redacted	$89.9	Redacted	$90.9	Redacted
2H	Sr Financial Analyst	Treasury	AFT010-P4	Financial Analysis	2H	Sr Financial Analyst	Redacted	$145.1	Redacted	$151.2	Redacted
3L	Project Manager	Treasury	AFT010-M3	Financial Analysis	3L	Project Manager	Redacted	$224.3	Redacted	$240.2	Redacted
3L	Section Manager	Treasury	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$224.3	Redacted	$240.2	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$149.0	Redacted	$153.3	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$149.0	Redacted	$153.3	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$149.0	Redacted	$153.3	Redacted
2H	Systems Specialist	Treasury	AFT030-P4	Treasury Operations	2H	Systems Specialist	Redacted	$149.0	Redacted	$153.3	Redacted
3H	Department Manager	Treasury	AFT030-M3	Treasury Operations	3H	Department Manager	Redacted	$210.3	Redacted	$220.7	Redacted
4L	Director	Treasury	AFT030-M4	Treasury Operations	4L	Director	Redacted	$232.5	Redacted	$240.4	Redacted
2H	Manager	Treasury	AFT080-P4	Insurance Risk	2H	Manager	Redacted	$129.2	Redacted	$131.4	Redacted
2H	Sr Financial Analyst	Treasury	AFT080-P4	Insurance Risk	2H	Sr Financial Analyst	Redacted	$129.2	Redacted	$131.4	Redacted
2L	Sr Analyst	Treasury	AFT080-P3	Insurance Risk	2L	Sr Analyst	Redacted	$126.8	Redacted	$117.9	Redacted
3H	Department Manager	Treasury	AFT080-M3	Insurance Risk	3H	Department Manager	Redacted	$183.7	Redacted	$215.7	Redacted
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$90.1	Redacted	$90.1	Redacted
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$90.1	Redacted	$90.1	Redacted
2H	Manager	Treasury	AFY000-M2	Risk Management Generalist/Multidiscipline	2H	Manager	Redacted	$163.6	Redacted	$173.5	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$166.4	Redacted	$166.4	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$166.4	Redacted	$166.4	Redacted
2L	Sr Analyst	Treasury	AFY000-P3	Risk Management Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$119.6	Redacted	$123.7	Redacted
3L	Section Manager	Treasury	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$257.2	Redacted	$256.8	Redacted
4L	Director	Treasury	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$334.4	Redacted	$322.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

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Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Planning Analyst	Strategic Planning	ACD010-P4	Strategic Planning	2H	Sr Planning Analyst	Redacted	$178.2	Redacted	$177.3	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$126.3	Redacted	$133.3	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$126.3	Redacted	$133.3	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$126.3	Redacted	$133.3	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$126.3	Redacted	$133.3	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$255.3	Redacted	$248.6	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$255.3	Redacted	$248.6	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$255.3	Redacted	$248.6	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$255.3	Redacted	$248.6	Redacted
3L	Project Manager	Strategic Planning	ACD010-M3	Strategic Planning	3L	Project Manager	Redacted	$255.3	Redacted	$248.6	Redacted
65	EH&S Compliance Liaison	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	65	EH&S Compliance Liaison	Redacted	$300.8	Redacted	$302.5	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$153.3	Redacted	$155.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$153.3	Redacted	$155.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$153.3	Redacted	$155.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$232.3	Redacted	$221.3	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$153.3	Redacted	$155.4	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$153.3	Redacted	$155.4	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$153.3	Redacted	$155.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$232.3	Redacted	$221.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$120.7	Redacted	$125.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$120.7	Redacted	$125.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$120.7	Redacted	$125.6	Redacted
3L	Technical Specialist	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Technical Specialist	Redacted	$232.3	Redacted	$221.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$242.0	Redacted	$232.1	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
4L	Director	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4L	Director	Redacted	$300.8	Redacted	$302.5	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$90.5	Redacted	$93.3	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$90.5	Redacted	$93.3	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$139.2	Redacted	$144.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$161.8	Redacted	$165.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$146.0	Redacted	$137.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
1H	System Analyst	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	System Analyst	Redacted	$90.5	Redacted	$93.3	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$139.2	Redacted	$144.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$300.8	Redacted	$302.5	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$139.2	Redacted	$144.4	Redacted
2L	Scientist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Scientist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Scientist	Redacted	$161.8	Redacted	$165.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$146.0	Redacted	$137.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
1H	Specialist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Specialist	Redacted	$100.0	Redacted	$102.0	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$195.4	Redacted	$191.1	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	2L	Sr Specialist	Redacted	$158.6	Redacted	$155.5	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$237.2	Redacted	$249.8	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$161.8	Redacted	$165.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$146.0	Redacted	$137.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Engineer	Redacted	$152.3	Redacted	$151.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$152.3	Redacted	$151.5	Redacted
2L	Engineer	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Engineer	Redacted	$127.6	Redacted	$131.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$127.6	Redacted	$131.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$237.2	Redacted	$249.8	Redacted
1H	Associate Scientist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Associate Scientist	Redacted	$100.0	Redacted	$102.0	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$195.4	Redacted	$191.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Project Specialist	Redacted	$152.3	Redacted	$151.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$152.3	Redacted	$151.5	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$152.3	Redacted	$151.5	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$127.6	Redacted	$131.0	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$127.6	Redacted	$131.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$127.6	Redacted	$131.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$237.2	Redacted	$249.8	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$242.0	Redacted	$232.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$300.8	Redacted	$302.5	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$139.2	Redacted	$144.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$146.0	Redacted	$137.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
2L	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Project Specialist	Redacted	$161.8	Redacted	$165.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$90.5	Redacted	$93.3	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$90.5	Redacted	$93.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$161.8	Redacted	$165.0	Redacted
2H	Manager	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$139.2	Redacted	$144.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$111.4	Redacted	$113.6	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.0	Redacted	$232.1	Redacted
1L	Executive Assistant 1L	Electric Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Specialist	Staten Island & Electric Svcs	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$114.0	Redacted	$115.7	Redacted
2H	Manager	Staten Island & Electric Svcs	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$203.0	Redacted	$208.3	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Project Manager	Staten Island & Electric Svcs	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$261.2	Redacted	$272.6	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Specialist	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3H	Department Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$243.8	Redacted	$252.9	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Field Operations Planner	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Field Operations Planner	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Sr Specialist	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Sr Specialist	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Operating Supervisor	Bronx & Westchester	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$96.4	Redacted	$112.3	Redacted
2L	Planner Field Tech Specialist	Bronx & Westchester	AZE120-P3	Environmental Engineering	2L	Planner Field Tech Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Manager	Bronx & Westchester	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$203.0	Redacted	$208.3	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$93.8	Redacted	$94.7	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$93.8	Redacted	$94.7	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$93.8	Redacted	$94.7	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$93.8	Redacted	$94.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2L	Manager	Redacted	$178.7	Redacted	$185.9	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Bronx & Westchester	AAY010-M2	Business Continuation	2H	Manager	Redacted	$178.7	Redacted	$185.9	Redacted
2L	Field Operations Planner	Bronx & Westchester	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.1	Redacted	$127.1	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
3H	Department Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
3H	Department Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$245.0	Redacted	$247.3	Redacted
3L	Project Manager	Bronx & Westchester	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$245.0	Redacted	$247.3	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
2H	Manager	Bklyn & Queens	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$203.0	Redacted	$208.3	Redacted
2L	Scheduler	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Scheduler	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted

DPS-14-440 Total Benefits & Compensation Results

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Overall Positioning:
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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$197.8	Redacted	$195.8	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Specialist	Bklyn & Queens	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$102.4	Redacted	$104.1	Redacted
2H	Manager	Bklyn & Queens	AAY010-M2	Business Continuation	2H	Manager	Redacted	$178.7	Redacted	$185.9	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.1	Redacted	$127.1	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.1	Redacted	$127.1	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.1	Redacted	$127.1	Redacted
3L	Section Manager	Bklyn & Queens	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$212.0	Redacted	$223.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Specialist	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$183.9	Redacted	$184.5	Redacted
2H	Manager	Bklyn & Queens	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$223.2	Redacted	$216.6	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$156.4	Redacted	$155.1	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$114.0	Redacted	$115.7	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Bklyn & Queens	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$261.2	Redacted	$272.6	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
3H	Department Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$243.8	Redacted	$252.9	Redacted
2L	Work Organizer	Bklyn & Queens	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$118.1	Redacted	$146.6	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$89.3	Redacted	$83.7	Redacted
1H	Specialist	Manhattan	CAM000-S2	Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$89.3	Redacted	$83.7	Redacted
3L	Section Manager	Manhattan	CAM000-M3	Account/Relationship Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$222.9	Redacted	$225.5	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
1H	Specialist	Manhattan	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
2H	Manager	Manhattan	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$96.4	Redacted	$112.3	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$96.4	Redacted	$112.3	Redacted
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Work Organizer	Manhattan	AZE120-P3	Environmental Engineering	2L	Work Organizer	Redacted	$118.1	Redacted	$146.6	Redacted
1H	Specialist	Manhattan	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$102.4	Redacted	$104.1	Redacted
2L	Field Operations Planner	Manhattan	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.1	Redacted	$127.1	Redacted
2L	Planner Field Tech Specialist	Manhattan	AAY010-P3	Business Continuation	2L	Planner Field Tech Specialist	Redacted	$125.1	Redacted	$127.1	Redacted
3L	Section Manager	Manhattan	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$212.0	Redacted	$223.2	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2L	Field Operations Planner	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3H	Department Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$243.8	Redacted	$252.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$162.5	Redacted	$169.7	Redacted
2H	Manager	Manhattan	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$206.1	Redacted	$201.4	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$162.5	Redacted	$169.7	Redacted
1H	Work Organizer	Manhattan	APM530-M1	Electric Transmission and/or Distribution Project Management	1H	Work Organizer	Redacted	$158.4	Redacted	$162.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Manhattan	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$261.2	Redacted	$272.6	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$189.4	Redacted	$194.2	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$189.4	Redacted	$194.2	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$169.3	Redacted	$171.5	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$169.3	Redacted	$171.5	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$189.4	Redacted	$194.2	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$189.4	Redacted	$194.2	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

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- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$114.1	Redacted	$116.9	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$162.4	Redacted	$160.0	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$114.1	Redacted	$116.9	Redacted
1H	System Analyst	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	System Analyst	Redacted	$114.1	Redacted	$116.9	Redacted
2H	Manager	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Manager	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Sr Engineer	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr Analyst	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$162.4	Redacted	$160.0	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$207.6	Redacted	$206.7	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$207.6	Redacted	$206.7	Redacted
2H	Sr Engineer	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Sr Engineer	Redacted	$207.6	Redacted	$206.7	Redacted
2L	Engineer	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Engineer	Redacted	$154.0	Redacted	$154.5	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$169.3	Redacted	$171.5	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$169.3	Redacted	$171.5	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$169.3	Redacted	$171.5	Redacted
4H	Chief Engineer	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4H	Chief Engineer	Redacted	$329.6	Redacted	$335.0	Redacted
2H	Manager	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Manager	Redacted	$169.3	Redacted	$171.5	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$169.3	Redacted	$171.5	Redacted
4L	General Manager	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4L	General Manager	Redacted	$329.6	Redacted	$335.0	Redacted
1H	System Analyst	Engineering & Planning	ETO005-P2	Electric Transmission System Operations - Reliability	1H	System Analyst	Redacted	$105.6	Redacted	$107.2	Redacted
2H	Manager	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Manager	Redacted	$210.6	Redacted	$211.8	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$210.6	Redacted	$211.8	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$210.6	Redacted	$211.8	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO005-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$174.6	Redacted	$176.9	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$140.1	Redacted	$145.3	Redacted
2L	Engineer	Engineering & Planning	ETO005-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$140.1	Redacted	$145.3	Redacted
3H	Department Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3H	Department Manager	Redacted	$307.6	Redacted	$308.2	Redacted

DPS-14-440 Total Benefits & Compensation Results

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Engineering & Planning	ETO005-M3	Electric Transmission System Operations - Reliability	3L	Section Manager	Redacted	$307.6	Redacted	$308.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$245.0	Redacted	$247.3	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$100.4	Redacted	$103.2	Redacted
1H	Specialist	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
4H	GM Central Energy Service	Engineering & Planning	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4H	GM Central Energy Service	Redacted	$348.0	Redacted	$350.8	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
3L	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Department Manager	Redacted	$250.4	Redacted	$251.2	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$250.4	Redacted	$251.2	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Project Specialist	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$236.1	Redacted	$238.1	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$250.4	Redacted	$251.2	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$250.4	Redacted	$251.2	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Sr Engineer	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$236.1	Redacted	$238.1	Redacted
2L	Engineer	Engineering & Planning	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$139.5	Redacted	$165.2	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$250.4	Redacted	$251.2	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$250.4	Redacted	$251.2	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted

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2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$250.4	Redacted	$251.2	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$236.1	Redacted	$238.1	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$250.4	Redacted	$251.2	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Sr Engineer	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Sr Engineer	Redacted	$175.5	Redacted	$176.0	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$261.2	Redacted	$272.6	Redacted
1H	Specialist	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$114.0	Redacted	$115.7	Redacted
2H	Project Specialist	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$203.0	Redacted	$208.3	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
3H	Department Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3H	Department Manager	Redacted	$261.2	Redacted	$272.6	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$261.2	Redacted	$272.6	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$261.2	Redacted	$272.6	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$261.2	Redacted	$272.6	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$261.2	Redacted	$272.6	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$261.2	Redacted	$272.6	Redacted
1H	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$175.5	Redacted	$176.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$261.2	Redacted	$272.6	Redacted
1H	Operating Supervisor	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Operating Supervisor	Redacted	$114.0	Redacted	$115.7	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$261.2	Redacted	$272.6	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$261.2	Redacted	$272.6	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$261.2	Redacted	$272.6	Redacted
4H	General Manager +	Engineering & Planning	APM530-M4	Electric Transmission and/or Distribution Project Management	4H	General Manager +	Redacted	$351.0	Redacted	$355.6	Redacted
1H	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$203.0	Redacted	$208.3	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$203.0	Redacted	$208.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$144.2	Redacted	$144.2	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$261.2	Redacted	$272.6	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$203.0	Redacted	$208.3	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$144.2	Redacted	$144.2	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	Specialist	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$245.0	Redacted	$247.3	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$245.0	Redacted	$247.3	Redacted
1H	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$149.8	Redacted	$152.7	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$129.3	Redacted	$128.0	Redacted
2H	Project Specialist	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Specialist	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$286.2	Redacted	$273.5	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$286.2	Redacted	$273.5	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$286.2	Redacted	$273.5	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$286.2	Redacted	$273.5	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$233.4	Redacted	$264.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$149.7	Redacted	$149.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

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- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$110.0	Redacted	$113.2	Redacted
2L	Sr System Analyst	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$110.0	Redacted	$113.2	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$286.2	Redacted	$273.5	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$286.2	Redacted	$273.5	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$233.4	Redacted	$264.7	Redacted
1L	Executive Assistant 1L	Law	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
2H	Project Specialist	Law	ALS000-P4	Legal Support Generalist/Multidiscipline	2H	Project Specialist	Redacted	$141.2	Redacted	$147.0	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$388.9	Redacted	$411.5	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$295.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$295.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$295.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$295.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$261.0	Redacted	$295.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$295.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$295.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$295.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$295.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$261.0	Redacted	$295.0	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$388.9	Redacted	$411.5	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$388.9	Redacted	$411.5	Redacted
66	Associate General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	66	Associate General Counsel	Redacted	$388.9	Redacted	$411.5	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$201.3	Redacted	$194.3	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$201.3	Redacted	$194.3	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$225.7	Redacted	$229.6	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$225.7	Redacted	$229.6	Redacted
64	Associate Counsel	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	64	Associate Counsel	Redacted	$225.7	Redacted	$229.6	Redacted
1H	Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	Analyst	Redacted	$80.6	Redacted	$79.8	Redacted
1H	System Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	System Analyst	Redacted	$80.6	Redacted	$79.8	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-M2	Business Ethics and Compliance	2H	Project Specialist	Redacted	$209.5	Redacted	$198.0	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Sr Planning Analyst	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Sr Planning Analyst	Redacted	$166.8	Redacted	$166.6	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$134.3	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$134.3	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$134.3	Redacted
3H	Department Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3H	Department Manager	Redacted	$225.7	Redacted	$229.6	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$225.7	Redacted	$229.6	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$225.7	Redacted	$229.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$134.3	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$225.7	Redacted	$229.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$166.8	Redacted	$166.6	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$134.3	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$138.5	Redacted	$134.3	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$225.7	Redacted	$229.6	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$201.3	Redacted	$194.3	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$201.3	Redacted	$194.3	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$174.0	Redacted	$183.8	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$174.0	Redacted	$183.8	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$174.0	Redacted	$183.8	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$127.7	Redacted	$125.6	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$127.7	Redacted	$125.6	Redacted
2L	Sr Specialist	Legal Services	ALS030-P3	Claims Resolution	2L	Sr Specialist	Redacted	$120.7	Redacted	$121.1	Redacted
61	Staff Attorney	Regulatory Services	ALG070-P3	Regulatory Compliance Law	61	Staff Attorney	Redacted	$131.0	Redacted	$148.4	Redacted
2L	Sr Specialist	Regulatory Services	ALG070-P3	Regulatory Compliance Law	2L	Sr Specialist	Redacted	$131.0	Redacted	$148.4	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$258.0	Redacted	$261.8	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$258.0	Redacted	$261.8	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$338.2	Redacted	$343.3	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$153.7	Redacted	$158.5	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$258.0	Redacted	$261.8	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$258.0	Redacted	$261.8	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$338.2	Redacted	$343.3	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$168.5	Redacted	$168.7	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$228.0	Redacted	$241.1	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$168.5	Redacted	$168.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3H	Department Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3H	Department Manager	Redacted	$228.0	Redacted	$241.1	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$228.0	Redacted	$241.1	Redacted
4H	Director-Corporate Affairs	Corporate Affairs	ACA010-M4	Public Relations	4H	Director-Corporate Affairs	Redacted	$233.6	Redacted	$249.3	Redacted
1H	Specialist	Corporate Affairs	ACA010-P2	Public Relations	1H	Specialist	Redacted	$77.6	Redacted	$75.9	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$150.1	Redacted	$156.4	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$150.1	Redacted	$156.4	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$150.1	Redacted	$156.4	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$150.1	Redacted	$156.4	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$150.1	Redacted	$156.4	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$150.1	Redacted	$156.4	Redacted
3L	Assistant Director	Corporate Affairs	ACA010-M3	Public Relations	3L	Assistant Director	Redacted	$222.2	Redacted	$226.6	Redacted
4L	Director	Corporate Affairs	ACA010-M4	Public Relations	4L	Director	Redacted	$233.6	Redacted	$249.3	Redacted
1H	Specialist	Corporate Affairs	ACA120-P2	Creative Design Services	1H	Specialist	Redacted	$89.3	Redacted	$84.6	Redacted
2H	Project Specialist	Corporate Affairs	ACA120-P4	Creative Design Services	2H	Project Specialist	Redacted	$132.1	Redacted	$132.5	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$110.5	Redacted	$110.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$110.5	Redacted	$110.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$110.5	Redacted	$110.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$110.5	Redacted	$110.0	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$89.5	Redacted	$92.7	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$168.5	Redacted	$168.7	Redacted
2L	Administrator	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Administrator	Redacted	$118.5	Redacted	$124.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2L	Unit Manager	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Unit Manager	Redacted	$133.6	Redacted	$133.0	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Sr Specialist	Redacted	$133.6	Redacted	$133.0	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$138.9	Redacted	$146.4	Redacted
2H	Sr Planning Analyst	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$142.0	Redacted	$147.9	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.9	Redacted	$119.7	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.9	Redacted	$119.7	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.9	Redacted	$119.7	Redacted
1H	Sr Graphic Designer	Corporate Affairs	AMK000-P2	Marketing Generalist/Multidiscipline	1H	Sr Graphic Designer	Redacted	$88.0	Redacted	$89.3	Redacted
1H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$118.9	Redacted	$119.7	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$138.9	Redacted	$146.4	Redacted
2H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$118.9	Redacted	$119.7	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Corporate Affairs Manager	Redacted	$118.9	Redacted	$119.7	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.9	Redacted	$119.7	Redacted
3L	Section Manager	Corporate Affairs	AMK000-M3	Marketing Generalist/Multidiscipline	3L	Section Manager	Redacted	$185.1	Redacted	$196.1	Redacted
2H	Project Specialist	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$142.0	Redacted	$147.9	Redacted
4L	Director	Corporate Affairs	AMK000-M4	Marketing Generalist/Multidiscipline	4L	Director	Redacted	$295.8	Redacted	$292.3	Redacted
1L	Associate Specialist	Corporate Affairs	AMK000-P1	Marketing Generalist/Multidiscipline	1L	Associate Specialist	Redacted	$75.8	Redacted	$75.8	Redacted
2H	Sr Staff Writer	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Staff Writer	Redacted	$142.0	Redacted	$147.9	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$118.9	Redacted	$119.7	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$271.2	Redacted	$273.7	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$271.2	Redacted	$273.7	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$271.2	Redacted	$273.7	Redacted
4L	Director	Government Regional& Comm Affs	ACA070-M4	Government Relations	4L	Director	Redacted	$323.4	Redacted	$319.2	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$228.0	Redacted	$241.1	Redacted
2L	Administrator	Government Regional& Comm Affs	ACA020-M1	Community Affairs/Relations	2L	Administrator	Redacted	$133.6	Redacted	$133.0	Redacted
2L	Sr Analyst	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Analyst	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$118.5	Redacted	$124.7	Redacted
4L	Director	Government Regional& Comm Affs	ACA020-M4	Community Affairs/Relations	4L	Director	Redacted	$315.0	Redacted	$309.9	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$228.0	Redacted	$241.1	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$228.0	Redacted	$241.1	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$228.0	Redacted	$241.1	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$228.0	Redacted	$241.1	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$89.5	Redacted	$92.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$118.5	Redacted	$124.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$228.0	Redacted	$241.1	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
1L	Executive Assistant 1L	Customer Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
2H	Project Specialist	Customer Operations	AMS000-M2	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$143.7	Redacted	$149.9	Redacted
2H	Project Specialist	Customer Operations	AMS000-P4	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$124.1	Redacted	$124.3	Redacted
3L	Project Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$214.7	Redacted	$211.5	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$129.2	Redacted	$125.3	Redacted
2L	Sr Specialist	Customer Operations	AFC020-M1	Collections	2L	Sr Specialist	Redacted	$129.2	Redacted	$125.3	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$83.4	Redacted	$87.9	Redacted
4L	General Manager	Customer Operations	AMS000-M4	Customer Support/Operations Generalist/Multidiscipline	4L	General Manager	Redacted	$334.6	Redacted	$317.3	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$120.8	Redacted	$116.0	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$120.8	Redacted	$116.0	Redacted
2H	Manager	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Manager	Redacted	$129.2	Redacted	$148.5	Redacted
2L	Sr Analyst	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Analyst	Redacted	$94.9	Redacted	$101.3	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$94.9	Redacted	$101.3	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$94.9	Redacted	$101.3	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
2L	Sr Analyst	Customer Operations	AFC010-P3	Credit	2L	Sr Analyst	Redacted	$110.9	Redacted	$111.5	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$110.9	Redacted	$111.5	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$110.9	Redacted	$111.5	Redacted
1H	Operating Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
2L	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2L	Manager	Redacted	$184.7	Redacted	$197.7	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$101.2	Redacted	$102.4	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$83.4	Redacted	$87.9	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							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 19.6%, while all others were adjusted by 11.8%.				
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$139.8	Redacted	$145.8	Redacted
2H	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$184.7	Redacted	$197.7	Redacted
1H	Supervisor	Customer Operations	AMS040-M1	Customer Billing Resolution	1H	Supervisor	Redacted	$104.4	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$211.5	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
2L	Sr Specialist	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.3	Redacted	$107.1	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$211.5	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
2L	Sr Specialist	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$103.3	Redacted	$107.1	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$211.5	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$211.5	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$83.4	Redacted	$87.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$103.3	Redacted	$107.1	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$83.4	Redacted	$87.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$100.7	Redacted	$103.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$211.5	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
3L	Section Manager	Customer Operations	AIT040-M3	Network Control/Administration	3L	Section Manager	Redacted	$221.9	Redacted	$213.1	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$96.1	Redacted	$98.6	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$96.1	Redacted	$98.6	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$96.1	Redacted	$98.6	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$96.1	Redacted	$98.6	Redacted
3L	Section Manager	Customer Operations	AMS020-M3	Customer Contact Center Generalist/Multidiscipline	3L	Section Manager	Redacted	$230.9	Redacted	$226.0	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$94.9	Redacted	$101.3	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$94.9	Redacted	$101.3	Redacted
1H	System Analyst	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$83.4	Redacted	$87.9	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$129.2	Redacted	$148.5	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$129.2	Redacted	$148.5	Redacted
2H	Technical Specialist	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	2H	Technical Specialist	Redacted	$214.7	Redacted	$211.5	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$94.9	Redacted	$101.3	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$100.7	Redacted	$103.9	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$137.7	Redacted	$137.5	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$137.7	Redacted	$137.5	Redacted
1L	Executive Assistant 1L	Gas Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
3H	Department Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$243.4	Redacted	$254.9	Redacted
3L	Project Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$203.8	Redacted	$200.0	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$203.8	Redacted	$200.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$203.8	Redacted	$200.0	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$203.8	Redacted	$200.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
2L	Field Operations Planner	Area Gas Operations	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$125.1	Redacted	$127.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted

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REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$203.8	Redacted	$200.0	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
2H	Manager	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$203.8	Redacted	$200.0	Redacted
2H	Project Specialist	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$203.8	Redacted	$200.0	Redacted
3H	Department Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$243.4	Redacted	$254.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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DPS-14-440 Total Benefits & Compensation Results

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$243.4	Redacted	$254.9	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$243.4	Redacted	$254.9	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$243.4	Redacted	$254.9	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$128.9	Redacted	$131.2	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$128.9	Redacted	$131.2	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$128.9	Redacted	$131.2	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$147.6	Redacted	$151.6	Redacted
2H	Manager	Gas Engineering	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$158.5	Redacted	$160.6	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$161.9	Redacted	$155.0	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$161.9	Redacted	$155.0	Redacted
2H	Manager	Gas Engineering	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$190.4	Redacted	$189.0	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$161.9	Redacted	$155.0	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$161.9	Redacted	$155.0	Redacted
3H	Department Manager	Gas Engineering	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$305.7	Redacted	$296.6	Redacted
1H	Operating Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	1H	Operating Supervisor	Redacted	$151.2	Redacted	$145.3	Redacted
2L	Technical Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	2L	Technical Supervisor	Redacted	$151.2	Redacted	$145.3	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$243.4	Redacted	$254.9	Redacted
2L	Field Operations Planner	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Field Operations Planner	Redacted	$147.6	Redacted	$151.6	Redacted
2H	Manager	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Architect	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Architect	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$258.8	Redacted	$260.9	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$258.8	Redacted	$260.9	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$309.8	Redacted	$322.5	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$178.3	Redacted	$180.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$134.2	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$234.3	Redacted	$228.5	Redacted
1H	Associate Engineer A	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Associate Engineer A	Redacted	$113.1	Redacted	$122.4	Redacted
1H	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	1H	Engineer	Redacted	$169.8	Redacted	$181.2	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$201.4	Redacted	$214.2	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$201.4	Redacted	$214.2	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$245.4	Redacted	$265.4	Redacted
1H	Specialist	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Specialist	Redacted	$113.1	Redacted	$122.4	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$217.1	Redacted	$226.2	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$217.1	Redacted	$226.2	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$217.1	Redacted	$226.2	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$217.1	Redacted	$226.2	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$217.1	Redacted	$226.2	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$201.4	Redacted	$214.2	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$169.8	Redacted	$181.2	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$169.8	Redacted	$181.2	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$245.4	Redacted	$265.4	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$99.5	Redacted	$102.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$234.3	Redacted	$228.5	Redacted
2H	Manager	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$178.3	Redacted	$180.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$234.3	Redacted	$228.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Project Engineer	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Project Engineer	Redacted	$258.8	Redacted	$260.9	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$258.8	Redacted	$260.9	Redacted
3L	Technical Expert	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Technical Expert	Redacted	$258.8	Redacted	$260.9	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$309.8	Redacted	$322.5	Redacted
2H	Manager	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2L	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$258.8	Redacted	$260.9	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$234.3	Redacted	$228.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$234.3	Redacted	$228.5	Redacted
3L	Project Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Manager	Redacted	$234.3	Redacted	$228.5	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$189.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$189.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$189.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$189.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$189.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$189.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$189.0	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$188.7	Redacted	$189.0	Redacted
1H	Associate Engineer A	Central Engineering	AZE545-P2	Electric Systems Construction Design Standards Engineering	1H	Associate Engineer A	Redacted	$99.3	Redacted	$98.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$178.3	Redacted	$180.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$234.3	Redacted	$228.5	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$166.5	Redacted	$177.7	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Sr Engineer	Central Engineering	AZE120-P4	Environmental Engineering	2H	Sr Engineer	Redacted	$166.5	Redacted	$177.7	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$118.1	Redacted	$146.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Manager	Central Engineering	AZE120-M2	Environmental Engineering	2H	Manager	Redacted	$180.8	Redacted	$197.9	Redacted
2H	Sr Financial Analyst	Central Engineering	AZE120-M2	Environmental Engineering	2H	Sr Financial Analyst	Redacted	$180.8	Redacted	$197.9	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$118.1	Redacted	$146.6	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$166.5	Redacted	$177.7	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$118.1	Redacted	$146.6	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$134.2	Redacted	$138.1	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$234.3	Redacted	$228.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$234.3	Redacted	$228.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$234.3	Redacted	$228.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$234.3	Redacted	$228.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$234.3	Redacted	$228.5	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$234.3	Redacted	$228.5	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$99.5	Redacted	$102.9	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$99.5	Redacted	$102.9	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$99.5	Redacted	$102.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$234.3	Redacted	$228.5	Redacted
3L	Technical Specialist	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$234.3	Redacted	$228.5	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$99.5	Redacted	$102.9	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$99.5	Redacted	$102.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$234.3	Redacted	$228.5	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$99.5	Redacted	$102.9	Redacted
2H	Project Specialist	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Project Specialist	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$178.3	Redacted	$180.8	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$171.1	Redacted	$169.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$134.2	Redacted	$138.1	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$234.3	Redacted	$228.5	Redacted
2H	Manager	Central Engineering	AZE540-M2	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$201.9	Redacted	$216.4	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$183.9	Redacted	$199.5	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$143.8	Redacted	$172.6	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$258.8	Redacted	$260.9	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$140.7	Redacted	$146.6	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$243.4	Redacted	$254.9	Redacted
2H	Project Specialist	Construction	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$203.8	Redacted	$200.0	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$127.6	Redacted	$125.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$127.6	Redacted	$125.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$127.6	Redacted	$125.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$127.6	Redacted	$125.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$127.6	Redacted	$125.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$127.6	Redacted	$125.7	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$127.6	Redacted	$125.7	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$104.4	Redacted	$105.6	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$104.4	Redacted	$105.6	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$104.4	Redacted	$105.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Construction Manager	Construction	ASC020-M3	Materials Management	3L	Construction Manager	Redacted	$241.2	Redacted	$240.2	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$140.7	Redacted	$146.6	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$243.4	Redacted	$254.9	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$139.4	Redacted	$142.7	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$262.2	Redacted	$267.6	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$262.2	Redacted	$267.6	Redacted
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$91.6	Redacted	$92.3	Redacted
2H	Manager	Construction	ARE040-M2	Land/Right-of-Way	2H	Manager	Redacted	$204.0	Redacted	$186.7	Redacted
2L	Sr Specialist	Construction	ARE040-M1	Land/Right-of-Way	2L	Sr Specialist	Redacted	$133.4	Redacted	$131.7	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$115.5	Redacted	$119.1	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$115.5	Redacted	$119.1	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$115.5	Redacted	$119.1	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$115.5	Redacted	$119.1	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$95.1	Redacted	$96.4	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$95.1	Redacted	$96.4	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$95.1	Redacted	$96.4	Redacted
1H	Sr Specialist	Construction	ALS020-M1	Contract Administration	1H	Sr Specialist	Redacted	$142.2	Redacted	$146.9	Redacted
2L	Sr Specialist	Construction	ALS020-P3	Contract Administration	2L	Sr Specialist	Redacted	$118.3	Redacted	$118.5	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$216.1	Redacted	$242.4	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$216.1	Redacted	$242.4	Redacted
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$91.6	Redacted	$92.3	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$92.0	Redacted	$95.2	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$92.0	Redacted	$95.2	Redacted
2H	Systems Specialist	Construction	AID020-P4	Business Systems Analysis	2H	Systems Specialist	Redacted	$155.1	Redacted	$159.6	Redacted
2L	Sr Analyst	Construction	AID020-P3	Business Systems Analysis	2L	Sr Analyst	Redacted	$125.4	Redacted	$127.4	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$125.4	Redacted	$127.4	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$125.4	Redacted	$127.4	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$125.4	Redacted	$127.4	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$125.4	Redacted	$127.4	Redacted
3L	Section Manager	Construction	AID020-M3	Business Systems Analysis	3L	Section Manager	Redacted	$216.9	Redacted	$223.0	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
3L	Section Manager	Construction	AHR100-M3	Labor Relations	3L	Section Manager	Redacted	$248.2	Redacted	$261.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

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Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$292.1	Redacted	$295.7	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$292.1	Redacted	$295.7	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$116.9	Redacted	$116.2	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$223.2	Redacted	$216.6	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$223.2	Redacted	$216.6	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Technical Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Technical Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
3H	Department Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3H	Department Manager	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$292.1	Redacted	$295.7	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Energy Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Energy Manager	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$292.1	Redacted	$295.7	Redacted
2H	Sr District Operator	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Sr District Operator	Redacted	$223.2	Redacted	$216.6	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$292.1	Redacted	$295.7	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$223.2	Redacted	$216.6	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$223.2	Redacted	$216.6	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$292.1	Redacted	$295.7	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$292.1	Redacted	$295.7	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$116.9	Redacted	$116.2	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$183.9	Redacted	$184.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$116.9	Redacted	$116.2	Redacted
2L	Field Operations Planner	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$183.9	Redacted	$184.5	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$183.9	Redacted	$184.5	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$156.4	Redacted	$155.1	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$292.1	Redacted	$295.7	Redacted
1L	Executive Assistant 1L	Central Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$233.8	Redacted	$233.3	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.5	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Section Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Section Manager	Redacted	$301.1	Redacted	$297.5	Redacted
3L	Project Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Project Manager	Redacted	$301.1	Redacted	$297.5	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$233.8	Redacted	$233.3	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$233.8	Redacted	$233.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
2L	Administrator	Steam Operations	EGF030-M1	Fossil Power Maintenance	2L	Administrator	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$233.8	Redacted	$233.3	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$233.8	Redacted	$233.3	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$233.8	Redacted	$233.3	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Specialist	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Specialist	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$155.1	Redacted	$161.3	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.5	Redacted
2L	Planning Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Planning Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Sr Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Sr Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.5	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$233.8	Redacted	$233.3	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.5	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$233.8	Redacted	$233.3	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$233.8	Redacted	$233.3	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$151.1	Redacted	$152.1	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$151.1	Redacted	$152.1	Redacted
3L	Maintenance Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Maintenance Manager	Redacted	$233.8	Redacted	$233.3	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.5	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$233.8	Redacted	$233.3	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$190.8	Redacted	$198.5	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$233.8	Redacted	$233.3	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$233.8	Redacted	$233.3	Redacted
2H	Project Specialist	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Project Specialist	Redacted	$188.1	Redacted	$190.7	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$245.0	Redacted	$247.3	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
3L	Construction Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Construction Manager	Redacted	$245.0	Redacted	$247.3	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$207.6	Redacted	$206.7	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$207.6	Redacted	$206.7	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$154.0	Redacted	$154.5	Redacted
1H	Supervisor	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Supervisor	Redacted	$149.8	Redacted	$152.7	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$149.8	Redacted	$152.7	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$245.0	Redacted	$247.3	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Manager	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$188.1	Redacted	$190.7	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$149.8	Redacted	$152.7	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$245.0	Redacted	$247.3	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$245.0	Redacted	$247.3	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$245.0	Redacted	$247.3	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$245.0	Redacted	$247.3	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$245.0	Redacted	$247.3	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$245.0	Redacted	$247.3	Redacted
4L	General Manager	Substation Operations	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4L	General Manager	Redacted	$348.0	Redacted	$350.8	Redacted
1H	Analyst	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Analyst	Redacted	$100.4	Redacted	$103.2	Redacted
2H	Sr Engineer	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$188.1	Redacted	$190.7	Redacted
2H	Sr Planning Analyst	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$188.1	Redacted	$190.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$129.3	Redacted	$128.0	Redacted
2L	Shift Supervisor	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Shift Supervisor	Redacted	$129.3	Redacted	$128.0	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$245.0	Redacted	$247.3	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$245.0	Redacted	$247.3	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$242.9	Redacted	$253.4	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Shift Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Shift Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$242.9	Redacted	$253.4	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$111.0	Redacted	$112.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$242.9	Redacted	$253.4	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$126.4	Redacted	$126.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$126.4	Redacted	$126.9	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$242.9	Redacted	$253.4	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$147.4	Redacted	$154.3	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$147.4	Redacted	$154.3	Redacted
3L	Section Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Section Manager	Redacted	$242.9	Redacted	$253.4	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

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1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$151.7	Redacted	$157.6	Redacted
3H	Department Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$262.2	Redacted	$267.6	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$262.2	Redacted	$267.6	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$262.2	Redacted	$267.6	Redacted
2L	Operations Trainer	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Operations Trainer	Redacted	$139.4	Redacted	$142.7	Redacted
2L	Shift Supervisor	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Shift Supervisor	Redacted	$139.4	Redacted	$142.7	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$262.2	Redacted	$267.6	Redacted
4H	General Manager Central Ops	Substation Operations	EDD020-M4	Electric Distribution Construction and/or Maintenance	4H	General Manager Central Ops	Redacted	$383.7	Redacted	$389.9	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$111.0	Redacted	$112.5	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$111.0	Redacted	$112.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$242.9	Redacted	$253.4	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$242.9	Redacted	$253.4	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$242.9	Redacted	$253.4	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$160.1	Redacted	$159.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$126.4	Redacted	$126.9	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$242.9	Redacted	$253.4	Redacted
2L	Senior Executive Assistant	Office of President	AAS042-U4	Secretarial/Executive Administrative Assistance	2L	Senior Executive Assistant	Redacted	$107.1	Redacted	$107.9	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$108.6	Redacted	$111.8	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$108.6	Redacted	$111.8	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$179.5	Redacted	$176.8	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$179.5	Redacted	$176.8	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$179.5	Redacted	$176.8	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$179.5	Redacted	$176.8	Redacted
3L	Section Manager	Energy Management	AEM000-M3	Data Science and Business Intelligence Generalist/Multidiscipline	3L	Section Manager	Redacted	$188.4	Redacted	$207.9	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$178.9	Redacted	$179.9	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$178.9	Redacted	$179.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$108.6	Redacted	$111.8	Redacted
2H	Manager	Energy Management	ETG020-M2	Gas Supply	2H	Manager	Redacted	$207.6	Redacted	$227.5	Redacted
2H	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2H	Sr Analyst	Redacted	$130.8	Redacted	$137.6	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$192.7	Redacted	$196.8	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$192.7	Redacted	$196.8	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$192.7	Redacted	$196.8	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$192.7	Redacted	$196.8	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$130.8	Redacted	$137.6	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$130.8	Redacted	$137.6	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$130.8	Redacted	$137.6	Redacted
3L	Section Manager	Energy Management	ETG020-M3	Gas Supply	3L	Section Manager	Redacted	$289.2	Redacted	$290.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$213.2	Redacted	$207.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$176.8	Redacted	$176.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$193.0	Redacted	$187.5	Redacted
2L	Sr Analyst	Energy Management	EMT000-P3	Energy Trading Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$160.6	Redacted	$166.2	Redacted
1L	Executive Assistant 1L	Corporate Shared Services	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$107.1	Redacted	$107.9	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$273.0	Redacted	$287.7	Redacted
2H	Manager	Information Technology	AIT030-M2	Database Administration	2H	Manager	Redacted	$221.1	Redacted	$217.3	Redacted
2H	Manager	Information Technology	AIT030-P4	Database Administration	2H	Manager	Redacted	$179.7	Redacted	$184.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$180.2	Redacted	$182.8	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.6	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$255.9	Redacted	$259.8	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$86.0	Redacted	$86.2	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$86.0	Redacted	$86.2	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$86.0	Redacted	$86.2	Redacted
2H	Manager	Information Technology	AIT020-M2	IT Help Desk Support	2H	Manager	Redacted	$151.7	Redacted	$158.9	Redacted
2H	Project Specialist	Information Technology	AIT020-M2	IT Help Desk Support	2H	Project Specialist	Redacted	$151.7	Redacted	$158.9	Redacted
2L	Sr System Analyst	Information Technology	AIT020-M1	IT Help Desk Support	2L	Sr System Analyst	Redacted	$113.8	Redacted	$120.8	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$101.6	Redacted	$107.8	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$101.6	Redacted	$107.8	Redacted
1H	Front End Engineer	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Front End Engineer	Redacted	$125.1	Redacted	$125.2	Redacted
1H	Product Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Product Analyst	Redacted	$125.1	Redacted	$125.2	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$125.1	Redacted	$125.2	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$125.1	Redacted	$125.2	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$180.2	Redacted	$182.8	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$180.2	Redacted	$182.8	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$197.4	Redacted	$210.2	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$197.4	Redacted	$210.2	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$197.4	Redacted	$210.2	Redacted
2L	Scrum Master	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Scrum Master	Redacted	$162.2	Redacted	$163.6	Redacted
2L	Senior Full Stack Engineer	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Senior Full Stack Engineer	Redacted	$162.2	Redacted	$163.6	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.6	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$255.9	Redacted	$259.8	Redacted
3H	Department Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3H	Department Manager	Redacted	$255.9	Redacted	$259.8	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$255.9	Redacted	$259.8	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$255.9	Redacted	$259.8	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$255.9	Redacted	$259.8	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$255.9	Redacted	$259.8	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$255.9	Redacted	$259.8	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$255.9	Redacted	$259.8	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$255.9	Redacted	$259.8	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$255.9	Redacted	$259.8	Redacted
1H	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	1H	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$197.4	Redacted	$210.2	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.6	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.6	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.6	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.6	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.6	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$162.2	Redacted	$163.6	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$255.9	Redacted	$259.8	Redacted
4H	Director- Chief Architect	Information Technology	AID030-M4	IT Architecture (Systems Design)	4H	Director- Chief Architect	Redacted	$306.4	Redacted	$313.9	Redacted
1H	Specialist	Information Technology	AID040-P2	Systems Software Development	1H	Specialist	Redacted	$106.7	Redacted	$108.4	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$170.8	Redacted	$173.6	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$170.8	Redacted	$173.6	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$96.9	Redacted	$96.6	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$74.5	Redacted	$78.0	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$74.5	Redacted	$78.0	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$186.3	Redacted	$180.5	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$186.3	Redacted	$180.5	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$186.3	Redacted	$180.5	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$120.5	Redacted	$122.2	Redacted
3L	Systems Manager	Information Technology	AIT040-M3	Network Control/Administration	3L	Systems Manager	Redacted	$221.9	Redacted	$213.1	Redacted
1H	System Analyst	Information Technology	AIT070-P2	IS and Cyber Security	1H	System Analyst	Redacted	$101.1	Redacted	$101.8	Redacted
2H	Manager	Information Technology	AID040-M2	Systems Software Development	2H	Manager	Redacted	$209.8	Redacted	$210.6	Redacted
2H	Systems Specialist	Information Technology	AIT070-P4	IS and Cyber Security	2H	Systems Specialist	Redacted	$178.1	Redacted	$175.1	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$144.8	Redacted	$143.4	Redacted
3L	IT Architect	Information Technology	AIT070-M3	IS and Cyber Security	3L	IT Architect	Redacted	$276.4	Redacted	$271.0	Redacted
3L	Systems Manager	Information Technology	AIT070-M3	IS and Cyber Security	3L	Systems Manager	Redacted	$276.4	Redacted	$271.0	Redacted
4L	Director	Information Technology	AIT070-M4	IS and Cyber Security	4L	Director	Redacted	$304.9	Redacted	$312.9	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$209.8	Redacted	$210.6	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2L	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2L	Systems Specialist	Redacted	$209.8	Redacted	$210.6	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$106.7	Redacted	$108.4	Redacted
2H	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Systems Specialist	Redacted	$209.8	Redacted	$210.6	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$106.7	Redacted	$108.4	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$209.8	Redacted	$210.6	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$170.8	Redacted	$173.6	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$141.4	Redacted	$142.0	Redacted
2H	Manager	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Manager	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Project Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Sr Planning Analyst	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$150.5	Redacted	$152.0	Redacted
1L	Associate Analyst	Information Technology	AIT000-P1	IT Administration Generalist/Multidiscipline	1L	Associate Analyst	Redacted	$77.7	Redacted	$80.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$273.0	Redacted	$287.7	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$255.9	Redacted	$259.8	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$144.5	Redacted	$143.7	Redacted
1H	Analyst	Information Technology	AIT090-P2	Telecommunications	1H	Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
2H	Project Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Project Specialist	Redacted	$157.3	Redacted	$154.5	Redacted
2L	Sr Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$143.9	Redacted	$134.9	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$121.2	Redacted	$125.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$88.9	Redacted	$94.4	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$157.3	Redacted	$154.5	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$157.3	Redacted	$154.5	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$129.6	Redacted	$134.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$129.6	Redacted	$134.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$121.2	Redacted	$125.1	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$204.1	Redacted	$201.9	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$195.2	Redacted	$194.8	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$162.4	Redacted	$160.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$273.0	Redacted	$287.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted

DPS-14-440 Total Benefits & Compensation Results

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2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$210.5	Redacted	$207.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$273.0	Redacted	$287.7	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Technical Specialist	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Program Manager Lead	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Program Manager Lead	Redacted	$210.5	Redacted	$207.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$273.0	Redacted	$287.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$143.9	Redacted	$134.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$273.0	Redacted	$287.7	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$164.0	Redacted	$162.2	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$143.9	Redacted	$134.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
1H	Specialist	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	Specialist	Redacted	$99.2	Redacted	$98.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$150.5	Redacted	$152.0	Redacted
2L	Sr Specialist	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.6	Redacted	$122.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$122.6	Redacted	$122.3	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Section Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Section Manager	Redacted	$210.5	Redacted	$207.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$210.5	Redacted	$207.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$273.0	Redacted	$287.7	Redacted
1H	Specialist	Human Resources	AHR020-P2	Compensation Generalist/Multidiscipline	1H	Specialist	Redacted	$98.5	Redacted	$104.9	Redacted
2H	Project Specialist	Human Resources	AHR020-P4	Compensation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$153.3	Redacted	$153.6	Redacted
3L	Section Manager	Human Resources	AHR020-M3	Compensation Generalist/Multidiscipline	3L	Section Manager	Redacted	$242.3	Redacted	$237.1	Redacted
1H	Specialist	Human Resources	AHR060-P2	Benefits	1H	Specialist	Redacted	$93.0	Redacted	$95.6	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$150.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$150.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$150.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$150.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$150.0	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$145.5	Redacted	$150.0	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$116.0	Redacted	$118.1	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$116.0	Redacted	$118.1	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$116.0	Redacted	$118.1	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$116.0	Redacted	$118.1	Redacted
3H	Department Manager	Human Resources	AHR060-M3	Benefits	3H	Department Manager	Redacted	$205.5	Redacted	$218.0	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$205.5	Redacted	$218.0	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$205.5	Redacted	$218.0	Redacted
1H	Specialist	Human Resources	AHR095-P2	Employee Relations	1H	Specialist	Redacted	$97.6	Redacted	$97.6	Redacted
1H	Specialist	Human Resources	AHR000-P2	HR Generalist/Consultant Generalist/Multidiscipline	1H	Specialist	Redacted	$88.5	Redacted	$89.8	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$155.5	Redacted	$159.6	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$155.5	Redacted	$159.6	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$155.5	Redacted	$159.6	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$155.5	Redacted	$159.6	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$141.4	Redacted	$144.4	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$141.4	Redacted	$144.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
3H	Department Manager	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Department Manager	Redacted	$196.5	Redacted	$209.9	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$161.0	Redacted	$160.9	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$161.0	Redacted	$160.9	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$161.0	Redacted	$160.9	Redacted
2L	Sr Specialist	Human Resources	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$117.7	Redacted	$117.8	Redacted
3H	Department Manager	Human Resources	AHR100-M3	Labor Relations	3H	Department Manager	Redacted	$248.2	Redacted	$261.2	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$141.4	Redacted	$144.4	Redacted
4L	Director	Human Resources	AHR000-M4	HR Generalist/Consultant Generalist/Multidiscipline	4L	Director	Redacted	$252.1	Redacted	$285.8	Redacted
2L	Service Center Supervisor	Human Resources	AHR160-M1	HR Service Center	2L	Service Center Supervisor	Redacted	$125.7	Redacted	$124.5	Redacted
2L	Sr Specialist	Human Resources	AHR160-P3	HR Service Center	2L	Sr Specialist	Redacted	$92.3	Redacted	$95.4	Redacted
3L	Section Manager	Human Resources	AHR160-M3	HR Service Center	3L	Section Manager	Redacted	$202.5	Redacted	$193.7	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$144.0	Redacted	$151.0	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$144.0	Redacted	$151.0	Redacted
2L	Sr Specialist	Human Resources	AHR150-P3	Human Resources Information Systems	2L	Sr Specialist	Redacted	$119.3	Redacted	$123.1	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

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REDACTED VERSION

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Human Resources	AHR150-M3	Human Resources Information Systems	3L	Section Manager	Redacted	$223.5	Redacted	$224.3	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$141.4	Redacted	$144.4	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$141.4	Redacted	$144.4	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$141.4	Redacted	$144.4	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$141.4	Redacted	$144.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$115.1	Redacted	$117.7	Redacted
2L	Staff Accountant	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Staff Accountant	Redacted	$115.1	Redacted	$117.7	Redacted
3H	Program Manager Lead	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Program Manager Lead	Redacted	$196.5	Redacted	$209.9	Redacted
1H	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2H	Manager	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Manager	Redacted	$153.2	Redacted	$161.4	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$153.2	Redacted	$161.4	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$122.8	Redacted	$120.6	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$137.8	Redacted	$140.4	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$137.8	Redacted	$140.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$227.5	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$137.8	Redacted	$140.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$227.5	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-M2	Technical Training	2H	Project Specialist	Redacted	$169.5	Redacted	$169.1	Redacted
4H	Director +	Learning and Inclusion	AHR130-M4	Employee Development/Training Generalist/Multidiscipline	4H	Director +	Redacted	$264.7	Redacted	$270.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$227.5	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

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REDACTED VERSION

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-M1	Technical Training	2L	Sr Instructor	Redacted	$141.9	Redacted	$134.2	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$227.5	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr System Analyst	Learning and Inclusion	AIT025-P3	IT On-Site Support	2L	Sr System Analyst	Redacted	$106.3	Redacted	$109.3	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$101.8	Redacted	$101.4	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$137.8	Redacted	$140.4	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$137.8	Redacted	$140.4	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$137.8	Redacted	$140.4	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$129.0	Redacted	$132.3	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$224.0	Redacted	$227.5	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
3L	Section Manager	Learning and Inclusion	AHR120-M3	Organization Development	3L	Section Manager	Redacted	$246.0	Redacted	$251.4	Redacted
1H	Specialist	Learning and Inclusion	AHR140-P2	Recruitment Generalist/Multidiscipline	1H	Specialist	Redacted	$86.1	Redacted	$86.6	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$153.0	Redacted	$156.1	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$153.0	Redacted	$156.1	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$113.4	Redacted	$116.2	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$113.4	Redacted	$116.2	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$113.4	Redacted	$116.2	Redacted
3L	Section Manager	Learning and Inclusion	AHR140-M3	Recruitment Generalist/Multidiscipline	3L	Section Manager	Redacted	$185.0	Redacted	$203.2	Redacted
1H	Specialist	Learning and Inclusion	AHR122-P2	Workforce Analytics	1H	Specialist	Redacted	$91.5	Redacted	$82.7	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Sr Planning Analyst	Redacted	$173.3	Redacted	$162.1	Redacted
2H	Systems Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Systems Specialist	Redacted	$173.3	Redacted	$162.1	Redacted
2L	Project Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2L	Project Specialist	Redacted	$173.3	Redacted	$162.1	Redacted
1H	Specialist	Learning and Inclusion	AHR120-P2	Organization Development	1H	Specialist	Redacted	$85.2	Redacted	$94.3	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$124.4	Redacted	$131.3	Redacted
4L	Director	Learning and Inclusion	AHR120-M4	Organization Development	4L	Director	Redacted	$288.6	Redacted	$268.2	Redacted
2H	Category Manager	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Category Manager	Redacted	$163.2	Redacted	$167.8	Redacted
2L	Sr. Category Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Category Analyst	Redacted	$107.5	Redacted	$110.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$218.5	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$321.7	Redacted	$321.9	Redacted
2H	Project Specialist	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$138.9	Redacted	$141.9	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.2	Redacted	$167.8	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.2	Redacted	$167.8	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Projects Portfolio Manager	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$138.9	Redacted	$141.9	Redacted
2L	Sr Proj Portfolio Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Proj Portfolio Analyst	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr. Analytics Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Analytics Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
1H	Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$218.5	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.2	Redacted	$167.8	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$321.7	Redacted	$321.9	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$218.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.2	Redacted	$167.8	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$218.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$85.8	Redacted	$89.5	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$163.2	Redacted	$167.8	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$107.5	Redacted	$110.0	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$214.7	Redacted	$218.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$90.1	Redacted	$84.4	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$193.8	Redacted	$201.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$90.1	Redacted	$84.4	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$90.1	Redacted	$84.4	Redacted
2L	Sr Specialist	Supply Chain	ASC040-W4	Warehousing	2L	Sr Specialist	Redacted	$90.1	Redacted	$84.4	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$193.8	Redacted	$201.0	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$90.1	Redacted	$84.4	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$110.5	Redacted	$107.9	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$90.1	Redacted	$84.4	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$133.3	Redacted	$136.0	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$133.3	Redacted	$136.0	Redacted
3L	Section Manager	Supply Chain	ASC000-M3	Supply Chain and Logistics Generalist/Multidiscipline	3L	Section Manager	Redacted	$220.5	Redacted	$212.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
4L	Director	Supply Chain	ASC000-M4	Supply Chain and Logistics Generalist/Multidiscipline	4L	Director	Redacted	$320.6	Redacted	$326.6	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$110.4	Redacted	$115.6	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$110.4	Redacted	$115.6	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$110.4	Redacted	$115.6	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$110.4	Redacted	$115.6	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$211.9	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2L	Sr Specialist	Facilities and Field Services	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$125.1	Redacted	$127.1	Redacted
3L	Section Manager	Facilities and Field Services	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$212.0	Redacted	$223.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
2L	Field Operations Planner	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Field Operations Planner	Redacted	$131.5	Redacted	$133.4	Redacted
3L	Section Manager	Facilities and Field Services	ARE000-M3	Real Estate and Facilities Generalist/Multidiscipline	3L	Section Manager	Redacted	$220.8	Redacted	$219.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$221.2	Redacted	$212.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$221.2	Redacted	$212.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$131.5	Redacted	$133.4	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$131.5	Redacted	$133.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2H	Project Specialist	Facilities and Field Services	ARE020-P4	Facilities Management	2H	Project Specialist	Redacted	$157.1	Redacted	$149.4	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$211.9	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$211.9	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$211.9	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$232.8	Redacted	$264.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2H	Manager	Facilities and Field Services	ARE020-M2	Facilities Management	2H	Manager	Redacted	$151.1	Redacted	$150.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$211.9	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$93.7	Redacted	$95.0	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$93.7	Redacted	$95.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$150.9	Redacted	$155.5	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$150.9	Redacted	$155.5	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$150.9	Redacted	$155.5	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$150.9	Redacted	$155.5	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Operating General Supervisor	Redacted	$117.4	Redacted	$123.3	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$117.4	Redacted	$123.3	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$117.4	Redacted	$123.3	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$117.4	Redacted	$123.3	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$117.4	Redacted	$123.3	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$208.7	Redacted	$221.2	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$208.7	Redacted	$221.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$208.7	Redacted	$221.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$208.7	Redacted	$221.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$211.9	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$232.8	Redacted	$264.0	Redacted
1H	Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Specialist	Redacted	$110.6	Redacted	$115.7	Redacted
2H	Manager	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Manager	Redacted	$175.1	Redacted	$172.2	Redacted
2L	Sr Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Sr Specialist	Redacted	$110.6	Redacted	$115.7	Redacted
1H	Supervisor	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Supervisor	Redacted	$110.6	Redacted	$115.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$127.0	Redacted	$131.1	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$204.2	Redacted	$211.9	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$127.0	Redacted	$131.1	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Sr Planning Analyst	Redacted	$175.1	Redacted	$172.2	Redacted
2L	Architect	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Architect	Redacted	$110.6	Redacted	$115.7	Redacted
3L	Section Manager	Facilities and Field Services	APM020-M3	Facilities Construction Project Management	3L	Section Manager	Redacted	$215.9	Redacted	$219.8	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
3L	Section Manager	Research & Development	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$212.0	Redacted	$223.2	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$84.7	Redacted	$85.4	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$84.7	Redacted	$85.4	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$151.9	Redacted	$155.9	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$151.9	Redacted	$155.9	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$151.9	Redacted	$155.9	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$151.9	Redacted	$155.9	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$151.9	Redacted	$155.9	Redacted
2H	Project Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Project Specialist	Redacted	$144.5	Redacted	$152.3	Redacted
2H	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$144.5	Redacted	$152.3	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$144.5	Redacted	$152.3	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$144.5	Redacted	$152.3	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$144.5	Redacted	$152.3	Redacted
2L	Sr Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

DPS-14-440 Total Benefits & Compensation Results

Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis

Competitive Positioning of Target Direct Compensation
- Equals the sum of Target Cash Compensation and Long-term Equity Value

REDACTED VERSION

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	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 19.6%, while all others were adjusted by 11.8%.				
							CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$112.3	Redacted	$115.0	Redacted
2L	Sr System Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$112.3	Redacted	$115.0	Redacted
3H	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Department Manager	Redacted	$184.6	Redacted	$218.7	Redacted
3H	Director Cyber Forensics	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Director Cyber Forensics	Redacted	$184.6	Redacted	$218.7	Redacted
3L	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Department Manager	Redacted	$184.6	Redacted	$218.7	Redacted
3L	Section Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Section Manager	Redacted	$184.6	Redacted	$218.7	Redacted
3L	Technical Specialist	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$184.6	Redacted	$218.7	Redacted
4L	Director	Corporate Security	AAY000-M4	Security Generalist/Multidiscipline	4L	Director	Redacted	$271.2	Redacted	$279.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$212.0	Redacted	$223.2	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$212.0	Redacted	$223.2	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-M2	Business Continuation	2H	Project Specialist	Redacted	$178.7	Redacted	$185.9	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2L	Sr Specialist	Emergency Preparedness	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$125.1	Redacted	$127.1	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$212.0	Redacted	$223.2	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$212.0	Redacted	$223.2	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$160.7	Redacted	$159.5	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$212.0	Redacted	$223.2	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
							$46.5	*$39.6*	*117.4%*	*$39.9*	*116.5%*
2L	Senior Executive Assistant	Off Of Chair Of Board & CEO	AAS043-U4	Secretarial/Administrative Assistance to the Chief Executive Officer	2L	Senior Executive Assistant	Redacted	$34.7	Redacted	$34.8	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Analyst	Customer Energy Solutions	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
3L	Section Manager	Customer Energy Solutions	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
1L	Executive Assistant 1L	Customer Energy Solutions	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$31.9	Redacted	$32.0	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.5	Redacted	$44.7	Redacted
2H	AMI Sr System Operator	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	AMI Sr System Operator	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Manager	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$43.5	Redacted	$44.7	Redacted
2H	Project Specialist	Customer Energy Solutions	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.5	Redacted	$44.7	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.8	Redacted	$40.7	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
2H	Manager	Dist Resource Integration	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$42.0	Redacted	$43.2	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$42.0	Redacted	$43.2	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$42.0	Redacted	$43.2	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$42.0	Redacted	$43.2	Redacted
2H	Project Specialist	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$42.0	Redacted	$43.2	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$42.0	Redacted	$43.2	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$42.0	Redacted	$43.2	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$42.0	Redacted	$43.2	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$42.0	Redacted	$43.2	Redacted
2H	Sr Engineer	Dist Resource Integration	AZE530-P4	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$42.0	Redacted	$43.2	Redacted
2L	Engineer	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$37.5	Redacted	$41.2	Redacted
2L	Sr Specialist	Dist Resource Integration	AZE530-P3	Electric System/Grid Planning Engineering	2L	Sr Specialist	Redacted	$37.5	Redacted	$41.2	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$47.6	Redacted	$48.3	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$47.6	Redacted	$48.3	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$47.6	Redacted	$48.3	Redacted
3L	Project Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Project Manager	Redacted	$47.6	Redacted	$48.3	Redacted
3L	Section Manager	Dist Resource Integration	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$47.6	Redacted	$48.3	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Sr Planning Analyst	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.8	Redacted	$40.7	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$39.8	Redacted	$40.7	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Analyst	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$44.2	Redacted	$43.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$39.8	Redacted	$40.7	Redacted

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Competitive Positioning of Target Benefit Value

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$39.8	Redacted	$40.7	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$44.2	Redacted	$43.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Energy Efficiency Program Mgr	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Energy Efficiency Program Mgr	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Manager	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$39.8	Redacted	$40.7	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3L	Project Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Project Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
1H	Specialist	Dist Resource Integration	EDE000-P2	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Specialist	Redacted	$30.3	Redacted	$30.3	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$44.2	Redacted	$43.9	Redacted
2H	Manager	Dist Resource Integration	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$44.2	Redacted	$43.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
2L	Sr Specialist	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.9	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$54.5	Redacted	$56.4	Redacted
3H	Department Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$54.5	Redacted	$56.4	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2H	Project Specialist	Dist Resource Integration	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.8	Redacted	$40.7	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$34.8	Redacted	$34.9	Redacted
2L	Business Development Manager	Dist Resource Integration	EDE000-P3	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Business Development Manager	Redacted	$34.8	Redacted	$34.9	Redacted
3L	Section Manager	Dist Resource Integration	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.5	Redacted	$56.4	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2H	Sr Rate Analyst	Rate Engineering	AFT090-P4	Rates	2H	Sr Rate Analyst	Redacted	$41.0	Redacted	$40.7	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$35.1	Redacted	$35.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$35.1	Redacted	$35.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$35.1	Redacted	$35.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$35.1	Redacted	$35.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$35.1	Redacted	$35.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$35.1	Redacted	$35.0	Redacted
2L	Sr Analyst	Rate Engineering	AFT090-P3	Rates	2L	Sr Analyst	Redacted	$35.1	Redacted	$35.0	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$55.6	Redacted	$55.7	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$55.6	Redacted	$55.7	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$55.6	Redacted	$55.7	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$55.6	Redacted	$55.7	Redacted
3H	Department Manager	Rate Engineering	AFT090-M3	Rates	3H	Department Manager	Redacted	$55.6	Redacted	$55.7	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$55.6	Redacted	$55.7	Redacted
3L	Project Manager	Rate Engineering	AFT090-M3	Rates	3L	Project Manager	Redacted	$55.6	Redacted	$55.7	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$55.6	Redacted	$55.7	Redacted
3L	Section Manager	Rate Engineering	AFT090-M3	Rates	3L	Section Manager	Redacted	$55.6	Redacted	$55.7	Redacted
4L	Director	Rate Engineering	AFT090-M4	Rates	4L	Director	Redacted	$58.3	Redacted	$58.9	Redacted

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Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$41.3	Redacted	$41.0	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$41.3	Redacted	$41.0	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$41.3	Redacted	$41.0	Redacted
2H	Project Specialist	SOX and ERM	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Project Specialist	Redacted	$41.3	Redacted	$41.0	Redacted
3L	Section Manager	SOX and ERM	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$48.5	Redacted	$48.5	Redacted
4L	Director	SOX and ERM	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$58.9	Redacted	$57.8	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$54.9	Redacted	$53.2	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2H	Project Specialist	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Project Specialist	Redacted	$38.0	Redacted	$38.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$38.1	Redacted	$38.7	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Manager	Redacted	$38.0	Redacted	$38.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$43.9	Redacted	$44.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$43.9	Redacted	$44.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$43.9	Redacted	$44.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted

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Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.					
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$43.9	Redacted	$44.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$54.9	Redacted	$53.2	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Sr Planning Analyst	Redacted	$43.9	Redacted	$44.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
1H	Analyst	Financial Planning & Analysis	AFT020-P2	Budget Analysis	1H	Analyst	Redacted	$26.4	Redacted	$26.7	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$43.9	Redacted	$44.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2H	Manager	Financial Planning & Analysis	AFT020-M2	Budget Analysis	2H	Manager	Redacted	$43.9	Redacted	$44.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT010-P4	Financial Analysis	2H	Sr Planning Analyst	Redacted	$38.1	Redacted	$38.7	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$32.1	Redacted	$32.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$32.1	Redacted	$32.3	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT010-P3	Financial Analysis	2L	Sr Analyst	Redacted	$32.1	Redacted	$32.3	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$46.8	Redacted	$47.4	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2H	Sr Planning Analyst	Financial Planning & Analysis	AFT020-P4	Budget Analysis	2H	Sr Planning Analyst	Redacted	$38.0	Redacted	$38.2	Redacted
2L	Sr Analyst	Financial Planning & Analysis	AFT020-P3	Budget Analysis	2L	Sr Analyst	Redacted	$34.5	Redacted	$34.5	Redacted
3H	Department Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3H	Department Manager	Redacted	$54.9	Redacted	$53.2	Redacted
3L	Project Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Project Manager	Redacted	$54.9	Redacted	$53.2	Redacted
3L	Section Manager	Financial Planning & Analysis	AFT020-M3	Budget Analysis	3L	Section Manager	Redacted	$54.9	Redacted	$53.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$43.1	Redacted	$42.6	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$43.1	Redacted	$42.6	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$43.1	Redacted	$42.6	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$43.1	Redacted	$42.6	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$43.1	Redacted	$42.6	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$40.8	Redacted	$39.4	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$45.4	Redacted	$46.1	Redacted
4L	Assistant Controller	Corporate Accounting	AFB020-M4	Financial Reporting	4L	Assistant Controller	Redacted	$48.1	Redacted	$53.0	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$43.1	Redacted	$42.6	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$43.1	Redacted	$42.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted

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								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$45.4	Redacted	$46.1	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-M2	Financial Reporting	2H	Sr Accountant	Redacted	$43.1	Redacted	$42.6	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$40.8	Redacted	$39.4	Redacted
2H	Sr Accountant	Corporate Accounting	AFB020-P4	Financial Reporting	2H	Sr Accountant	Redacted	$40.8	Redacted	$39.4	Redacted
2L	Staff Accountant	Corporate Accounting	AFB020-P3	Financial Reporting	2L	Staff Accountant	Redacted	$30.6	Redacted	$30.6	Redacted
3H	Department Manager	Corporate Accounting	AFB020-M3	Financial Reporting	3H	Department Manager	Redacted	$45.4	Redacted	$46.1	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$26.3	Redacted	$26.7	Redacted
1H	Accountant	Corporate Accounting	AFB061-P2	Accounts Payable	1H	Accountant	Redacted	$26.3	Redacted	$26.7	Redacted
1H	Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	1H	Supervisor	Redacted	$32.1	Redacted	$32.6	Redacted
2L	Accounting Supervisor	Corporate Accounting	AFB061-M1	Accounts Payable	2L	Accounting Supervisor	Redacted	$32.1	Redacted	$32.6	Redacted
2L	Staff Accountant	Corporate Accounting	AFB061-P3	Accounts Payable	2L	Staff Accountant	Redacted	$30.5	Redacted	$29.9	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$26.0	Redacted	$26.2	Redacted
1H	Accountant	Corporate Accounting	AFB070-P2	Payroll	1H	Accountant	Redacted	$26.0	Redacted	$26.2	Redacted
2H	Sr Accountant	Corporate Accounting	AFB070-M2	Payroll	2H	Sr Accountant	Redacted	$38.0	Redacted	$38.4	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$32.6	Redacted	$32.2	Redacted
2L	Staff Accountant	Corporate Accounting	AFB070-P3	Payroll	2L	Staff Accountant	Redacted	$32.6	Redacted	$32.2	Redacted
3H	Department Manager	Corporate Accounting	AFB070-M3	Payroll	3H	Department Manager	Redacted	$45.1	Redacted	$45.3	Redacted
1H	Tax Accountant	Tax Department	AFT050-P2	Tax Reporting	1H	Tax Accountant	Redacted	$23.5	Redacted	$23.9	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$43.8	Redacted	$43.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$43.8	Redacted	$43.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$38.9	Redacted	$38.7	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$32.3	Redacted	$32.9	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$32.3	Redacted	$32.9	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$54.5	Redacted	$48.4	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$58.0	Redacted	$59.9	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-P4	Tax Reporting	2H	Sr Tax Accountant	Redacted	$38.9	Redacted	$38.7	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$54.5	Redacted	$48.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$43.8	Redacted	$43.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$43.8	Redacted	$43.4	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$32.3	Redacted	$32.9	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$32.3	Redacted	$32.9	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$32.3	Redacted	$32.9	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$54.5	Redacted	$48.4	Redacted
3L	Section Manager	Tax Department	AFT050-M3	Tax Reporting	3L	Section Manager	Redacted	$54.5	Redacted	$48.4	Redacted
4L	Director	Tax Department	AFT050-M4	Tax Reporting	4L	Director	Redacted	$58.0	Redacted	$59.9	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$43.8	Redacted	$43.4	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$32.3	Redacted	$32.9	Redacted
3H	Department Manager	Tax Department	AFT050-M3	Tax Reporting	3H	Department Manager	Redacted	$54.5	Redacted	$48.4	Redacted
2H	Sr Tax Accountant	Tax Department	AFT050-M2	Tax Reporting	2H	Sr Tax Accountant	Redacted	$43.8	Redacted	$43.4	Redacted
2L	Staff Accountant	Tax Department	AFT050-P3	Tax Reporting	2L	Staff Accountant	Redacted	$32.3	Redacted	$32.9	Redacted
1H	Analyst	Treasury	AFT010-P2	Financial Analysis	1H	Analyst	Redacted	$26.5	Redacted	$26.5	Redacted
2H	Sr Financial Analyst	Treasury	AFT010-P4	Financial Analysis	2H	Sr Financial Analyst	Redacted	$38.1	Redacted	$38.7	Redacted
3L	Project Manager	Treasury	AFT010-M3	Financial Analysis	3L	Project Manager	Redacted	$46.8	Redacted	$47.4	Redacted
3L	Section Manager	Treasury	AFT010-M3	Financial Analysis	3L	Section Manager	Redacted	$46.8	Redacted	$47.4	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$38.7	Redacted	$38.9	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$38.7	Redacted	$38.9	Redacted
2H	Manager	Treasury	AFT030-P4	Treasury Operations	2H	Manager	Redacted	$38.7	Redacted	$38.9	Redacted
2H	Systems Specialist	Treasury	AFT030-P4	Treasury Operations	2H	Systems Specialist	Redacted	$38.7	Redacted	$38.9	Redacted
3H	Department Manager	Treasury	AFT030-M3	Treasury Operations	3H	Department Manager	Redacted	$46.0	Redacted	$46.4	Redacted
4L	Director	Treasury	AFT030-M4	Treasury Operations	4L	Director	Redacted	$48.0	Redacted	$47.4	Redacted
2H	Manager	Treasury	AFT080-P4	Insurance Risk	2H	Manager	Redacted	$34.7	Redacted	$34.9	Redacted
2H	Sr Financial Analyst	Treasury	AFT080-P4	Insurance Risk	2H	Sr Financial Analyst	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr Analyst	Treasury	AFT080-P3	Insurance Risk	2L	Sr Analyst	Redacted	$35.4	Redacted	$34.4	Redacted
3H	Department Manager	Treasury	AFT080-M3	Insurance Risk	3H	Department Manager	Redacted	$43.4	Redacted	$45.0	Redacted
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$26.5	Redacted	$26.5	Redacted

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Analyst	Treasury	AFY000-P2	Risk Management Generalist/Multidiscipline	1H	Analyst	Redacted	$26.5	Redacted	$26.5	Redacted
2H	Manager	Treasury	AFY000-M2	Risk Management Generalist/Multidiscipline	2H	Manager	Redacted	$40.9	Redacted	$41.8	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$41.3	Redacted	$41.0	Redacted
2H	Sr Financial Analyst	Treasury	AFY000-P4	Risk Management Generalist/Multidiscipline	2H	Sr Financial Analyst	Redacted	$41.3	Redacted	$41.0	Redacted
2L	Sr Analyst	Treasury	AFY000-P3	Risk Management Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$34.6	Redacted	$35.0	Redacted
3L	Section Manager	Treasury	AFY000-M3	Risk Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$48.5	Redacted	$48.5	Redacted
4L	Director	Treasury	AFY000-M4	Risk Management Generalist/Multidiscipline	4L	Director	Redacted	$58.9	Redacted	$57.8	Redacted
2H	Sr Planning Analyst	Strategic Planning	ACD010-P4	Strategic Planning	2H	Sr Planning Analyst	Redacted	$42.7	Redacted	$42.2	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$35.4	Redacted	$35.1	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$35.4	Redacted	$35.1	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$35.4	Redacted	$35.1	Redacted
2L	Sr Analyst	Strategic Planning	ACD010-P3	Strategic Planning	2L	Sr Analyst	Redacted	$35.4	Redacted	$35.1	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$48.1	Redacted	$47.3	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$48.1	Redacted	$47.3	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$48.1	Redacted	$47.3	Redacted
3H	Department Manager	Strategic Planning	ACD010-M3	Strategic Planning	3H	Department Manager	Redacted	$48.1	Redacted	$47.3	Redacted
3L	Project Manager	Strategic Planning	ACD010-M3	Strategic Planning	3L	Project Manager	Redacted	$48.1	Redacted	$47.3	Redacted
65	EH&S Compliance Liaison	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	65	EH&S Compliance Liaison	Redacted	$53.8	Redacted	$55.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$39.2	Redacted	$39.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$39.2	Redacted	$39.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$39.2	Redacted	$39.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$47.5	Redacted	$46.4	Redacted
2H	Project Specialist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Project Specialist	Redacted	$39.2	Redacted	$39.4	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$39.2	Redacted	$39.4	Redacted
2H	Sr Industrial Hygienist	Environment Health & Safety	AHS030-P4	Health and Safety	2H	Sr Industrial Hygienist	Redacted	$39.2	Redacted	$39.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Section Manager	Redacted	$47.5	Redacted	$46.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$34.7	Redacted	$35.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$34.7	Redacted	$35.3	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS030-P3	Health and Safety	2L	Sr Specialist	Redacted	$34.7	Redacted	$35.3	Redacted
3L	Technical Specialist	Environment Health & Safety	AHS030-M3	Health and Safety	3L	Technical Specialist	Redacted	$47.5	Redacted	$46.4	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$46.3	Redacted	$46.1	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
4L	Director	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4L	Director	Redacted	$53.8	Redacted	$55.1	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$26.5	Redacted	$26.6	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$26.5	Redacted	$26.6	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$37.5	Redacted	$38.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$40.6	Redacted	$40.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$38.2	Redacted	$35.7	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
1H	System Analyst	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	System Analyst	Redacted	$26.5	Redacted	$26.6	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$37.5	Redacted	$38.0	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$53.8	Redacted	$55.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$40.6	Redacted	$40.9	Redacted

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REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Sr Scientist	Redacted	$37.5	Redacted	$38.0	Redacted
2L	Scientist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Scientist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Scientist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Scientist	Redacted	$40.6	Redacted	$40.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$38.2	Redacted	$35.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$39.8	Redacted	$39.4	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$39.8	Redacted	$39.4	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$39.8	Redacted	$39.4	Redacted
1H	Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	1H	Specialist	Redacted	$39.8	Redacted	$39.4	Redacted
1H	Specialist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Specialist	Redacted	$30.1	Redacted	$30.3	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$43.3	Redacted	$43.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-M1	Environmental Science	2L	Sr Specialist	Redacted	$39.8	Redacted	$39.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$48.1	Redacted	$48.4	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$40.6	Redacted	$40.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$38.2	Redacted	$35.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2H	Sr Engineer	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Engineer	Redacted	$39.0	Redacted	$38.9	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$39.0	Redacted	$38.9	Redacted
2L	Engineer	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Engineer	Redacted	$35.5	Redacted	$34.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$35.5	Redacted	$34.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$48.1	Redacted	$48.4	Redacted
1H	Associate Scientist	Environment Health & Safety	AHS010-P2	Environmental Science	1H	Associate Scientist	Redacted	$30.1	Redacted	$30.3	Redacted
2H	Manager	Environment Health & Safety	AHS010-M2	Environmental Science	2H	Manager	Redacted	$43.3	Redacted	$43.6	Redacted
2H	Project Specialist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Project Specialist	Redacted	$39.0	Redacted	$38.9	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$39.0	Redacted	$38.9	Redacted
2H	Sr Scientist	Environment Health & Safety	AHS010-P4	Environmental Science	2H	Sr Scientist	Redacted	$39.0	Redacted	$38.9	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$35.5	Redacted	$34.9	Redacted
2L	Scientist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Scientist	Redacted	$35.5	Redacted	$34.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS010-P3	Environmental Science	2L	Sr Specialist	Redacted	$35.5	Redacted	$34.9	Redacted
3L	Section Manager	Environment Health & Safety	AHS010-M3	Environmental Science	3L	Section Manager	Redacted	$48.1	Redacted	$48.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3H	Department Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3H	Department Manager	Redacted	$46.3	Redacted	$46.1	Redacted
4H	Director +	Environment Health & Safety	AHS000-M4	Environmental Health and Safety Generalist/Multidiscipline	4H	Director +	Redacted	$53.8	Redacted	$55.1	Redacted
1H	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted
2H	Project Specialist	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.5	Redacted	$38.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-M1	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$38.2	Redacted	$35.7	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
2L	Project Specialist	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2L	Project Specialist	Redacted	$40.6	Redacted	$40.9	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$26.5	Redacted	$26.6	Redacted
1H	Specialist	Environment Health & Safety	AHS000-P2	Environmental Health and Safety Generalist/Multidiscipline	1H	Specialist	Redacted	$26.5	Redacted	$26.6	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Manager	Environment Health & Safety	AHS000-M2	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$40.6	Redacted	$40.9	Redacted
2H	Manager	Environment Health & Safety	AHS000-P4	Environmental Health and Safety Generalist/Multidiscipline	2H	Manager	Redacted	$37.5	Redacted	$38.0	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Environment Health & Safety	AHS000-P3	Environmental Health and Safety Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
3L	Section Manager	Environment Health & Safety	AHS000-M3	Environmental Health and Safety Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.3	Redacted	$46.1	Redacted
1L	Executive Assistant 1L	Electric Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$31.9	Redacted	$32.0	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Specialist	Staten Island & Electric Svcs	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$32.6	Redacted	$32.8	Redacted
2H	Manager	Staten Island & Electric Svcs	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$44.7	Redacted	$45.6	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Staten Island & Electric Svcs	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
3L	Project Manager	Staten Island & Electric Svcs	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$55.3	Redacted	$55.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Specialist	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$40.9	Redacted	$41.7	Redacted
3H	Department Manager	Staten Island & Electric Svcs	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$53.5	Redacted	$53.9	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Staten Island & Electric Svcs	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Operating General Supervisor	Staten Island & Electric Svcs	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Field Operations Planner	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Field Operations Planner	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Sr Specialist	Staten Island & Electric Svcs	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Sr Specialist	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Staten Island & Electric Svcs	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	AZE120-P2	Environmental Engineering	1H	Operating Supervisor	Redacted	$29.7	Redacted	$32.4	Redacted
2L	Planner Field Tech Specialist	Bronx & Westchester	AZE120-P3	Environmental Engineering	2L	Planner Field Tech Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2H	Manager	Bronx & Westchester	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$44.7	Redacted	$45.6	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bronx & Westchester	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$26.8	Redacted	$26.9	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$26.8	Redacted	$26.9	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$26.8	Redacted	$26.9	Redacted
1H	Chief Construction Inspector	Bronx & Westchester	EVM000-P2	Vegetation Management and Forestry Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$26.8	Redacted	$26.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area	Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Bronx & Westchester	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
3L	Section Manager	Bronx & Westchester	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Manager	Bronx & Westchester	AAY010-M2 Business Continuation	2L	Manager	Redacted	$42.8	Redacted	$43.5	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
1H	Specialist	Bronx & Westchester	EDD000-M1 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2 Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Bronx & Westchester	AAY010-M2 Business Continuation	2H	Manager	Redacted	$42.8	Redacted	$43.5	Redacted
2L	Field Operations Planner	Bronx & Westchester	AAY010-P3 Business Continuation	2L	Field Operations Planner	Redacted	$35.2	Redacted	$35.3	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bronx & Westchester	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bronx & Westchester	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
3H	Department Manager	Bronx & Westchester	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2 Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
2H	Manager	Bronx & Westchester	EDD000-M2 Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-M1 Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3 Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3 Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3 Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3 Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
3H	Department Manager	Bronx & Westchester	EDD000-M3 Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$53.2	Redacted	$48.2	Redacted
3L	Project Manager	Bronx & Westchester	EDD000-M3 Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$53.2	Redacted	$48.2	Redacted
1H	Specialist	Bronx & Westchester	EDD000-P2 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3 Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3 Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Sr Specialist	Bronx & Westchester	EDD000-P3 Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area	Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
2H	Manager	Bklyn & Queens	APM530-M2 Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$44.7	Redacted	$45.6	Redacted
2L	Scheduler	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Scheduler	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1 Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted

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Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM010-M1	Electric Transmission Equipment Testing	1H	Operating Supervisor	Redacted	$45.1	Redacted	$44.2	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Planner Field Tech Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Bklyn & Queens	ETM000-M3	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Specialist	Bklyn & Queens	AAY010-P2	Business Continuation	1H	Specialist	Redacted	$30.3	Redacted	$30.5	Redacted
2H	Manager	Bklyn & Queens	AAY010-M2	Business Continuation	2H	Manager	Redacted	$42.8	Redacted	$43.5	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$35.2	Redacted	$35.3	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$35.2	Redacted	$35.3	Redacted
2L	Field Operations Planner	Bklyn & Queens	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$35.2	Redacted	$35.3	Redacted
3L	Section Manager	Bklyn & Queens	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$46.5	Redacted	$45.9	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Operating Supervisor	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Specialist	Bklyn & Queens	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$43.4	Redacted	$43.5	Redacted
2H	Manager	Bklyn & Queens	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$46.4	Redacted	$45.8	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Field Operations Planner	Bklyn & Queens	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$39.5	Redacted	$39.4	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$32.6	Redacted	$32.8	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$32.6	Redacted	$32.8	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$32.6	Redacted	$32.8	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$32.6	Redacted	$32.8	Redacted
1H	Chief Construction Inspector	Bklyn & Queens	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Chief Construction Inspector	Redacted	$32.6	Redacted	$32.8	Redacted
2L	Work Organizer	Bklyn & Queens	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
3L	Section Manager	Bklyn & Queens	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$55.3	Redacted	$55.7	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Specialist	Bklyn & Queens	ETM000-M1	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Specialist	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2	Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area	Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Bklyn & Queens	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
3H	Department Manager	Bklyn & Queens	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$53.5	Redacted	$53.9	Redacted
2L	Work Organizer	Bklyn & Queens	AZE120-P3 Environmental Engineering	2L	Work Organizer	Redacted	$34.5	Redacted	$38.3	Redacted
1H	Specialist	Manhattan	CAM000-S2 Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$26.7	Redacted	$26.0	Redacted
1H	Specialist	Manhattan	CAM000-S2 Account/Relationship Management Generalist/Multidiscipline	1H	Specialist	Redacted	$26.7	Redacted	$26.0	Redacted
3L	Section Manager	Manhattan	CAM000-M3 Account/Relationship Management Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.0	Redacted	$46.6	Redacted
1H	Specialist	Manhattan	EDD000-M1 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
1H	Specialist	Manhattan	EDD000-M1 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
1H	Specialist	Manhattan	EDD000-M1 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
1H	Specialist	Manhattan	EDD000-M1 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
1H	Specialist	Manhattan	EDD000-M1 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
1H	Specialist	Manhattan	EDD000-M1 Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
2H	Manager	Manhattan	EDD000-M2 Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2 Environmental Engineering	1H	Operating Supervisor	Redacted	$29.7	Redacted	$32.4	Redacted
1H	Operating Supervisor	Manhattan	AZE120-P2 Environmental Engineering	1H	Operating Supervisor	Redacted	$29.7	Redacted	$32.4	Redacted
2L	Work Organizer	Manhattan	AZE120-P3 Environmental Engineering	2L	Work Organizer	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Work Organizer	Manhattan	AZE120-P3 Environmental Engineering	2L	Work Organizer	Redacted	$34.5	Redacted	$38.3	Redacted
1H	Specialist	Manhattan	AAY010-P2 Business Continuation	1H	Specialist	Redacted	$30.3	Redacted	$30.5	Redacted
2L	Field Operations Planner	Manhattan	AAY010-P3 Business Continuation	2L	Field Operations Planner	Redacted	$35.2	Redacted	$35.3	Redacted
2L	Planner Field Tech Specialist	Manhattan	AAY010-P3 Business Continuation	2L	Planner Field Tech Specialist	Redacted	$35.2	Redacted	$35.3	Redacted
3L	Section Manager	Manhattan	AAY010-M3 Business Continuation	3L	Section Manager	Redacted	$46.5	Redacted	$45.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2L	Field Operations Planner	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Operating General Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Operating General Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
3H	Department Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3H	Department Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area	Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$40.9	Redacted	$41.7	Redacted
3L	Section Manager	Manhattan	ETM000-M3 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.5	Redacted	$53.9	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Operating Supervisor	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$40.9	Redacted	$41.7	Redacted
2H	Manager	Manhattan	ETM000-M2 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2H	Manager	Redacted	$45.7	Redacted	$45.1	Redacted
2L	Planner Field Tech Specialist	Manhattan	ETM000-M1 Electric Transmission Construction and/or Maintenance Generalist/Multidiscipline	2L	Planner Field Tech Specialist	Redacted	$40.9	Redacted	$41.7	Redacted
1H	Work Organizer	Manhattan	APM530-M1 Electric Transmission and/or Distribution Project Management	1H	Work Organizer	Redacted	$39.8	Redacted	$40.9	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3 Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted

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Competitive Positioning of Target Benefit Value

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Work Organizer	Manhattan	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Work Organizer	Redacted	$38.0	Redacted	$38.0	Redacted
3L	Section Manager	Manhattan	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$55.3	Redacted	$55.7	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$44.0	Redacted	$44.5	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$44.0	Redacted	$44.5	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$41.7	Redacted	$41.9	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$41.7	Redacted	$41.9	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2L	Sr Specialist	Engineering & Planning	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$44.0	Redacted	$44.5	Redacted
2H	Manager	Engineering & Planning	AZE543-M2	Electric Distribution Engineering	2H	Manager	Redacted	$44.0	Redacted	$44.5	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$32.6	Redacted	$34.3	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$32.6	Redacted	$34.3	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$32.6	Redacted	$34.3	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$32.6	Redacted	$34.3	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$32.6	Redacted	$34.3	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$32.6	Redacted	$34.3	Redacted
1H	Specialist	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Specialist	Redacted	$32.6	Redacted	$34.3	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Manager	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Manager	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$40.9	Redacted	$40.6	Redacted
1H	Associate Engineer A	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	Associate Engineer A	Redacted	$32.6	Redacted	$34.3	Redacted
1H	System Analyst	Engineering & Planning	AID500-P2	Energy Management System Software Development	1H	System Analyst	Redacted	$32.6	Redacted	$34.3	Redacted
2H	Manager	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Manager	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-M2	Energy Management System Software Development	2H	Sr Engineer	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Sr Engineer	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Sr Engineer	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Systems Specialist	Engineering & Planning	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Engineer	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Engineer	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr Analyst	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr Specialist	Engineering & Planning	AID500-P3	Energy Management System Software Development	2L	Sr Specialist	Redacted	$40.9	Redacted	$40.6	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Engineering Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Engineering Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Operating Supervisor	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Operating Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$46.1	Redacted	$46.0	Redacted
2H	Manager	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$46.1	Redacted	$46.0	Redacted
2H	Sr Engineer	Engineering & Planning	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Sr Engineer	Redacted	$46.1	Redacted	$46.0	Redacted
2L	Engineer	Engineering & Planning	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Engineer	Redacted	$39.2	Redacted	$39.3	Redacted
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$41.7	Redacted	$41.9	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

REDACTED VERSION

								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 19.6%, while all others were adjusted by 11.8%.				
Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
2H	Sr Engineer	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Sr Engineer	Redacted	$41.7	Redacted	$41.9	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$41.7	Redacted	$41.9	Redacted
4H	Chief Engineer	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4H	Chief Engineer	Redacted	$61.8	Redacted	$60.9	Redacted
2H	Manager	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Manager	Redacted	$41.7	Redacted	$41.9	Redacted
2H	Project Specialist	Engineering & Planning	AZE543-P4	Electric Distribution Engineering	2H	Project Specialist	Redacted	$41.7	Redacted	$41.9	Redacted
4L	General Manager	Engineering & Planning	AZE543-M4	Electric Distribution Engineering	4L	General Manager	Redacted	$61.8	Redacted	$60.9	Redacted
1H	System Analyst	Engineering & Planning	ETO00S-P2	Electric Transmission System Operations - Reliability	1H	System Analyst	Redacted	$30.7	Redacted	$31.9	Redacted
2H	Manager	Engineering & Planning	ETO00S-M2	Electric Transmission System Operations - Reliability	2H	Manager	Redacted	$45.4	Redacted	$45.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO00S-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$45.4	Redacted	$45.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO00S-M2	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$45.4	Redacted	$45.9	Redacted
2H	Sr Engineer	Engineering & Planning	ETO00S-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$42.3	Redacted	$42.6	Redacted
2H	Sr Engineer	Engineering & Planning	ETO00S-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$42.3	Redacted	$42.6	Redacted
2H	Sr Engineer	Engineering & Planning	ETO00S-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$42.3	Redacted	$42.6	Redacted
2H	Sr Engineer	Engineering & Planning	ETO00S-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$42.3	Redacted	$42.6	Redacted
2H	Sr Engineer	Engineering & Planning	ETO00S-P4	Electric Transmission System Operations - Reliability	2H	Sr Engineer	Redacted	$42.3	Redacted	$42.6	Redacted
2L	Engineer	Engineering & Planning	ETO00S-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$37.6	Redacted	$38.2	Redacted
2L	Engineer	Engineering & Planning	ETO00S-P3	Electric Transmission System Operations - Reliability	2L	Engineer	Redacted	$37.6	Redacted	$38.2	Redacted
3H	Department Manager	Engineering & Planning	ETO00S-M3	Electric Transmission System Operations - Reliability	3H	Department Manager	Redacted	$57.7	Redacted	$58.3	Redacted
3L	Section Manager	Engineering & Planning	ETO00S-M3	Electric Transmission System Operations - Reliability	3L	Section Manager	Redacted	$57.7	Redacted	$58.3	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$53.2	Redacted	$48.2	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$30.1	Redacted	$30.4	Redacted
1H	Specialist	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
4H	GM Central Energy Service	Engineering & Planning	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4H	GM Central Energy Service	Redacted	$60.7	Redacted	$60.9	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Department Manager	Redacted	$47.6	Redacted	$48.3	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$47.6	Redacted	$48.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Project Specialist	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Project Specialist	Redacted	$47.8	Redacted	$48.1	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$47.6	Redacted	$48.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$47.6	Redacted	$48.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Sr Engineer	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Sr Engineer	Redacted	$47.8	Redacted	$48.1	Redacted
2L	Engineer	Engineering & Planning	AZE530-P3	Electric System/Grid Planning Engineering	2L	Engineer	Redacted	$37.5	Redacted	$41.2	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$47.6	Redacted	$48.3	Redacted
3L	Section Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3L	Section Manager	Redacted	$47.6	Redacted	$48.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$47.6	Redacted	$48.3	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
2H	Manager	Engineering & Planning	AZE530-M2	Electric System/Grid Planning Engineering	2H	Manager	Redacted	$47.8	Redacted	$48.1	Redacted
3H	Department Manager	Engineering & Planning	AZE530-M3	Electric System/Grid Planning Engineering	3H	Department Manager	Redacted	$47.6	Redacted	$48.3	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Sr Engineer	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Sr Engineer	Redacted	$42.4	Redacted	$42.5	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Sr Analyst	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Analyst	Redacted	$38.0	Redacted	$38.0	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$55.3	Redacted	$55.7	Redacted
1H	Specialist	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Specialist	Redacted	$32.6	Redacted	$32.8	Redacted
2H	Project Specialist	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$44.7	Redacted	$45.6	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$38.0	Redacted	$38.0	Redacted
3H	Department Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3H	Department Manager	Redacted	$55.3	Redacted	$55.7	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$55.3	Redacted	$55.7	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$55.3	Redacted	$55.7	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$55.3	Redacted	$55.7	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$55.3	Redacted	$55.7	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$55.3	Redacted	$55.7	Redacted
1H	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Sr Specialist	Redacted	$38.0	Redacted	$38.0	Redacted
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Engineering & Planning	APM530-P4	Electric Transmission and/or Distribution Project Management	2H	Project Specialist	Redacted	$42.4	Redacted	$42.5	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$38.0	Redacted	$38.0	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$55.3	Redacted	$55.7	Redacted
1H	Operating Supervisor	Engineering & Planning	APM530-P2	Electric Transmission and/or Distribution Project Management	1H	Operating Supervisor	Redacted	$32.6	Redacted	$32.8	Redacted
3L	Project Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Project Manager	Redacted	$55.3	Redacted	$55.7	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$55.3	Redacted	$55.7	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$55.3	Redacted	$55.7	Redacted
4H	General Manager +	Engineering & Planning	APM530-M4	Electric Transmission and/or Distribution Project Management	4H	General Manager +	Redacted	$60.4	Redacted	$61.3	Redacted
1H	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	1H	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$44.7	Redacted	$45.6	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$44.7	Redacted	$45.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Customer Project Manager A	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Customer Project Manager A	Redacted	$38.0	Redacted	$38.0	Redacted
3L	Section Manager	Engineering & Planning	APM530-M3	Electric Transmission and/or Distribution Project Management	3L	Section Manager	Redacted	$55.3	Redacted	$55.7	Redacted
2H	Manager	Engineering & Planning	APM530-M2	Electric Transmission and/or Distribution Project Management	2H	Manager	Redacted	$44.7	Redacted	$45.6	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$38.0	Redacted	$38.0	Redacted
2L	Sr Specialist	Engineering & Planning	APM530-P3	Electric Transmission and/or Distribution Project Management	2L	Sr Specialist	Redacted	$38.0	Redacted	$38.0	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	Specialist	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$53.2	Redacted	$48.2	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
3H	Department Manager	Engineering & Planning	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3H	Department Manager	Redacted	$53.2	Redacted	$48.2	Redacted
1H	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
1H	District Manager	Engineering & Planning	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$30.1	Redacted	$30.4	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
1H	District Manager	Engineering & Planning	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	District Manager	Redacted	$38.7	Redacted	$39.1	Redacted
2H	Manager	Engineering & Planning	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Customer Project Manager A	Engineering & Planning	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Customer Project Manager A	Redacted	$34.7	Redacted	$34.6	Redacted
2H	Project Specialist	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Specialist	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$55.2	Redacted	$54.8	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$55.2	Redacted	$54.8	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$55.2	Redacted	$54.8	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$55.2	Redacted	$54.8	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$45.9	Redacted	$47.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2H	Project Auditor	Auditing	AFU000-P4	Audit and Financial/Business Controls Generalist/Multidiscipline	2H	Project Auditor	Redacted	$38.7	Redacted	$38.7	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Auditor	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr Auditor	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr System Analyst	Auditing	AFU000-P3	Audit and Financial/Business Controls Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$32.2	Redacted	$32.5	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$55.2	Redacted	$54.8	Redacted
3L	Section Manager	Auditing	AFU000-M3	Audit and Financial/Business Controls Generalist/Multidiscipline	3L	Section Manager	Redacted	$55.2	Redacted	$54.8	Redacted
4L	Director	Auditing	AFU000-M4	Audit and Financial/Business Controls Generalist/Multidiscipline	4L	Director	Redacted	$45.9	Redacted	$47.7	Redacted
1L	Executive Assistant 1L	Law	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$31.9	Redacted	$32.0	Redacted
2H	Project Specialist	Law	ALS000-P4	Legal Support Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.7	Redacted	$38.4	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$62.0	Redacted	$62.8	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$55.6	Redacted	$57.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$55.6	Redacted	$57.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$55.6	Redacted	$57.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$55.6	Redacted	$57.0	Redacted
63	Sr Attorney	Law	ALG000-M3	Legal Generalist/Multidiscipline	63	Sr Attorney	Redacted	$55.6	Redacted	$57.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$55.6	Redacted	$57.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$55.6	Redacted	$57.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$55.6	Redacted	$57.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$55.6	Redacted	$57.0	Redacted
64	Associate Counsel	Law	ALG000-M3	Legal Generalist/Multidiscipline	64	Associate Counsel	Redacted	$55.6	Redacted	$57.0	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$62.0	Redacted	$62.8	Redacted
65	Assistant General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	65	Assistant General Counsel	Redacted	$62.0	Redacted	$62.8	Redacted
66	Associate General Counsel	Law	ALG000-M4	Legal Generalist/Multidiscipline	66	Associate General Counsel	Redacted	$62.0	Redacted	$62.8	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$45.5	Redacted	$44.6	Redacted
62	Sr Staff Attorney	Law	ALG040-P4	Litigation	62	Sr Staff Attorney	Redacted	$45.5	Redacted	$44.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$45.4	Redacted	$45.9	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$45.4	Redacted	$45.9	Redacted
64	Associate Counsel	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	64	Associate Counsel	Redacted	$45.4	Redacted	$45.9	Redacted
1H	Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	Analyst	Redacted	$23.7	Redacted	$23.6	Redacted
1H	System Analyst	Business Ethics & Compliance	AFU030-P2	Business Ethics and Compliance	1H	System Analyst	Redacted	$23.7	Redacted	$23.6	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-M2	Business Ethics and Compliance	2H	Project Specialist	Redacted	$46.4	Redacted	$44.5	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

							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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted
2H	Sr Planning Analyst	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Sr Planning Analyst	Redacted	$41.4	Redacted	$41.4	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$37.4	Redacted	$35.1	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$37.4	Redacted	$35.1	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$37.4	Redacted	$35.1	Redacted
3H	Department Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3H	Department Manager	Redacted	$45.4	Redacted	$45.9	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$45.4	Redacted	$45.9	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$45.4	Redacted	$45.9	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$37.4	Redacted	$35.1	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$45.4	Redacted	$45.9	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted
2H	Project Specialist	Business Ethics & Compliance	AFU030-P4	Business Ethics and Compliance	2H	Project Specialist	Redacted	$41.4	Redacted	$41.4	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$37.4	Redacted	$35.1	Redacted
2L	Sr Specialist	Business Ethics & Compliance	AFU030-P3	Business Ethics and Compliance	2L	Sr Specialist	Redacted	$37.4	Redacted	$35.1	Redacted
3L	Section Manager	Business Ethics & Compliance	AFU030-M3	Business Ethics and Compliance	3L	Section Manager	Redacted	$45.4	Redacted	$45.9	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$45.5	Redacted	$44.6	Redacted
2H	Project Specialist	Legal Services	ALG040-P4	Litigation	2H	Project Specialist	Redacted	$45.5	Redacted	$44.6	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$42.2	Redacted	$42.8	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$42.2	Redacted	$42.8	Redacted
2H	Manager	Legal Services	ALS030-M2	Claims Resolution	2H	Manager	Redacted	$42.2	Redacted	$42.8	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$34.5	Redacted	$35.3	Redacted
2L	General Supervisor	Legal Services	ALS030-M1	Claims Resolution	2L	General Supervisor	Redacted	$34.5	Redacted	$35.3	Redacted
2L	Sr Specialist	Legal Services	ALS030-P3	Claims Resolution	2L	Sr Specialist	Redacted	$34.8	Redacted	$34.8	Redacted
61	Staff Attorney	Regulatory Services	ALG070-P3	Regulatory Compliance Law	61	Staff Attorney	Redacted	$34.9	Redacted	$37.6	Redacted
2L	Sr Specialist	Regulatory Services	ALG070-P3	Regulatory Compliance Law	2L	Sr Specialist	Redacted	$34.9	Redacted	$37.6	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$39.2	Redacted	$39.8	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$39.2	Redacted	$39.8	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$53.1	Redacted	$53.3	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$53.1	Redacted	$53.3	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$60.5	Redacted	$60.4	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$39.2	Redacted	$39.8	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$39.2	Redacted	$39.8	Redacted
2H	Project Specialist	Energy Policy & Reg Affairs	ACA050-P4	Regulatory Affairs and Compliance	2H	Project Specialist	Redacted	$39.2	Redacted	$39.8	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$53.1	Redacted	$53.3	Redacted
3L	Project Manager	Energy Policy & Reg Affairs	ACA050-M3	Regulatory Affairs and Compliance	3L	Project Manager	Redacted	$53.1	Redacted	$53.3	Redacted
4L	Director	Energy Policy & Reg Affairs	ACA050-M4	Regulatory Affairs and Compliance	4L	Director	Redacted	$60.5	Redacted	$60.4	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$41.6	Redacted	$41.3	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$34.5	Redacted	$35.2	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$46.6	Redacted	$46.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$26.4	Redacted	$26.7	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$41.6	Redacted	$41.3	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
3H	Department Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3H	Department Manager	Redacted	$46.6	Redacted	$46.7	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$34.5	Redacted	$35.2	Redacted
3L	Section Manager	Corporate Affairs	ACA020-M3	Community Affairs/Relations	3L	Section Manager	Redacted	$46.6	Redacted	$46.7	Redacted
4H	Director-Corporate Affairs	Corporate Affairs	ACA010-M4	Public Relations	4H	Director-Corporate Affairs	Redacted	$45.9	Redacted	$45.8	Redacted

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Band	**CECONY Title**	**Department**	**Survey Benchmark Code and Functional Area**		**Band**	**Title**	**CECONY**	**50th Percentile**	**+/-**	**Average**	**+/-**
1H	Specialist	Corporate Affairs	ACA010-P2	Public Relations	1H	Specialist	Redacted	$23.4	Redacted	$23.2	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$38.9	Redacted	$39.6	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$38.9	Redacted	$39.6	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$38.9	Redacted	$39.6	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$38.9	Redacted	$39.6	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$38.9	Redacted	$39.6	Redacted
2H	Media Relations Manager	Corporate Affairs	ACA020-P4	Community Affairs/Relations	2H	Media Relations Manager	Redacted	$38.9	Redacted	$39.6	Redacted
3L	Assistant Director	Corporate Affairs	ACA010-M3	Public Relations	3L	Assistant Director	Redacted	$46.7	Redacted	$46.4	Redacted
4L	Director	Corporate Affairs	ACA010-M4	Public Relations	4L	Director	Redacted	$45.9	Redacted	$45.8	Redacted
1H	Specialist	Corporate Affairs	ACA120-P2	Creative Design Services	1H	Specialist	Redacted	$26.4	Redacted	$24.0	Redacted
2H	Project Specialist	Corporate Affairs	ACA120-P4	Creative Design Services	2H	Project Specialist	Redacted	$35.0	Redacted	$35.1	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$32.2	Redacted	$32.2	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$32.2	Redacted	$32.2	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$32.2	Redacted	$32.2	Redacted
2L	Sr Specialist	Corporate Affairs	ACA120-P3	Creative Design Services	2L	Sr Specialist	Redacted	$32.2	Redacted	$32.2	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Sr Graphic Designer	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Sr Graphic Designer	Redacted	$26.4	Redacted	$26.7	Redacted
2H	Manager	Corporate Affairs	ACA020-M2	Community Affairs/Relations	2H	Manager	Redacted	$41.6	Redacted	$41.3	Redacted
2L	Administrator	Corporate Affairs	ACA020-P3	Community Affairs/Relations	2L	Administrator	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Specialist	Corporate Affairs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$26.4	Redacted	$26.7	Redacted
2L	Unit Manager	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Unit Manager	Redacted	$35.2	Redacted	$35.1	Redacted
2L	Sr Specialist	Corporate Affairs	ACA020-M1	Community Affairs/Relations	2L	Sr Specialist	Redacted	$35.2	Redacted	$35.1	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$37.4	Redacted	$38.1	Redacted
2H	Sr Planning Analyst	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$37.8	Redacted	$38.4	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.5	Redacted	$34.6	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.5	Redacted	$34.6	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.5	Redacted	$34.6	Redacted
1H	Sr Graphic Designer	Corporate Affairs	AMK000-P2	Marketing Generalist/Multidiscipline	1H	Sr Graphic Designer	Redacted	$26.1	Redacted	$26.3	Redacted
1H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$34.5	Redacted	$34.6	Redacted
2H	Manager	Corporate Affairs	AMK000-M2	Marketing Generalist/Multidiscipline	2H	Manager	Redacted	$37.4	Redacted	$38.1	Redacted
2H	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$34.5	Redacted	$34.6	Redacted
2L	Corporate Affairs Manager	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$34.6	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.5	Redacted	$34.6	Redacted
3L	Section Manager	Corporate Affairs	AMK000-M3	Marketing Generalist/Multidiscipline	3L	Section Manager	Redacted	$43.5	Redacted	$44.0	Redacted
2H	Project Specialist	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.8	Redacted	$38.4	Redacted
4L	Director	Corporate Affairs	AMK000-M4	Marketing Generalist/Multidiscipline	4L	Director	Redacted	$54.8	Redacted	$54.8	Redacted
1L	Associate Specialist	Corporate Affairs	AMK000-P1	Marketing Generalist/Multidiscipline	1L	Associate Specialist	Redacted	$23.2	Redacted	$23.2	Redacted
2H	Sr Staff Writer	Corporate Affairs	AMK000-P4	Marketing Generalist/Multidiscipline	2H	Sr Staff Writer	Redacted	$37.8	Redacted	$38.4	Redacted
2L	Sr Specialist	Corporate Affairs	AMK000-P3	Marketing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.5	Redacted	$34.6	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$53.6	Redacted	$53.5	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$53.6	Redacted	$53.5	Redacted
3L	Section Manager	Government Regional& Comm Affs	ACA070-M3	Government Relations	3L	Section Manager	Redacted	$53.6	Redacted	$53.5	Redacted
4L	Director	Government Regional& Comm Affs	ACA070-M4	Government Relations	4L	Director	Redacted	$58.3	Redacted	$56.8	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$26.4	Redacted	$26.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$46.6	Redacted	$46.7	Redacted
2L	Administrator	Government Regional& Comm Affs	ACA020-M1	Community Affairs/Relations	2L	Administrator	Redacted	$35.2	Redacted	$35.1	Redacted
2L	Sr Analyst	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Analyst	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Sr Specialist	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Sr Specialist	Redacted	$34.5	Redacted	$35.2	Redacted
4L	Director	Government Regional& Comm Affs	ACA020-M4	Community Affairs/Relations	4L	Director	Redacted	$55.7	Redacted	$56.1	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$26.4	Redacted	$26.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$46.6	Redacted	$46.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$46.6	Redacted	$46.7	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$26.4	Redacted	$26.7	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$26.4	Redacted	$26.7	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$46.6	Redacted	$46.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$46.6	Redacted	$46.7	Redacted
1H	Specialist	Government Regional& Comm Affs	ACA020-P2	Community Affairs/Relations	1H	Specialist	Redacted	$26.4	Redacted	$26.7	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Corporate Affairs Manager	Government Regional& Comm Affs	ACA020-P3	Community Affairs/Relations	2L	Corporate Affairs Manager	Redacted	$34.5	Redacted	$35.2	Redacted
3L	Director Reg & Comm Affairs	Government Regional& Comm Affs	ACA020-M3	Community Affairs/Relations	3L	Director Reg & Comm Affairs	Redacted	$46.6	Redacted	$46.7	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$23.9	Redacted	$26.3	Redacted
1L	Executive Assistant 1L	Customer Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$31.9	Redacted	$32.0	Redacted
2H	Project Specialist	Customer Operations	AMS000-M2	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$38.0	Redacted	$38.4	Redacted
2H	Project Specialist	Customer Operations	AMS000-P4	Customer Support/Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$35.1	Redacted	$35.1	Redacted
3L	Project Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$45.4	Redacted	$45.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Supervisor	Customer Operations	AFC020-M1	Collections	1H	Supervisor	Redacted	$34.5	Redacted	$35.2	Redacted
2L	Sr Specialist	Customer Operations	AFC020-M1	Collections	2L	Sr Specialist	Redacted	$34.5	Redacted	$35.2	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$23.9	Redacted	$26.3	Redacted
4L	General Manager	Customer Operations	AMS000-M4	Customer Support/Operations Generalist/Multidiscipline	4L	General Manager	Redacted	$58.5	Redacted	$56.7	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$34.9	Redacted	$34.3	Redacted
1H	Supervisor	Customer Operations	AMS026-M1	Customer Contact Center Process Improvement	1H	Supervisor	Redacted	$34.9	Redacted	$34.3	Redacted
2H	Manager	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Manager	Redacted	$34.7	Redacted	$38.6	Redacted
2L	Sr Analyst	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Analyst	Redacted	$29.7	Redacted	$30.5	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$29.7	Redacted	$30.5	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$29.7	Redacted	$30.5	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
2L	Sr Analyst	Customer Operations	AFC010-P3	Credit	2L	Sr Analyst	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted
2L	Sr Specialist	Customer Operations	AFC010-P3	Credit	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.4	Redacted

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Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
2L	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2L	Manager	Redacted	$43.5	Redacted	$44.7	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$30.2	Redacted	$30.3	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$30.2	Redacted	$30.3	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$30.2	Redacted	$30.3	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$30.2	Redacted	$30.3	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$30.2	Redacted	$30.3	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$30.2	Redacted	$30.3	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$30.2	Redacted	$30.3	Redacted
1H	Operating Supervisor	Customer Operations	AFC000-M1	Credit and Collections Generalist/Multidiscipline	1H	Operating Supervisor	Redacted	$30.2	Redacted	$30.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$23.9	Redacted	$26.3	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
1H	Supervisor	Customer Operations	EDD070-M1	Distribution Meter Services Generalist/Multidiscipline	1H	Supervisor	Redacted	$37.5	Redacted	$38.2	Redacted
2H	Manager	Customer Operations	EDD070-M2	Distribution Meter Services Generalist/Multidiscipline	2H	Manager	Redacted	$43.5	Redacted	$44.7	Redacted
1H	Supervisor	Customer Operations	AMS040-M1	Customer Billing Resolution	1H	Supervisor	Redacted	$30.5	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$30.2	Redacted	$30.5	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$45.4	Redacted	$45.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$30.2	Redacted	$30.5	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$30.2	Redacted	$30.5	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$45.4	Redacted	$45.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
2L	Sr Specialist	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$30.4	Redacted	$31.9	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$30.2	Redacted	$30.5	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$45.4	Redacted	$45.3	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$45.4	Redacted	$45.3	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$23.9	Redacted	$26.3	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$23.9	Redacted	$26.3	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$23.9	Redacted	$26.3	Redacted
1H	Specialist	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$23.9	Redacted	$26.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$30.2	Redacted	$30.5	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$30.2	Redacted	$30.5	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-M1	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$30.4	Redacted	$31.9	Redacted
1H	Supervisor	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$23.9	Redacted	$26.3	Redacted
2L	Sr Specialist	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$30.2	Redacted	$30.5	Redacted
3L	Section Manager	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$45.4	Redacted	$45.3	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr Specialist	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr System Analyst	Customer Operations	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$34.7	Redacted	$34.9	Redacted
3L	Section Manager	Customer Operations	AIT040-M3	Network Control/Administration	3L	Section Manager	Redacted	$46.4	Redacted	$44.9	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$29.7	Redacted	$29.9	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$29.7	Redacted	$29.9	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$29.7	Redacted	$29.9	Redacted
1H	Supervisor	Customer Operations	AMS020-M1	Customer Contact Center Generalist/Multidiscipline	1H	Supervisor	Redacted	$29.7	Redacted	$29.9	Redacted
3L	Section Manager	Customer Operations	AMS020-M3	Customer Contact Center Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.0	Redacted	$46.7	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$29.7	Redacted	$30.5	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$29.7	Redacted	$30.5	Redacted
1H	System Analyst	Customer Operations	AMS000-P2	Customer Support/Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$23.9	Redacted	$26.3	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$34.7	Redacted	$38.6	Redacted
2H	Systems Specialist	Customer Operations	AMS026-M2	Customer Contact Center Process Improvement	2H	Systems Specialist	Redacted	$34.7	Redacted	$38.6	Redacted
2H	Technical Specialist	Customer Operations	AMS000-M3	Customer Support/Operations Generalist/Multidiscipline	2H	Technical Specialist	Redacted	$45.4	Redacted	$45.3	Redacted
2L	Sr Specialist	Customer Operations	AMS026-P3	Customer Contact Center Process Improvement	2L	Sr Specialist	Redacted	$29.7	Redacted	$30.5	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$30.2	Redacted	$30.5	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$30.2	Redacted	$30.5	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$30.2	Redacted	$30.5	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$30.2	Redacted	$30.5	Redacted
2L	Sr System Analyst	Customer Operations	AMS000-P3	Customer Support/Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$30.2	Redacted	$30.5	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$35.7	Redacted	$35.6	Redacted
2L	Sr Specialist	Customer Operations	CAM500-S3	Key Accounts	2L	Sr Specialist	Redacted	$35.7	Redacted	$35.6	Redacted
1L	Executive Assistant 1L	Gas Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$31.9	Redacted	$32.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2L	Sr Specialist	Gas Operations	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
3H	Department Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$48.5	Redacted	$53.1	Redacted
3L	Project Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$44.9	Redacted	$44.8	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$44.9	Redacted	$44.8	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$44.9	Redacted	$44.8	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$44.9	Redacted	$44.8	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

								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 19.6%, while all others were adjusted by 11.8%.				
Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
2L	Field Operations Planner	Area Gas Operations	AAY010-P3	Business Continuation	2L	Field Operations Planner	Redacted	$35.2	Redacted	$35.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted

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1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Field Operations Planner	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Area Gas Operations	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2H	Manager	Area Gas Operations	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$44.9	Redacted	$44.8	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Operating General Supervisor	Area Gas Operations	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Operating General Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
2H	Manager	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Manager	Redacted	$44.9	Redacted	$44.8	Redacted
2H	Project Specialist	Gas Engineering	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$44.9	Redacted	$44.8	Redacted
3H	Department Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$48.5	Redacted	$53.1	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$48.5	Redacted	$53.1	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$48.5	Redacted	$53.1	Redacted
3L	Project Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Project Manager	Redacted	$48.5	Redacted	$53.1	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$34.6	Redacted	$34.9	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$34.6	Redacted	$34.9	Redacted
1H	Engineering Supervisor	Gas Engineering	AZT505-M1	Geographical Information Systems Technical Specialty	1H	Engineering Supervisor	Redacted	$34.6	Redacted	$34.9	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2L	Sr Specialist	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Sr Specialist	Redacted	$38.4	Redacted	$39.0	Redacted
2H	Manager	Gas Engineering	EDE000-P4	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$39.8	Redacted	$40.7	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$40.8	Redacted	$39.4	Redacted
1H	Engineering Supervisor	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	1H	Engineering Supervisor	Redacted	$40.8	Redacted	$39.4	Redacted
2H	Manager	Gas Engineering	EDE000-M2	Energy Efficiency/Conservation Generalist/Multidiscipline	2H	Manager	Redacted	$44.2	Redacted	$43.9	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$40.8	Redacted	$39.4	Redacted
2L	Sr Specialist	Gas Engineering	EDE000-M1	Energy Efficiency/Conservation Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$40.8	Redacted	$39.4	Redacted
3H	Department Manager	Gas Engineering	EDE000-M3	Energy Efficiency/Conservation Generalist/Multidiscipline	3H	Department Manager	Redacted	$54.5	Redacted	$56.4	Redacted
1H	Operating Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	1H	Operating Supervisor	Redacted	$38.2	Redacted	$37.8	Redacted
2L	Technical Supervisor	Gas Engineering	EDD076-M1	Distribution Meter Services - Gas Meter Services	2L	Technical Supervisor	Redacted	$38.2	Redacted	$37.8	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Operating Supervisor	Gas Engineering	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Operating Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Section Manager	Gas Engineering	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Section Manager	Redacted	$48.5	Redacted	$53.1	Redacted
2L	Field Operations Planner	Gas Engineering	EDD080-P3	Electric Distribution Quality Control/Inspection	2L	Field Operations Planner	Redacted	$38.4	Redacted	$39.0	Redacted
2H	Manager	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Sr Architect	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Architect	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted
2L	Architect	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Architect	Redacted	$38.0	Redacted	$42.1	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$38.0	Redacted	$42.1	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$38.0	Redacted	$42.1	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$48.6	Redacted	$53.6	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$38.0	Redacted	$42.1	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$48.6	Redacted	$53.6	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$57.8	Redacted	$58.3	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$42.5	Redacted	$42.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$35.2	Redacted	$37.3	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$47.5	Redacted	$46.8	Redacted
1H	Associate Engineer A	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Associate Engineer A	Redacted	$32.5	Redacted	$34.9	Redacted
1H	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	1H	Engineer	Redacted	$41.7	Redacted	$43.1	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$45.5	Redacted	$45.9	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$45.5	Redacted	$45.9	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$53.7	Redacted	$53.2	Redacted
1H	Specialist	Central Engineering	AZE550-P2	Fossil Power Generation Engineering	1H	Specialist	Redacted	$32.5	Redacted	$34.9	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$46.5	Redacted	$46.3	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$46.5	Redacted	$46.3	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$46.5	Redacted	$46.3	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$46.5	Redacted	$46.3	Redacted
2H	Sr Engineer	Central Engineering	AZE550-M2	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$46.5	Redacted	$46.3	Redacted
2H	Sr Engineer	Central Engineering	AZE550-P4	Fossil Power Generation Engineering	2H	Sr Engineer	Redacted	$45.5	Redacted	$45.9	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$41.7	Redacted	$43.1	Redacted
2L	Engineer	Central Engineering	AZE550-P3	Fossil Power Generation Engineering	2L	Engineer	Redacted	$41.7	Redacted	$43.1	Redacted
3L	Section Manager	Central Engineering	AZE550-M3	Fossil Power Generation Engineering	3L	Section Manager	Redacted	$53.7	Redacted	$53.2	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$30.0	Redacted	$30.4	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$47.5	Redacted	$46.8	Redacted
2H	Manager	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$42.5	Redacted	$42.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$47.5	Redacted	$46.8	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted
2L	Engineer	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Engineer	Redacted	$38.0	Redacted	$42.1	Redacted
3L	Project Engineer	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Project Engineer	Redacted	$48.6	Redacted	$53.6	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$48.6	Redacted	$53.6	Redacted

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Technical Expert	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Technical Expert	Redacted	$48.6	Redacted	$53.6	Redacted
4H	Chief Engineer	Central Engineering	AZE000-M4	Engineering Generalist/Multidiscipline	4H	Chief Engineer	Redacted	$57.8	Redacted	$58.3	Redacted
2H	Manager	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Manager	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$43.4	Redacted	$45.2	Redacted
2L	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2L	Project Specialist	Redacted	$43.4	Redacted	$45.2	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$38.0	Redacted	$42.1	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$48.6	Redacted	$53.6	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$47.5	Redacted	$46.8	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$47.5	Redacted	$46.8	Redacted
3L	Project Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Manager	Redacted	$47.5	Redacted	$46.8	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$44.0	Redacted	$43.3	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$44.0	Redacted	$43.3	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$44.0	Redacted	$43.3	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$44.0	Redacted	$43.3	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$44.0	Redacted	$43.3	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$44.0	Redacted	$43.3	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$44.0	Redacted	$43.3	Redacted
2H	Sr Engineer	Central Engineering	AZE545-M2	Electric Systems Construction Design Standards Engineering	2H	Sr Engineer	Redacted	$44.0	Redacted	$43.3	Redacted
1H	Associate Engineer A	Central Engineering	AZE545-P2	Electric Systems Construction Design Standards Engineering	1H	Associate Engineer A	Redacted	$30.0	Redacted	$30.0	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$42.5	Redacted	$42.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$47.5	Redacted	$46.8	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$41.4	Redacted	$42.7	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2H	Sr Engineer	Central Engineering	AZE120-P4	Environmental Engineering	2H	Sr Engineer	Redacted	$41.4	Redacted	$42.7	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2H	Manager	Central Engineering	AZE120-M2	Environmental Engineering	2H	Manager	Redacted	$43.0	Redacted	$45.1	Redacted
2H	Sr Financial Analyst	Central Engineering	AZE120-M2	Environmental Engineering	2H	Sr Financial Analyst	Redacted	$43.0	Redacted	$45.1	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr Specialist	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr Specialist	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$34.5	Redacted	$38.3	Redacted
2L	Sr System Analyst	Central Engineering	AZE120-P3	Environmental Engineering	2L	Sr System Analyst	Redacted	$34.5	Redacted	$38.3	Redacted
2H	Project Specialist	Central Engineering	AZE120-P4	Environmental Engineering	2H	Project Specialist	Redacted	$41.4	Redacted	$42.7	Redacted
2L	Engineer	Central Engineering	AZE120-P3	Environmental Engineering	2L	Engineer	Redacted	$34.5	Redacted	$38.3	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
2L	Sr Specialist	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$35.2	Redacted	$37.3	Redacted
3H	Department Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3H	Department Manager	Redacted	$47.5	Redacted	$46.8	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$47.5	Redacted	$46.8	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$47.5	Redacted	$46.8	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$47.5	Redacted	$46.8	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$47.5	Redacted	$46.8	Redacted
3L	Project Engineer	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Project Engineer	Redacted	$47.5	Redacted	$46.8	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$30.0	Redacted	$30.4	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$30.0	Redacted	$30.4	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$30.0	Redacted	$30.4	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$47.5	Redacted	$46.8	Redacted
3L	Technical Specialist	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$47.5	Redacted	$46.8	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$30.0	Redacted	$30.4	Redacted
1H	Associate Engineer A	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Associate Engineer A	Redacted	$30.0	Redacted	$30.4	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$47.5	Redacted	$46.8	Redacted
1H	Specialist	Central Engineering	AZE000-P2	Engineering Generalist/Multidiscipline	1H	Specialist	Redacted	$30.0	Redacted	$30.4	Redacted
2H	Project Specialist	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Project Specialist	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-M2	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$42.5	Redacted	$42.9	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2H	Sr Engineer	Central Engineering	AZE000-P4	Engineering Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$41.9	Redacted	$41.7	Redacted
2L	Engineer	Central Engineering	AZE000-P3	Engineering Generalist/Multidiscipline	2L	Engineer	Redacted	$35.2	Redacted	$37.3	Redacted
3L	Section Manager	Central Engineering	AZE000-M3	Engineering Generalist/Multidiscipline	3L	Section Manager	Redacted	$47.5	Redacted	$46.8	Redacted
2H	Manager	Central Engineering	AZE540-M2	Electric Transmission Asset Planning and Operations Engineering	2H	Manager	Redacted	$45.5	Redacted	$46.0	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Project Specialist	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Project Specialist	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted
2H	Sr Engineer	Central Engineering	AZE540-P4	Electric Transmission Asset Planning and Operations Engineering	2H	Sr Engineer	Redacted	$43.4	Redacted	$45.2	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$38.0	Redacted	$42.1	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$38.0	Redacted	$42.1	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$38.0	Redacted	$42.1	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$38.0	Redacted	$42.1	Redacted
2L	Sr Specialist	Central Engineering	AZE540-P3	Electric Transmission Asset Planning and Operations Engineering	2L	Sr Specialist	Redacted	$38.0	Redacted	$42.1	Redacted
3L	Section Manager	Central Engineering	AZE540-M3	Electric Transmission Asset Planning and Operations Engineering	3L	Section Manager	Redacted	$48.6	Redacted	$53.6	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted

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Competitive Positioning of Target Benefit Value

DPS-14-440 Total Benefits & Compensation Results
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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Chief Construction Inspector	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Chief Construction Inspector	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$37.6	Redacted	$38.3	Redacted
2L	Sr Specialist	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	2L	Sr Specialist	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$48.5	Redacted	$53.1	Redacted
2H	Project Specialist	Construction	EDD050-M2	Gas Distribution Construction and/or Maintenance	2H	Project Specialist	Redacted	$44.9	Redacted	$44.8	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$35.4	Redacted	$35.3	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$35.4	Redacted	$35.3	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$35.4	Redacted	$35.3	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$35.4	Redacted	$35.3	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$35.4	Redacted	$35.3	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$35.4	Redacted	$35.3	Redacted
1H	Supervisor	Construction	ASC020-M1	Materials Management	1H	Supervisor	Redacted	$35.4	Redacted	$35.3	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$30.5	Redacted	$30.7	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$30.5	Redacted	$30.7	Redacted
2L	Field Operations Planner	Construction	ASC020-P3	Materials Management	2L	Field Operations Planner	Redacted	$30.5	Redacted	$30.7	Redacted
3L	Construction Manager	Construction	ASC020-M3	Materials Management	3L	Construction Manager	Redacted	$47.4	Redacted	$47.3	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
1H	Supervisor	Construction	EDD050-M1	Gas Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$37.6	Redacted	$38.3	Redacted
3L	Construction Manager	Construction	EDD050-M3	Gas Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$48.5	Redacted	$53.1	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Construction	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$37.5	Redacted	$37.9	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$37.5	Redacted	$37.9	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$37.5	Redacted	$37.9	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$37.5	Redacted	$37.9	Redacted
2L	Field Operations Planner	Construction	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$37.5	Redacted	$37.9	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$53.1	Redacted	$53.8	Redacted
3L	Construction Manager	Construction	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Construction Manager	Redacted	$53.1	Redacted	$53.8	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$26.6	Redacted	$26.7	Redacted
2H	Manager	Construction	ARE040-M2	Land/Right-of-Way	2H	Manager	Redacted	$45.0	Redacted	$43.7	Redacted
2L	Sr Specialist	Construction	ARE040-M1	Land/Right-of-Way	2L	Sr Specialist	Redacted	$35.2	Redacted	$35.0	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$32.8	Redacted	$34.6	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$32.8	Redacted	$34.6	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$32.8	Redacted	$34.6	Redacted
2L	Sr Specialist	Construction	ARE040-P3	Land/Right-of-Way	2L	Sr Specialist	Redacted	$32.8	Redacted	$34.6	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$27.0	Redacted	$29.7	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$27.0	Redacted	$29.7	Redacted
1H	Specialist	Construction	ALS020-P2	Contract Administration	1H	Specialist	Redacted	$27.0	Redacted	$29.7	Redacted
1H	Sr Specialist	Construction	ALS020-M1	Contract Administration	1H	Sr Specialist	Redacted	$37.8	Redacted	$38.1	Redacted
2L	Sr Specialist	Construction	ALS020-P3	Contract Administration	2L	Sr Specialist	Redacted	$34.5	Redacted	$34.5	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$45.9	Redacted	$46.5	Redacted
3L	Section Manager	Construction	ALS020-M3	Contract Administration	3L	Section Manager	Redacted	$45.9	Redacted	$46.5	Redacted
1H	Specialist	Construction	ARE040-P2	Land/Right-of-Way	1H	Specialist	Redacted	$26.6	Redacted	$26.7	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$26.7	Redacted	$26.9	Redacted
1H	System Analyst	Construction	AID020-P2	Business Systems Analysis	1H	System Analyst	Redacted	$26.7	Redacted	$26.9	Redacted
2H	Systems Specialist	Construction	AID020-P4	Business Systems Analysis	2H	Systems Specialist	Redacted	$39.4	Redacted	$39.8	Redacted
2L	Sr Analyst	Construction	AID020-P3	Business Systems Analysis	2L	Sr Analyst	Redacted	$35.3	Redacted	$35.4	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$35.3	Redacted	$35.4	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$35.3	Redacted	$35.4	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$35.3	Redacted	$35.4	Redacted
2L	Sr Specialist	Construction	AID020-P3	Business Systems Analysis	2L	Sr Specialist	Redacted	$35.3	Redacted	$35.4	Redacted
3L	Section Manager	Construction	AID020-M3	Business Systems Analysis	3L	Section Manager	Redacted	$46.4	Redacted	$46.4	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$34.4	Redacted	$34.4	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$34.4	Redacted	$34.4	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$34.4	Redacted	$34.4	Redacted
2L	Sr Specialist	Construction	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$34.4	Redacted	$34.4	Redacted
3L	Section Manager	Construction	AHR100-M3	Labor Relations	3L	Section Manager	Redacted	$48.6	Redacted	$53.1	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$32.9	Redacted	$32.9	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$39.5	Redacted	$39.4	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.6	Redacted	$57.5	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.6	Redacted	$57.5	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$32.9	Redacted	$32.9	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$32.9	Redacted	$32.9	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$32.9	Redacted	$32.9	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$32.9	Redacted	$32.9	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$32.9	Redacted	$32.9	Redacted
1H	System Analyst	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	System Analyst	Redacted	$32.9	Redacted	$32.9	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$46.4	Redacted	$45.8	Redacted
2H	Manager	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Manager	Redacted	$46.4	Redacted	$45.8	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr System Analyst	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Technical Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Technical Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
3H	Department Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3H	Department Manager	Redacted	$57.6	Redacted	$57.5	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Systems Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Systems Manager	Redacted	$57.6	Redacted	$57.5	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Energy Dispatcher	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Energy Dispatcher	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$39.5	Redacted	$39.4	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Assoc Chief System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Energy Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Energy Manager	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Sr System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Sr System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	System Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	System Operator	Redacted	$57.6	Redacted	$57.5	Redacted
2H	Sr District Operator	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Sr District Operator	Redacted	$46.4	Redacted	$45.8	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
2L	District Operator	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	District Operator	Redacted	$39.5	Redacted	$39.4	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Assoc Chief District Operator	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Assoc Chief District Operator	Redacted	$57.6	Redacted	$57.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted

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Competitive Positioning of Target Benefit Value

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$46.4	Redacted	$45.8	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$39.5	Redacted	$39.4	Redacted
2H	Project Specialist	System & Transmission Ops	ETO000-M2	Electric Transmission Operations Generalist/Multidiscipline	2H	Project Specialist	Redacted	$46.4	Redacted	$45.8	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$57.6	Redacted	$57.5	Redacted
3L	Project Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Project Manager	Redacted	$57.6	Redacted	$57.5	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Chief Construction Inspector	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Chief Construction Inspector	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Specialist	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Specialist	Redacted	$32.9	Redacted	$32.9	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$43.4	Redacted	$43.5	Redacted
1H	Supervisor	System & Transmission Ops	ETO000-P2	Electric Transmission Operations Generalist/Multidiscipline	1H	Supervisor	Redacted	$32.9	Redacted	$32.9	Redacted
2L	Field Operations Planner	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$43.4	Redacted	$43.5	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-M1	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$43.4	Redacted	$43.5	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$39.5	Redacted	$39.4	Redacted
2L	Sr Specialist	System & Transmission Ops	ETO000-P3	Electric Transmission Operations Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$39.5	Redacted	$39.4	Redacted
3L	Section Manager	System & Transmission Ops	ETO000-M3	Electric Transmission Operations Generalist/Multidiscipline	3L	Section Manager	Redacted	$57.6	Redacted	$57.5	Redacted
1L	Executive Assistant 1L	Central Operations	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$31.9	Redacted	$32.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$47.1	Redacted	$46.8	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$44.2	Redacted	$45.1	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
3L	Section Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Section Manager	Redacted	$54.7	Redacted	$56.0	Redacted
3L	Project Manager	Steam Operations	EGF000-M3	Fossil Power Generation Generalist/Multidiscipline	3L	Project Manager	Redacted	$54.7	Redacted	$56.0	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$47.1	Redacted	$46.8	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$47.1	Redacted	$46.8	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
2L	Administrator	Steam Operations	EGF030-M1	Fossil Power Maintenance	2L	Administrator	Redacted	$39.4	Redacted	$40.7	Redacted

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Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$47.1	Redacted	$46.8	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$47.1	Redacted	$46.8	Redacted
3L	Project Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Project Manager	Redacted	$47.1	Redacted	$46.8	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Maintenance Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
1H	Specialist	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Specialist	Redacted	$39.4	Redacted	$40.7	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
1H	Supervisor	Steam Operations	EGF030-M1	Fossil Power Maintenance	1H	Supervisor	Redacted	$39.4	Redacted	$40.7	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$44.2	Redacted	$45.1	Redacted
2L	Planning Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Planning Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Sr Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Sr Maintenance Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$44.2	Redacted	$45.1	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$47.1	Redacted	$46.8	Redacted
1H	Operating Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Operating Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$44.2	Redacted	$45.1	Redacted
2L	Operations Trainer	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Operations Trainer	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Shift Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Shift Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
3H	Operations Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3H	Operations Manager	Redacted	$47.1	Redacted	$46.8	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Technical Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Technical Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
3L	Technical Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Technical Manager	Redacted	$47.1	Redacted	$46.8	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
1H	Maintenance Supervisor	Steam Operations	EGF040-M1	Fossil Power Operations	1H	Maintenance Supervisor	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$38.9	Redacted	$39.0	Redacted
2L	Administrator	Steam Operations	EGF040-M1	Fossil Power Operations	2L	Administrator	Redacted	$38.9	Redacted	$39.0	Redacted
3L	Maintenance Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Maintenance Manager	Redacted	$47.1	Redacted	$46.8	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$44.2	Redacted	$45.1	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$47.1	Redacted	$46.8	Redacted
2H	Manager	Steam Operations	EGF040-M2	Fossil Power Operations	2H	Manager	Redacted	$44.2	Redacted	$45.1	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$47.1	Redacted	$46.8	Redacted
3L	Section Manager	Steam Operations	EGF040-M3	Fossil Power Operations	3L	Section Manager	Redacted	$47.1	Redacted	$46.8	Redacted
2H	Project Specialist	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Project Specialist	Redacted	$43.6	Redacted	$43.9	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.2	Redacted	$48.2	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
3L	Construction Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Construction Manager	Redacted	$53.2	Redacted	$48.2	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$46.1	Redacted	$46.0	Redacted
2H	Manager	Substation Operations	EDD030-M2	Electric Distribution/Substation Equipment Testing/Repair	2H	Manager	Redacted	$46.1	Redacted	$46.0	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	1H	Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
2L	Technical Supervisor	Substation Operations	EDD030-M1	Electric Distribution/Substation Equipment Testing/Repair	2L	Technical Supervisor	Redacted	$39.2	Redacted	$39.3	Redacted
1H	Supervisor	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Supervisor	Redacted	$38.7	Redacted	$39.1	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
2L	Sr Specialist	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$38.7	Redacted	$39.1	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.2	Redacted	$48.2	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
1H	Specialist	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Specialist	Redacted	$30.1	Redacted	$30.4	Redacted
2H	Manager	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Manager	Redacted	$43.6	Redacted	$43.9	Redacted
2L	Sr Specialist	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-M1	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$38.7	Redacted	$39.1	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$53.2	Redacted	$48.2	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$53.2	Redacted	$48.2	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$53.2	Redacted	$48.2	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$53.2	Redacted	$48.2	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$53.2	Redacted	$48.2	Redacted
3L	Project Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Project Manager	Redacted	$53.2	Redacted	$48.2	Redacted
4L	General Manager	Substation Operations	EDD000-M4	Energy Delivery/Distribution Generalist/Multidiscipline	4L	General Manager	Redacted	$60.7	Redacted	$60.9	Redacted
1H	Analyst	Substation Operations	EDD000-P2	Energy Delivery/Distribution Generalist/Multidiscipline	1H	Analyst	Redacted	$30.1	Redacted	$30.4	Redacted
2H	Sr Engineer	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Engineer	Redacted	$43.6	Redacted	$43.9	Redacted
2H	Sr Planning Analyst	Substation Operations	EDD000-M2	Energy Delivery/Distribution Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$43.6	Redacted	$43.9	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$34.7	Redacted	$34.6	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Field Operations Planner	Redacted	$34.7	Redacted	$34.6	Redacted
2L	Shift Supervisor	Substation Operations	EDD000-P3	Energy Delivery/Distribution Generalist/Multidiscipline	2L	Shift Supervisor	Redacted	$34.7	Redacted	$34.6	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.2	Redacted	$48.2	Redacted
3L	Section Manager	Substation Operations	EDD000-M3	Energy Delivery/Distribution Generalist/Multidiscipline	3L	Section Manager	Redacted	$53.2	Redacted	$48.2	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$47.2	Redacted	$48.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted
2L	Shift Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Shift Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$47.2	Redacted	$48.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$32.3	Redacted	$32.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$47.2	Redacted	$48.0	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$35.4	Redacted	$35.4	Redacted
2L	Operations Trainer	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Operations Trainer	Redacted	$35.4	Redacted	$35.4	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$35.4	Redacted	$35.4	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$35.4	Redacted	$35.4	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$35.4	Redacted	$35.4	Redacted
2L	Sr Specialist	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Sr Specialist	Redacted	$35.4	Redacted	$35.4	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted

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Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$47.2	Redacted	$48.0	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Manager	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Manager	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$38.4	Redacted	$39.3	Redacted
2H	Sr Engineer	Substation Operations	EDD010-P4	Electric Distribution Systems Operations	2H	Sr Engineer	Redacted	$38.4	Redacted	$39.3	Redacted
3L	Section Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Section Manager	Redacted	$47.2	Redacted	$48.0	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
1H	Supervisor	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	1H	Supervisor	Redacted	$39.0	Redacted	$39.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$39.0	Redacted	$39.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$39.0	Redacted	$39.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$39.0	Redacted	$39.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$39.0	Redacted	$39.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$39.0	Redacted	$39.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$39.0	Redacted	$39.7	Redacted
2L	Field Operations Planner	Substation Operations	EDD020-M1	Electric Distribution Construction and/or Maintenance	2L	Field Operations Planner	Redacted	$39.0	Redacted	$39.7	Redacted
3H	Department Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3H	Department Manager	Redacted	$53.1	Redacted	$53.8	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$53.1	Redacted	$53.8	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$53.1	Redacted	$53.8	Redacted
2L	Operations Trainer	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Operations Trainer	Redacted	$37.5	Redacted	$37.9	Redacted
2L	Shift Supervisor	Substation Operations	EDD020-P3	Electric Distribution Construction and/or Maintenance	2L	Shift Supervisor	Redacted	$37.5	Redacted	$37.9	Redacted
3L	Area Manager	Substation Operations	EDD020-M3	Electric Distribution Construction and/or Maintenance	3L	Area Manager	Redacted	$53.1	Redacted	$53.8	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
4H	General Manager Central Ops	Substation Operations	EDD020-M4	Electric Distribution Construction and/or Maintenance	4H	General Manager Central Ops	Redacted	$62.3	Redacted	$60.8	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$32.3	Redacted	$32.5	Redacted
1H	Supervisor	Substation Operations	EDD010-P2	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$32.3	Redacted	$32.5	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$47.2	Redacted	$48.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$47.2	Redacted	$48.0	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
1H	Supervisor	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	1H	Supervisor	Redacted	$40.6	Redacted	$40.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-M1	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$40.6	Redacted	$40.6	Redacted
2L	Field Operations Planner	Substation Operations	EDD010-P3	Electric Distribution Systems Operations	2L	Field Operations Planner	Redacted	$35.4	Redacted	$35.4	Redacted
3L	Area Manager	Substation Operations	EDD010-M3	Electric Distribution Systems Operations	3L	Area Manager	Redacted	$47.2	Redacted	$48.0	Redacted
2L	Senior Executive Assistant	Office of President	AAS042-U4	Secretarial/Executive Administrative Assistance	2L	Senior Executive Assistant	Redacted	$31.9	Redacted	$32.0	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$32.0	Redacted	$32.4	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$32.0	Redacted	$32.4	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$42.9	Redacted	$42.6	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$42.9	Redacted	$42.6	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$42.9	Redacted	$42.6	Redacted
2H	Sr Planning Analyst	Energy Management	AEM000-P4	Data Science and Business Intelligence Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$42.9	Redacted	$42.6	Redacted
3L	Section Manager	Energy Management	AEM000-M3	Data Science and Business Intelligence Generalist/Multidiscipline	3L	Section Manager	Redacted	$43.9	Redacted	$45.3	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$42.8	Redacted	$42.9	Redacted
2H	Sr Planning Analyst	Energy Management	EML010-P4	Energy Marketing and Trading Financial Analysis	2H	Sr Planning Analyst	Redacted	$42.8	Redacted	$42.9	Redacted
1H	Analyst	Energy Management	EMU000-P2	Energy Trading Operations/Support Generalist/Multidiscipline	1H	Analyst	Redacted	$32.0	Redacted	$32.4	Redacted
2H	Manager	Energy Management	ETG020-M2	Gas Supply	2H	Manager	Redacted	$46.2	Redacted	$46.4	Redacted
2H	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2H	Sr Analyst	Redacted	$34.9	Redacted	$35.6	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$44.5	Redacted	$44.6	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$44.5	Redacted	$44.6	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$44.5	Redacted	$44.6	Redacted
2H	Sr Planning Analyst	Energy Management	ETG020-P4	Gas Supply	2H	Sr Planning Analyst	Redacted	$44.5	Redacted	$44.6	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$34.9	Redacted	$35.6	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$34.9	Redacted	$35.6	Redacted
2L	Sr Analyst	Energy Management	ETG020-P3	Gas Supply	2L	Sr Analyst	Redacted	$34.9	Redacted	$35.6	Redacted
3L	Section Manager	Energy Management	ETG020-M3	Gas Supply	3L	Section Manager	Redacted	$55.6	Redacted	$57.0	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$45.8	Redacted	$46.2	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$45.8	Redacted	$46.2	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$45.8	Redacted	$46.2	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$45.8	Redacted	$46.2	Redacted

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$45.8	Redacted	$46.2	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$45.8	Redacted	$46.2	Redacted
2H	Sr Planning Analyst	Energy Management	EMT004-P4	Energy Trading - Natural Gas	2H	Sr Planning Analyst	Redacted	$45.8	Redacted	$46.2	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$42.6	Redacted	$42.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$42.6	Redacted	$42.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$42.6	Redacted	$42.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$42.6	Redacted	$42.5	Redacted
2L	Sr Analyst	Energy Management	EMT004-P3	Energy Trading - Natural Gas	2L	Sr Analyst	Redacted	$42.6	Redacted	$42.5	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$44.5	Redacted	$43.8	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$44.5	Redacted	$43.8	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$44.5	Redacted	$43.8	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$44.5	Redacted	$43.8	Redacted
2H	Sr Planning Analyst	Energy Management	EMT000-P4	Energy Trading Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$44.5	Redacted	$43.8	Redacted
2L	Sr Analyst	Energy Management	EMT000-P3	Energy Trading Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$40.7	Redacted	$41.3	Redacted
1L	Executive Assistant 1L	Corporate Shared Services	AAS042-U4	Secretarial/Executive Administrative Assistance	1L	Executive Assistant 1L	Redacted	$31.9	Redacted	$32.0	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$56.7	Redacted	$55.1	Redacted
2H	Manager	Information Technology	AIT030-M2	Database Administration	2H	Manager	Redacted	$45.6	Redacted	$45.9	Redacted
2H	Manager	Information Technology	AIT030-P4	Database Administration	2H	Manager	Redacted	$42.9	Redacted	$43.3	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$43.0	Redacted	$43.1	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$40.9	Redacted	$41.0	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$53.5	Redacted	$53.7	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$26.1	Redacted	$26.1	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$26.1	Redacted	$26.1	Redacted
1H	System Analyst	Information Technology	AIT020-P2	IT Help Desk Support	1H	System Analyst	Redacted	$26.1	Redacted	$26.1	Redacted
2H	Manager	Information Technology	AIT020-M2	IT Help Desk Support	2H	Manager	Redacted	$39.0	Redacted	$39.7	Redacted
2H	Project Specialist	Information Technology	AIT020-M2	IT Help Desk Support	2H	Project Specialist	Redacted	$39.0	Redacted	$39.7	Redacted
2L	Sr System Analyst	Information Technology	AIT020-M1	IT Help Desk Support	2L	Sr System Analyst	Redacted	$32.6	Redacted	$34.8	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$30.2	Redacted	$32.0	Redacted
2L	Sr System Analyst	Information Technology	AIT020-P3	IT Help Desk Support	2L	Sr System Analyst	Redacted	$30.2	Redacted	$32.0	Redacted
1H	Front End Engineer	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Front End Engineer	Redacted	$35.2	Redacted	$35.2	Redacted
1H	Product Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	Product Analyst	Redacted	$35.2	Redacted	$35.2	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$35.2	Redacted	$35.2	Redacted
1H	System Analyst	Information Technology	AID030-P2	IT Architecture (Systems Design)	1H	System Analyst	Redacted	$35.2	Redacted	$35.2	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$43.0	Redacted	$43.1	Redacted
2H	Product Design Lead	Information Technology	AID030-P4	IT Architecture (Systems Design)	2H	Product Design Lead	Redacted	$43.0	Redacted	$43.1	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$45.0	Redacted	$46.4	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$45.0	Redacted	$46.4	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$45.0	Redacted	$46.4	Redacted
2L	Scrum Master	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Scrum Master	Redacted	$40.9	Redacted	$41.0	Redacted
2L	Senior Full Stack Engineer	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Senior Full Stack Engineer	Redacted	$40.9	Redacted	$41.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$40.9	Redacted	$41.0	Redacted
3L	Systems Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Systems Manager	Redacted	$53.5	Redacted	$53.7	Redacted
3H	Department Manager	Information Technology	AID030-M3	IT Architecture (Systems Design)	3H	Department Manager	Redacted	$53.5	Redacted	$53.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$53.5	Redacted	$53.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$53.5	Redacted	$53.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$53.5	Redacted	$53.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$53.5	Redacted	$53.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$53.5	Redacted	$53.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$53.5	Redacted	$53.7	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$53.5	Redacted	$53.7	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$53.5	Redacted	$53.7	Redacted
1H	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	1H	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Systems Specialist	Information Technology	AID030-M2	IT Architecture (Systems Design)	2H	Systems Specialist	Redacted	$45.0	Redacted	$46.4	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$40.9	Redacted	$41.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$40.9	Redacted	$41.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$40.9	Redacted	$41.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$40.9	Redacted	$41.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$40.9	Redacted	$41.0	Redacted
2L	Sr System Analyst	Information Technology	AID030-P3	IT Architecture (Systems Design)	2L	Sr System Analyst	Redacted	$40.9	Redacted	$41.0	Redacted
3L	Technical Specialist	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	Technical Specialist	Redacted	$53.5	Redacted	$53.7	Redacted
4H	Director- Chief Architect	Information Technology	AID030-M4	IT Architecture (Systems Design)	4H	Director- Chief Architect	Redacted	$59.4	Redacted	$58.6	Redacted
1H	Specialist	Information Technology	AID040-P2	Systems Software Development	1H	Specialist	Redacted	$31.8	Redacted	$31.9	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$41.9	Redacted	$42.0	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$41.9	Redacted	$42.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$37.7	Redacted	$37.8	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1H	System Analyst	Information Technology	AIT040-P2	Network Control/Administration	1H	System Analyst	Redacted	$29.8	Redacted	$29.7	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$23.1	Redacted	$23.4	Redacted
1L	Computer Analyst	Information Technology	AID040-P1	Systems Software Development	1L	Computer Analyst	Redacted	$23.1	Redacted	$23.4	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$42.7	Redacted	$42.6	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$42.7	Redacted	$42.6	Redacted
2H	Manager	Information Technology	AIT040-M2	Network Control/Administration	2H	Manager	Redacted	$42.7	Redacted	$42.6	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$34.7	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT040-P3	Network Control/Administration	2L	Sr System Analyst	Redacted	$34.7	Redacted	$34.9	Redacted
3L	Systems Manager	Information Technology	AIT040-M3	Network Control/Administration	3L	Systems Manager	Redacted	$46.4	Redacted	$44.9	Redacted
1H	System Analyst	Information Technology	AIT070-P2	IS and Cyber Security	1H	System Analyst	Redacted	$30.2	Redacted	$30.3	Redacted
2H	Manager	Information Technology	AID040-M2	Systems Software Development	2H	Manager	Redacted	$46.4	Redacted	$45.7	Redacted
2H	Systems Specialist	Information Technology	AIT070-P4	IS and Cyber Security	2H	Systems Specialist	Redacted	$42.7	Redacted	$42.2	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
2L	Sr System Analyst	Information Technology	AIT070-P3	IS and Cyber Security	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
3L	IT Architect	Information Technology	AIT070-M3	IS and Cyber Security	3L	IT Architect	Redacted	$54.7	Redacted	$54.6	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Systems Manager	Information Technology	AIT070-M3	IS and Cyber Security	3L	Systems Manager	Redacted	$54.7	Redacted	$54.6	Redacted
4L	Director	Information Technology	AIT070-M4	IS and Cyber Security	4L	Director	Redacted	$58.5	Redacted	$58.7	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$46.4	Redacted	$45.7	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$37.7	Redacted	$37.8	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$37.7	Redacted	$37.8	Redacted
2L	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2L	Systems Specialist	Redacted	$46.4	Redacted	$45.7	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$31.8	Redacted	$31.9	Redacted
2H	Systems Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Systems Specialist	Redacted	$46.4	Redacted	$45.7	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$37.7	Redacted	$37.8	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$37.7	Redacted	$37.8	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$37.7	Redacted	$37.8	Redacted
1H	System Analyst	Information Technology	AID040-P2	Systems Software Development	1H	System Analyst	Redacted	$31.8	Redacted	$31.9	Redacted
2H	Project Specialist	Information Technology	AID040-M2	Systems Software Development	2H	Project Specialist	Redacted	$46.4	Redacted	$45.7	Redacted
2H	Systems Specialist	Information Technology	AID040-P4	Systems Software Development	2H	Systems Specialist	Redacted	$41.9	Redacted	$42.0	Redacted
2L	Sr System Analyst	Information Technology	AID040-P3	Systems Software Development	2L	Sr System Analyst	Redacted	$37.7	Redacted	$37.8	Redacted
2H	Manager	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Manager	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Project Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Sr Planning Analyst	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$38.8	Redacted	$39.0	Redacted
1L	Associate Analyst	Information Technology	AIT000-P1	IT Administration Generalist/Multidiscipline	1L	Associate Analyst	Redacted	$23.4	Redacted	$23.7	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$56.7	Redacted	$55.1	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	IT Architect	Information Technology	AID030-M3	IT Architecture (Systems Design)	3L	IT Architect	Redacted	$53.5	Redacted	$53.7	Redacted
3L	Project Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Project Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$34.8	Redacted	$35.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$34.8	Redacted	$35.2	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
2L	Sr System Analyst	Information Technology	AID090-P3	Network Planning and Implementation	2L	Sr System Analyst	Redacted	$38.1	Redacted	$38.0	Redacted
1H	Analyst	Information Technology	AIT090-P2	Telecommunications	1H	Analyst	Redacted	$26.4	Redacted	$26.9	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$26.4	Redacted	$26.9	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$26.4	Redacted	$26.9	Redacted
2H	Project Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Project Specialist	Redacted	$39.6	Redacted	$39.3	Redacted
2L	Sr Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$38.0	Redacted	$35.3	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$34.8	Redacted	$35.2	Redacted
2L	Sr Specialist	Information Technology	AIT090-P3	Telecommunications	2L	Sr Specialist	Redacted	$34.8	Redacted	$35.2	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$26.4	Redacted	$26.9	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$26.4	Redacted	$26.9	Redacted
1H	System Analyst	Information Technology	AIT090-P2	Telecommunications	1H	System Analyst	Redacted	$26.4	Redacted	$26.9	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$39.6	Redacted	$39.3	Redacted
2H	Systems Specialist	Information Technology	AIT090-M2	Telecommunications	2H	Systems Specialist	Redacted	$39.6	Redacted	$39.3	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$34.7	Redacted	$35.3	Redacted
2L	Sr System Analyst	Information Technology	AIT090-M1	Telecommunications	2L	Sr System Analyst	Redacted	$34.7	Redacted	$35.3	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$34.8	Redacted	$35.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$34.8	Redacted	$35.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$34.8	Redacted	$35.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$34.8	Redacted	$35.2	Redacted
2L	Sr System Analyst	Information Technology	AIT090-P3	Telecommunications	2L	Sr System Analyst	Redacted	$34.8	Redacted	$35.2	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Systems Specialist	Information Technology	AID500-M2	Energy Management System Software Development	2H	Systems Specialist	Redacted	$45.5	Redacted	$45.0	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2H	Systems Specialist	Information Technology	AID500-P4	Energy Management System Software Development	2H	Systems Specialist	Redacted	$44.7	Redacted	$44.7	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2L	Sr System Analyst	Information Technology	AID500-P3	Energy Management System Software Development	2L	Sr System Analyst	Redacted	$40.9	Redacted	$40.6	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$56.7	Redacted	$55.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted

DPS-14-440 Total Benefits & Compensation Results

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2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Project Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Project Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$30.0	Redacted	$30.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$30.0	Redacted	$30.0	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$30.0	Redacted	$30.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$46.5	Redacted	$46.1	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$56.7	Redacted	$55.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Technical Specialist	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	Program Manager Lead	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Program Manager Lead	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$56.7	Redacted	$55.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted

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Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$38.0	Redacted	$35.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$56.7	Redacted	$55.1	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$30.0	Redacted	$30.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3H	Department Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3H	Department Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$30.0	Redacted	$30.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-M2	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$41.1	Redacted	$40.8	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-M1	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$38.0	Redacted	$35.3	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
1H	System Analyst	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	System Analyst	Redacted	$30.0	Redacted	$30.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
1H	Specialist	Information Technology	AIT000-P2	IT Administration Generalist/Multidiscipline	1H	Specialist	Redacted	$30.0	Redacted	$30.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2H	Systems Specialist	Information Technology	AIT000-P4	IT Administration Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.8	Redacted	$39.0	Redacted
2L	Sr Specialist	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$35.0	Redacted	$34.9	Redacted
2L	Sr System Analyst	Information Technology	AIT000-P3	IT Administration Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$35.0	Redacted	$34.9	Redacted
3L	IT Architect	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	IT Architect	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Section Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
3L	Systems Manager	Information Technology	AIT000-M3	IT Administration Generalist/Multidiscipline	3L	Systems Manager	Redacted	$46.5	Redacted	$46.1	Redacted
4L	Director	Information Technology	AIT000-M4	IT Administration Generalist/Multidiscipline	4L	Director	Redacted	$56.7	Redacted	$55.1	Redacted
1H	Specialist	Human Resources	AHR020-P2	Compensation Generalist/Multidiscipline	1H	Specialist	Redacted	$29.9	Redacted	$30.6	Redacted
2H	Project Specialist	Human Resources	AHR020-P4	Compensation Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.3	Redacted	$39.1	Redacted
3L	Section Manager	Human Resources	AHR020-M3	Compensation Generalist/Multidiscipline	3L	Section Manager	Redacted	$47.6	Redacted	$46.9	Redacted
1H	Specialist	Human Resources	AHR060-P2	Benefits	1H	Specialist	Redacted	$26.7	Redacted	$26.9	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$38.2	Redacted	$38.7	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$38.2	Redacted	$38.7	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$38.2	Redacted	$38.7	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$38.2	Redacted	$38.7	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$38.2	Redacted	$38.7	Redacted
2H	Project Specialist	Human Resources	AHR060-P4	Benefits	2H	Project Specialist	Redacted	$38.2	Redacted	$38.7	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$32.8	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$32.8	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$32.8	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR060-P3	Benefits	2L	Sr Specialist	Redacted	$32.8	Redacted	$34.4	Redacted
3H	Department Manager	Human Resources	AHR060-M3	Benefits	3H	Department Manager	Redacted	$44.1	Redacted	$46.5	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$44.1	Redacted	$46.5	Redacted
3L	Section Manager	Human Resources	AHR060-M3	Benefits	3L	Section Manager	Redacted	$44.1	Redacted	$46.5	Redacted
1H	Specialist	Human Resources	AHR095-P2	Employee Relations	1H	Specialist	Redacted	$29.8	Redacted	$29.8	Redacted
1H	Specialist	Human Resources	AHR000-P2	HR Generalist/Consultant Generalist/Multidiscipline	1H	Specialist	Redacted	$26.3	Redacted	$26.4	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$39.2	Redacted	$39.6	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$39.2	Redacted	$39.6	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$39.2	Redacted	$39.6	Redacted
2H	Manager	Human Resources	AHR000-M2	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$39.2	Redacted	$39.6	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$37.9	Redacted	$38.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.9	Redacted	$38.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
3H	Department Manager	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Department Manager	Redacted	$45.2	Redacted	$45.7	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$40.7	Redacted	$40.7	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$40.7	Redacted	$40.7	Redacted
2H	Labor Relations Admin	Human Resources	AHR100-P4	Labor Relations	2H	Labor Relations Admin	Redacted	$40.7	Redacted	$40.7	Redacted
2L	Sr Specialist	Human Resources	AHR100-P3	Labor Relations	2L	Sr Specialist	Redacted	$34.4	Redacted	$34.4	Redacted
3H	Department Manager	Human Resources	AHR100-M3	Labor Relations	3H	Department Manager	Redacted	$48.6	Redacted	$53.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.9	Redacted	$38.1	Redacted
4L	Director	Human Resources	AHR000-M4	HR Generalist/Consultant Generalist/Multidiscipline	4L	Director	Redacted	$47.2	Redacted	$53.0	Redacted
2L	Service Center Supervisor	Human Resources	AHR160-M1	HR Service Center	2L	Service Center Supervisor	Redacted	$35.3	Redacted	$35.2	Redacted
2L	Sr Specialist	Human Resources	AHR160-P3	HR Service Center	2L	Sr Specialist	Redacted	$26.7	Redacted	$29.6	Redacted
3L	Section Manager	Human Resources	AHR160-M3	HR Service Center	3L	Section Manager	Redacted	$45.6	Redacted	$44.1	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$38.0	Redacted	$38.9	Redacted
2H	Project Specialist	Human Resources	AHR150-P4	Human Resources Information Systems	2H	Project Specialist	Redacted	$38.0	Redacted	$38.9	Redacted
2L	Sr Specialist	Human Resources	AHR150-P3	Human Resources Information Systems	2L	Sr Specialist	Redacted	$34.6	Redacted	$35.0	Redacted
3L	Section Manager	Human Resources	AHR150-M3	Human Resources Information Systems	3L	Section Manager	Redacted	$47.0	Redacted	$46.7	Redacted
2H	Manager	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Manager	Redacted	$37.9	Redacted	$38.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.9	Redacted	$38.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.9	Redacted	$38.1	Redacted
2H	Project Specialist	Human Resources	AHR000-P4	HR Generalist/Consultant Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.9	Redacted	$38.1	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.7	Redacted	$34.4	Redacted
2L	Staff Accountant	Human Resources	AHR000-P3	HR Generalist/Consultant Generalist/Multidiscipline	2L	Staff Accountant	Redacted	$32.7	Redacted	$34.4	Redacted
3H	Program Manager Lead	Human Resources	AHR000-M3	HR Generalist/Consultant Generalist/Multidiscipline	3H	Program Manager Lead	Redacted	$45.2	Redacted	$45.7	Redacted
1H	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	1H	Sr Specialist	Redacted	$35.0	Redacted	$34.7	Redacted
2H	Manager	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Manager	Redacted	$39.1	Redacted	$39.8	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR110-P4	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2H	Sr Planning Analyst	Redacted	$39.1	Redacted	$39.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$35.0	Redacted	$34.7	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$35.0	Redacted	$34.7	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$35.0	Redacted	$34.7	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$35.0	Redacted	$34.7	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$35.0	Redacted	$34.7	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR110-P3	Diversity/Equal Employment Opportunity Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$35.0	Redacted	$34.7	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$35.7	Redacted	$37.6	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$35.7	Redacted	$37.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$47.0	Redacted	$46.8	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
1H	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	1H	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$35.7	Redacted	$37.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$47.0	Redacted	$46.8	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-M2	Technical Training	2H	Project Specialist	Redacted	$41.6	Redacted	$41.5	Redacted
4H	Director +	Learning and Inclusion	AHR130-M4	Employee Development/Training Generalist/Multidiscipline	4H	Director +	Redacted	$48.0	Redacted	$53.4	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$47.0	Redacted	$46.8	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-M1	Technical Training	2L	Sr Instructor	Redacted	$37.8	Redacted	$35.2	Redacted

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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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$47.0	Redacted	$46.8	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr System Analyst	Learning and Inclusion	AIT025-P3	IT On-Site Support	2L	Sr System Analyst	Redacted	$31.8	Redacted	$32.1	Redacted
1H	Instructor	Learning and Inclusion	AHR134-P2	Technical Training	1H	Instructor	Redacted	$30.3	Redacted	$30.2	Redacted
2H	Project Specialist	Learning and Inclusion	AHR134-P4	Technical Training	2H	Project Specialist	Redacted	$35.7	Redacted	$37.6	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$35.7	Redacted	$37.6	Redacted
2H	Sr Engineer	Learning and Inclusion	AHR134-P4	Technical Training	2H	Sr Engineer	Redacted	$35.7	Redacted	$37.6	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
2L	Sr Instructor	Learning and Inclusion	AHR134-P3	Technical Training	2L	Sr Instructor	Redacted	$34.7	Redacted	$35.0	Redacted
3L	Section Manager	Learning and Inclusion	AHR134-M3	Technical Training	3L	Section Manager	Redacted	$47.0	Redacted	$46.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$35.2	Redacted	$34.9	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$35.2	Redacted	$34.9	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$35.2	Redacted	$34.9	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$35.2	Redacted	$34.9	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$35.2	Redacted	$34.9	Redacted
3L	Section Manager	Learning and Inclusion	AHR120-M3	Organization Development	3L	Section Manager	Redacted	$53.1	Redacted	$53.3	Redacted
1H	Specialist	Learning and Inclusion	AHR140-P2	Recruitment Generalist/Multidiscipline	1H	Specialist	Redacted	$26.1	Redacted	$26.1	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.0	Redacted	$39.2	Redacted
2H	Project Specialist	Learning and Inclusion	AHR140-P4	Recruitment Generalist/Multidiscipline	2H	Project Specialist	Redacted	$39.0	Redacted	$39.2	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.6	Redacted	$32.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.6	Redacted	$32.8	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR140-P3	Recruitment Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.6	Redacted	$32.8	Redacted
3L	Section Manager	Learning and Inclusion	AHR140-M3	Recruitment Generalist/Multidiscipline	3L	Section Manager	Redacted	$43.5	Redacted	$44.9	Redacted
1H	Specialist	Learning and Inclusion	AHR122-P2	Workforce Analytics	1H	Specialist	Redacted	$26.6	Redacted	$23.8	Redacted
2H	Sr Planning Analyst	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Sr Planning Analyst	Redacted	$42.2	Redacted	$40.8	Redacted
2H	Systems Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2H	Systems Specialist	Redacted	$42.2	Redacted	$40.8	Redacted
2L	Project Specialist	Learning and Inclusion	AHR122-P4	Workforce Analytics	2L	Project Specialist	Redacted	$42.2	Redacted	$40.8	Redacted
1H	Specialist	Learning and Inclusion	AHR120-P2	Organization Development	1H	Specialist	Redacted	$26.0	Redacted	$26.9	Redacted
2L	Sr Specialist	Learning and Inclusion	AHR120-P3	Organization Development	2L	Sr Specialist	Redacted	$35.2	Redacted	$34.9	Redacted
4L	Director	Learning and Inclusion	AHR120-M4	Organization Development	4L	Director	Redacted	$58.9	Redacted	$56.5	Redacted
2H	Category Manager	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Category Manager	Redacted	$41.0	Redacted	$41.5	Redacted
2L	Sr. Category Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Category Analyst	Redacted	$31.9	Redacted	$32.1	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.0	Redacted	$45.5	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$57.3	Redacted	$55.3	Redacted
2H	Project Specialist	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Project Specialist	Redacted	$37.4	Redacted	$37.6	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$41.0	Redacted	$41.5	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$41.0	Redacted	$41.5	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC060-P4	Purchasing Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$37.4	Redacted	$37.6	Redacted
2L	Sr Proj Portfolio Analyst	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Proj Portfolio Analyst	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr. Analytics Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr. Analytics Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
1H	Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$31.9	Redacted	$32.1	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.0	Redacted	$45.5	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$41.0	Redacted	$41.5	Redacted
4L	Director	Supply Chain	ASC060-M4	Purchasing Generalist/Multidiscipline	4L	Director	Redacted	$57.3	Redacted	$55.3	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.0	Redacted	$45.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
1H	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	1H	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$41.0	Redacted	$41.5	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.0	Redacted	$45.5	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
1H	Procurement Specialist	Supply Chain	ASC060-P2	Purchasing Generalist/Multidiscipline	1H	Procurement Specialist	Redacted	$26.1	Redacted	$26.4	Redacted
2H	Sr. Procurement Lead	Supply Chain	ASC060-M2	Purchasing Generalist/Multidiscipline	2H	Sr. Procurement Lead	Redacted	$41.0	Redacted	$41.5	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
2L	Sr Procurement Specialist	Supply Chain	ASC060-P3	Purchasing Generalist/Multidiscipline	2L	Sr Procurement Specialist	Redacted	$31.9	Redacted	$32.1	Redacted
3L	Section Manager	Supply Chain	ASC060-M3	Purchasing Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.0	Redacted	$45.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$26.4	Redacted	$23.9	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$44.1	Redacted	$44.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$26.4	Redacted	$23.9	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$26.4	Redacted	$23.9	Redacted
2L	Sr Specialist	Supply Chain	ASC040-W4	Warehousing	2L	Sr Specialist	Redacted	$26.4	Redacted	$23.9	Redacted
3L	Section Manager	Supply Chain	ASC040-M3	Warehousing	3L	Section Manager	Redacted	$44.1	Redacted	$44.5	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$26.4	Redacted	$23.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
1H	Operating Supervisor	Supply Chain	ASC040-M1	Warehousing	1H	Operating Supervisor	Redacted	$32.2	Redacted	$31.9	Redacted
2L	Field Operations Planner	Supply Chain	ASC040-W4	Warehousing	2L	Field Operations Planner	Redacted	$26.4	Redacted	$23.9	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$35.2	Redacted	$35.4	Redacted
2H	Projects Portfolio Manager	Supply Chain	ASC000-P4	Supply Chain and Logistics Generalist/Multidiscipline	2H	Projects Portfolio Manager	Redacted	$35.2	Redacted	$35.4	Redacted
3L	Section Manager	Supply Chain	ASC000-M3	Supply Chain and Logistics Generalist/Multidiscipline	3L	Section Manager	Redacted	$46.4	Redacted	$45.9	Redacted
4L	Director	Supply Chain	ASC000-M4	Supply Chain and Logistics Generalist/Multidiscipline	4L	Director	Redacted	$59.8	Redacted	$57.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$32.2	Redacted	$32.5	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$32.2	Redacted	$32.5	Redacted

DPS-14-440 Total Benefits & Compensation Results
Consolidated Edison of New York (CECONY) 2021/2022 Competitive Analysis
Competitive Positioning of Target Benefit Value

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Competitive Positioning of Target Benefit Value

REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Facilities and Field Services	ARE020-P3	Facilities Management	2L	Sr Specialist	Redacted	$32.2	Redacted	$32.5	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$45.8	Redacted	$45.7	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Facilities and Field Services	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2L	Sr Specialist	Facilities and Field Services	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$35.2	Redacted	$35.3	Redacted
3L	Section Manager	Facilities and Field Services	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$46.5	Redacted	$45.9	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
2L	Field Operations Planner	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Field Operations Planner	Redacted	$34.9	Redacted	$35.2	Redacted
3L	Section Manager	Facilities and Field Services	ARE000-M3	Real Estate and Facilities Generalist/Multidiscipline	3L	Section Manager	Redacted	$45.8	Redacted	$46.3	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$45.0	Redacted	$44.8	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
3L	Section Manager	Facilities and Field Services	AAT010-M3	Vehicle Fleet Management	3L	Section Manager	Redacted	$45.0	Redacted	$44.8	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	1H	Operating Supervisor	Redacted	$34.9	Redacted	$35.2	Redacted
2L	Sr Specialist	Facilities and Field Services	AAT010-M1	Vehicle Fleet Management	2L	Sr Specialist	Redacted	$34.9	Redacted	$35.2	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2H	Project Specialist	Facilities and Field Services	ARE020-P4	Facilities Management	2H	Project Specialist	Redacted	$39.6	Redacted	$38.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$45.8	Redacted	$45.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$45.8	Redacted	$45.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$45.8	Redacted	$45.7	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$47.9	Redacted	$53.0	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2H	Manager	Facilities and Field Services	ARE020-M2	Facilities Management	2H	Manager	Redacted	$38.9	Redacted	$38.5	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$45.8	Redacted	$45.7	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$26.8	Redacted	$26.9	Redacted
1H	Analyst	Facilities and Field Services	ARE010-P2	Real Estate/Property Management	1H	Analyst	Redacted	$26.8	Redacted	$26.9	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$38.9	Redacted	$39.4	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$38.9	Redacted	$39.4	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$38.9	Redacted	$39.4	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	ARE010-P4	Real Estate/Property Management	2H	Sr Planning Analyst	Redacted	$38.9	Redacted	$39.4	Redacted

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Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Operating General Supervisor	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Operating General Supervisor	Redacted	$34.4	Redacted	$35.1	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$34.4	Redacted	$35.1	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$34.4	Redacted	$35.1	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$34.4	Redacted	$35.1	Redacted
2L	Sr Analyst	Facilities and Field Services	ARE010-P3	Real Estate/Property Management	2L	Sr Analyst	Redacted	$34.4	Redacted	$35.1	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$45.8	Redacted	$46.4	Redacted
3L	Project Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Project Manager	Redacted	$45.8	Redacted	$46.4	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$45.8	Redacted	$46.4	Redacted
3L	Section Manager	Facilities and Field Services	ARE010-M3	Real Estate/Property Management	3L	Section Manager	Redacted	$45.8	Redacted	$46.4	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$45.8	Redacted	$45.7	Redacted
4L	General Manager	Facilities and Field Services	ARE020-M4	Facilities Management	4L	General Manager	Redacted	$47.9	Redacted	$53.0	Redacted
1H	Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Specialist	Redacted	$32.3	Redacted	$32.8	Redacted
2H	Manager	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Manager	Redacted	$42.0	Redacted	$41.4	Redacted
2L	Sr Specialist	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Sr Specialist	Redacted	$32.3	Redacted	$32.8	Redacted
1H	Supervisor	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	1H	Supervisor	Redacted	$32.3	Redacted	$32.8	Redacted
1H	Operating Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	1H	Operating Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Operating General Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Operating General Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Sr Specialist	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Sr Specialist	Redacted	$35.3	Redacted	$34.7	Redacted
3L	Section Manager	Facilities and Field Services	ARE020-M3	Facilities Management	3L	Section Manager	Redacted	$45.8	Redacted	$45.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2L	Shift Supervisor	Facilities and Field Services	ARE020-M1	Facilities Management	2L	Shift Supervisor	Redacted	$35.3	Redacted	$34.7	Redacted
2H	Sr Planning Analyst	Facilities and Field Services	APM020-M2	Facilities Construction Project Management	2H	Sr Planning Analyst	Redacted	$42.0	Redacted	$41.4	Redacted
2L	Architect	Facilities and Field Services	APM020-M1	Facilities Construction Project Management	2L	Architect	Redacted	$32.3	Redacted	$32.8	Redacted
3L	Section Manager	Facilities and Field Services	APM020-M3	Facilities Construction Project Management	3L	Section Manager	Redacted	$45.8	Redacted	$45.4	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Research & Development	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
3L	Section Manager	Research & Development	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$46.5	Redacted	$45.9	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$24.0	Redacted	$26.0	Redacted
1H	Specialist	Corporate Security	AAY000-P2	Security Generalist/Multidiscipline	1H	Specialist	Redacted	$24.0	Redacted	$26.0	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$39.0	Redacted	$39.3	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$39.0	Redacted	$39.3	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$39.0	Redacted	$39.3	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$39.0	Redacted	$39.3	Redacted
2H	Manager	Corporate Security	AAY000-M2	Security Generalist/Multidiscipline	2H	Manager	Redacted	$39.0	Redacted	$39.3	Redacted
2H	Project Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Project Specialist	Redacted	$38.1	Redacted	$38.9	Redacted
2H	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2H	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.1	Redacted	$38.9	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.1	Redacted	$38.9	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.1	Redacted	$38.9	Redacted
2H	Systems Specialist	Corporate Security	AAY000-P4	Security Generalist/Multidiscipline	2H	Systems Specialist	Redacted	$38.1	Redacted	$38.9	Redacted
2L	Sr Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Analyst	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted

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REDACTED VERSION

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 19.6%, while all others were adjusted by 11.8%.

Band	CECONY Title	Department	Survey Benchmark Code and Functional Area		Band	Title	CECONY	50th Percentile	+/-	Average	+/-
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr Specialist	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr Specialist	Redacted	$32.4	Redacted	$32.7	Redacted
2L	Sr System Analyst	Corporate Security	AAY000-P3	Security Generalist/Multidiscipline	2L	Sr System Analyst	Redacted	$32.4	Redacted	$32.7	Redacted
3H	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Department Manager	Redacted	$43.5	Redacted	$45.5	Redacted
3H	Director Cyber Forensics	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3H	Director Cyber Forensics	Redacted	$43.5	Redacted	$45.5	Redacted
3L	Department Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Department Manager	Redacted	$43.5	Redacted	$45.5	Redacted
3L	Section Manager	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Section Manager	Redacted	$43.5	Redacted	$45.5	Redacted
3L	Technical Specialist	Corporate Security	AAY000-M3	Security Generalist/Multidiscipline	3L	Technical Specialist	Redacted	$43.5	Redacted	$45.5	Redacted
4L	Director	Corporate Security	AAY000-M4	Security Generalist/Multidiscipline	4L	Director	Redacted	$55.6	Redacted	$55.4	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$46.5	Redacted	$45.9	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$46.5	Redacted	$45.9	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-M2	Business Continuation	2H	Project Specialist	Redacted	$42.8	Redacted	$43.5	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2L	Sr Specialist	Emergency Preparedness	AAY010-P3	Business Continuation	2L	Sr Specialist	Redacted	$35.2	Redacted	$35.3	Redacted
3L	Project Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Project Manager	Redacted	$46.5	Redacted	$45.9	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$46.5	Redacted	$45.9	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
2H	Project Specialist	Emergency Preparedness	AAY010-P4	Business Continuation	2H	Project Specialist	Redacted	$40.6	Redacted	$39.7	Redacted
3L	Section Manager	Emergency Preparedness	AAY010-M3	Business Continuation	3L	Section Manager	Redacted	$46.5	Redacted	$45.9	Redacted

CECONY 2020 MVP Results

Metric	Target	Result	Target Weighting	Weighting Earned	$ Earned
Key Perforamnce Indicators	16 of 20	18 of 20	50.0%	55.0%	34,012,551
Adjusted Net Income	1,278	1,185	20.0%	5.4%	3,339,414
Capital Budget	3,295	3,212	15.0%		
Capital Modifers		20.5 of 25		15.5%	9,585,355
O&M Budget	1,652	1,606	15.0%		
O&M Modifers		11 of 12		18.0%	11,131,380
Total				**93.9%**	**58,068,700**

Con Edison Company of New York, Inc.
December 2021

Operating Performance	Unit of Measure	Year - End Actual	Year - End Target	Year - End Status
Employee and Public Safety				
Significant High Hazard Injuries	Number	1	0	↓
Public Safety - Related Equipment Failures	Number	153	170	↑
Motor Vehicle Collisions	Number	280	283	↑
Operating Errors	Number	41	52	↑
Gas Made Safe Time	Percent made safe in 60 minutes	92.4%	89.5%	↑
Environment and Sustainability				
Measure Dielectric Fluid Management	Gallons released and trench feet of pipe enhancement	105,287 gallons released; 2,295 trench feet of pipe enhanced	22,400 gallons released; 2,000 trench feet of pipe enhanced	↓
Late Spill Notifications	Number	2	9	↑
SF6 Gas Emissions	Pounds of sulfur hexafluoride	5,788	7,500	↑
Deeper Energy Efficiency, excluding Heat Pumps (LMMBTU Gross Reduction)	Number of Gross LMMBTUs, excluding heat pump savings reduced	13,485,222	11,400,000	↑
Operational Excellence				
Steam System Reliability Measures	Number of targets achieved	2	2	↑
Reliability Performance Measures *	Percent of RPM targets achieved (dollars)	100%	98.5%	↑
Electric Reliability Performance - Network Metrics	Number of targets achieved	2	2	↑
Electric Reliability Performance - Non-Network Metrics	Number of targets achieved	2	2	↑
Workable Gas Leak Inventory	Number of leaks	4	20	↑
Cyber Security	Number of intrusions, data breaches, and violations	0	0	↑
Physical Security	Number of breaches into critical areas	0	0	↑
Customer Experience				
Customer Project Completion Dates	Percent completed by the commitment date	94.0%	90%	↑
First Call Resolution	Percent resolved on initial contact	84.7%	82.5%	↑
Estimated Time for Restoration (ETR)	Percent of ETRs that are met	76.3%	70%	↑
Customer Appointments	Percent of customer appointments that are kept	98.9%	95%	↑

Financial Performance	Unit of Measure	Year - End Actual	Year - End Target	Year - End Status
CECONY O&M (Departmental Expenses)	$ Millions	$1,691	$1,691	↑
CECONY O&M Programs Modifiers	Percent	100.0%	87.5%	↑
CECONY Capital	$ Millions	$3,387	$3,479	↑
CECONY Capital Projects/Programs Modifiers	Percent	100.0%	88.0%	↑

(*) Regulatory Penalty Associated

CECONY met the target for 18 of 20 KPIs for December. Significant High Hazard Injuries (SHHI) has missed the target with 1 vs. a target of zero and Measure Dielectric Fluid Management missed the target with 1 vs. a target of 2 (Gallons Released was 105,287 vs. a target of 22,400).