

Transmission Proposed IPR16 Personnel Cost Increase

New Special Salary Rate Component of the Increase

Transmission's proposed IPR spending levels increased an average of \$16 million over BP-16 due to a new special salary rate for engineers and negotiated hourly wage increase. Of the \$16M personnel cost increase, the chart below shows the number of affected positions and dollar amount of the portion of the increase related to the special salary rate.

Affected FTE	Average FY18/FY19 Increase
199	\$ 3,071,928

BPA has been working with the Department of Energy on a Special Salary Rate request for submission to the Office of Personnel Management (OPM). This request is intended to address compensation challenges which affect BPA's ability to attract and retain our most valuable asset - our people. While there are a number of BPA occupations for which compensation may lag the prevailing market rate, this request would only apply to civil, electrical, and electronics engineers, as well as their supervisors, in GS grades 5 through 14.