



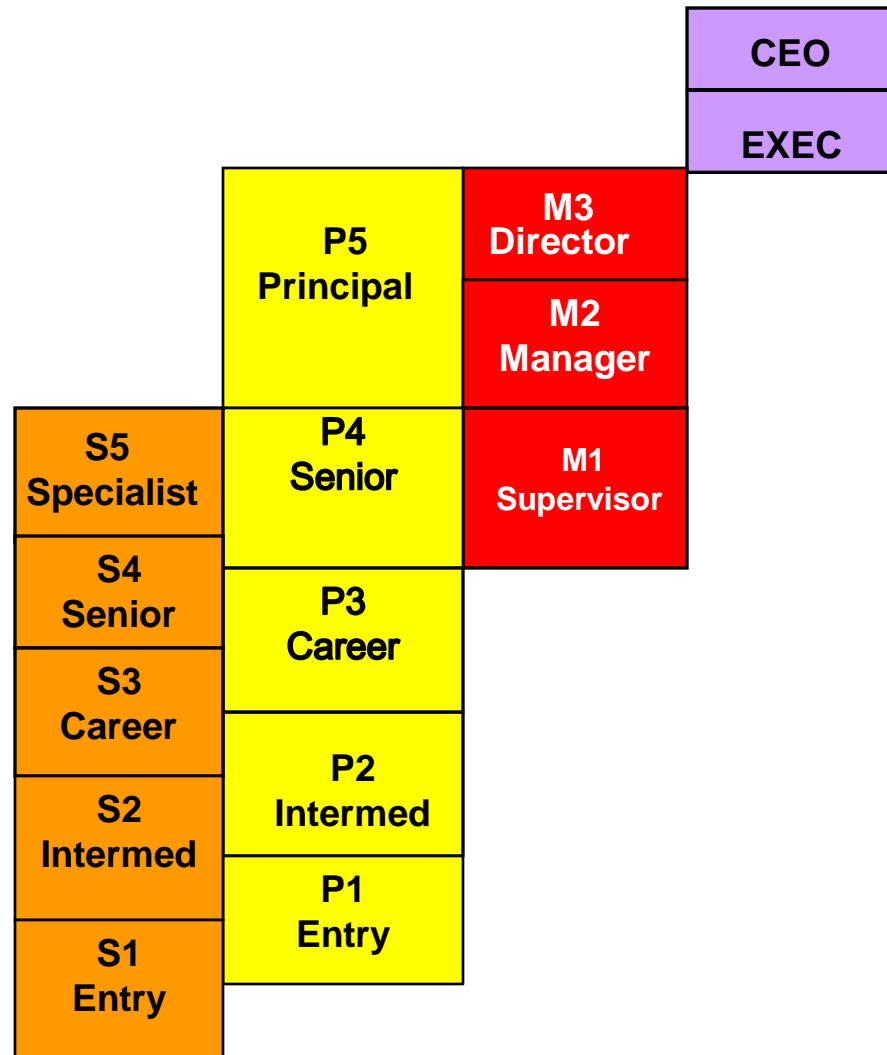
Technical Track & Career Ladder

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Director of Compensation & Benefits

- **Executive**
 - Typically, the jobs that directly report to the CEO and other officer-level jobs.
 - Responsible for entire functions of the business.
 - Generally, under the purview of the Board.
- **Managerial**
 - The jobs, that directly manage people and have budgetary responsibility.
 - Does not include mentoring roles or leads.
 - Must have hiring/firing decision authority.
 - Director, Manager and Supervisor in job title.
- **Professional Individual Contributor**
 - Non-managerial, individual contributor professionals.
 - Jobs requiring degrees (Bachelor's or higher).
 - May have lead/decision-making/mentoring roles.
- **Support Individual Contributor**
 - Non-managerial, individual contributor professionals.
 - Jobs that do not require a degree.
 - May use experience in lieu of degree.

Technical Tracks – Graphical Depictions



- **Very Select Group and limited number positions available.**
- **Extremely High Qualifications:**
 - Bachelor's Degree required, Post Graduate Degree preferred.
 - Minimum of 10 years experience in related field or discipline.
 - Recognized expert or authority in area of expertise and industry.
 - Gives presentations at conferences, seminars or public hearings.
 - May write and publish papers and articles.
- **Nominated by Directors or Officers.**
- **Must be P4 or M1, 2, 3 Level to be considered.**
- **Approved by Executive Team.**
- **Added Perks.**
 - Salaries on par with Director level.
 - \$5,000 annual allowance for training and travel.

- **Showed the design to Directors and explained the process.**
 - Received their support and incorporated some of their feedback.
- **Trained the Manager and Supervisors**
 - Three presentations with Q & A
- **Posted presentation and related materials to ERCOT Sharepoint for use by management and employees.**
- **Load technical track data into HRIS.**
- **Announced in corporate e-Wire**
- **Next Steps**
 - Prepare for Stage Two roll out to other ERCOT departments.
 - Conduct “Lunch & Learn” meetings to assist manager in explaining Technical Track.