

**Newfoundland and Labrador Hydro 2001 Rate Hearing
Salaries**

Exhibit 3

Gross Salaries

A

(000)'s	1997	1998	1999	2000	2001	2002
Salaries	\$ 38,483	\$ 39,386	\$ 40,503	\$ 41,169	\$ 42,620	\$ 43,877
Directors fees	102	108	77	21	62	62
Temporary	4,178	4,681	5,727	6,482	5,496	5,293
Overtime	2,837	4,074	3,946	3,998	2,516	2,615
Employee future benefits				2,244	2,244	2,244
Fringe benefits	4,851	5,437	5,514	6,205	6,012	6,359
Group insurance	1,382	1,200	1,289	1,128	1,217	1,217
Labrador travel benefit	72	74	71	127	104	106
	<u>\$ 51,905</u>	<u>\$ 54,960</u>	<u>\$ 57,127</u>	<u>\$ 61,374</u>	<u>\$ 60,271</u>	<u>\$ 61,773</u>

Permanent salaries

B

(000)'s	1997	1998	1999	2000	2001	2002
Finance	\$ 4,953	\$ 5,261	\$ 3,894	\$ 3,769	\$ 3,029	\$ 4,129
Human resources and legal	2,880	2,990	2,857	3,067	2,998	2,998
Transmission and rural operations (TRO)	17,389	17,360	17,227	17,442	19,434	19,603
Production	12,256	12,720	15,057	15,365	15,916	15,883
Internal audit	208	194	207	238	234	255
Management	797	861	1,261	1,142	1,009	1,009
	<u>\$ 38,483</u>	<u>\$ 39,386</u>	<u>\$ 40,503</u>	<u>\$ 41,023</u>	<u>\$ 42,620</u>	<u>\$ 43,877</u>

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Temporary wages

C

(000)'s	1997	1998	1999	2000	2001	2002
Finance	\$ 567	\$ 615	\$ 667	\$ 658	\$ 406	\$ 406
Corporate planning	13					
Human resources and legal	511	604	951	1,181	1,220	1,241
Transmission and rural operations (TRO)	1,735	2,119	2,344	2,950	2,004	1,952
Production	1,300	1,330	1,752	1,653	1,852	1,679
Internal audit	11	13	13	40	14	15
	<u>\$ 4,137</u>	<u>\$ 4,681</u>	<u>\$ 5,727</u>	<u>\$ 6,482</u>	<u>\$ 5,496</u>	<u>\$ 5,293</u>

Overtime

D

(000)'s	1997	1998	1999	2000	2001	2002
Finance	\$ 132	\$ 440	\$ 313	\$ 198	\$ 80	\$ 80
Corporate planning	4					
Human resources and legal	1	152	78	122	47	47
Transmission and rural operations (TRO)	971	2,121	1,726	2,019	1,034	1,143
Production	823	1,360	1,822	1,644	1,353	1,343
Internal audit		1	7	2	2	2
	<u>\$ 1,931</u>	<u>\$ 4,074</u>	<u>\$ 3,946</u>	<u>\$ 3,985</u>	<u>\$ 2,516</u>	<u>\$ 2,615</u>

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Capitalized salaries	H					
(000)'s	1997	1998	1999	2000	2001	2002
Payroll charged to operating	\$ 45,494	\$ 46,765	\$ 48,954	\$ 54,155	\$ 54,615	\$ 56,051
Payroll charged to capital	<u>6,411</u>	<u>8,195</u>	<u>8,173</u>	<u>7,219</u>	<u>5,657</u>	<u>5,722</u>
	<u>\$ 51,905</u>	<u>\$ 54,960</u>	<u>\$ 57,127</u>	<u>\$ 61,374</u>	<u>\$ 60,272</u>	<u>\$ 61,773</u>

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Staff complement -filled and vacant positions

E

	1997	1998	1999	2000	2001	2002
Production	277	278	320	318	313	313
TRO	420	406	412	411	380	380
Finance	123	121	85	84	84	84
Internal audit	4	4	4	4	4	4
Management	8	9	9	8	8	8
Human resources and legal	72	71	71	66	66	66
	<u>904</u>	<u>889</u>	<u>901</u>	<u>891</u>	<u>855</u>	<u>855</u>

Staff complement -filled positions only

F

	1997	1998	1999	2000	2001	2002
Production	275	271	312	312	302	302
TRO	407	395	383	382	365	365
Finance	121	118	81	81	81	81
Internal audit	4	4	4	4	4	4
Management	8	9	9	8	8	8
Human resources and legal	72	71	70	66	66	66
	<u>887</u>	<u>868</u>	<u>859</u>	<u>853</u>	<u>826</u>	<u>826</u>

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Temporary staff complement

G

	1997	1998	1999	2000	2001	2002
Finance	44	56	51	44	39	39
Human resources and legal	24	27	37	31	59	59
Transmission and rural operations (TRO)	47	68	73	82	128	128
Production	12	17	22	30	63	63
Internal audit	-	1	1	1		
Management						
	127	169	184	188	289	289