

1 Q. **2017 General Rate Application - Operations**

2 Page 3.4, lines 1-6 – Provide a list of the new FTE positions added to Hydro for each
 3 year 2016 to 2019 TY.

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6 A. In adopting a structure appropriate for Hydro’s business environment and
 7 objectives for the near term period, Hydro increased its complement of FTEs from
 8 2016 to 2017 but also eliminated, transferred, or traded-off various FTE positions
 9 between Hydro business units.

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11 The elimination or trade-off of FTEs was completed at all levels of the organization
 12 in an effort to place more focus on specific areas of the business without increasing
 13 the overall complement of FTEs within the Company. As outlined in Table 3-1
 14 (Volume I, Chapter 3, p.3.4), the Company will reduce its FTEs from 2017 to the
 15 2018 and the 2019 Test Year levels. Therefore, there are no new FTE positions
 16 budgeted for the 2018 Test Year or 2019 Test Year. If new positions are developed
 17 in the 2018 and 2019 Test Year, the positions will be traded-off for existing FTEs.
 18 Table 1 lists those positions that were actual increases to Hydro’s overall FTE count
 19 from the 2016 to 2019 Test Year.

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Table 1 List of Additional FTEs 2016 – 2019 Test Year

Year Added	Division	Position Title
2016	Executive Leadership Hydro	Vice President, Production Vice President, Transmission & Distribution and NLSO Vice President, Corporate Services & Regulatory Affairs Executive Assistant

	Regulatory Affairs & Corporate Services	Manager, Communications Senior Counsel, Regulatory
	Production	General Manager Hydro Production Electrician/Operator (2)
Total # of positions 2016		9
2017	Executive Leadership Hydro	Vice President, Financial Services Legal Counsel
	Regulatory Affairs & Corporate Services	Technical Report Specialist Regulatory Project Manager
	Production	System Operator (5) Equipment Engineer, Gas Turbines & Diesel
	Engineering Services	Manager, Technical Services & Project Support Manager, Protection & Control and Communications Engineering Protection & Control Engineer (2) Protection & Control Engineering Specialist Manager, Asset Management & Reliability Reliability Engineer (2) Manager, Civil/Transmission & Distribution Engineering Project Manager Program Manager Mechanical Engineer
		Manager Information Systems & Operations Technology Team Lead, EMS EMS Applications Support (2) Software Specialist (2) Infrastructure Specialist, Energy Systems (2)
	Finance	Manager, Internal Audit Manager, Treasury & Tax Treasury Supervisor Team Lead - AP Team Lead, Budgeting & Forecasting
Total # of positions 2017		35