

1 **Q. Please provide over the period 2004 to 2010 (f) the following:**

2
3 (a) The number of full-time equivalent FTEs broken down by Management and
4 Union.

5
6 (b) The number of employees who were (or will be) eligible to retire broken
7 down by Management, Union and by Position.

8
9 (c) The number of retirements broken down by Management, Union and by
10 Position.

11
12 (d) The number of new hires broken down by Management, Union and by
13 Position.

14
15 A. (a) Table 1 shows the total number of FTEs, and regular employees broken down by
16 management and union, for each year from 2004 to 2010F. Due to the dynamic
17 nature of temporary employment, Newfoundland Power does not track the
18 breakdown between management and union employees on an FTE basis.
19
20

Table 1
Corporate Staffing Levels
2004 to 2010F

Year	FTEs	Regular Employees		
		Managerial ¹	Union	Total
2004	661	268	329	597
2005	621	238	306	544
2006	623	247	305	552
2007	627	254	294	548
2008	628	260	308	568
2009F	641	262	313	575
2010F	651	265	313	578

21
22
23 The total number of regular employees includes the 17 positions that were
24 transferred from Temporary to regular employment status, as described in
25 footnote 57, page 2-20 of the Company evidence.

¹ Managerial positions include executive, manager and supervisory positions, front line technical staff, non-union clerical staff and professionals.

(b) Table 2 shows by position the number of management employees eligible to retire from 2004 to 2010F.

Table 2
Number of Employees² Becoming Eligible to Retire³ in Calendar Year
by Management Position
2004 to 2010F

Position	2004	2005	2006	2007	2008	2009F	2010F
Manager					1		
Superintendent Area Operations	1	1					
Superintendent Regional Operations							1
Superintendent System Planning			1				
Superintendent Elect Eng				1			
Audit Consultant					1		
Call Centre Coordinator						1	
Customer Accounting Specialist						1	
Customer Service Coordinator				1	1	1	
Customer Service Specialist			1	1		1	
Departmental Assistant					1	1	
Departmental Coordinator						1	
Director Corporate Safety				1			
Director Customer Service			1				
Director Customer Systems						1	
Director Environment			1				
Director Financial Policy				1			
Director Provisioning Services				1			
Director Regulatory Compliance						1	
Director Risk Management			1				
District Supervisor			1		1		
EAP Co-ordinator		1					
EMS Administrator							1
Electrical Maint. Director			1				
Engineer	1		1	1	1	2	
Engineering Technologist		2	4	2	3		1
Environmental Specialist				1			
Executive Secretary				1			
Financial Accounting Officer				1			
General Foreperson	1	1					
Infrastructure Analyst			1				1
Materials Analyst						1	
Operations Supervisor					1		
Payroll Administrator						1	
Project Supervisor	1						
Rates & Cost Specialist			1				
Property Specialist					1		
Regional Analyst							1

² Regular Employees.

³ Eligibility is based on the earliest possible retirement (age 55 or age/service combination of 85).

Table 2
Number of Employees⁴ Becoming Eligible to Retire⁵ in Calendar Year
by Management Position
2004 to 2010F

Position	2004	2005	2006	2007	2008	2009F	2010F
Supervisor Central Stores					1		
Supervisor Customer Service					1		
Supervisor Eng. Services				1			
Supervisor Electrical Maint				2			
Supervisor Elect & Plant Maint					1		
Supervisor Transmission & Distribution							1
Surveyor				1	1		
Team Leader				1			
Team Leader Operations (IS)		1					
Team Lead Procurement						1	
Technical Assistant	1						
Total Management Becoming Eligible to Retire in Calendar Year	5	6	14	17	15	13	6

⁴ Regular Employees.

⁵ Eligibility is based on the earliest possible retirement (age 55 or age/service combination of 85).

Table 3 shows by position the number of union employees eligible to retire from 2004 to 2010F.

Table 3
Number of Employees⁶ Becoming Eligible to Retire⁷ in Calendar Year
by Union Position
2004 to 2010 Forecast

Position	2004	2005	2006	2007	2008	2009F	2010F
Accounting Clerk					2		
Area Customer Representative			3		2	1	
Billing Statistics Co-ordinator			1				
Collector		1	1	1		2	
Communications Tech III		1		1			
Customer Account Rep			3	1		1	1
Distribution Maintenance		1			1	1	
Distribution Maintenance LH					1		1
District Representative	2		1	1	1		
Driver Groundsperson			1				
Edit Clerk				1			
Electrical Maintenance							1
Electrical Maintenance LH	2			1		2	1
Engineering Records Clerk					1		
Maintenance Assistant							1
Mechanical Maintenance LH			1	1			
Meter Technician Leadhand		1			1	1	
Meter Reader				1			2
Patroller			1				
Planner		1			2		
Plant Accounting Clerk				1			
Power Plant Maintenance				2			1
Power Plant Maintenance LH	1		1	1		1	
Powerline Technician			1	2	1	5	3
Powerline Technician Leadhand	2	3	5	10	7	3	8
Projects Coordinator						1	
Property Utilityperson		1					
Protective Equipment Tester					1		
Senior Control Room Operator			1			2	
Senior Customer Account Rep					1		
Senior Draftsperson	1						
Storekeeper		2		1	1	1	
Storekeeper LH			1	2		1	
Unattended Power Plant Opr.		1					
Utility Arborist					1		
Total Union Becoming Eligible to Retire in Calendar Year	8	12	21	27	23	22	19

⁶ Regular Employees.

⁷ Eligibility is based on the earliest possible retirement (age 55 or age/service combination of 85).

(c) Table 4 shows the number of management retirements broken down by position from 2004 to 2010F.

Table 4
Retirements by Management Position
2004 to 2010 Forecast

Position	2004	2005	2006	2007	2008	2009F	2010F
Manager Operations		1	1	1			
Director Regional Services		1					
Superintendent Area Operations		2		1			
Superintendent Regional Operations					1		
Area Assistant		1					
Community Relations Officer		1					
Customer Service Specialist		3					
Departmental Assistant		1					
Desktop Publisher		1					
District Supervisor		1					
Electrical and Shop Foreperson							
Energy Conservation Specialist							1
Engineer		2				1	
Engineering Coordinator							
Engineering Technologist		10			1		2
Environmental Mgt System Coordinator		1					
General Foreperson		4		1			1
Health & Employee Assistance Coordinator							1
Power Plant Operator Coordinator							
Process Analyst		1					
Supervisor Electrical & Plant Maintenance		2					
Stenographer							
Team Leader Operations							1
Technical Assistant						1	1
Technical Representative							1
Work Methods Specialist		1				1	
Total Management Retirements	0	33	1	3	2	3	8

Table 5 provides the number of union retirements broken down by position from 2004 to 2010F.

Table 5
Retirements by Union Position
2004 to 2010 Forecast

Position	2004	2005	2006	2007	2008	2009F	2010F
Buyer							
Collector		2					
Customer Account Rep				1			2
Distribution Maintenance							1
Distribution Records Clerk		1					
District Representative		2	1				
Electrical Maintenance		1					
Electrical Maintenance Helper	1						
Electrical Maintenance Leadhand		2					1
Groundsperson							
Labourer		1					
Labourer Blaster							
Mechanical Maintenance Leadhand		1					
Meter Reader		3				1	
Meter Technician		1					
Meter Technician Leadhand		1			1		
Planner							1
Power Plant Maintenance		1					
Power Plant Maintenance Leadhand		1			1		1
Powerline Technician		3			1		1
Powerline Technician Leadhand		19			3	1	1
Property Utilityperson		1					1
Purchasing Clerk		1					
Senior Control Room Operator							
Storekeeper		3	1				
Technologist Assistant		1					
Unattended Power Plant Opr.							
Maintenance Leadhand							1
Total Union Retirements	1	45	2	1	6	2	10

(d) Table 6 provides the number of management new hires broken down by position from 2004 to 2010F.

Table 6
New Hires⁸ by Management Position
2004 to 2010 Forecast

Position	2004	2005	2006	2007	2008	2009F	2010F
Executive	2	1		1	1		
Manager Corporate Planning	1						
Manager Finance					1		
Director Financial Reporting	1						
Director Human Resources	1						
Superintendent Regional Operations			1				
Application Analyst					1		
Application Specialist							
Corp Communication Specialist					1		
Energy Conservation Specialist						1	1
Energy Efficiency Analyst						1	
Engineer		1	2	3	1	2	
Engineering Technologist	2	4	3	3	4		2
Field Service Technician					1		
Financial Analyst		1			1		
Health and Employee Assistance Coordinator							1
Helpdesk Analyst							
Human Resource Assistant							
Infrastructure Specialist			1				
Internal Auditor	1						
Marketing Specialist						1	
Occupational Health Nurse				1			
Programmer		1					
Rates and Cost Analyst				1			
Senior Financial Accountant						1	
Technical Representative							
Total Management New Hires	8	8	7	9	11	6	4

⁸ Regular Full-time Employees.

Table 7 provides the number of union new hires broken down by position from 2004 to 2010F.

Table 7
New Hires⁹ by Union Position
2004 to 2010 Forecast

Position	2004	2005	2006	2007	2008	2009F	2010F
Customer Account Rep			4				2
Drafting Technician			3				
Electrical Maintenance		1	1		3	2	1
Junior Control Room Operator							
Apprentice					1		
Mechanical Maintenance		1					
Meter Technician						1	
Millwright/PPM					1		2
Planner	1				1		
Powerline Technician	3	8	2	9	7		4
Total Union New Hires	4	10	10	9	13	3	9

⁹ Regular Full-time Employees.