

1 Q. Please include the actual vacancy rate for each year since the previous GRA,
2 calculated on the same basis as in IC-NLH-5.

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5 A. Please see Table 1 and Table 2 below.

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7 **Table 1**
8 **Vacancy in Terms of FTEs**

Year	Total FTE ¹ #		FTE Vacancy #		FTE Vacancy as % of Budget	
	Budget	Actual	Budget	Actual	Budget	Actual
2007	863	833	17	30	2.0%	3.5%
2008	839	807	17	32	2.0%	3.8%
2009	841	823	17	18	2.0%	2.2%
2010	847	831	17	16	2.0%	1.9%
2011	864	824	17	40	2.0%	4.7%
2012	857	811	27	46	3.2%	5.4%
2013	864	813	40	51	4.6%	5.9%
2014	885	833	40	52	4.5%	5.9%
2015	943		40		4.2%	

¹ Home based FTE (prior to any charge in or out of Hydro Regulated Operations).

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Table 2

Vacancy in Terms of Budgeted Salaries

Year	Salary		Vacancy Allowance	Vac \$ Per FTE	Vacancy Allowance as % of Salary	
	Budget ²	Actual ³			Budget	Actual
2007	\$51,191	\$47,887	\$980	\$58	1.9%	2.0%
2008	\$49,907	\$47,712	\$910	\$54	1.8%	1.9%
2009	\$53,102	\$51,308	\$1,000	\$59	1.9%	1.9%
2010	\$55,441	\$53,411	\$1,000	\$59	1.8%	1.9%
2011	\$61,650	\$57,762	\$1,200	\$71	1.9%	2.1%
2012	\$63,732	\$59,484	\$2,000	\$74	3.1%	3.4%
2013	\$67,162	\$62,634	\$3,175	\$79	4.7%	5.1%
2014	\$71,237		\$3,270	\$82	4.6%	
2015	\$78,881		\$3,336	\$83	4.2%	

² Base salary budget, home based FTEs (prior to any charge in or out of Hydro Regulated Operations).

³ Base salary actuals (prior to any charge in or out of Hydro Regulated Operations).