

1 Q. **2013 General Rate Application, Workforce**

2 Page 2.16, lines 17-18 - Provide a table showing the number of resignations and  
3 retirements by position for each year from 2007 to 2012 and forecast for 2013 to  
4 2015.

5

6

7 A. Table 1 summarizes the the voluntary resignations and retirements for each year  
8 from 2007 to 2013, 2014 as at September 30, 2014, and forecasted for remainder of  
9 2014 and 2015. PUB-NLH-033 Attachment 1 (Revision 1) pages 1 to 5, and PUB-  
10 NLH-033 Attachment 2 (Revision 1) page 1 of 1, provide detailed information by  
11 year and by position.

12

13 In 2014, eight employees have resigned and 17 have retired as of September 30,

14 2014. 85 employees are eligible for an unreduced pension by December 31, 2014.

15 Assumptions used to project retirements are based on experience since 2007

16 specific to how many employees retire when eligible for an unreduced pension and

17 the average years deferred if not retiring at that time. Hydro's continued focus on

18 recruitment and retention has had a positive impact on the trends experienced for

19 voluntary resignations. For this reason, Hydro has used the most recent three-year

20 average (2011 to 2013) to predict voluntary resignations for the future. Recent

21 changes to the Public Service Pension Plan is likely to impact the number of

22 employees choosing to retire in 2015 and beyond.

Description	Number of Voluntary Resignations and Retirements Per Year									
	ACTUAL								FORECAST	
	2007	2008	2009	2010	2011	2012	2013	2014 <sup>1</sup>	2014	2015
Retirements <sup>2</sup>	33	31	35	25	35	34	31	17	33	40 <sup>3</sup>
Voluntary Resignations <sup>4</sup>	19	13	10	3	11	11	5	8	9	9

Notes:

1. 2014 actual retirements and resignations as of September 30, 2014.
2. Retirement projections are based on the following assumptions, which are reflective of historic patterns (from 2007 to 2013):
  - 57% of employees eligible will retire at their Earliest Unreduced Pension Date (EURD).
  - Those that defer retirement on average defer for 2.8 years past their EURD.
3. The retirement projections are inflated for 2015 (F) to include a carryover of employees who have deferred their retirement beyond the average of 2.8 years from their EURD and who have not retired as anticipated in 2013 and 2014.
4. Resignations are reported for permanent, permanent part-time, and apprentices (i.e., excludes term and temporary employees). Resignations are projected based on a three-year average (2011 - 2013) which is 9 per year. [ ]

[illegible]

Union Code	Position Title <sup>2</sup>	Year Retired								Earliest Unreduced Eligibility <sup>1</sup>		Grand Total
		2007	2008	2009	2010	2011	2012	2013	2014 <sup>3</sup>	2014 Eligible	2015 Eligible	
	Piecework Meter Readers			1								1
	Planner Hydro									1		1
	Planner Thermal <sup>4</sup>			2			1			1		4
	Planner Transmission Rural Operations <sup>4</sup>	1					1	1		2	1	6
	Planning Supervisor		1									1
	Plant Chemist	1									1	2
	Plant Engineer Mechanical									1		1
	Plant Operations Supervisor Eastern			1								1
	Plant Security and Safety Supervisor									1		1
	Production Supervisor				1							1
	Programmer Analyst										1	1
	Project Leader		1									1
	Protection and Control Supervisor <sup>4</sup>						1	1				2
	Rates and Financial Planning Analyst					1						1
	Regulatory Coordinator										1	1
	Revenue Metering Services						1					1
	Safety and Environmental Coordinator						1					1
	Senior Contracts Engineer	1										1
	Senior Electrical Engineer Transmission and Rural Operations					1						1
	Senior Network Service Engineer									1		1
	Senior Payroll Clerk		1									1
	Senior Projects Engineer	1										1
	Senior System Planning Engineer									1		1
	Senior Transmission Engineer	1										1
	Shift Supervisor Energy Control Center <sup>4</sup>						1	1				2
	Shift Supervisor Thermal					1		1	1	2		5
	Software Specialist Enterprise Applications						1					1
	Special Projects									1		1
	Staffing Specialist		1									1
	Statistics Analyst							1				1
	Stores Supervisor									1		1
	Stores Supervisor Central				1							1
	Superintendent Generation Thermal	1										1
	Superintendent Northern Area	1										1
	Superintendent Regional Services		1									1
	Supervising Engineer				1							1
	Supervising Engineer Communication									1		1
	Supervisor Civil Engineer	1										1
	Supervisor General Maintenance										1	1
	Supervisor Network Services Eastern									1		1
	Supervisor Strategic Work Planning and Schedules					1						1
	Surveyor		1		1							2
	Systems Analyst								1			1
	Team Lead Business Solutions Support						1					1
	Team Lead Cash Management				1							1
	Team Lead Network Operations			1								1
	Team Lead Support Services						1			1	1	3

Union Code	Position Title <sup>2</sup>	Year Retired								Earliest Unreduced Eligibility <sup>1</sup>		Grand Total
		2007	2008	2009	2010	2011	2012	2013	2014 <sup>3</sup>	2014 Eligible	2015 Eligible	
	Team Lead System Support				1							1
	Technical Supervisor				1							1
	Technical/Electrical Maintenance Supervisor						1					1
	Technologist Electrical Design									1		1
	Telecontrol Engineering Specialist									1		1
	Terminals Maintenance Supervisor	1										1
	Treasury Assistant				1							1
	VP Finance and Chief Financial Officer			1								1
	VP Human Resources General Counsel and Corporate Secretary			1								1
	VP Nfld. and Labrador Hydro									1		1
	VP Regulated Operations							1				1
	VP Systems Operations and Planning									1		1
<b>Non-Union Total</b>		<b>14</b>	<b>14</b>	<b>17</b>	<b>12</b>	<b>14</b>	<b>16</b>	<b>12</b>	<b>4</b>	<b>36</b>	<b>10</b>	<b>149</b>
Operations - Unionized	Building Custodian					1						1
	Carpenter						1	1	1		1	4
	Diesel Plant Operator (Standby Plant)									1		1
	Diesel Plant Operator A	1										1
	Diesel Plant Operator B		1									1
	Diesel System Representative	1		3	2			1	1	5		13
	Diesel System Representative Trainee									2		2
	Distribution Field Representative		1		1			1				3
	Driver Ground Worker	1		1		1	1			4		8
	Electrical Maintenance A	1		2	2	2	2		1	3		13
	Electrician/Operator	1				1	1		1	1		5
	General Maintenance A									1		1
	General Maintenance B	1	1			2	3	1	2	5	2	17
	Heavy Equipment Operator		2									2
	Hydro Plant Operator Remote					1						1
	Labourer									1		1
	Lead Hydro Plant Operator					1		1				2
	Lead Thermal Plant Operator	1		1					1	1		4
	Line Worker A	3	2	2	1	1	3	3	2		2	19
	Materials Control Clerk	1								1		2
	Mechanic/Operator									1		1
	Mechanical Maintenance "A" Heavy Duty Repair			1	1	1		1		4		8
	Mechanical Maintenance "A" Millwright	1			2					2	1	6
	Mechanical Maintenance "A" Welder		1		1	1	1			1		5
	Mechanical Maintenance A	1	1									2
	Power Systems Operator	1										1
	Security Guard	1	1									2
	Senior Line Inspector			1				1		2		4
	Stores Worker	2		1			2			1	1	7
	Technologist	1	2			1						4
	Technologist Chemical									1		1
	Technologist Distribution							1				1
	Technologist Drafter/CAD							1			1	2
	Technologist Electrical Design									1		1
	Technologist Meter Shop			1								1

		Year Retired								Earliest Unreduced Eligibility <sup>1</sup>		Grand Total
Union Code	Position Title <sup>2</sup>	2007	2008	2009	2010	2011	2012	2013	2014 <sup>3</sup>	2014 Eligible	2015 Eligible	
	Technologist Protection and Control				1		1				1	3
	Technologist Telecontrol							1		3	1	5
	Terminal Maintenance A			1		1	1			3		6
	Thermal Plant Operator					1			1		1	3
	Turbine Boiler Operator		1									1
	Utility Worker		1	1							1	3
	Water Systems Attendant		1									1
Operations - Unionized Total		18	15	15	11	15	16	13	10	44	12	169
Office Workers - Unionized	Accountant							1				1
	Accountant Plant Lead	1										1
	Accounting Clerk III					1			1			2
	Administration Officer							1				1
	Area Office Clerk			1		2					1	4
	Billing Officer Industrial and Retail										1	1
	Billing Officer Rural							1				1
	Buyer					1					1	2
	Drafting Clerk					1						1
	Driver Clerk						1					1
	Meter Reader/Collector		1	1			1	1		3	1	8
	Office Clerk			1	1						1	3
	Office Services Clerk		1							1		2
	Office Services/Stock Clerk					1						1
	Reception/Switchboard Operator								1			1
	Relief Meter Reader									1		1
	Senior Office Services Clerk							1				1
	System Operations Accountant				1							1
	Transportation Officer								1			1
	Treasury Clerk							1				1
Office Workers - Unionized Total		1	2	3	2	6	2	6	3	5	5	35
Grand Total		33	31	35	25	35	34	31	17	85	27	353

**Notes:**

<sup>1</sup> 2014 to 2015 (Eligible) reflect Earliest Unreduced Retirement Date by positions. Past patterns reflect that 57% of those eligible to retire will retire in the year they become eligible; and that those who do not retire at that time will defer retirement by 2.8 years, on average, from their EURD.

<sup>2</sup> Revision 1 reflects alphabetic order by section.

<sup>3</sup> 2014 actuals as at September 30, 2014.

<sup>4</sup> Combination of two positions (reported separately in previous filing).

## VOLUNTARY TERMINATIONS

PUB-NLH-033, Attachment 2 (Rev 1, Dec 4-14)

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Group	Position Title	ACTUAL						FORECAST			
		2007	2008	2009	2010	2011	2012	2013	2014 <sup>1</sup>	2014	2015
Non Union	Client Support Analyst		1								
	Electrical Design Engineer						1				
	Electrical Engineer					1		1			
	Electrical Maint. Supervisor						1				
	Emergency Response Co-ordin.		1								
	Engineer Level 1		1								
	Engineer Level 2			1							
	Engineer Level 3		1								
	Graduate Intern HR			1							
	HR Co-ordinator					1					
	HR Lead- People Development				1						
	I.S. Security Officer						1				
	Labour Relations Specialist	1									
	Manager Labour Relations					1					
	Mechanical Engineer						1				
	Planner - Thermal					1					
	Plant Engineer Civil							1			
	Program Outreach Advisor		1								
	Proj Leader - Applications										
	Protection & Control Engineer					1					
	Qual Assur. Eng										
	Rates Analyst				1						
	Records & Infor. Analyst										
	Safety Coordinator Holyrood	1		1							
	Surveyor			1							
	H.R. Specialist O.E.	1									
	Planner - TRO	1									
	Manager TRO Northern								1		
Non Union Total		4	5	4	2	5	4	2	1		
Operations - Unionized	Appr Power System Operator			1			2				
	Apprentice Electrician	1						1	1		
	Apprentice Line Worker	2	2	3			2				
	Apprentice Millwright	1							1		
	DSR Trainee	1									
	Electrical Maintenance A					1	1				
	Line Worker A	4	3	2	1	1	1		2		
	Mech Maint "A" - H D Repair	1									
	Mech Maint "A" - Millwright										
	Stores Worker	1									
	Technician III	1									
	Technician IV	1					1		1		
	Technol - Environmental					1					
	Power System Operator					1					
	Thermal Plant Opr IV	1						1			
	Thermal Plant Opr III		2								
	Thermal Plant Opr	1									
	Hydro PI Opr								1		
	Mech Maint "A" - Machinist								1		
Operations - Unionized Total		15	7	6	1	5	6	2	7		
Office Workers - Unionized	Office Clerk		1				1				
	Office Services Clerk					1					
	Part-time Meter reader/Col							1			
Office Workers - Unionized Total			1			1	1	1			
Grand Total		19	13	10	3	11	11	5	8	9	9

<sup>1</sup> 2014 actual to September 30.