

1 Q. **2013 General Rate Application, Intercompany Charges and Shared Services**

2 Page 3.14, lines 7-8 - It is stated that there was a strategic opportunity for Hydro to
3 expand its engineering and operating workforce subsequent to 2008. Did Hydro
4 expand its workforce? If yes, provide details of the positions added including the
5 number of positions by year and their titles.

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8 A. Hydro expanded the engineering and operations workforce subsequent to 2008.
9 PUB-NLH-150 Attachment 1 provides the list and number of new positions (FTEs) by
10 year and the titles for engineering. Please see Hydro's response to PUB-NLH-047
11 for additional details. PUB-NLH-150, Attachment 2 provides the list and number of
12 new positions (FTEs) by year and the titles for operations. The additional positions
13 in operations are attributed to the re-organization of Transmission and Rural
14 Operations, succession planning and emergency response requirements in
15 Holyrood.

Year	Position	Home Based FTE ¹ Actual					Forecast
		2008	2009	2010	2011	2012	2013
New 2008	Co-op Engineer	0.4	0.3	0.3			0.7
	Maintenance A Pipe Fitter	1.2	0.9	1.6	1.3	0.4	0.6
	Maintenance Specialist	0.3	0.5	0.5	0.4	0.2	0.4
New 2009	Civil Engineer		0.5	0.8	1.0	1.0	1.0
	Co-op Engineer		1.9	2.0	0.9	1.3	1.7
	Line Specialist		0.3	0.8	0.6	0.3	0.7
	Survey Assistant		0.3	1.0	1.0	0.1	1.0
New 2010	Maintenance A - Welder			0.2	0.6	0.3	0.3
	Manager Project Execution (Regulated)			-	1.0	1.0	1.0
	Surveyor			0.4	0.3		0.2
New 2011	Distribution Design Engineer				0.4	1.0	1.0
	Planning Engineer				0.3	1.0	1.0
New 2012	Co-op Student					0.3	1.0
	Electrical Design Engineer					3.8	4.0
	Electrical Designer					1.0	1.0
	Line Inspector					0.3	0.8
	Mechanical Engineer					2.0	3.0
	On Site Representative					0.3	5.3
	Protection & Control Design Engineer					1.0	1.0
	Planning Engineer					1.0	1.0
	Program Manager					0.2	1.0
	Senior Line Inspector					2.8	4.0
New 2013	Civil Engineer						1.0
	Co-op Engineer						0.3
	Electrical Design Engineer						1.0
	Electrical Designer						1.0
	PETS Safety Lead						1.0
	Program Manager						1.0
	Project Planner/ Scheduler						1.0
	Real Properties Coordinator/Geomatics Lead						0.2
	Transmission Design Engineer						1.0
Total by year		1.9	4.7	7.5	7.8	19.1	39.2²

¹FTE shown for year hired and all subsequent years.²The new hire totals are shown for each year, however, the overall increase in home based FTEs from 2007-2013 was 15.5. The difference is attributed to closed and transferred out positions.

OPERATIONS FTE ADDITIONS

Year	Position	Home Based FTE ¹ - Actual					Forecast
		2008	2009	2010	2011	2012	2013
New 2008	Line Worker	0.4	0.6	1.0	1.0	1.0	1.0
New 2010	Manager Operations and Work Execution Transmission and Distribution			0.7	1.0	1.0	1.0
	Technician Emergency Response			0.9	1.0	1.0	1.0
	Technician Emergency Response			0.9	1.0	1.0	1.0
	Technician Emergency Response			0.9	1.0	1.0	1.0
	Technician Emergency Response			0.9	1.0	1.0	1.0
	Thermal Plant Operator			0.4	0.6	0.7	1.0
	Thermal Plant Operator			0.4	0.6	0.4	1.0
	Thermal Plant Operator			0.4	0.6	0.7	1.0
	Maintenance Engineer Work Execution			0.5	1.0	1.0	1.0
	Technologist Protection and Control			0.5	0.7	0.8	1.0
	Distribution Services Supervisor			0.3	0.7	1.0	1.0
	Electrical Protection and Control Supervisor			0.5	1.0	1.0	1.0
	Manager Work Execution Generation and Terminals			0.1	1.0	1.0	1.0
	Equipment Engineer Generation			0.5	1.0	1.0	1.0
New 2011	General Manager Transmission Rural Operations				0.5	1.0	1.0
	Office Clerk				0.6	1.0	1.0
	Plant Engineer Civil				0.8	1.0	1.0
New 2012	Manager Transmission Rural Operations Services					0.5	1.0
	Supervisor Energy Control Center					0.7	1.0
New 2013	Hydro Plant Operator Remote						1.0
	General Maintenance B						1.0
Total by year		0.4	0.6	9.0	15.1	17.9	22.0²

¹ FTE shown for year hired and all subsequent years.

²The new hire totals are shown for each year, however, the overall increase in home based FTEs from 2007-2013 was 5. The difference is attributed to closed and transferred out positions.