

1 Q. 2013 Amended General Rate Application, November 10, 2014, page 3.41, Chart 3.7:
2 Explain why the net FTEs for Engineering & Operations attributed to Regulated
3 Hydro, relative to 2013, is scheduled to increase by 45 and 67 people during the
4 test years 2014 and 2015, respectively.

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7 A. As per Chart 3.7, Engineering and Operations is forecast to increase by 45 and 67
8 respectively during the 2014 and 2015 Test Years. The changes are predominantly
9 due to hiring more internal resources for maintenance and capital work programs
10 resulting in less contract work. Also, there was an increase in labour hours
11 associated with incremental work required to remediate the interruption of power
12 supply in January 2014. The following outlines the major changes by Department.

Division	Department	Actual	Test Year		Difference	
		2013	2014	2015	2013 to 2014 TY	2013 to 2015TY
Project Execution & Technical Services	Engineering	27	38	39	12	12
	Office of Asset Management	38	41	37	4	-1
	Project Execution (Non-regulated)	1	2	0	1	0
	Project Execution (Regulated)	7	12	12	5	5
Sub-Total		72	93	89	21	17
Regulated Operations	Hydro Generation	96	97	97	0	1
	Thermal Generation	111	109	120	-2	9
	Transmission & Rural Operation	343	369	376	26	33
Sub-Total		550	575	594	24	43
Systems Operations & Planning	Generation & Rural Planning	9	6	5	-2	-3
	System Operations & Integration Support	18	18	20	0	2
	Transmission Planning & Integration Support		1	3	1	3
	Ready for Integration (RFI)			4		4
	Building the Production Organization (BTPO)			1		1
Sub-Total		27	26	34	-1	7
Total¹		649	694	716	45	67

¹ Note differences are due to rounding.

Project Execution and Technical Services

Engineering

Vacated positions in Civil, Drafting and Properties, and Transmission and Distribution are anticipated to be filled. There is a forecast increase in FTEs including: a Line Inspector, Apprentices (allocated from HROE), a Cost Controller, a Safety Lead, a Team Lead Support Services, and a Technologist - Electrical Design.

Office of Asset Management

There is an increase in net FTEs in 2014 mostly relating to increased charges to Hydro as well as filling of vacancies. A reduction in charges is expected in 2015, which is more consistent to previous years.

Project Execution (Regulated)

Positions added in this group include an additional Program Manager, temporary Owner Site Representatives, and a Capital Budget Coordinator which was transferred from System Operations and Planning at the beginning of 2014.

Project Execution (Non-Regulated)

The increase in this department from 2013 to 2014 Test Year is related to charges to Hydro.

Regulated Operations

Hydro Generation

The increase projected for 2015 included a Mechanical Maintenance Millwright and a Technologist Mechanical/Electrical, which is offset by a reduction of temporary personnel. These positions were added to identify and support technical issues and help complete a backlog of mechanical work.

Thermal Generation

The net FTE from 2013 to 2014 Test Year decreased due to vacancies, which are anticipated to be filled in 2015 Test Year. In addition, there are temporary/term positions forecasted in 2015 in planning, maintenance, and instrumentation.

Transmission and Rural Operations (TRO)

The net FTE from 2013 to 2015 Test Year increased predominantly to address issues identified in the outage review. This consists of:

- apprentices (allocated from HROE);
- lines, maintenance, technologists and planning staff;
- new section for Gas Turbines & Diesels (in 2014);
- new positions added in 2015 test year of Cost Controller, Planning Superintendent, and Safety and Environment Coordinator; and
- filling vacant positions.

System Operations and Planning

The net FTE in this Division dropped from 2013 to the 2014 Test Year mainly due to the transfer of the Capital Budget Coordinator to Project Execution and Technical Services (PETS) at the beginning of 2014.

From the 2014 Test Year to the 2015 Test Year, the FTE increase was mainly attributed to the reallocation of resources and the addition of two new teams. A key priority is to be organizationally ready for the transition to its longer-term electricity operations structure prior to first power from Muskrat Falls expected in late 2017. The newly established teams, Ready for Integration and Building the Production Organization were implemented at the beginning of 2015. The Ready for Integration team reports to the Vice-President of System Operations and Planning (see PUB-NLH-409 Attachment 1) and the Manager, Building the Production Organization reports to Vice-President of Newfoundland and Labrador Hydro. The Building the Production Organization position was budgeted in System Operations and Planning but has been transferred to Regulated Operations. Only one FTE was forecasted for 2015 for Building the Production Organization. The

- 1 structure of the Building the Production Organization team and assignment of
- 2 resources will be developed and established during 2015.

SYSTEM OPERATIONS AND PLANNING

