

1 Q. Please provide electronic versions of 2011 and 2012 (both annual and monthly)
2 versions of the data described in PR-PUB-NLH-086, using a similar format.

3

4

5 A. PR-PUB-NLH-089 Attachment 1 provides the 2011 and 2012 (both annually and
6 monthly) in a similar format to that provided in the response to PR-PUB-NLH-086.

Overtime Summary - Operating & Capital (Regulated Hydro) 2012 & 2011				2012						2011						Variance 2012 vs 2011					
				Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital	
HBU Division	HBU Dept	Position Type	GL PER	Gross	Hours	Gross	Hours	Gross	Hours	Sum of Gross Pay	Sum of Hours	Sum of Gross Pay	Sum of Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours
Corporate Relations	Customer Service	Permanent	1	\$ 5,012	212	\$ 173	12	\$ 5,185	224	\$ 8,911	344			\$ 8,911	344	\$ (3,899)	-132	\$ 173	12	\$ (3,726)	-120
			2	\$ 10,805	413	\$ 173	12	\$ 10,977	425	\$ 2,521	99			\$ 2,521	99	\$ 8,284	314	\$ 173	12	\$ 8,457	326
			3	\$ 3,172	137			\$ 3,172	137	\$ 5,904	215	\$ 238	29	\$ 6,141	244	\$ (2,731)	-78	\$ (238)	-29	\$ (2,969)	-107
			4	\$ 5,655	260			\$ 5,655	260	\$ 3,998	172	\$ 1,978	102	\$ 5,976	274	\$ 1,657	88	\$ (1,978)	-102	\$ (321)	-15
			5	\$ 7,944	253			\$ 7,944	253	\$ 6,866	236	\$ 883	14	\$ 7,749	250	\$ 1,078	17	\$ (883)	-14	\$ 195	3
			6	\$ 6,527	280			\$ 6,527	280	\$ 5,249	200			\$ 5,249	200	\$ 1,278	80	\$ -	0	\$ 1,278	80
			7	\$ 5,655	220	\$ -	19	\$ 5,655	239	\$ 6,919	269			\$ 6,919	269	\$ (1,264)	-49	\$ -	19	\$ (1,264)	-30
			8	\$ 5,197	181	\$ 4,340	109	\$ 9,537	290	\$ 5,069	156	\$ 8,306	224	\$ 13,374	380	\$ 128	25	\$ (3,966)	-116	\$ (3,837)	-91
			9	\$ 16,784	608	\$ 4,098	97	\$ 20,882	705	\$ 7,753	211	\$ 1,960	46	\$ 9,713	257	\$ 9,030	398	\$ 2,138	51	\$ 11,169	449
			10	\$ 7,214	233	\$ 329	9	\$ 7,543	242	\$ 12,315	494	\$ 7,098	134	\$ 19,413	628	\$ (5,101)	-262	\$ (6,769)	-125	\$ (11,870)	-387
			11	\$ 4,239	137			\$ 4,239	137	\$ 4,000	166	\$ 3,164	80	\$ 7,164	246	\$ 239	-29	\$ (3,164)	-80	\$ (2,925)	-109
			12	\$ 4,823	210			\$ 4,823	210	\$ 7,511	314	\$ 1,596	34	\$ 9,107	348	\$ (2,688)	-104	\$ (1,596)	-34	\$ (4,284)	-138
		Permanent Total		\$ 83,027	3,141	\$ 9,113	258	\$ 92,140	3,399	\$ 77,015	2,874	\$ 25,223	663	\$ 102,238	3,536	\$ 6,012	268	\$ (16,110)	-405	\$ (10,098)	-138
		Temporary	2	\$ 342	16			\$ 342	16	\$ 411	20			\$ 411	20	\$ (69)	-4	\$ -	0	\$ (69)	-4
			3							\$ (411)	-20			\$ (411)	-20	\$ 411	20	\$ -	0	\$ 411	20
			6							\$ 546	13			\$ 546	13	\$ (546)	-13	\$ -	0	\$ (546)	-13
			7							\$ 53	1			\$ 53	1	\$ (53)	-1	\$ -	0	\$ (53)	-1
			9	\$ 855	39			\$ 855	39			\$ 128	3	\$ 128	3	\$ 855	39	\$ (128)	-3	\$ 727	36
			10							\$ 726	17			\$ 726	17	\$ -	0	\$ (726)	-17	\$ (726)	-17
		Temporary Total		\$ 1,196	55			\$ 1,196	55	\$ 599	14	\$ 854	20	\$ 1,453	34	\$ 597	41	\$ (854)	-20	\$ (257)	21
	Customer Service Total			\$ 84,223	3,196	\$ 9,113	258	\$ 93,336	3,453	\$ 77,614	2,887	\$ 26,077	683	\$ 103,692	3,570	\$ 6,609	309	\$ (16,964)	-425	\$ (10,355)	-117
Energy Efficiency	Permanent	1								\$ 208	10			\$ 208	10	\$ (208)	-10	\$ -	0	\$ (208)	-10
		3								\$ -	5			\$ -	5	\$ -	-5	\$ -	0	\$ -	-5
		4								\$ -	6			\$ -	6	\$ -	-6	\$ -	0	\$ -	-6
		5	\$ -	14				\$ -	14	\$ -	14			\$ -	14	\$ -	0	\$ -	0	\$ -	0
		6	\$ -	3				\$ -	3	\$ -	15			\$ -	15	\$ -	-12	\$ -	0	\$ -	-12
		7	\$ -	4				\$ -	4					\$ -	4	\$ -	4	\$ -	0	\$ -	4
		9	\$ -	3				\$ -	3	\$ -	7			\$ -	7	\$ -	-5	\$ -	0	\$ -	-5
		10	\$ -	52				\$ -	52					\$ -	52	\$ -	52	\$ -	0	\$ -	52
		11								\$ -	44			\$ -	44	\$ -	-44	\$ -	0	\$ -	-44
		12	\$ -	50				\$ -	50					\$ -	50	\$ -	50	\$ -	0	\$ -	50
	Permanent Total			\$ -	125			\$ -	125	\$ 208	100			\$ 208	100	\$ (208)	25	\$ -	0	\$ (208)	25
	Energy Efficiency Total			\$ -	125			\$ -	125	\$ 208	100			\$ 208	100	\$ (208)	25	\$ -	0	\$ (208)	25
Corporate Relations Total				\$ 84,223	3,320	\$ 9,113	258	\$ 93,336	3,578	\$ 77,823	2,987	\$ 26,077	683	\$ 103,900	3,670	\$ 6,401	333	\$ (16,964)	-425	\$ (10,563)	-92

Overtime Summary - Operating & Capital (Regulated Hydro) 2012 & 2011				2012						2011						Variance 2012 vs 2011					
				Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital	
HBU Division	HBU Dept	Position Type	GL PER	Gross	Hours	Gross	Hours	Gross	Hours	Sum of Gross Pay	Sum of Hours	Sum of Gross Pay	Sum of Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours
Finance/CFO	Commercial, Treasury and Risk	Permanent	10	\$ -	3			\$ -	3							\$ -	3	\$ -	0	\$ -	3
		Permanent Total		\$ -	3			\$ -	3							\$ -	3	\$ -	0	\$ -	3
		Temporary	7	\$ 602	15			\$ 602	15	\$ 304	8			\$ 304	8	\$ 298	7	\$ -	0	\$ 298	7
		Temporary Total		\$ 602	15			\$ 602	15	\$ 304	8			\$ 304	8	\$ 298	7	\$ -	0	\$ 298	7
	Commercial, Treasury and Risk Total			\$ 602	18			\$ 602	18	\$ 304	8			\$ 304	8	\$ 298	10	\$ -	0	\$ 298	10
	Finance	Permanent	1	\$ 44,913	863	\$ 744	9	\$ 45,657	872	\$ 31,705	717	\$ 5,813	76	\$ 37,518	793	\$ 13,207	146	\$ (5,068)	-67	\$ 8,139	79
			2	\$ 26,982	456	\$ 1,613	32	\$ 28,595	488	\$ 15,879	301	\$ 1,593	40	\$ 17,473	341	\$ 11,103	156	\$ 20	-8	\$ 11,123	148
			3	\$ 13,608	305	\$ 4,219	51	\$ 17,826	356	\$ 17,099	324	\$ 234	6	\$ 17,333	330	\$ (3,491)	-20	\$ 3,985	46	\$ 494	26
			4	\$ 30,583	553	\$ 1,830	21	\$ 32,412	574	\$ 19,052	301	\$ 5,062	74	\$ 24,114	375	\$ 11,530	252	\$ (3,232)	-53	\$ 8,298	199
			5	\$ 31,735	517	\$ 8,948	106	\$ 40,683	623	\$ 20,087	370	\$ 3,576	78	\$ 23,663	448	\$ 11,648	147	\$ 5,373	28	\$ 17,021	175
			6	\$ 21,721	332	\$ 828	12	\$ 22,548	343	\$ 16,898	359	\$ 1,448	34	\$ 18,345	392	\$ 4,823	-27	\$ (620)	-22	\$ 4,203	-49
			7	\$ 22,367	373	\$ 1,609	19	\$ 23,975	391	\$ 14,360	321	\$ 951	12	\$ 15,312	332	\$ 8,006	52	\$ 657	7	\$ 8,663	59
			8	\$ 19,562	327	\$ 2,612	30	\$ 22,174	357	\$ 10,233	279			\$ 10,233	279	\$ 9,328	48	\$ 2,612	30	\$ 11,940	78
			9	\$ 30,537	495	\$ 2,962	48	\$ 33,500	542	\$ 9,532	217	\$ 1,365	17	\$ 10,896	233	\$ 21,006	278	\$ 1,598	31	\$ 22,603	309
			10	\$ 29,647	513	\$ 11,538	137	\$ 41,185	650	\$ 33,920	647	\$ 12,922	242	\$ 46,842	888	\$ (4,273)	-134	\$ (1,384)	-105	\$ (5,657)	-239
			11	\$ 20,860	373	\$ 9,002	107	\$ 29,862	479	\$ 26,301	539	\$ 2,254	46	\$ 28,555	585	\$ (5,441)	-166	\$ 6,748	61	\$ 1,307	-106
			12	\$ 31,371	636	\$ 6,871	129	\$ 38,242	765	\$ 28,647	502	\$ 9,702	162	\$ 38,349	664	\$ 2,724	134	\$ (2,831)	-33	\$ (107)	101
		Permanent Total		\$ 323,884	5,740	\$ 52,777	699	\$ 376,661	6,438	\$ 243,715	4,874	\$ 44,919	785	\$ 288,634	5,659	\$ 80,170	866	\$ 7,857	-86	\$ 88,027	780
		Temporary	1	\$ 1,780	35			\$ 1,780	35	\$ 2,093	40			\$ 2,093	40	\$ (312)	-5	\$ -	0	\$ (312)	-5
			2							\$ -	3			\$ -	3	\$ -	-3	\$ -	0	\$ -	-3
			4	\$ 846	16			\$ 846	16					\$ 846	16	\$ -	0	\$ -	0	\$ 846	16
			5	\$ 542	12			\$ 542	12					\$ 542	12	\$ -	0	\$ -	0	\$ 542	12
			6	\$ 476	9			\$ 476	9					\$ 476	9	\$ -	0	\$ -	0	\$ 476	9
			10							\$ 530	16			\$ 530	16	\$ (530)	-16	\$ -	0	\$ (530)	-16
			11							\$ 137	4			\$ 137	4	\$ (137)	-4	\$ -	0	\$ (137)	-4
			12	\$ 370	7			\$ 370	7	\$ 68	2			\$ 68	2	\$ 302	5	\$ -	0	\$ 302	5
		Temporary Total		\$ 4,014	79			\$ 4,014	79	\$ 2,828	65			\$ 2,828	65	\$ 1,186	14	\$ -	0	\$ 1,186	14
	Finance Total			\$ 327,898	5,818	\$ 52,777	699	\$ 380,675	6,517	\$ 246,543	4,939	\$ 44,919	785	\$ 291,462	5,723	\$ 81,355	880	\$ 7,857	-86	\$ 89,213	794
	Finance NL Hydro	Permanent	1	\$ 2,838	147	\$ 235	3	\$ 3,073	150	\$ 1,618	56			\$ 1,618	56	\$ 1,221	91	\$ 235	3	\$ 1,455	94
			2	\$ 8,613	216	\$ 157	2	\$ 8,770	218	\$ 1,936	59			\$ 1,936	59	\$ 6,677	157	\$ 157	2	\$ 6,834	159
			3	\$ 7,674	142			\$ 7,674	142	\$ 1,621	50			\$ 1,621	50	\$ 6,053	93	\$ -	0	\$ 6,053	93
			4	\$ 9,423	204			\$ 9,423	204	\$ 2,485	67			\$ 2,485	67	\$ 6,938	138	\$ -	0	\$ 6,938	138
			5	\$ 14,866	216			\$ 14,866	216	\$ 4,546	74	\$ 602	14	\$ 5,148	88	\$ 10,319	142	\$ (602)	-14	\$ 9,717	128
			6	\$ 15,921	267			\$ 15,921	267	\$ 3,996	83			\$ 3,996	83	\$ 11,925	184	\$ -	0	\$ 11,925	184
			7	\$ 27,466	450			\$ 27,466	450	\$ 5,938	141			\$ 5,938	141	\$ 21,528	309	\$ -	0	\$ 21,528	309
			8	\$ 6,806	183			\$ 6,806	183	\$ 4,533	159	\$ -	32	\$ 4,533	191	\$ 2,273	25	\$ -	-32	\$ 2,273	-8
			9	\$ 13,806	220			\$ 13,806	220	\$ 3,237	95			\$ 3,237	95	\$ 10,569	126	\$ -	0	\$ 10,569	126
			10	\$ 16,967	242	\$ 194	4	\$ 17,161	246	\$ 9,142	232	\$ -	6	\$ 9,142	237	\$ 7,824	10	\$ 194	-2	\$ 8,018	9
			11	\$ 13,834	203			\$ 13,834	203	\$ 11,581	193			\$ 11,581	193	\$ 2,253	10	\$ -	0	\$ 2,253	10
			12	\$ 12,034	196			\$ 12,034	196	\$ 22,454	462			\$ 22,454	462	\$ (10,420)	-266	\$ -	0	\$ (10,420)	-266
		Permanent Total		\$ 150,248	2,683	\$ 586	9	\$ 150,833	2,692	\$ 73,088	1,668	\$ 602	52	\$ 73,690	1,719	\$ 77,160	1,016	\$ (16)	-43	\$ 77,143	973
		Temporary	6	\$ 45	1			\$ 45	1					\$ 45	1	\$ -	0	\$ -	0	\$ 45	1
			8							\$ 282	7			\$ 282	7	\$ (282)	-7	\$ -	0	\$ (282)	-7
			9	\$ 28	1			\$ 28	1					\$ 28	1	\$ -	0	\$ -	0	\$ 28	1
		Temporary Total		\$ 74	2			\$ 74	2	\$ 282	7			\$ 282	7	\$ (209)	-5	\$ -	0	\$ (209)	-5
	Finance NL Hydro Total			\$ 150,321	2,685	\$ 586	9	\$ 150,907	2,694	\$ 73,370	1,675	\$ 602	52	\$ 73,972	1,726	\$ 76,951	1,011	\$ (16)	-43	\$ 76,935	968
Finance/CFO Total				\$ 478,821	8,521	\$ 53,362	708	\$ 532,183	9,228	\$ 320,217	6,621	\$ 45,521	836	\$ 365,738	7,457	\$ 158,604	1,900	\$ 7,841	-129	\$ 166,445	1,771

Overtime Summary - Operating & Capital (Regulated Hydro) 2012 & 2011				2012								2011								Variance 2012 vs 2011																			
			GL	Operating				Capital				Operating & Capital				Operating				Capital				Operating & Capital				Operating				Capital				Operating & Capital			
HBU Division	HBU Dept	Position Type	PER	Gross	Hours		Gross	Hours		Gross	Hours		Sum of Gross Pay	Sum of Hours		Sum of Gross Pay	Sum of Hours		Gross	Hours		Gross	Hours		Gross	Hours		Gross	Hours		Gross	Hours							
Human Resources & Org. Effect.	Environmental Services	Permanent	1		690	9					690	9		\$ 1,744	33		\$ 756	10		\$ 2,500	43		\$ (1,054)	-24		\$ (756)	-10		\$ (1,810)	-34									
			2				\$ 2,961	38		\$ 2,961	38		\$ 967	14		\$ 915	12		\$ 1,881	25		\$ (967)	-14		\$ 2,046	27		\$ 1,079	13										
			3				\$ 385	6		\$ 385	6		\$ 2,345	37		\$ 925	12		\$ 3,270	49		\$ (2,345)	-37		\$ (540)	-6		\$ (2,885)	-43										
			4				\$ 1,604	23		\$ 1,604	23		\$ 414	7		\$ 2,929	46		\$ 3,342	53		\$ (414)	-7		\$ (1,324)	-24		\$ (1,738)	-31										
			5	\$ 281	4		\$ 1,601	25		\$ 1,882	29		\$ 3,118	51		\$ 1,922	27		\$ 5,040	78		\$ (2,838)	-47		\$ (321)	-3		\$ (3,158)	-50										
			6	\$ 725	8		\$ 9,214	133		\$ 9,938	141		\$ 7,464	98		\$ 2,111	32		\$ 9,576	129		\$ (6,740)	-90		\$ 7,103	102		\$ 363	12										
			7	\$ 5,896	84		\$ (1,017)	-14		\$ 4,880	70		\$ 1,701	22		\$ 3,440	48		\$ 5,141	70		\$ 4,196	63		\$ (4,457)	-62		\$ (261)	1										
			8	\$ 2,667	38					\$ 2,667	38		\$ 5,618	96		\$ 2,585	42		\$ 8,203	138		\$ (2,951)	-58		\$ (2,585)	-42		\$ (5,536)	-100										
			9										\$ 6,071	100		\$ 2,418	36		\$ 8,489	136		\$ (6,071)	-100		\$ (2,418)	-36		\$ (8,489)	-136										
			10						\$ 651	10		\$ 651	10		\$ 2,220	69		\$ 1,075	13		\$ 3,295	82		\$ (2,220)	-69		\$ (424)	-3		\$ (2,644)	-72								
			11	\$ 562	8		\$ 528	8		\$ 1,089	16		\$ 450	12		\$ 405	6		\$ 855	18		\$ 111	-4		\$ 123	2		\$ 234	-2										
			12				\$ 2,150	31		\$ 2,150	31		\$ 2,869	27		\$ 1,861	23		\$ 4,731	50		\$ (2,869)	-27		\$ 289	9		\$ (2,580)	-19										
		Permanent Total				\$ 10,820	151		\$ 18,078	259		\$ 28,898	410		\$ 34,981	564		\$ 21,342	305		\$ 56,323	868		\$ (24,161)	-413		\$ (3,264)	-46		\$ (27,425)	-458								
		Temporary	3			\$ 55	1		\$ 55	1											\$ -	0		\$ 55	1		\$ 55	1											
			4			\$ 554	10		\$ 554	10											\$ -	0		\$ 554	10		\$ 554	10											
			5			\$ 1,200	21		\$ 1,200	21											\$ -	0		\$ 1,200	21		\$ 1,200	21											
			6	\$ 585	10				\$ 585	10		\$ 108	2		\$ 378	7		\$ 486	9		\$ 477	8		\$ (378)	-7		\$ 99	1											
			7									\$ 20	0		\$ 545	10		\$ 566	10		\$ (20)	0		\$ (545)	-10		\$ (566)	-10											
			8	\$ 585	10		\$ 117	2		\$ 702	12		\$ 1,439	26		\$ 720	13		\$ 2,159	39		\$ (854)	-16		\$ (603)	-11		\$ (1,457)	-27										
			9			\$ 234	4		\$ 234	4		\$ 1,107	20		\$ 830	15		\$ 1,938	35		\$ (1,107)	-20		\$ (596)	-11		\$ (1,703)	-31											
			10	\$ 176	3		\$ 59	1		\$ 234	4										\$ 176	3		\$ 59	1		\$ 234	4											
			11			\$ 234	4		\$ 234	4											\$ -	0		\$ (98)	-2		\$ (98)	-2											
			12									\$ 111	6		\$ 138	7		\$ 249	13		\$ (111)	-6		\$ (138)	-7		\$ (249)	-13											
		Temporary Total				\$ 1,346	23		\$ 2,453	43		\$ 3,799	66		\$ 2,786	54		\$ 2,944	58		\$ 5,730	112		\$ (1,439)	-31		\$ (491)	-15		\$ (1,930)	-46								
		Environmental Services Total				\$ 12,166	174		\$ 20,531	302		\$ 32,697	476		\$ 37,767	618		\$ 24,286	362		\$ 62,053	980		\$ (25,600)	-444		\$ (3,755)	-61		\$ (29,355)	-504								
		Human Resources	Permanent	1	\$ 9,394	275			\$ 9,394	275		\$ 7,409	220		\$ 249	5		\$ 7,658	224		\$ 1,985	56		\$ (249)	-5		\$ 1,736	51											
				2	\$ 7,186	199			\$ 7,186	199		\$ 11,254	344		\$ -	12		\$ 11,254	356		\$ (4,068)	-145		\$ -	-12		\$ (4,068)	-157											
				3	\$ 4,434	105			\$ 4,434	105		\$ 7,262	164					\$ 7,262	164		\$ (2,829)	-59		\$ -	0		\$ (2,829)	-59											
				4	\$ 5,587	100			\$ 5,587	100		\$ 3,604	75		\$ 2,093	38		\$ 5,697	113		\$ 1,983	25		\$ (2,093)	-38		\$ (111)	-14											
				5	\$ 7,861	123			\$ 7,861	123		\$ 3,999	73		\$ 1,610	27		\$ 5,609	100		\$ 3,862	50		\$ (1,610)	-27		\$ 2,252	24											
				6	\$ 3,903	80		\$ -	\$ 3,903	84		\$ 5,612	121		\$ 863	14		\$ 6,475	134		\$ (1,709)	-41		\$ (863)	-9		\$ (2,572)	-50											
				7	\$ 7,805	171			\$ 7,805	171		\$ 1,448	31		\$ 2,018	38		\$ 3,466	69		\$ 6,358	140		\$ (2,018)	-38		\$ 4,340	103											
				8	\$ 3,074	85		\$ 219	10		\$ 3,293	94		\$ 1,633	24		\$ 1,590	25		\$ 3,223	49		\$ 1,441	61		\$ (1,371)	-16		\$ 70	46									
				9	\$ 12,353	232		\$ 912	13		\$ 13,266	245		\$ 3,350	82		\$ 890	14		\$ 4,240	96		\$ 9,004	151		\$ 22	-2		\$ 9,026	149									
				10	\$ 2,570	33			\$ 2,570	33		\$ 7,098	134		\$ 954	15		\$ 8,052	149		\$ (4,528)	-101		\$ (954)	-15		\$ (5,482)	-116											
				11	\$ 5,336	75		\$ 292	4		\$ 5,628	79		\$ 7,394	108		\$ 1,845	29		\$ 9,239	137		\$ (2,059)	-33		\$ (1,553)	-25		\$ (3,611)	-58									
				12	\$ 317	12		\$ 593	9		\$ 910	20		\$ 9,641	185		\$ 2,894	46		\$ 12,535	230		\$ (9,325)	-173		\$ (2,301)	-37		\$ (11,626)	-210									
			Permanent Total				\$ 69,821	1,487		\$ 2,016	39		\$ 71,837	1,526		\$ 69,704	1,557		\$ 15,007	261		\$ 84,711	1,818		\$ 116	-70		\$ (12,991)	-227		\$ (12,875)	-292							
			Temporary	1	\$ 16,060	401		\$ 11,035	211		\$ 27,095	612		\$ 15,463	483		\$ 102	14		\$ 15,565	496		\$ 597	-82		\$ 10,933	198		\$ 11,530	116									
				2	\$ 15,202	331		\$ 9,555	192		\$ 24,757	523		\$ 11,356	238		\$ 3,095	82		\$ 14,450	320		\$ 3,846	93		\$ 6,461	110		\$ 10,307	203									
				3	\$ 12,060	228		\$ 7,109	153		\$ 19,169	380		\$ 13,636	299		\$ 4,168	111		\$ 17,804	409		\$ (1,576)	-71		\$ 2,941	42		\$ 1,365	-29									
				4	\$ 17,929	425		\$ 19,811	334		\$ 37,741	759		\$ 15,522	319		\$ 13,315	259		\$ 28,837	578		\$ 2,408	106		\$ 6,496	75		\$ 8,904	281									
				5	\$ 20,540	522		\$ 22,664	377		\$ 43,203	899		\$ 18,062	364		\$ 15,392	276		\$ 33,454	640		\$ 2,477	158		\$ 7,272	101		\$ 9,749	259									
				6	\$ 12,502	305		\$ 13,505	220		\$ 26,008	525		\$ 13,832	353		\$ 16,268	346		\$ 30,100	699		\$ (1,329)	-48		\$ (2,763)	-127		\$ (4,092)	-175									
				7	\$ 18,607	453		\$ 25,706	470		\$ 44,313	923		\$ 12,816	303		\$ 25,236	455		\$ 38,052	758		\$ 5,791	151		\$ 470	15		\$ 6,261	166									
				8	\$ 9,823	210		\$ 20,498	399		\$ 30,321	609		\$ 9,204	218		\$ 22,738	481		\$ 31,941	699		\$ 619	-8		\$ (2,240)	-82		\$ (1,621)	-90									
				9	\$ 27,622	523		\$ 20,845	406		\$ 48,467	929		\$ 20,591	474		\$ 24,784	500		\$ 45,376	974		\$ 7,031	50		\$ (3,939)	-94		\$ 3,091	-45									
				10	\$ 21,804	431		\$ 21,534	335		\$ 43,338	766		\$ 40,408	887		\$ 26,121	502		\$ 66,529	1,388		\$ (18,604)	-456		\$ (4,587)	-167		\$ (23,191)	-623									
				11	\$ 9,880	224		\$ 28,446	517		\$ 38,326	741		\$ 23,393	573		\$ 33,335	654		\$ 56,729	1,226		\$ (13,514)	-349		\$ (4,889)	-137		\$ (18,403)	-485									
				12	\$ 7,504	165		\$ 14,303	246		\$ 21,807	411		\$ 33,247	671		\$ 11,877	212		\$ 45,124	882		\$ (25,744)	-506		\$ 2,426	34		\$ (23,317)	-472									
		Temporary Total				\$ 189,532	4,216		\$ 215,012	3,859		\$ 404,543	8,074		\$ 227,530	5,178		\$ 196,431	3,889		\$ 423,960	9,067		\$ (37,998)	-962		\$ 18,581	-31		\$ (19,417)	-993								
		Human Resources Total				\$ 259,352	5,703		\$ 217,027	3,898		\$ 476,380	9,600		\$ 297,234	6,735		\$ 211,437	4,150		\$ 508,671	10,884		\$ (37,882)	-1,032		\$ 5,590	-252		\$ (32,292)	-1,284								

Overtime Summary - Operating & Capital (Regulated Hydro) 2012 & 2011				2012						2011						Variance 2012 vs 2011					
				Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital	
HBU Division	HBU Dept	Position Type	GL PER	Gross	Hours	Gross	Hours	Gross	Hours	Sum of Gross Pay	Sum of Hours	Sum of Gross Pay	Sum of Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours
	Safety & Health	Temporary	1	\$ 306	5			\$ 306	5					\$ 306	5	\$ -	0	\$ 306	5		
			2							\$ 171	3			\$ 171	3	\$ (171)	-3	\$ (171)	-3		
			5	\$ 229	4			\$ 229	4					\$ 229	4	\$ -	0	\$ 229	4		
			6							\$ 520	9			\$ 520	9	\$ (520)	-9	\$ (520)	-9		
		Temporary Total		\$ 535	9			\$ 535	9	\$ 691	12			\$ 691	12	\$ (156)	-3	\$ (156)	-3		
	Safety & Health Total			\$ 535	9			\$ 535	9	\$ 691	12			\$ 691	12	\$ (156)	-3	\$ (156)	-3		
Human Resources & Org. Effect. Total				\$ 272,054	5,885	\$ 237,558	4,199	\$ 509,612	10,084	\$ 335,692	7,364	\$ 235,724	4,512	\$ 571,415	11,875	\$ (63,638)	-1,479	\$ 1,835	-313	\$ (61,803)	-1,791

Overtime Summary - Operating & Capital (Regulated Hydro) 2012 & 2011			2012												2011												Variance 2012 vs 2011											
			Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital													
HBU Division	HBU Dept	Position Type	GL PER	Gross	Hours	Gross	Hours	Gross	Hours	Sum of Gross Pay	Sum of Hours	Sum of Gross Pay	Sum of Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours													
Project Execution & Tech Serv.	Engineering	Permanent	1							\$ 1,838	38	\$ 5,347	80	\$ 7,185	118	\$ (1,838)	-38	\$ (5,347)	-80	\$ (7,185)	-118																	
			2	\$ 261	0	\$ 4,923	71	\$ 5,184	71	\$ 3,166	50	\$ 3,581	51	\$ 6,747	101	\$ (2,905)	-50	\$ 1,342	20	\$ (1,563)	-30																	
			3	\$ 74	2	\$ 4,642	79	\$ 4,716	81	\$ 3,924	64	\$ 3,011	48	\$ 6,936	111	\$ (3,850)	-62	\$ 1,631	31	\$ (2,219)	-31																	
			4	\$ 6,334	115	\$ 7,963	119	\$ 14,297	234	\$ 2,119	33	\$ 2,915	41	\$ 5,034	73	\$ 4,215	83	\$ 5,048	79	\$ 9,263	161																	
			5	\$ 4,530	115	\$ 3,274	43	\$ 7,804	158	\$ 9,118	165	\$ 11,259	161	\$ 20,377	326	\$ (4,588)	-50	\$ (7,985)	-119	\$ (12,573)	-169																	
			6	\$ 1,041	29	\$ 14,221	346	\$ 15,262	375	\$ 1,498	23	\$ 9,610	142	\$ 11,109	165	\$ (457)	7	\$ 4,610	204	\$ 4,153	211																	
			7	\$ 4,653	84			\$ 4,653	84	\$ 2,397	40	\$ 6,537	91	\$ 8,934	131	\$ 2,256	44	\$ (6,537)	-91	\$ (4,281)	-47																	
			8	\$ 3,667	74		-	\$ 3,667	85	\$ 6,355	112	\$ 3,086	50	\$ 9,441	161	\$ (2,687)	-38	\$ (3,086)	-38	\$ (5,774)	-76																	
			9	\$ 3,369	62	\$ 13,352	258	\$ 16,722	320	\$ 2,536	35	\$ 2,397	44	\$ 4,933	79	\$ 833	27	\$ 10,955	214	\$ 11,788	241																	
			10	\$ 1,021	30	\$ 10,508	158	\$ 11,529	188	\$ 13,926	205	\$ 2,758	40	\$ 16,684	245	\$ (12,905)	-175	\$ 7,751	118	\$ (5,154)	-57																	
			11	\$ (1,713)	-36	\$ 21,864	348	\$ 20,151	312	\$ 6,326	106	\$ 12,722	182	\$ 19,048	287	\$ (8,039)	-141	\$ 9,142	166	\$ 1,103	25																	
			12	\$ 384	10	\$ 38,564	605	\$ 38,948	615	\$ 214	12	\$ 8,637	124	\$ 8,851	136	\$ 170	-2	\$ 29,927	481	\$ 30,097	480																	
		Permanent Total			\$ 23,621	485	\$ 119,312	2,036	\$ 142,933	2,521	\$ 53,418	880	\$ 71,861	1,051	\$ 125,279	1,931	\$ (29,797)	-395	\$ 47,452	985	\$ 17,655	590																
		Temporary	1			\$ 3,916	65	\$ 3,916	65			\$ 9,620	164	\$ 9,620	164	\$ -	0	\$ (5,705)	-99	\$ (5,705)	-99																	
			2	\$ 2,876	49	\$ 6,670	117	\$ 9,546	166	\$ 114	2	\$ 3,726	61	\$ 3,839	63	\$ 2,762	47	\$ 2,944	56	\$ 5,706	103																	
			3	\$ 602	10	\$ 6,279	114	\$ 6,881	124	\$ 341	6			\$ 341	6	\$ 262	4	\$ 6,279	114	\$ 6,540	118																	
			4	\$ 7,072	114	\$ 5,322	98	\$ 12,394	212	\$ 106	2	\$ 4,440	80	\$ 4,546	82	\$ 6,965	112	\$ 883	19	\$ 7,848	131																	
			5	\$ 313	5	\$ 11,620	186	\$ 11,933	191	\$ 3,614	65	\$ 15,822	282	\$ 19,436	347	\$ (3,301)	-60	\$ (4,202)	-97	\$ (7,503)	-157																	
			6	\$ 1,754	28	\$ 44,316	713	\$ 46,070	741	\$ 6,346	100	\$ 19,356	325	\$ 25,702	425	\$ (4,592)	-72	\$ 24,960	388	\$ 20,368	316																	
			7	\$ 2,655	38	\$ 48,437	788	\$ 51,093	826	\$ 5,714	85	\$ 44,726	772	\$ 50,439	857	\$ (3,058)	-47	\$ 3,712	16	\$ 653	-31																	
			8			\$ 49,657	791	\$ 49,657	791	\$ 19,305	326	\$ 47,254	823	\$ 66,559	1,149	\$ (19,305)	-326	\$ 2,403	-32	\$ (16,902)	-358																	
			9	\$ 5,326	94	\$ 57,843	936	\$ 63,169	1,030	\$ 19,488	324	\$ 45,847	800	\$ 65,335	1,123	\$ (14,162)	-230	\$ 11,996	137	\$ (2,166)	-93																	
			10	\$ 10,360	161	\$ 43,741	750	\$ 54,102	911	\$ 20,926	348	\$ 75,405	1,276	\$ 96,331	1,624	\$ (10,566)	-187	\$ (31,664)	-526	\$ (42,230)	-713																	
			11	\$ 6,852	108	\$ 41,787	709	\$ 48,639	817	\$ 9,857	164	\$ 48,943	808	\$ 58,800	972	\$ (3,005)	-56	\$ (7,156)	-99	\$ (10,161)	-155																	
			12			\$ 23,911	417	\$ 23,911	417	\$ 6,596	110	\$ 13,003	235	\$ 19,599	345	\$ (6,596)	-110	\$ 10,908	182	\$ 4,312	73																	
		Temporary Total			\$ 37,810	607	\$ 343,499	5,681	\$ 381,309	6,288	\$ 92,407	1,530	\$ 328,141	5,624	\$ 420,548	7,154	\$ (54,597)	-923	\$ 15,358	58	\$ (39,239)	-866																
		Engineering Total			\$ 61,431	1,092	\$ 462,811	7,717	\$ 524,242	8,809	\$ 145,825	2,410	\$ 400,002	6,674	\$ 545,827	9,084	\$ (84,394)	-1,318	\$ 62,810	1,043	\$ (21,585)	-276																
	Office of Asset Management		Permanent	1	\$ 2,529	145	\$ 13,855	194	\$ 16,384	339	\$ 7,432	268	\$ 4,614	65	\$ 12,046	333	\$ (4,903)	-123	\$ 9,241	129	\$ 4,338	6																
				2	\$ 106	18	\$ 9,631	143	\$ 9,737	161	\$ 955	134	\$ 13,073	193	\$ 14,028	327	\$ (849)	-116	\$ (3,442)	-50	\$ (4,291)	-166																
				3	\$ 946	120	\$ 10,992	163	\$ 11,938	283	\$ 625	110	\$ 9,803	149	\$ 10,428	259	\$ 321	10	\$ 1,189	15	\$ 1,511	25																
				4	\$ 2,112	78	\$ 11,637	184	\$ 13,749	261	\$ 755	116	\$ 17,470	247	\$ 18,226	363	\$ 1,357	-39	\$ (5,833)	-64	\$ (4,477)	-102																
				5			\$ 10,983	234	\$ 10,983	234	\$ 3,105	194	\$ 25,329	375	\$ 28,434	569	\$ (3,105)	-194	\$ (14,347)	-141	\$ (17,451)	-335																
				6	\$ 10,408	139	\$ 17,376	230	\$ 27,784	369	\$ 1,127	135	\$ 33,892	488	\$ 35,019	622	\$ 9,280	5	\$ (16,515)	-258	\$ (7,235)	-253																
				7	\$ 353	58	\$ 18,315	272	\$ 18,668	330	\$ 5,621	133	\$ 20,920	304	\$ 26,541	437	\$ (5,268)	-75	\$ (2,605)	-32	\$ (7,873)	-107																
				8	\$ 3,635	90	\$ 14,334	188	\$ 17,969	278	\$ 921	39	\$ 17,742	290	\$ 18,663	329	\$ 2,714	51	\$ (3,408)	-102	\$ (694)	-51																
				9	\$ 11,010	230	\$ 21,933	317	\$ 32,944	547	\$ 966	18	\$ 32,653	491	\$ 33,619	509	\$ 10,044	212	\$ (10,719)	-174	\$ (675)	38																
				10	\$ 2,292	139	\$ 23,121	327	\$ 25,413	466	\$ 2,744	298	\$ 46,042	670	\$ 48,786	968	\$ (452)	-159	\$ (22,921)	-344	\$ (23,373)	-503																
				11	\$ 249	46	\$ 21,931	313	\$ 22,180	359	\$ 3,054	104	\$ 17,405	238	\$ 20,458	342	\$ (2,805)	-58	\$ 4,527	76	\$ 1,722	18																
				12	\$ 5,370	73	\$ 5,733	78	\$ 11,104	150	\$ 1,638	84	\$ 14,021	214	\$ 15,659	297	\$ 3,733	-11	\$ (8,288)	-136	\$ (4,555)	-147																
			Permanent Total			\$ 39,011	1,134	\$ 179,842	2,641	\$ 218,853	3,775	\$ 28,943	1,630	\$ 252,963	3,722	\$ 281,906	5,352	\$ 10,067	-497	\$ (73,121)	-1,081	\$ (63,053)	-1,577															
			Temporary	1			\$ 1,507	37	\$ 1,507	37			\$ 1,292	20	\$ 5,846	94	\$ 7,138	114	\$ (1,292)	-20	\$ (4,338)	-58	\$ (5,630)	-78														
				2							\$ 2,428	41	\$ 17,632	273	\$ 20,060	314	\$ (2,428)	-41	\$ (17,632)	-273	\$ (20,060)	-314																
				3	\$ 134	2	\$ 4,130	100	\$ 4,264	102	\$ 2,858	42	\$ 12,054	190	\$ 14,911	232	\$ (2,723)	-40	\$ (7,924)	-90	\$ (10,647)	-130																
				4			\$ 215	5	\$ 215	5	\$ 202	8	\$ 17,395	268	\$ 17,597	276	\$ (202)	-8	\$ (17,180)	-263	\$ (17,382)	-271																
				5	\$ 11,146	160			\$ 11,146	160	\$ 3,139	94	\$ 41,437	648	\$ 44,577	741	\$ 8,007	66	\$ (41,437)	-648	\$ (33,431)	-582																
				6	\$ 9,224	132	\$ 9,923	142	\$ 19,147	274	\$ 7,778	128	\$ 33,256	525	\$ 41,035	653	\$ 1,446	4	\$ (23,333)	-383	\$ (21,888)	-379																
7						\$ 5,001	76	\$ 5,001	76	\$ 4,335	69	\$ 31,181	483	\$ 35,515	551	\$ (4,335)	-69	\$ (26,179)	-407	\$ (30,514)	-475																	
8				\$ 2,795	40	\$ 10,482	150	\$ 13,277	190	\$ 2,110	48	\$ 22,131	363	\$ 24,241	411	\$ 685	-8	\$ (11,649)	-213	\$ (10,964)	-221																	
9				\$ 8,665	124	\$ 6,988	100	\$ 15,653	224	\$ 7,681	128	\$ 31,772	486	\$ 39,452	613	\$ 985	-4	\$ (24,784)	-386	\$ (23,799)	-389																	
10						\$ 1,295	19	\$ 1,295	19	\$ 2,229	37	\$ 57,941	914	\$ 60,170	951	\$ (2,229)	-37	\$ (56,646)	-895	\$ (58,875)	-932																	
11						\$ 533	15	\$ 533	15	\$ 6,945	104	\$ 34,343	548	\$ 41,288	652	\$ (6,945)	-104	\$ (33,809)	-533	\$ (40,754)	-637																	
12										\$ 4,307	72	\$ 27,145	424	\$ 31,452	495	\$ (4,307)	-72	\$ (27,145)	-424	\$ (31,452)	-495																	
Temporary Total				\$ 31,965	458	\$ 40,074	643	\$ 72,039	1,101	\$ 45,304	789	\$ 332,131	5,213	\$ 377,435	6,002	\$ (13,339)	-331	\$ (292,057)	-4,570	\$ (305,396)	-4,901																	
Office of Asset Management Total				\$ 70,975	1,591	\$ 219,917	3,284	\$ 290,892	4,875	\$ 74,247	2,419	\$ 585,094	8,935	\$ 659,341	11,353	\$ (3,272)	-828	\$ (362,449)	-5,651	\$ (368,449)	-6,478																	

Overtime Summary - Operating & Capital (Regulated Hydro) 2012 & 2011				2012						2011						Variance 2012 vs 2011						
				Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		
HBU Division	HBU Dept	Position Type	GL PER	Gross	Hours	Gross	Hours	Gross	Hours	Sum of Gross Pay	Sum of Hours	Sum of Gross Pay	Sum of Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours	
Project Execution (Reg)	Permanent	7				\$ 1,694	25	\$ 1,694	25							\$ -	0	\$ 1,694	25	\$ 1,694	25	
		8				\$ 830	20	\$ 830	20							\$ -	0	\$ 830	20	\$ 830	20	
		10				\$ 1,002	15	\$ 1,002	15							\$ -	0	\$ 1,002	15	\$ 1,002	15	
		11				\$ 1,884	27	\$ 1,884	27							\$ -	0	\$ 1,884	27	\$ 1,884	27	
		12	\$ 675	10			\$ 675	10								\$ 675	10	\$ -	0	\$ 675	10	
			\$ 675	10			\$ 5,409	85	\$ 6,084	95						\$ 675	10	\$ 5,409	85	\$ 6,084	95	
	Temporary	1	\$ 331	6			\$ 7,199	120	\$ 7,530	125							\$ 331	6	\$ 7,199	120	\$ 7,530	125
		2					\$ 5,783	96	\$ 5,783	96							\$ -	0	\$ 5,783	96	\$ 5,783	96
		3					\$ 1,446	24	\$ 1,446	24							\$ -	0	\$ 1,446	24	\$ 1,446	24
	Temporary Total		\$ 331	6			\$ 14,427	240	\$ 14,759	245							\$ 331	6	\$ 14,427	240	\$ 14,759	245
			\$ 1,007	15			\$ 19,837	325	\$ 20,843	340							\$ 1,007	15	\$ 19,837	325	\$ 20,843	340
	Project Execution (Reg) Total																					
	Project Execution & Tech Serv. Total																					
				\$ 133,413	2,698	\$ 702,564	11,325	\$ 835,978	14,023	\$ 220,072	4,829	\$ 985,096	15,609	\$ 1,205,168	20,437	\$ (86,659)	-2,131	\$ (282,531)	-4,284	\$ (369,191)	-6,414	

Overtime Summary - Operating & Capital (Regulated Hydro) 2012 & 2011																Variance 2012 vs 2011																		
				2012				2011																										
				Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital														
HBU Division	HBU Dept	Position Type	GL PER	Gross	Hours	Gross	Hours	Gross	Hours	Sum of Gross Pay	Sum of Hours	Sum of Gross Pay	Sum of Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours													
Regulated Operations	Hydro Generation	Permanent	1	\$	66,356	1,194	\$	14,077	210	\$	80,433	1,404	\$	57,470	1,149	\$	2,954	51	\$	60,424	1,200	\$	8,886	45	\$	11,123	159	\$	20,009	204				
			2	\$	47,805	891	\$	6,392	110	\$	54,198	1,001	\$	25,924	555	\$	484	7	\$	26,408	562	\$	21,881	337	\$	5,908	103	\$	27,789	440				
			3	\$	30,877	695			\$	30,877	695	\$	44,329	889			\$	44,329	889	\$	(13,453)	-194	\$	-	0	\$	(13,453)	-194						
			4	\$	83,569	1,461	\$	2,546	47	\$	86,115	1,508	\$	31,624	592			\$	31,624	592	\$	51,945	869	\$	2,546	47	\$	54,490	916					
			5	\$	46,730	864	\$	7,270	152	\$	54,000	1,015	\$	73,864	1,347			\$	73,864	1,347	\$	(27,134)	-483	\$	7,270	152	\$	(19,864)	-332					
			6	\$	46,471	864	\$	32,940	523	\$	79,412	1,387	\$	38,165	847	\$	14,939	229	\$	53,104	1,076	\$	8,306	17	\$	18,001	295	\$	26,308	312				
			7	\$	112,208	2,059	\$	54,708	812	\$	166,916	2,871	\$	66,069	1,326	\$	22,959	387	\$	89,028	1,713	\$	46,139	733	\$	31,749	425	\$	77,888	1,158				
			8	\$	62,831	1,176	\$	46,390	731	\$	109,221	1,907	\$	51,413	1,106	\$	19,315	270	\$	70,728	1,376	\$	11,418	71	\$	27,074	461	\$	38,493	532				
			9	\$	83,292	1,725	\$	75,433	1,139	\$	158,725	2,863	\$	48,188	996	\$	30,692	470	\$	78,880	1,466	\$	35,105	729	\$	44,741	669	\$	79,846	1,398				
			10	\$	91,072	1,666	\$	39,105	660	\$	130,177	2,325	\$	91,865	1,679	\$	67,919	1,066	\$	159,784	2,744	\$	(794)	-13	\$	(28,813)	-406	\$	(29,607)	-419				
			11	\$	68,131	1,376	\$	59,892	853	\$	128,023	2,229	\$	54,467	1,103	\$	52,611	799	\$	107,078	1,902	\$	13,665	273	\$	7,281	55	\$	20,946	327				
			12	\$	69,963	1,350	\$	6,325	95	\$	76,288	1,445	\$	77,364	1,750	\$	1,105	19	\$	78,469	1,769	\$	(7,401)	-400	\$	5,221	76	\$	(2,181)	-324				
		Permanent Total				\$	809,305	15,319	\$	345,080	5,330	\$	1,154,384	20,649	\$	660,743	13,336	\$	212,977	3,296	\$	873,720	16,632	\$	148,562	1,983	\$	132,102	2,034	\$	280,664	4,017		
		Temporary	1	\$	1,286	28			\$	1,286	28	\$	3,977	92			\$	3,977	92	\$	(2,691)	-64	\$	-	0	\$	(2,691)	-64						
			2	\$	66	2			\$	66	2	\$	265	6			\$	265	6	\$	(200)	-5	\$	-	0	\$	(200)	-5						
			3									\$	1,560	36			\$	1,560	36	\$	(1,560)	-36	\$	-	0	\$	(1,560)	-36						
			4	\$	264	5			\$	264	5	\$	386	9			\$	386	9	\$	(121)	-4	\$	-	0	\$	(121)	-4						
			5	\$	488	10			\$	488	10	\$	204	4			\$	204	4	\$	284	6	\$	-	0	\$	284	6						
			6	\$	2,213	45	\$	4,741	85	\$	6,954	130	\$	1,681	34	\$	207	5	\$	1,888	38	\$	531	12	\$	4,535	81	\$	5,066	92				
			7	\$	6,582	141	\$	4,971	84	\$	11,553	225	\$	6,525	133	\$	235	4	\$	6,760	136	\$	57	8	\$	4,735	81	\$	4,793	89				
			8	\$	2,639	53	\$	12,142	228	\$	14,781	281	\$	2,103	46			\$	2,103	46	\$	535	7	\$	12,142	228	\$	12,678	235					
			9	\$	5,147	238	\$	15,565	303	\$	20,712	541	\$	3,485	77	\$	161	3	\$	3,646	80	\$	1,662	161	\$	15,404	300	\$	17,066	461				
			10	\$	2,639	50	\$	6,892	141	\$	9,531	191	\$	5,108	103	\$	8,868	173	\$	13,976	276	\$	(2,469)	-53	\$	(1,976)	-32	\$	(4,445)	-85				
			11	\$	2,964	-56	\$	2,185	42	\$	5,149	-14	\$	2,015	46	\$	5,143	106	\$	7,158	152	\$	950	-102	\$	(2,958)	-64	\$	(2,009)	-165				
			12	\$	1,624	34	\$	1,635	34	\$	3,259	68	\$	4,291	91			\$	4,291	91	\$	(2,667)	-58	\$	1,635	34	\$	(1,032)	-24					
		Temporary Total				\$	25,913	549	\$	48,130	917	\$	74,043	1,466	\$	31,601	676	\$	14,614	289	\$	46,215	965	\$	(5,688)	-127	\$	33,517	628	\$	27,829	501		
		Hydro Generation Total				\$	835,217	15,868	\$	393,210	6,246	\$	1,228,427	22,114	\$	692,343	14,012	\$	227,591	3,585	\$	919,935	17,597	\$	142,874	1,857	\$	165,619	2,661	\$	308,493	4,518		
		Thermal Generation	Thermal Generation	Permanent	1	\$	181,847	3,391	\$	1,747	26	\$	183,594	3,417	\$	121,229	2,576	\$	5,042	109	\$	126,271	2,684	\$	60,618	816	\$	(3,295)	-83	\$	57,323	733		
					2	\$	110,029	2,281	\$	3,812	57	\$	113,841	2,337	\$	104,303	2,392	\$	11,411	201	\$	115,713	2,593	\$	5,726	-111	\$	(7,599)	-145	\$	(1,873)	-256		
					3	\$	67,730	1,505	\$	2,976	60	\$	70,706	1,565	\$	85,933	1,875	\$	3,717	63	\$	89,651	1,938	\$	(18,203)	-371	\$	(742)	-3	\$	(18,945)	-373		
					4	\$	139,209	3,059	\$	52,336	978	\$	191,544	4,036	\$	110,152	2,584	\$	6,926	135	\$	117,078	2,719	\$	29,057	475	\$	45,410	843	\$	74,466	1,318		
					5	\$	90,515	1,955	\$	68,696	1,123	\$	159,211	3,077	\$	112,526	2,402	\$	14,413	246	\$	126,939	2,648	\$	(22,012)	-448	\$	54,284	877	\$	32,272	430		
					6	\$	53,788	1,267	\$	49,310	755	\$	103,098	2,022	\$	49,100	1,344	\$	28,564	519	\$	77,663	1,862	\$	4,688	-77	\$	20,746	237	\$	25,434	160		
					7	\$	74,826	1,466	\$	28,685	448	\$	103,511	1,913	\$	118,314	2,737	\$	32,180	531	\$	150,494	3,268	\$	(43,488)	-1,272	\$	(3,496)	-84	\$	(46,984)	-1,355		
					8	\$	56,196	1,318	\$	46,860	737	\$	103,056	2,055	\$	89,515	2,267	\$	42,681	683	\$	132,196	2,950	\$	(33,319)	-949	\$	4,179	54	\$	(29,140)	-895		
					9	\$	94,051	2,229	\$	49,435	801	\$	143,486	3,029	\$	78,775	2,290	\$	109,125	1,789	\$	187,900	4,079	\$	15,276	-62	\$	(59,690)	-988	\$	(44,414)	-1,050		
					10	\$	181,538	4,127	\$	36,422	532	\$	217,960	4,659	\$	122,811	2,743	\$	81,961	1,393	\$	204,771	4,136	\$	58,727	1,385	\$	(45,539)	-862	\$	13,188	523		
					11	\$	156,536	3,352	\$	22,648	405	\$	179,183	3,757	\$	118,970	2,508	\$	11,928	183	\$	130,897	2,691	\$	37,566	844	\$	10,720	222	\$	48,286	1,066		
					12	\$	137,668	2,702	\$	9,245	206	\$	146,913	2,907	\$	96,220	1,970	\$	24,267	376	\$	120,486	2,346	\$	41,448	732	\$	(15,022)	-171	\$	26,427	561		
				Permanent Total				\$	1,343,932	28,648	\$	372,171	6,124	\$	1,716,102	34,772	\$	1,207,847	27,686	\$	372,213	6,225	\$	1,580,060	33,911	\$	136,085	963	\$	(43)	-102	\$	136,042	861
				Temporary	1	\$	1,833	29			\$	1,833	29	\$	956	36			\$	903	20	\$	1,859	56	\$	877	-8	\$	(903)	-20	\$	(26)	-28	
					2	\$	4,302	99			\$	4,302	99	\$	1,080	80			\$	8,089	176	\$	9,169	256	\$	3,222	19	\$	(8,089)	-176	\$	(4,867)	-157	
					3	\$	6,567	144			\$	6,567	144	\$	3,861	93			\$	3,861	93	\$	2,707	51	\$	-	0	\$	2,707	51				
					4	\$	4,158	60	\$	9,034	135	\$	13,192	194	\$	4,301	104			\$	4,301	104	\$	(143)	-45	\$	9,034	135	\$	8,891	90			
					5	\$	17,471	271	\$	1,901	31	\$	19,372	302	\$	3,021	75	\$	2,016	41	\$	5,037	116	\$	14,450	196	\$	(115)	-10	\$	14,335	186		
					6	\$	4,329	107	\$	2,830	41	\$	7,159	148	\$	537	8	\$	8,466	127	\$	9,003	135	\$	3,791	99	\$	(5,636)	-86	\$	(1,845)	13		
					7							\$	1,471	42	\$	408	8			\$	1,879	50	\$	(1,471)	-42	\$	(408)	-8	\$	(1,879)	-50			
					8	\$	3,596	101	\$	2,627	49	\$	6,222	149	\$	5,331	104	\$	806	12	\$	6,137	116	\$	(1,735)	-4	\$	1,821	37	\$	85	33		
					9	\$	2,912	69	\$	839	12	\$	3,751	81	\$	6,752	116	\$	21,095	314	\$	27,847	430	\$	(3,840)	-47	\$	(20,256)	-302	\$	(24,096)	-349		
					10	\$	11,981	200	\$	2,524	48	\$	14,505	248	\$	5,875	107	\$	15,295	234	\$	21,171	341	\$	6,106	93	\$	(12,772)	-187	\$	(6,666)	-94		
11	\$				7,490	119	\$	1,774	33	\$	9,264	152	\$	6,881	125	\$	941	14	\$	7,821	139	\$	609	-6	\$	833	19	\$	1,443	13				
12	\$				6,137	92			\$	6,137	92	\$	4,471	94	\$	102	2	\$	4,573	96	\$	1,665	-3	\$	(102)	-2	\$	1,564	-5					
Temporary Total				\$	70,777	1,288	\$	21,528	347	\$	92,305	1,635	\$	44,538	983	\$	58,120	947	\$	102,658	1,930	\$	26,239											

Overtime Summary - Operating & Capital (Regulated Hydro) 2012 & 2011			2012						2011						Variance 2012 vs 2011															
			Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital											
HBU Division	HBU Dept	Position Type	GL PER	Gross	Hours	Gross	Hours	Gross	Hours	Sum of Gross Pay	Sum of Hours	Sum of Gross Pay	Sum of Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours									
Transmission & Rural Ops	Permanent	1	\$	209,796	6,126	\$	151,473	2,505	\$	361,268	8,631	\$	186,941	5,145	\$	38,683	704	\$	225,624	5,849	\$	22,855	981	\$	112,789	1,801	\$	135,644	2,782	
		2	\$	145,592	4,217	\$	120,054	2,030	\$	265,646	6,247	\$	137,002	3,862	\$	86,576	1,537	\$	223,578	5,399	\$	8,590	356	\$	33,478	493	\$	42,068	849	
		3	\$	147,772	3,948	\$	95,911	1,598	\$	243,683	5,546	\$	138,757	4,024	\$	91,998	1,698	\$	230,755	5,722	\$	9,014	-76	\$	3,913	-101	\$	12,928	-177	
		4	\$	196,137	5,632	\$	203,442	3,061	\$	399,579	8,693	\$	118,286	3,238	\$	94,242	1,671	\$	212,528	4,908	\$	77,851	2,395	\$	109,200	1,391	\$	187,051	3,785	
		5	\$	203,804	5,447	\$	139,429	2,098	\$	343,233	7,545	\$	224,017	6,192	\$	141,059	2,453	\$	365,077	8,644	\$	(20,214)	-745	\$	(1,630)	-355	\$	(21,844)	-1,100	
		6	\$	176,671	4,949	\$	180,813	2,702	\$	357,484	7,651	\$	178,016	4,572	\$	89,856	1,549	\$	267,872	6,121	\$	(1,345)	377	\$	90,958	1,154	\$	89,612	1,531	
		7	\$	189,320	5,710	\$	187,931	2,780	\$	377,251	8,490	\$	154,165	4,420	\$	126,581	2,087	\$	280,746	6,507	\$	35,155	1,290	\$	61,350	693	\$	96,605	1,983	
		8	\$	112,935	4,200	\$	228,681	3,596	\$	341,617	7,796	\$	109,908	3,870	\$	173,411	2,872	\$	283,319	6,742	\$	3,028	330	\$	55,270	724	\$	58,298	1,054	
		9	\$	253,673	7,065	\$	253,251	3,868	\$	506,924	10,933	\$	139,342	4,480	\$	198,563	3,230	\$	337,905	7,710	\$	114,331	2,585	\$	54,688	639	\$	169,018	3,224	
		10	\$	162,534	4,797	\$	234,624	3,560	\$	397,158	8,357	\$	426,602	11,692	\$	357,365	5,576	\$	783,967	17,268	\$	(264,068)	-6,896	\$	(122,741)	-2,016	\$	(386,809)	-8,911	
		11	\$	203,593	6,843	\$	445,387	6,656	\$	648,980	13,499	\$	161,804	6,393	\$	399,239	6,437	\$	561,043	12,829	\$	41,789	450	\$	46,148	220	\$	87,937	670	
		12	\$	305,174	8,165	\$	275,286	3,846	\$	580,460	12,011	\$	300,752	8,133	\$	164,095	2,475	\$	464,846	10,608	\$	4,422	32	\$	111,191	1,371	\$	115,613	1,403	
	Permanent Total			\$	2,307,000	67,096	\$	2,516,282	38,299	\$	4,823,282	105,395	\$	2,275,592	66,018	\$	1,961,669	32,286	\$	4,237,261	98,304	\$	31,408	1,078	\$	554,613	6,014	\$	586,022	7,092
	Temporary	1	\$	5,565	180	\$	6,191	138	\$	11,756	318	\$	10,619	291	\$	2,275	79	\$	12,894	370	\$	(5,054)	-112	\$	3,916	59	\$	(1,138)	-53	
		2	\$	4,484	94	\$	13,618	270	\$	18,103	363	\$	3,666	77	\$	6,071	143	\$	9,736	220	\$	819	17	\$	7,548	127	\$	8,366	144	
		3	\$	2,919	83	\$	7,699	142	\$	10,618	224	\$	7,296	146	\$	4,647	99	\$	11,942	245	\$	(4,377)	-64	\$	3,053	43	\$	(1,324)	-21	
		4	\$	20,169	412	\$	9,637	158	\$	29,806	570	\$	3,260	62	\$	4,768	97	\$	8,029	159	\$	16,909	350	\$	4,869	61	\$	21,777	411	
		5	\$	11,418	248	\$	11,357	222	\$	22,775	470	\$	10,350	231	\$	6,176	122	\$	16,526	353	\$	1,067	17	\$	5,182	100	\$	6,249	117	
		6	\$	21,897	441	\$	5,098	126	\$	26,995	567	\$	25,712	519	\$	16,085	321	\$	41,797	839	\$	(3,815)	-78	\$	(10,987)	-195	\$	(14,802)	-273	
		7	\$	28,804	705	\$	26,398	590	\$	55,202	1,294	\$	27,971	641	\$	23,642	428	\$	51,612	1,068	\$	833	64	\$	2,756	162	\$	3,589	226	
		8	\$	29,039	714	\$	41,215	783	\$	70,254	1,497	\$	23,297	595	\$	30,951	695	\$	54,249	1,290	\$	5,742	119	\$	10,264	89	\$	16,006	208	
		9	\$	39,806	851	\$	52,091	1,009	\$	91,897	1,860	\$	19,658	485	\$	30,571	598	\$	50,229	1,083	\$	20,148	366	\$	21,520	411	\$	41,667	777	
		10	\$	34,614	825	\$	49,662	971	\$	84,275	1,796	\$	44,654	1,090	\$	38,047	703	\$	82,702	1,793	\$	(10,041)	-265	\$	11,614	268	\$	1,573	3	
		11	\$	37,263	1,083	\$	80,385	1,517	\$	117,648	2,600	\$	17,823	553	\$	39,675	759	\$	57,499	1,312	\$	19,440	530	\$	40,709	759	\$	60,149	1,289	
12		\$	30,079	784	\$	66,574	1,150	\$	96,653	1,934	\$	19,340	584	\$	28,723	556	\$	48,063	1,139	\$	10,738	200	\$	37,851	595	\$	48,590	795		
Temporary Total			\$	266,056	6,416	\$	369,925	7,074	\$	635,981	13,490	\$	213,647	5,272	\$	231,631	4,597	\$	445,278	9,869	\$	52,409	1,145	\$	138,294	2,477	\$	190,703	3,622	
Transmission & Rural Ops Total			\$	2,573,057	73,512	\$	2,886,207	45,373	\$	5,459,264	118,885	\$	2,489,239	71,290	\$	2,193,300	36,883	\$	4,682,539	108,172	\$	83,818	2,223	\$	692,997	8,491	\$	776,725	10,713	
Regulated Operations Total			\$	4,822,982	119,316	\$	3,673,116	58,089	\$	8,496,098	177,405	\$	4,433,967	113,970	\$	2,851,224	47,639	\$	7,285,192	161,609	\$	389,015	5,347	\$	821,892	10,450	\$	1,210,906	15,797	

Overtime Summary - Operating & Capital (Regulated Hydro) 2012 & 2011				2012								2011								Variance 2012 vs 2011										
				Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital		Operating		Capital		Operating & Capital										
HBU Division	HBU Dept	Position Type	GL PER	Gross	Hours	Gross	Hours	Gross	Hours	Sum of Gross Pay	Sum of Hours	Sum of Gross Pay	Sum of Hours	Gross	Hours	Gross	Hours	Gross	Hours	Gross	Hours									
Systems Operations & Planning	Generation & Rural Planning	Permanent	1	\$	149	5		\$	149	5	\$	1,203	24		\$	1,203	24	\$	(1,053)	-19	\$	-	0							
			4	\$	209	4		\$	209	4					\$	209	4	\$	-	0	\$	209	4							
			5	\$	-	8		\$	-	8	\$	577	12		\$	577	12	\$	(577)	-4	\$	-	0							
			6								\$	-	6		\$	-	6		\$	-	0	\$	-	-6						
			7	\$	-	3		\$	-	3	\$	-	22		\$	-	22		\$	-	-19	\$	-	-19						
			8	\$	-	7		\$	-	7	\$	251	5		\$	251	5	\$	(251)	2	\$	-	0							
			9	\$	365	17		\$	365	17				\$	2,347	36	\$	2,347	36	\$	365	17	\$	(2,347)	-36					
			10	\$	496	16		\$	496	16						\$	496	16	\$	-	0	\$	496	16						
			11	\$	574	14		\$	574	14	\$	-	8		\$	-	8	\$	574	6		\$	-	0						
			12	\$	1,070	21	\$	-	21	\$	1,070	42		\$	13,419	207	\$	13,419	207	\$	1,070	21	\$	(13,419)	-186					
			Permanent Total	\$	2,864	93	\$	-	21	\$	2,864	114	\$	2,031	75	\$	15,766	243	\$	17,797	318	\$	833	17	\$	(15,766)	-222	\$	(14,933)	-204
			Generation & Rural Planning Total System Oper. & Integr. Supp.	Permanent	1	\$	28,210	359		\$	28,210	359	\$	30,209	420		\$	30,209	420	\$	(1,999)	-61	\$	-	0					
	2	\$			4,784	64		\$	4,784	64	\$	9,220	128		\$	9,220	128	\$	(4,437)	-64	\$	-	0							
	3	\$			8,917	110		\$	8,917	110	\$	13,214	178		\$	13,214	178	\$	(4,296)	-69	\$	-	0							
	4	\$			27,659	388		\$	27,659	388	\$	9,482	128		\$	9,482	128	\$	18,177	260	\$	-	0							
	5	\$			23,128	301		\$	23,128	301	\$	27,012	381		\$	27,012	381	\$	(3,885)	-80	\$	-	0							
	6	\$			20,546	259		\$	20,546	259	\$	8,157	107		\$	8,157	107	\$	12,388	153	\$	-	0							
	7	\$			44,225	540		\$	44,225	540	\$	20,262	292		\$	20,262	292	\$	23,963	248	\$	-	0							
	8	\$			45,831	587		\$	45,831	587	\$	20,097	308		\$	20,097	308	\$	25,735	279	\$	-	0							
	9	\$			45,643	589		\$	45,643	589	\$	14,912	217		\$	14,912	217	\$	30,732	372	\$	-	0							
	10	\$			32,712	450	\$	691	9	\$	33,403	459	\$	22,858	330		\$	22,858	330	\$	9,855	120	\$	691	9					
	11	\$			27,075	335		\$	27,075	335	\$	19,459	290		\$	19,459	290	\$	7,616	45	\$	-	0							
	12	\$			19,444	245		\$	19,444	245	\$	10,172	154		\$	10,172	154	\$	9,271	91	\$	-	0							
	Permanent Total	\$			328,173	4,227	\$	691	9	\$	328,864	4,236	\$	205,054	2,932		\$	205,054	2,932	\$	123,119	1,295	\$	691	9					
	System Oper. & Integr. Supp. Total	\$			328,173	4,227	\$	691	9	\$	328,864	4,236	\$	205,054	2,932		\$	205,054	2,932	\$	123,119	1,295	\$	691	9					
	Systems Operations & Planning Total			\$	331,037	4,319	\$	691	30	\$	331,728	4,349	\$	207,085	3,007	\$	15,766	243	\$	222,851	3,250	\$	123,952	1,312	\$	(15,075)	-213	\$	108,877	1,099
Grand Total			\$	6,122,530	144,059	\$	4,676,405	74,608	\$	10,798,935	218,667	\$	5,594,856	138,777	\$	4,159,408	69,520	\$	9,754,263	208,297	\$	527,674	5,282	\$	516,997	5,088	\$	1,044,672	10,370	

Note 1: Includes overtime costs in Regulated Hydro only and does not include overtime charged to Hydro from other companies.

Note 2: Excludes intercompany charges in to Hydro from other lines of business and charges from Hydro to other lines of business