

- 1 **Q. Reference: 2024 Return on Rate Base**
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3 **Please provide a table showing Newfoundland Power’s labour costs for the past 10**
4 **years through 2023, and forecast for 2024, 2025 and 2026, as follows: year, number**
5 **of full-time equivalents (annualized), number of contractors (annualized), total**
6 **annual labour costs associated with full-time equivalents, total annual labour costs**
7 **associated with contractors, average hourly salary of full-time equivalents, average**
8 **hourly salary of contractors, total annual cost of labour. Please show salaries and**
9 **benefits separately, and in total.**
10
11 **A. See Attachment A for the requested information.**

**Newfoundland Power Inc.
Regular, Temporary and Contractor Labour Costs
2013 Actual through 2026 Forecast**

Newfoundland Power Inc.
Regular, Temporary and Contractor Labour Costs
2013 Actual to 2026 Forecast

Internal Regular and Temporary Labour (\$000s)¹

Year	Full-Time Equivalents ("FTE") (A)	Labour (B)	Benefits (C)	Total (D = B + C)	Average Hourly per FTE ² (E=B/A/2018)	Contractor Labour ³ (\$000s) (F)	Total Regular, Temporary and Contractor Labour (G = D + F)
							(G = D + F)
2013	656	50,126	7,502	57,628	37.87	13,613	71,241
2014	665	52,330	7,448	59,778	38.99	18,286	78,064
2015	653	53,076	7,559	60,635	40.28	15,232	75,867
2016	635	51,992	8,470	60,462	40.57	10,593	71,055
2017	611	51,537	8,960	60,497	41.80	12,883	73,380
2018	619	52,719	8,939	61,658	42.20	15,409	77,067
2019	616	53,595	8,926	62,521	43.11	17,523	80,044
2020	612	54,972	9,563	64,535	44.51	12,510	77,045
2021	608	55,368	10,231	65,599	45.13	15,441	81,040
2022	630	59,185	9,922	69,107	46.55	16,446	85,553
2023 ⁴	657	60,325	15,134	75,459	45.50	21,912	97,371
2024F	632	59,755	15,709	75,464	46.85	16,923	92,387
2025F	633	62,120	16,408	78,528	48.63	17,164	95,692
2026F	632	64,714	17,147	81,861	50.74	17,433	99,294

¹ Excluding conservation and demand management program costs, non-regulated labour and employee future benefit costs.

² Newfoundland Power has a mix of employees working 2080 hours a year and 1950 hours a year. Average hourly labour is calculated used a weighted composite of 2018 hours per year.

³ Newfoundland Power does not track details on the number of contractors. As such, the requested information on number of contractors and average hourly salary of contractors cannot be provided. The Company has provided the total contractor labour costs for each year requested.

⁴ The increase in benefit costs in 2023 reflects the inclusion of pension costs through a labour loader as approved by the Board in Order No. P.U. 3 (2022).