

1 **Undertaking Request (U-28)**

2 **Wednesday, April 25, 2018**

3 **Transcript Reference: Pg. 134, line 16 to Pg. 135, line 17**

4 **Re: RFIs PUB-NLH-11, Revision 1 – and PUB-NLH-59 – Table 2 and 3 Net changes increases**
5 **in FTE’s from 2015 to 2019 test years**

6 Undertake to confirm when positions identified in PUB NLH 59, Table 2&3 were added and
7 why they differ from PUB 33

8

9 **Undertaking Response**

10 Enclosed is a listing of the positions added within Hydro in 2015 through 2018TY YTD, as
11 well as the positions where FTEs were reduced or eliminated within Hydro in those years. It
12 is important to note that position and FTE may not be the same, as an individual position
13 may or may not equate to a full FTE depending on the time of year the position is added,
14 and whether it is a permanent, term, or temporary position.

15

16 PUB-NLH-033 asked Hydro which “new FTE positions” were added to Hydro in each year
17 for 2016 to 2019TY. PUB-NLH-059 requested details on FTE changes from 2015TY to
18 2019TY, specifically, “*Page 3.36, line 12 – Provide the details to explain the \$2.3 million*
19 *increased costs associated with changes in FTEs, including a list of the positions that show*
20 *the net change in FTEs.*”

21

22 Hydro approached its FTE management using a pool, whereby FTEs generally were not
23 traded off “one for one”, but managed by the Executive for the organization overall
24 through the gating session on a monthly basis. Hydro’s response to PUB-NLH-033 identifies
25 positions that resulted in an increase in 35 home-based FTEs (i.e., “new FTE”) from 2016 to
26 2019TY, not all the positions that were added in those years. PUB-NLH-059 identifies more
27 positions, which in addition to those identified in PUB-NLH-033, resulted in an increase of
28 42 home-based FTEs from the 2015TY to the 2019TY.

Table 1: Positions within Hydro 2015A

	Positions added within Hydro	Positions reduced or eliminated within Hydro
2015A	Accounting Clerk III	Administrative Assistant
	Apprentice Trade (various)	Apprentice/Grad Trainee Tsf
	Asset Spec Gas Turbine & Diesel	Architecture Analyst
	Billing Office - Rural	Asset Specialist
	Construction Coordinator	Assistant Divisional Controller
	Co-op student	Building Custodian
	Customer Service Representative	Business Analyst
	Electrical Maintenance B	Client Support Analyst
	Engineer - Mechanical	Co-op Commerce
	Equipment Engineer	Data Centre Facilities Administrator
	Internal Regulatory Coordinator	Design Coordination Administrator
	Manager, BTPO	Document Control Clerk
	Manager, Ready for Integration	Drafting Clerk
	Manager, Regulatory Finance	ELAC Trainee
	Manager, System Planning	Electrical Maintenance B
	Mechanical Maintenance "A" - Millwright	EMS Applications Support
	Project Administrator	Equipment Engineer
	Reliability Standards Engineer	Expediter
	Safety Coordinator Holyrood	Finance Support Analyst
	Safety, Health & Environment Advisor	General Maintenance B
	Scheduler	Information Security Administrator
	Senior Communications Advisor, Hydro	Information Systems Security Officer
	Sr. Regulatory Technical Specialist	Infrastructure Specialist Energy Systems
	System Integration Lead	Infrastructure Specialist System Support
	Technician - Instrumentation & Controls	Labourer
	Technician - P & C	Line Specialist
	Technologist - Distribution	Line Worker A
	Terminal Maintenance A	Maintenance Specialist
		Manager System Planning
		Manager Technology Planning and Project Delivery
		Manager, BTPO
		Manager, Ready for Integration
		Mechanical Maintenance A
		Mechanical Maintenance B
		Office Clerk
		Office Clerk
		Planner - Clerical
		Production Supervisor
		Programmer Analyst
		Project Leader
		Project Manager
		Quality Assurance Co-ordinator
		Records and Information Analyst
		Reliability Standards Engineer
		Relief Meter Reader
		Security Change Control Analyst
		Senior Financial Analyst Energy Investments
		Software Specialist
		Software Specialist Business Applications
		Superintendent, Generation & Terminals
		System Administrator
		System Integration Lead
		Systems Analyst
		Team Lead Capital Asset Accounting
		Team Lead Corporate Systems
		Team Lead Energy Management System
		Team Lead IS Service Mgmt
		Technician - Telecontrol
		Technician II
		Utility Worker
		V-P Nfld. & Labrador Hydro

Table 2: Positions within Hydro 2016A

	Positions added within Hydro	Positions reduced or eliminated within Hydro
2016A	Accountant	Accounting Clerk III
	Commercial Manager, NLH	Apprentice Trade (Various)
	Customer Service Process & Project Lead	Billing Officer - Rural
	Electrical Maintenance A	Chief Operating Officer, NL Hydro
	Electrician/Operator	Coop Student (Safety)
	Executive Assistant	Co-op Commerce
	General Counsel & Corporate Secretary	Co-op Student (Engineer)
	General Manager Hydro Production	Co-op Technical College
	General Manager Thermal Production	Cost Controller
	General Manager, TRO Western & Eastern	Document & Records Mgt. Coordinator
	HR/LR & Communications Lead	Driver Ground Worker
	Industrial Cleaner	Environmental Specialist
	Senior Counsel, Regulatory	Financial Planning Specialist
	Manager Communications - Hydro	General Manager, Finance (NLHydro)
	Manager Key Accounts	Graduate Engineer
	Manager, Risk Control & Planning	Graduate Engineer (Various)
	Mechanical Maintenance A - Millwright	HR Advisor Compensation & Benefits
	President NL Hydro	HR Coordinator
	Production Supervisor	HR Specialist Compensation
	Project Assistant	HR Specialist Payroll / HRIS
	Sr. Financial Analyst TRO	HR Specialist Recruitment
	Technician- Emergency Response	HR Specialist Talent Management
	Technologist - Instrumentation & Control	HRIS Analyst
	Thermal Generation Technical Advisor	Human Resources / Labour Relations Lead
	VP Engineering Services	Human Resources Clerk
	VP Production Operations	Human Resources Trainee
	VP Regulatory Affairs & Corporate Services	Industrial Energy Efficiency Engineer
	VP Transmission & Distribution & NLSO	Line Superintendent
	Work Methods Specialist	Manager, BTPO
		Manager, Ready for Integration
		Meter Reader/Collector
		Payroll Administrator
		Payroll Analyst
		Safety Analyst
		Safety Specialist
		Scheduler
		Senior Legal Counsel
		Shift Supervisor - Thermal
		Summer Student
		System Integration Lead
		Team Lead Environment-Cap./EA
		Technician - P & C
		Terminal Maintenance A
		Utility Worker
		V-P Systems Operations & Planning

Table 3: Positions within Hydro 2017A

	Positions added within Hydro	Positions reduced or eliminated within Hydro
2017A	Accountant	Accounting Clerk II
	Area Office Clerk	Apprentice Trades (Various)
	Asset Spec. Generation & Terminals	Customer Service Representative
	Day Shift Coordinator	Electrical Engineer
	Drafting Services Supervisor	General Maintenance B
	Electrical Design Engineer	Internal Regulatory Coordinator
	Electrical Maintenance A	
	Electrician Operator - Temporary	
	Electrician/Operator	
	EMS Applications Support	
	Engineer - Civil	
	Engineer - Mechanical	
	Environmental Coordinator	
	Equipment Engineer	
	General Maintenance B	
	General Manager, NLSO	
	HR/LR Specialist	
	Information Management Coordinator	
	Infrastructure Specialist, Energy Systems	
	Internal Audit Manager	
	Internal Auditor III	
	Legal Counsel I	
	Manager Asset Management & Reliability	
	Manager Engineering Electrical	
	Manager Engineering Mechanical	
	Manager Protection & Control & Communications Engineering	
	Manager Information & Operation Technology	
	Manager, Civil/Transmission & Distribution Engineering	
	Manager, Integration & Interconnection	
	Manager, Reliability Standards & Commercial Compliance	
	Manager, Resource Production & Planning	
	Manager, Technical Services & Project Support	
	Mechanical Design Engineer	
	Office Clerk	
	Program Manager	
	Project Manager	
	Protection and Control Engineer	
	Regulatory Project Manager	
	Reliability Engineer	
	Senior Line Inspector	
	Software Specialist	
	Sr Protection and Control Engineer	
	System Operations Engineer	
	System Operator	
	Team Lead - Accounts Payable	
	Team Lead - Budget & Forecast	
	Team Lead Energy Management System	
Team Lead Environment-Operations		
Technical Report Specialist		
Thermal Plant Operator		
Transmission Design Engineer		
Transmission Engineer		
Transmission Planner		
Treasury Manager		
Treasury Supervisor		
VP Financial Services		
Work Protection Specialist		

Table 4: Positions within Hydro 2018TY

	Positions added within Hydro	Positions reduced or eliminated within Hydro
2018TY	Civil Engineer	Co-op Student
	Electrical Maintenance A	Customer Service & Technical Support Supervisor
	General Maintenance B	Diesel System Representative
	Manager, Regulatory Compliance	Financial Analyst
	Mechanical Maintenance A	Lead Thermal Plant Operator
	Part-time Meter Reader/Collector	Line Worker A
		Manager, Energy Efficiency
		Treasury Manager
		Office Clerk
		Office Clerk Perm P/T
		Summer Student
		Technical Report Specialist
		Technologist - Environmental
		Terminal Maintenance A
		Utility Worker
2019TY		