

- 1 **Q.** a) Please provide tables, similar to the format below, showing actual or forecast
2 FTEs and headcount for 2015-2020 for unionized, non-unionized and executive
3 employee classifications.
4
- 5 b) For both FTE and head count, please indicate the reductions that are
6 attributable to the completed deployment of Automated Meter Reading (AMR)
7 meters.
8
- 9 c) If there are workforce reductions additional to those attributable to the AMR
10 program captured in the tables provided in question a) please indicate the
11 positions, reasons for the reductions, and years in which the reductions
12 occur(ed).
13
- 14 d) Newfoundland Power states "meter reading operating costs were reduced by
15 approximately 65%, or \$1.8 million, between 2012 and 2017. These cost savings
16 are reflected in Newfoundland Power's proposed customer rates for 2020." On
17 the complete Operating Costs by Breakdown statement please indicate in which
18 line item(s) these costs savings are reflected.
19
- 20 e) Newfoundland Power states "[i]n 2020, Newfoundland Power expects an FTE
21 reduction of 4.4 FTEs as a result of the conclusion of the *Five-Year Conservation*
22 *Plan: 2016-2020*. This will result in a labour reduction of \$440,000." Please
23 explain how the *Conservation Plan* will result in a reduction of 4.4 FTEs and
24 which positions will be eliminated.
25
- 26 f) At present, what percentage of Newfoundland Power's workforce is in the
27 executive employee classification?
28
- 29 g) What percentage of the workforce at other investor owned utilities in Canada
30 are classified as executive employee? For the purposes of this question please use
31 the list of investor owned utilities considered in Mr. Coyne's evidence: ATCO
32 Electric; FortisAlberta; FortisBC Electric; FortisOntario Inc.; other Ontario
33 electric distributors; Maritime Electric; and Nova Scotia Power.

- 1 A. a) Table 1 provides employees categorized by unionized, non-unionized and executive
2 on a headcount basis. Table 2 provides similar information on a full time equivalent
3 basis.

Table 1
Headcount¹

Category	2015	2016	2017	2018F	2019F	2020F
Union	323	313	300	301	301	303
Non-union	276	261	260	264	267	264
Executive	4	4	4	4	4	4
Total	603	578	564	569	572	571

Table 2
Full Time Equivalents (FTEs)

Category	2015	2016	2017	2018F	2019F	2020F
Union	357.2	349.3	333.9	328.1	333.4	336.7
Non-union	291.8	281.2	273.0	286.7	286.8	282.4
Executive	4.0	4.0	4.3	4.0	4.0	4.0
Total	653.0	634.5	611.2	618.8	624.2	623.1

- 4 b) The completed deployment of Automated Meter Reading (AMR) meters has resulted
5 in a reduction of 25.5 FTEs and 9 regular employees from the headcount from 2015
6 to the 2020 forecast.¹
7
8 c) Newfoundland Power has not had any material workforce reductions in addition to
9 those attributable to the AMR program.

¹ Headcount reflects the resources of the Company at a point in time and only includes regular employees due to the dynamic nature of temporary employees. Newfoundland Power calculates FTEs based on employee hours worked divided by total working hours in a year. Since the FTE calculation reflects only hours worked, it is a better indicator of the reduction in work requirements. See “Labour Forecast 2018-2020” of *Volume 2, Supporting Materials* for additional information on the method used by Newfoundland Power to calculate FTEs and labour expense.

- 1 d) Table 3 shows the operating savings related to reduced meter reading costs reflected
2 in the Operating Costs by Breakdown.

Table 3
Operating Cost Savings²
Reduction in Meter Reading Costs
2017A over 2012A
(\$000s)

Regular and Standby	799
Temporary	969
Overtime	14
Total Labour	1,782

- 3 e) The 4.4 forecast reduction in FTEs in 2020 reflects the planned conclusion of the
4 Instant Rebates and residential Benchmarking programs at the end of 2019. The
5 Benchmarking program is not expected to be cost-effective following a forecast
6 decline in the marginal cost of electricity in 2020. Conclusion of the Instant Rebates
7 program in 2019 reflects forecast market saturation of LED light bulbs.
8
9 The labour decrease reflects reduced support of these two programs and the
10 completion of the Five-Year Conservation Plan in 2020. For example, there are 10
11 temporary employees who deliver the Instant Rebates program during the Spring and
12 Fall campaigns. These 10 temporary Retail Coordinators combined are equivalent to
13 one FTE. Reassessment of resources and staff requirements will take place during
14 this planning process to review the team composition required to deliver the next
15 conservation plan. Any staffing vacancies within the conservation function are being
16 filled as temporary assignments to allow for flexibility as future staffing needs are
17 confirmed through the official planning process.
18
19 f) At present, 0.6% of the Newfoundland Power's workforce is in the executive
20 employee classification.³
21
22 g) The Company does not track or maintain information relating to the percentage of
23 employees classified as executive for the utilities listed.

² Reduction in Meter Readers has also resulted in non-labour savings such as reduced Tools and Clothing Allowances. These savings are offset by inflationary increases from 2012A to 2020F.

³ 2018F includes 618.8 FTEs of which 4 are in the executive employee classification ($4 / 618.8 = 0.6\%$).