



## Budget Request to Fill Position

Company: <u>Enersource Corporation</u>	Department: <u>10310 Collections</u>
Position Title: <u>Cashier</u>	Reports To: <u>Collections Supervisor</u>
Proposed Job Level/Group/Rate: <u>3</u>	Proposed Start Date: <u>January 1, 2012</u>

### Position Justification

Year: 2012 ☒ 2013 ☐ 2014 ☐ 2015 ☐ 2016 ☐  
 (Info only) (Info only)

Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐

Replacement: ☐ New: ☒ Retirement Overlap: ☐

For Retirement Overlap - No. of Months Req'd: \_\_\_\_\_

For Temporary/Contract/Student: Start Date \_\_\_\_\_ End Date \_\_\_\_\_

☐ Core Initiative: \_\_\_\_\_ ☒ Non Core Initiative

State Business Case For This Position:

The amount of payment transactions has significantly increased and there will be an increase in arrears payment processing in the future. The cash office currently only has one cashier and has been incurring significant amounts of overtime to complete the daily tasks required. The position will also be able to take on additional NSF processing from the collection CSR's which would free up some of their time to follow up on outstanding accounts.

State Impact To Business If Position Is Not Approved:

During the month of March over \$20 million worth of transactions were processed by the cashier. The risk of payments being processed incorrectly could cause even more overtime and could cause customer dissatisfaction if the payments are processed to the incorrect accounts or not on a timely basis.

Alternate Resourcing Strategies To Consider:

Currently there is no viable alternative.

### Approval & Sign Off

Hiring Supervisor	Date	Manager	Date	Vice President/Director	Date
	<u>08/04/11</u>		<u>08/04/11</u>		<u>08/04/11</u>
Executive Vice President	Date	Vice President Human Resources	Date	President & CEO	Date

Current filled positions \_\_\_\_\_ Vacant Positions \_\_\_\_\_ Proposed new total \_\_\_\_\_  
 (for department) (Including this request up to 2014) 2011 Budgeted Positions \_\_\_\_\_

An updated Organizational Chart must accompany this request.

See Finance/Customer service reorganization.



## Budget Request to Fill Position

Company: <u>Enersource Hydro Mississauga</u>	Department: <u>Engineering &amp; Asset Systems</u>
Position Title: <u>Application Manager, Asset Management Systems</u> Reports To: <u>Senior Manager, Engineering &amp; Asset Systems</u>	
Proposed Job Level/Group/Rate: <u>10</u>	Proposed Start Date: <u>January 1, 2012</u>

### Position Justification

Year: 2012 ☒ 2013 ☐ 2014 ☐ 2015 ☐ 2016 ☐  
 (info only) (info only)

Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐

Replacement: ☐ New: ☐ Retirement Overlap: ☐

For Retirement Overlap – No. of Months Req'd. \_\_\_\_\_

For Temporary/Contract/Student: Start Date \_\_\_\_\_ End Date \_\_\_\_\_

☒ Core: Employee Succession/Development and Asset Management ☐ Non Core

### State Business Case For This Position:

The Senior Manager of E&AS currently manages 10 direct reports and all of the projects and work processes associated with engineering systems and records management. Several strategic initiatives are in progress, including the implementation of the mission-critical, real-time IOM system, the move from GAP to IFRS, and the directive to develop a formal Asset Management Plan. These initiatives have put tremendous pressure on the department to expand upon their products and services, and to formalize the business processes around system development and data capture. The flat organizational structure of the department and the volume of specialized, technical work, has resulted in a situation whereby we have no viable succession plan for the Senior Manager. Additionally, the burden of managing so many direct reports is jeopardizing delivery schedules and the ability to effectively coach and support team members.

### State Impact To Business If Position Is Not Approved:

There will be delays in project delivery, and a lack of proactive management of the department. Management of the budgets may not be optimal. Personnel issues could develop.

### Alternate Manpower Strategies To Consider:

Growth of the department is required if the projects deemed as priority are to proceed according to schedule. We could delay the growth of either the IOM or AM/FM temporarily until one of the initiatives is deployed.

### Approval & Sign Off

Hiring Supervisor	Date	<u>Amy Hime</u> Manager	Date	<u>[Signature]</u> Vice President/ Director	Date
<u>[Signature]</u> Executive Vice President	Date	<u>8 Aug '11</u>	Vice President Human Resources	Date	President & CEO Date

Current filled positions \_\_\_\_\_ Vacant Positions \_\_\_\_\_ Proposed new total \_\_\_\_\_  
 (for department) (Including this request up to 2014) 2011 Budgeted Positions \_\_\_\_\_

An updated Organizational Chart must accompany this request.



## Budget Request to Fill Position

Company: Enersource Hydro Mississauga	Department: Substations & Facilities
Position Title: Facilities Analyst	Reports To: Senior Manager, Substations & Facilities
Proposed Job Level/Group/Rate:	Proposed Start Date:

### Position Justification

Year: 2012 ☒ 2013 ☒ 2014 ☐ 2015 ☐ 2016 ☐  
 (Info only) (Info only)

Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐

Replacement: ☐ New: ☒ Retirement Overlap: ☐

For Retirement Overlap – No. of Months Req'd. \_\_\_\_\_

For Temporary/Contract/Student: Start Date \_\_\_\_\_ End Date \_\_\_\_\_

☒ Core Initiative: New Administration Building ☐ Non Core Initiative

State Business Case For This Position:

With the acquisition of a new Administration building, we will need an analyst to operate/maintain and/or install the Building Automation System (BAS). The BAS will allow the centralization of key building function such as energy load controls, lighting, Electrical panels, HVAC, Fire alarm panels, building generator, CCTV and building access controls. This centralization will also be needed at our 3240 Mavis road location.

State Impact To Business If Position Is Not Approved:

A dedicated Enersource resource to focus on a Building Automation system will provide tools to Facilities/Security staff to operate the building efficiently and allow faster response to building emergencies such as fire/generator/electrical disturbances.

Alternate Resourcing Strategies To Consider:

None

### Approval & Sign Off

Hiring Supervisor	Date	Manager	Date	Vice President/Director	Date
<i>[Signature]</i>	22 Aug '11	<i>[Signature]</i>	Aug 14/2011	<i>[Signature]</i>	Aug 16/11
Executive Vice President	Date	Vice President Human Resources	Date	President & CEO	Date

Current filled positions (for department) \_\_\_\_\_ Vacant Positions (including this request up to 2014) \_\_\_\_\_ Proposed new total \_\_\_\_\_  
 2011 Budgeted Positions \_\_\_\_\_

An updated Organizational Chart must accompany this request.



## Budget Request to Fill Position

Company: Enersource Hydro Mississauga	Department: Substations & Facilities
Position Title: Facilities Caretaker	Reports To: Facilities Supervisor
Proposed Job Level/Group/Rate:	Proposed Start Date:

### Position Justification

Year: 2012 ☒ 2013 ☒ 2014 ☐ 2015 ☐ 2016 ☐  
 (info only) (info only)

Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐

Replacement: ☐ New: ☒ Retirement Overlap: ☐

For Retirement Overlap - No. of Months Req'd. \_\_\_\_\_

For Temporary/Contract/Student: Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

☒ Core Initiative: New Administration Building ☐ Non Core Initiative

State Business Case For This Position:

With the acquisition of a new Administration building and our Erin Mills Town Centre BCM building, resources will be required to operate and maintain building infrastructure and to provide service for staff.

State Impact To Business If Position Is Not Approved:

Without a facility caretaker for the above buildings, facilities will not be able to respond efficiently to building emergencies and to staff issues.

Alternate Resourcing Strategies To Consider:

None

### Approval & Sign Off

	<u>Aug 12, 2011</u>		<u>Aug 12/2011</u>		<u>Aug 16/11</u>
Hiring Supervisor	Date	Manager	Date	Vice President/Director	Date
	<u>22 Aug '11</u>	Vice President Human Resources	Date	President & CEO	Date
Executive Vice President	Date	Vice President Human Resources	Date	President & CEO	Date

Current filled positions (for department) \_\_\_\_\_ Vacant Positions (including this request up to 2014) \_\_\_\_\_ Proposed new total \_\_\_\_\_  
 2011 Budgeted Positions \_\_\_\_\_

An updated Organizational Chart must accompany this request.

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## Budget Request to Fill Position

Company: <u>Enersource Hydro Mississauga</u>		Department: <u>ISTS</u>	
Position Title: <u>Network Technician / Help Desk</u>		Reports To: <u>Client Services Supervisor</u>	
Proposed Job Level/Group/Rate: <u>6</u>		Proposed Start Date: _____	
<b>Position Justification</b>			
Year: 2012 <input checked="" type="checkbox"/>	2013 <input checked="" type="checkbox"/>	2014 <input type="checkbox"/>	2015 <input type="checkbox"/> (info only)
		2016 <input type="checkbox"/> (info only)	
Required Position: Full-time <input checked="" type="checkbox"/> Temporary <input type="checkbox"/> Contract <input type="checkbox"/> Student <input type="checkbox"/>			
Replacement: <input type="checkbox"/> New <input checked="" type="checkbox"/> Retirement Overlap: <input type="checkbox"/>			
For Retirement Overlap - No. of Months Req'd. _____			
For Temporary/Contract/Student: Start Date _____ End Date _____			
<input checked="" type="checkbox"/> Core: <u>new building initiative</u> <input type="checkbox"/> Non Core			
State Business Case For This Position:			
The acquisition of a second office building and the splitting of staff will result in ISTS services required in both buildings. This is one of 2 positions being requisitioned, with this resource being the primary help desk support person (hardware, telephone and application) at the new building.			
State Impact To Business If Position Is Not Approved:			
Providing timely and on-site ISTS assistance to staff at the new building is paramount to effective and efficient customer service both internal and external.			
Alternate Manpower Strategies To Consider:			
Telephone support from 3240 Mavis is a possibility, however it would not be as effective and customer service would be affected.			
<b>Approval &amp; Sign Off</b>			
<u>[Signature]</u> Hiring Supervisor	<u>[Signature]</u> Date: <u>June 28/11</u>	<u>[Signature]</u> Manager	<u>[Signature]</u> Date: <u>27 Jan 11</u>
<u>[Signature]</u> Executive Vice President	<u>[Signature]</u> Date: <u>Aug 11</u>	Vice President Human Resources	Date: _____
		President & CEO	Date: _____
Current filled positions (for department)	Vacant Positions (Including this request up to 2014)	Proposed new total	2011 Budgeted Positions

An updated Organizational Chart must accompany this request.



## Budget Request to Fill Position

Company:	Enersource Hydro Mississauga	Department:	ISTS
Position Title:	JDE Business Analyst	Reports To:	Manager, JDE
Proposed Job Level/Group/Rate:	8	Proposed Start Date:	

**Position Justification**

Year: 2012 ☒ 2013 ☒ 2014 ☐ 2015 ☐ 2016 ☐  
(info only) (info only)

Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐

Replacement: ☐ New: ☒ Retirement Overlap: ☐

For Retirement Overlap - No. of Months Req'd. \_\_\_\_\_

For Temporary/Contract/Student: Start Date \_\_\_\_\_ End Date \_\_\_\_\_

☒ Core: #1 Asset Management ☐ Non Core

State Business Case For This Position:

The Company is currently working on an asset management plan and it is expected that significant development and implementation work will be necessary within J.D. Edwards (JDE) since it is the central repository for financial information regarding fixed assets. In addition, it is also the source for some physical assets information such as transformer manufacturer, model and impedance.

JDE also has functionality for asset preventative maintenance scheduling and tracking that is not currently being used at the Company but may be necessary as part of the asset management plan requirements.

A dedicated JDE business analyst is required to focus on designing, implementing and supporting the requirements resulting from the asset management, which is a core initiative for the Company. This is expected to include the creation of multiple interfaces between JDE and AM/FM (GIS system) and/or other systems that will need to be implemented.

State Impact To Business If Position Is Not Approved:

Without this position, the Company will increase its reliance on third party consulting resources which will increase cost and they will not have the vision and dedication to deliver a key core initiative of the Company. In addition, this will negatively impact knowledge retention within the Company.

Alternate Manpower Strategies To Consider:

None

**Approval & Sign Off**

Hiring Supervisor	Date	Manager	Date	Vice President/Director	Date
			July 18/11		July 18
Executive Vice President	Date	Vice President Human Resources	Date	President & CEO	Date
	Revised Date: 8 Aug '11				

Current filled positions (for department) 4 Vacant Positions (including this request up to 2014) 1 Proposed new total 5  
2011 Budgeted Positions 4

An updated Organizational Chart must accompany this request



## Budget Request to Fill Position

Company:	Enersource Hydro Mississauga	Department:	ISTS
Position Title:	Internet Developer	Reports To:	Manager, JOE
Proposed Job Level/Group/Rate:	6	Proposed Start Date:	

### Position Justification

Year: 2012 ☒ 2013 ☒ 2014 ☐ 2015 ☐ 2016 ☐  
 (info only) (info only)

Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐

Replacement: ☐ New: ☒ Retirement Overlap: ☐

For Retirement Overlap – No. of Months Req'd. \_\_\_\_\_

For Temporary/Contract/Student: Start Date \_\_\_\_\_ End Date \_\_\_\_\_

☒ Core: #3 Customer Self Service on the Web ☐ Non Core

State Business Case For This Position:

The www.enersource.com external Internet website is a core vehicle for the Company to communication with its customers and anytime the customers can use it to find the information they require instead of calling into the customer service agents will result in savings for the Company.

This may include portals for large customers and participants in the FIT and microFIT programs.

The ability to provide the necessary information in an accessible way is a key component of the web customer self-service core initiative. So accessibility enhancements such as making information available on mobile devices including smart phones and tablets as well as the desktop PCs and laptops will be important as adoption of such technology grows.

This position will be responsible for the development, implementation as well as working with external vendors to provide such solutions.

State Impact To Business If Position Is Not Approved:

Without this position, the Company will increase its reliance on third party consulting resources which will increase cost and they will not have the vision and dedication to deliver a key core initiative of the Company. In addition, this will negatively impact knowledge retention within the Company which in turn will adversely affect everyday support of the systems.

Projects could also be delayed and due to lack of resources to co-ordinate activities.

Alternate Manpower Strategies To Consider:

None

### Approval & Sign Off

_____ Hiring Supervisor	_____ Date	_____ Manager	_____ Date	_____ Vice President/ Director	_____ Date
_____ Executive Vice President	_____ Date	_____ Vice President Human Resources	_____ Date	_____ President & CEO	_____ Date

Current filled positions \_\_\_\_\_ 1 \_\_\_\_\_ Vacant Positions \_\_\_\_\_ 1 + 1 (JDE) \_\_\_\_\_ Proposed new total \_\_\_\_\_ 6 \_\_\_\_\_  
 (for department) (Including this request up to 2014) 2011 Budgeted Positions \_\_\_\_\_ 4 \_\_\_\_\_

An updated Organizational Chart must accompany this request.



## Budget Request to Fill Position

Company:	Enersource Hydro Mississauga	Department:	ISIS
Position Title:	Oracle BI Developer – Credit and Collections	Reports To:	Manager CC&B
Proposed Job Level/Group/Rate:	9	Proposed Start Date:	
Position Justification			
Year:	2012 <input type="checkbox"/>	2013 <input checked="" type="checkbox"/>	2014 <input type="checkbox"/>
		2015 <input type="checkbox"/>	2016 <input type="checkbox"/>
		(info only)	(info only)
Required Position:	Full-time <input checked="" type="checkbox"/>	Temporary <input type="checkbox"/>	Contract <input type="checkbox"/>
			Student <input type="checkbox"/>
Replacement:	<input type="checkbox"/>	New: <input checked="" type="checkbox"/>	Retirement Overlap: <input type="checkbox"/>
For Retirement Overlap – No. of Months Req'd. _____			
For Temporary/Contract/Student: Start Date _____ End Date _____			
<input checked="" type="checkbox"/> Core:	Low Income Account Mgmt		<input type="checkbox"/> Non Core
State Business Case For This Position:			
Incorporated into Oracle's Customer Care and Billing (CC&B) CIS, is a Business Intelligence module, that is a technology solution to many Management and Executive business requirements. Having a executive level dashboard and analytic tool suite will provide real time Credit and Collections Analytics, that will be valuable tool for Management in the successful controlling the Enersource Hydro Mississauga's Account Receivables.			
Designing, developing and implementing all of Credit and Collections and other business intelligence initiatives will require a dedicated individual knowledgeable in this new skill set. This position will report to the Manager, CC&B, and will be responsible for all Business Intelligence development at Enersource.			
State Impact To Business If Position Is Not Approved:			
Without a developer dedicated to Business Intelligence development, the Company will solely rely on third party software solutions developers, who will not have an vision and dedication to deliver a key core initiative of the Company.			
Alternate Manpower Strategies To Consider:			
None			

Approval & Sign Off					
Hiring Supervisor	Manager	Vice President	Director	July 21/11	
Date	Date	Date	Date	Date	
Review Only					
Executive Vice President	Vice President Human Resources	President & CEO	Director		
Date	Date	Date	Date		
Current filled positions (for department)		Vacant Positions (Including this request up to 2014)		Proposed new total	
				2011 Budgeted Positions	

An updated Organizational Chart must accompany this request

Company: Energsource Hydro Mississauga Department: Engineering & Asset Systems  
Position Title: Business Analyst - Field Applications Reports To: Senior Manager, Engineering & Asset Systems  
Proposed Job Level/Group/Rate: TBD Proposed Start Date: January 1, 2013

Year: 2012 ☐ 2013 ☒ 2014 ☐ 2015 ☐ 2016 ☐  
(Info only) (Info only)

☒ Core: Asset Management ☐ Non Core

Contract personnel could be utilized although the requirement for the resource is permanent, so this may not be a cost-effective alternative.

<u>Hiring Supervisor</u>	<u>Date</u>	<u>Anytime</u> Manager	<u>July 15/11</u> Date	<u>Vice President/ Director</u>	<u>July 20/11</u> Date
<u>Executive Vice President</u>	<u>Date</u>	<u>President &amp; CEO</u> Vice President Human Resources	<u>Date</u>	<u>President &amp; CEO</u>	<u>Date</u>

An updated Organizational Chart must accompany this request.



## Budget Request to Fill Position

Company: <u>Enersource Hydro Mississauga</u>	Department: <u>Engineering &amp; Asset Systems</u>
Position Title: <u>Business Analyst - AM/FM</u>	Reports To: <u>Application Manager, Asset Management Systems (Proposed)</u>
Proposed Job Level/Group/Rate: <u>TBD</u>	Proposed Start Date: <u>January 1, 2013</u>

### Position Justification

Year: 2012 ☒ 2013 ☒ 2014 ☐ 2015 ☐ 2016 ☐  
(Info only) (Info only)

Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐

Replacement: ☐ New: ☐ Retirement Overlap: ☐

For Retirement Overlap - No. of Months Req'd: \_\_\_\_\_

For Temporary/Contract/Student: Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

☒ Core: Asset Management ☐ Non Core

### State Business Case For This Position:

Initiatives such as the IOM and the Asset Management Plan have resulted in the need to expand the functionality of the AM/FM system. Significant changes to AM/FM are also needed to support the move from GAP to IFRS. At the same time, the traditional uses of the system in Engineering must continue to be supported. The amount of information captured in the system, and the requirement for extremely accurate information in close to real time, have put enormous pressure on the support team and there are not enough resources to consistently analyze and document business requirements, or perform quality checks of system and data changes.

### State Impact To Business If Position Is Not Approved:

Reports or changes to the system and the data will not always be completed in a timely way. The delays could result in inaccuracies in the data, or system performance issues.

### Alternate Manpower Strategies To Consider:

Contract personnel could be utilized although the requirement for the resource is permanent, so this may not be a cost-effective alternative.

### Approval & Sign Off

Hiring Supervisor	Date	Manager	Date	Vice President/Director	Date
			Jul 15/11		Jul 15/11
Executive Vice President	Date	Vice President Human Resources	Date	President & CEO	Date
	Jul 14				

Current filled positions (for department) \_\_\_\_\_ Vacant Positions (including this request up to 2014) \_\_\_\_\_ Proposed new total \_\_\_\_\_  
2011 Budgeted Positions \_\_\_\_\_

An updated Organizational Chart must accompany this request.



## Budget Request to Fill Position

Company: <u>Enersource Hydro Mississauga</u>	Department: <u>Corporate Mapping</u>
Position Title: <u>Mapping Analyst</u>	Reports To: <u>Supervising Technician</u>
Proposed Job Level/Group/Rate: <u>6</u>	Proposed Start Date: <u>January 1, 2012</u>

### Position Justification

Year: 2012 ☒ 2013 ☒ 2014 ☐ 2015 ☐ 2016 ☐  
 (Info only) (Info only)

Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐

Replacement: ☐ New: ☒ Retirement Overlap: ☐

For Retirement Overlap – No. of Months Req'd. \_\_\_\_\_

For Temporary/Contract/Student: Start Date \_\_\_\_\_ End Date \_\_\_\_\_

☒ Core: Asset Management ☐ Non Core

State Business Case For This Position:

An increased volume of work has been experienced in Corporate Mapping due to new demands for AM/FM data by EHM and Finance. Prior to the IOM Implementation, many drawings were not submitted to Corporate Mapping for input into AM/FM. Now, all information must be available so that the Control Room can coordinate the energization or operation of equipment with the field crews. Maintaining a high level of accuracy has always been important to support reliability, safety and productivity initiatives, and now the calculation of reliability statistics depends upon the model imported into the IOM from AM/FM. The new financial reporting standards and the Asset Management Plan are based on the AM/FM data, so the information must be as up-to-date and accurate as possible. All of these business changes have put pressure on the Corporate Mapping department.

State Impact To Business If Position Is Not Approved:

- Inaccuracies when reporting on capital assets with a potential impact on capital planning decisions;
- Difficulty in justifying our spending decisions with the OEB;
- Delays in the processing of work orders into AM/FM impacting our ability to know with confidence where our plant is (safety, reliability and productivity impacts);
- Inaccuracies in reliability reporting.

Alternate Manpower Strategies To Consider:

For 2011, this position was filled by contract personnel. The contract could be continued into 2012, but this is an expensive option when the need for the resource is permanent.

### Approval & Sign Off

Hiring Supervisor	Date	<u>Amey Hume</u>	Date	<u>Jul. 15/11</u>	Vice President/Director	Date	<u>Jul 21/11</u>
<u>[Signature]</u>	Date	<u>8 Aug '11</u>	Vice President Human Resources	Date	President & CEO	Date	

Current filled positions (for department) \_\_\_\_\_ Vacant Positions (including this request up to 2014) \_\_\_\_\_ Proposed new total \_\_\_\_\_  
 2011 Budgeted Positions \_\_\_\_\_

An updated Organizational Chart must accompany this request.



## Budget Request to Fill Position

Company: Enersource Hydro Mississauga Department: Engineering & Asset Systems  
 Position Title: Application Manager, IOM & Control Room Systems Reports To: Senior Manager, Engineering & Asset Systems  
 Proposed Job Level/Group/Rate: 10 Proposed Start Date: January 1, 2013

### Position Justification

Year: 2012 ☐ 2013 ☒ 2014 ☒ 2015 ☐ 2016 ☐  
 (Info only) (Info only)  
 Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐  
 Replacement: ☐ New: ☐ Retirement Overlap: ☐  
 For Retirement Overlap – No. of Months Req'd. \_\_\_\_\_  
 For Temporary/Contract/Student: Start Date \_\_\_\_\_ End Date \_\_\_\_\_  
☒ Core: Employee Succession/Development and Asset Management ☐ Non Core

### State Business Case For This Position:

The IOM system has already positively influenced the quality of our asset information and our business processes. IOM Phase II is underway and in addition to the current functionality, will include a 2-way SCADA interface, in addition to interfaces to CC&B, an IVR system, and smart meters. The Siemens Load Flow Analysis software will be implemented as part of the project. Once completed, EHM intends to deploy the mobile version of the product to our field personnel. The system is real-time, mission-critical and will be one of the most significant technologies implemented at Enersource. Once fully deployed, the product will reach a critical point whereby an Application Manager will be needed to oversee all of components and associated business processes.

### State Impact To Business If Position Is Not Approved:

Usability of the system could be compromised with potential impacts on asset management, productivity, reliability, and safety initiatives.

### Alternate Manpower Strategies To Consider:

The scope of product deployment could be reduced so that the overall implementation will be less complex to manage.

### Approval & Sign Off

Hiring Supervisor	Date	<u>Amy Hume</u>	Date	<u>July 15/11</u>	Vice President/ Director	Date	<u>July 21/11</u>
<u>[Signature]</u>	<u>8 Aug '11</u>	Vice President	Date		President & CEO	Date	
Executive Vice President		Vice President Human Resources					

Current filled positions (for department) \_\_\_\_\_ Vacant Positions (Including this request up to 2014) \_\_\_\_\_ Proposed new total \_\_\_\_\_  
 2011 Budgeted Positions \_\_\_\_\_

An updated Organizational Chart must accompany this request.



## Budget Request to Fill Position

Company: Enersource Hydro Mississauga	Department: Substations
Position Title: Substation Technician	Reports To: Substation Supervisor
Proposed Job Level/Group/Rate:	Proposed Start Date: January 2013

### Position Justification

Year: 2012 ☐ 2013 ☒ 2014 ☐ 2015 ☐ 2016 ☐  
 (info only) (info only)

Required Position: Full-time ☒ Temporary ☐ Contract ☐ Student ☐

Replacement: ☐ New: ☒ Retirement Overlap: ☐

For Retirement Overlap - No. of Months Req'd. \_\_\_\_\_

For Temporary/Contract/Student: Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

☐ Core Initiative: \_\_\_\_\_ ☒ Non Core Initiative

State Business Case For This Position:

The Substation department consists of thirteen technicians divided into 6 groups. Our yearly work consists in maintenance of about 20% of all stations, replacement of aging substations equipment such as battery charger, batteries, protection relay, switchgear, breakers and automation components. To be able to maintain our reliability successes, it is important that we continue support the existing automation infrastructure and add new technology that will increase reliability to our customers.






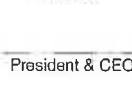
State Impact To Business If Position Is Not Approved:

With the position not filled, our maintenance/rebuild and plant addition plans would suffer. Over time, this lack of plant attention would manifest itself by greater risk of equipment failure and automation projects plans not getting done.

Alternate Resourcing Strategies To Consider:

None

### Approval & Sign Off

 Hiring Supervisor	 Manager	 Vice President Director
8/11/2011 Date	Aug 11/2011 Date	Aug 16/11 Date
 Executive Vice President	 Vice President Human Resources	 President & CEO
22 Aug '11 Date	 Date	 Date

Current filled positions (for department) \_\_\_\_\_ Vacant Positions (Including this request up to 2014) \_\_\_\_\_ Proposed new total \_\_\_\_\_  
 2011 Budgeted Positions \_\_\_\_\_

An updated Organizational Chart must accompany this request.