

UNDERTAKING JT2.33

Undertaking

To review and confirm a table by Board Staff regarding FTEs and headcount, and provide information for missing categories as appropriate, before the settlement conference.

Response

The table on the following page shows headcount, FTE and employee costs for OPG's regulated facilities. For clarity, the following information and definitions are provided:

Headcount is defined as the number of persons employed as of December 31 of the given year, including both regular and non-regular staff.

Regular Staff are as defined in Ex F4-3-1, page 5, starting at line 20. Non-Regular Staff are as defined in Ex F4-3-1, page 5, starting at line 25.

Employee costs are total base salary and wages, overtime, incentive pay, fiscal year adjustment and total benefits including current service cost of pension and OPEB costs as noted in the notes page of Ex F4-3-1, Attachment 6.

Non-regular staff figures have not been broken down by representation (i.e. management, Society and PWU).

Nuclear staffing and employee cost data has been presented in two categories, "Nuclear Operations and Projects" and "DRP and New Nuclear" as opposed to the three categories requested by Board Staff. A breakdown of data into "Operations" and "Projects" was not possible in the time frame.

As noted in Ex L-6.8-1 Staff 100, OPG's Business Transformation headcount reduction targets are in reference to regular staff, not non-regular staff and are in reference to ongoing operations, which exclude DRP and New Nuclear. OPG has added several lines in Board Staff's table, in addition to those originally provided, in order to address undertaking JT2.32's request for "number of ongoing regulated regular employees".

As this application is based on the 2013 – 2015 Business Plan, OPG has used data consistent with the 2013 – 2015 Business Plan.

Certain simplifying assumptions were made in the allocation of headcount data and 2013 actual costs. The same labour percentages used to allocate FTEs in the preparation of Ex F4-3-1 Attachment 6 were also used to allocate headcount. For 2013 actual compensation, the same percentages for payroll burden and statutory benefits used in the preparation of Ex F4-3-1 Attachment 6's 2013 budget figures were used.

Headcount, FTE and Employee Costs for OPG's Regulated Facilities

Line #		2010	2011	2012	2013		2014	2015
		Actual	Actual	Actual	Plan	Actual	Plan	Plan
	Headcount							
1	Nuclear Operations & Projects	8,246	7,901	6,556	6,542	6,362	6,329	6,210
2	DRP and New Nuclear	153	241	227	270	198	266	276
3	Allocated Corporate Support to Nuclear	871	857	1,941	1,880	1,883	1,759	1,683
4	Previously Reg Hydro Operations	365	376	343	342	319	339	337
5	Allocated Corp Support to Previously Reg Hydro	87	79	103	102	102	102	96
6	Newly Reg Hydro Operations	609	617	589	584	571	591	573
7	Allocated Corp Support to Newly Reg Hydro	127	113	143	129	128	144	138
8	Total (Regular and Non-Regular Staff)	10,458	10,184	9,902	9,850	9,563	9,529	9,314
9	Less DRP And New Nuclear Regular Staff (Incl Allocated Corp Support)	176	283	290	365	276	367	378
10	Less All Non-Regular Staff (incl DRP & New Nuclear)	496	463	449	539	551	464	460
11	Regular Staff in Ongoing Operations	9,786	9,438	9,163	8,946	8,736	8,698	8,475
	FTE							
12	Nuclear Operations & Projects	8,292.5	7,988.6	6,536.7	6,547.8	6,353.6	6,315.6	6,243.9
13	DRP and New Nuclear	152.9	226.5	225.1	259.4	200.6	264.1	276.0
14	Allocated Corporate Support to Nuclear	875.0	876.1	2,037.2	1,903.2	1,910.6	1,790.6	1,714.1
15	Previously Reg Hydro Operations	359.7	369.4	343.8	346.8	321.5	343.1	340.9
16	Allocated Corp Support to Previously Reg Hydro	88.7	80.8	108.9	104.7	103.0	104.6	97.8
17	Newly Reg Hydro Operations	584.3	617.4	600.9	596.8	584.0	599.5	582.2
18	Allocated Corp Support to Newly Reg Hydro	127.7	115.6	152.8	132.5	129.1	148.6	140.8
19	Total (Regular and Non-Regular Staff)	10,480.8	10,274.4	10,005.5	9,891.2	9,602.5	9,566.1	9,395.6
20	Less DRP And New Nuclear Regular Staff (Incl Allocated Corp Support)	178.3	268.6	290.7	355.4	280.2	368.1	380.4
21	Less All Non-Regular Staff (incl DRP & New Nuclear)	787.2	698.6	635.0	485.9	676.2	423.8	475.4
22	Regular Staff in Ongoing Operations	9,515.3	9,307.2	9,079.8	9,049.8	8,646.0	8,774.3	8,539.8
	Headcount (regular and non regular)							
23	Management	1,067	1,039	1,015	1,108	978	1,084	1,063
24	Society	3,292	3,198	3,066	3,101	2,876	2,995	2,937
25	PWU	5,603	5,484	5,372	5,102	5,159	4,986	4,853
26	Sub Total - Regular	9,961	9,721	9,453	9,311	9,012	9,065	8,853
27	Non-Regular	496	463	449	539	551	464	460
28	Total (Regular and Non-Regular Staff)	10,458	10,184	9,902	9,850	9,563	9,529	9,314
	FTE (regular and non-regular)							
29	Management	1,101.7	1,099.2	1,095.6	1,124.5	1,091.0	1,101.0	1,076.3
30	Society	3,269.0	3,254.6	3,112.6	3,146.9	2,909.2	3,043.3	2,965.6
31	PWU	6,012.9	5,840.7	5,711.0	5,564.7	5,542.0	5,371.7	5,300.3
32	EPSCA	97.2	79.8	86.3	55.1	60.2	50.1	53.4
33	Total (Regular and Non-Regular Staff)	10,480.8	10,274.4	10,005.5	9,891.2	9,602.5	9,566.1	9,395.6
	Employee Costs (\$million)							
34	Nuclear Operations & Projects	1,274.6	1,281.5	1,135.7	1,166.1	1,202.3	1,143.6	1,163.9
35	DRP and New Nuclear	23.1	36.3	37.6	49.5	40.3	52.2	55.2
36	Allocated Corporate Support to Nuclear	122.4	129.1	268.2	297.8	291.7	290.1	280.5
37	Previously Reg Hydro Operations	50.4	54.5	51.8	57.1	53.7	58.4	59.0
38	Allocated Corp Support to Previously Reg Hydro	12.7	13.1	15.9	17.7	17.4	17.9	16.8
39	Newly Reg Hydro Operations	79.2	87.9	91.5	102.1	96.1	105.8	104.1
40	Allocated Corp Support to Newly Reg Hydro	18.6	18.7	23.0	23.6	22.5	26.4	25.3
41	Total	1,581.0	1,621.0	1,623.7	1,713.8	1,724.0	1,694.4	1,704.9
	Employee Costs (\$million)							
42	Management	222.8	230.9	220.8	238.5	233.1	238.2	233.5
43	Society	522.9	541.0	543.4	570.1	568.4	556.7	551.5
44	PWU	820.9	837.9	847.6	897.6	911.1	893.0	912.8
45	EPSCA	14.4	11.3	11.9	7.6	11.3	6.6	7.1
46	Total	1,581.0	1,621.0	1,623.7	1,713.8	1,724.0	1,694.4	1,704.9

Notes

1. Employee Costs: Total of Base Salary & Wages, Overtime, Incentive Pay, Fiscal Year Adjustment and Total Benefits
2. Plan figures for 2013, 2014 and 2015 are based on 2013-15 Business Plan
3. Headcount, FTE and Employee Cost plan figures and 2013 actuals exclude New Nuclear since the proposed revenue requirement excludes New Nuclear costs as discussed in Ex F2-8-1.