



30th June, 2016

Dan Kellar
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VIA Canada Post, email and RSS Filing

Ms. Kirsten Walli
Board Secretary
Ontario Energy Board
P.O. Box 2319
2300 Yonge St.
Toronto, ON
M4P 1E4

**Re: EB-2015-0275 Independent Electricity System Operator (IESO)
2016 Expenditure and Revenue Requirement Submission
The Society of Energy Professionals ' Interrogatories to IESO**

Dear Ms. Walli,

Please find attached the Society of Energy Professionals' interrogatories to IESO in their 2016 Expenditure and Revenue Requirement Application, EB-2015-0275.

Two (2) hard copies of these interrogatories have been sent to your attention.

Sincerely,

Dan Kellar
Policy Staff Advisor
The Society of Energy Professionals

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INTERROGATORY QUESTIONS

EB-2015-0275 Independent Electricity System Operator (IESO)

2016 Expenditure and Revenue Requirement Application

30th June, 2016

EB-2015-0275: The Society of Energy Professionals' Interrogatory Questions

Issue 1.3 Are the IESO's projected compensation costs and staffing levels appropriate and reasonable?

1.3 Society#1

reference: Exhibit A-2-2, Page 13 of 20, Staffing Budget table

Staffing Budget	2015	2016	2017	2018
Core FTE	694	688	684	680
Smart Metering, Enforcement & Education	36	36	36	36
Total FTEs	730	724	720	716

- a) Please provide this table with actual staff levels for 2014 and 2015 i.e. provide an updated table with values for 2014 through to 2018.

1.3 Society#2

In Exhibit A-2-2, Page 13 of 20, it is stated that:

The demographics of the workforce also need to be addressed. With approximately 15 percent of Operations staff eligible for retirement by the end of 2018, knowledge transfer through operational training and development as well as succession planning will be a heightened priority in the Operations area.

- a) Please revise the table provided in response to **1.3 Society#1** to include for each of 2014 to 2018 the total number of staff eligible for retirement by the end of the year and the number of staff who have or are forecast to retire in each year. Please also include the % these two sets of numbers represent of Total FTE's in each year.
- b) Please explain the strategy employed by IESO to backfill for retirements e.g. lead time for new hires, is there any overlap before an individual retires to allow for knowledge transfer etc.
- c) Has this hiring strategy discussed in answer to part b) changed at all since IESO's EB-2013-0381 application? If it has changed please explain why and how it has changed. If it has not changed, please explain why it has not changed.

1.3 Society#3

- a) Please update the table provided in response to **1.3 Society#2** to include the actual and forecast annual attrition levels excluding retirements for each of 2014 to 2018.
- b) What is the basis of the forecast attrition levels provided in response to part a)?