Board Staff Interrogatory #219

Interrogatory

Reference:
Exhibit F2 / Tab 1 / Schedule 1 / Attachment 6 / p. 28

Preamble:

Goodnight excluded 629 individuals due to their dedication on the DRP. At the completion of these individuals' DRP assignments, OPG will need to determine their roles in the organization relative to overall staffing and organization goals.

Question(s):

a) Please confirm that the referenced 629 individuals were fully dedicated to the DRP and did no other work.

b) Please provide a breakdown of the 629 employees by employment type. Specifically, please discuss how many of these employees are regular full-time employees that would have worked at OPG in 2019 regardless of the DRP. Specifically, please discuss how many of these 629 employees were already employed by OPG prior to the DRP. Please explain why the regular full-time employees should not be included in the benchmarking.

Response

a) The referenced 629 individuals that have been excluded from benchmarking in accordance with the Goodnight staffing benchmarking methodology were dedicated to the DRP. Given the nature of OPG's operations, some of these individuals may have worked for a very small portion of their time on non-refurbishment activities. Similarly, some of the staff working on Darlington non-refurbishment operations that were included in the benchmarking may have worked for a very small portion of their time on refurbishment activities.

b) The 629 employees are regular full-time employees. OPG cannot speculate as to how many of these employees would have worked at OPG in 2019 regardless of the DRP (and if so, which activities they would have worked on).

Of the 629 employees, 408 of the employees were previously employed by OPG, with 132 of those working on DRP planning at the time of the previous Goodnight

study in March 2014. The remaining 221 employees currently working on the DRP were hired since that time.

The regular full-time employees working on the DRP are appropriately excluded from benchmarking in accordance with the Goodnight staffing benchmarking methodology, which excludes “Major Projects/One-time initiatives” (Ex. F2-1-1, Attachment 6, p. 16). Goodnight only benchmarks staff working on steady state operations to facilitate comparison between peers. The costs of the employees working on the DRP are included as a cost of the DRP.