Energy Probe Interrogatory #61

Interrogatory

Reference:
Exhibit F4, Tab 3, Schedule 1, Attachment 2, Page 17, Overtime; EB-2015-0152 Decision, Page 84

Preamble: "The OEB expects compensation benchmarking with the next cost based application. The benchmarking shall include a detailed overtime analysis."

a) Other than the Willis Towers Watson comparison of overtime Rates, (Reference 1) where is the OEB directed analysis of Overtime over the historic period? Please provide a schedule showing overtime hours and costs for each of PWU and Society from 2015-2020.

b) Please confirm that OPG contractors also pay their staff overtime.

c) What are the average hourly contract rates and number of hours charged and Total Contractor OT cost 2015-2020

Response

a) As the preamble notes, the OEB's direction in EB-2016-0152 Decision and Order p. 84 states: "The OEB expects compensation benchmarking with the next cost based application. The benchmarking shall include a detailed overtime analysis." Exhibit F4-3-1, Attachment 2, p. 17 provides the overtime analysis performed by WTW as part of the compensation benchmarking study in response to this direction.

   Actual overtime costs attributed to the nuclear business for each of PWU and Society are below:

   i. For 2015, this was provided in EB-2016-0152, Ex. F4-3-1, Attachment 1, lines 32-33, and as reproduced below in Chart 1:

Chart 1

Overtime	2015 (Actual) $M
Society	36.8
PWU	89.4

ii. For 2016-2020 actual costs, refer to Ex. L-F4-03-SUP-18.

Overtime hours worked are not available on an allocated basis. Chart 2 provides Nuclear direct actual overtime hours worked over the 2015-2020 period:

Chart 2

	2015 hours	2016 hours	2017 hours	2018 hours	2019 hours	2020 hours
Society	247,849	273,009	281,174	285,767	293,590	270,620
PWU	823,772	795,199	807,960	784,392	774,413	763,536
Total	1,071,620	1,068,208	1,089,133	1,070,160	1,068,003	1,034,156

b) OPG contractors may pay their staff overtime dependent on the terms of the applicable contract type.

c) OPG does not plan for, or as a matter of general practice, track contractor overtime in aggregate across the organization or business units. Depending on the contract type, the responsible OPG project manager may have access to contractor overtime information for cost monitoring and control purposes. Given that the tracking of overtime is not relevant for all contractors, OPG is unable to provide the requested aggregate information.