

- Q.10. Provide the following payroll and employee benefit data—regular and overtime—separately for the test year and for the 12-month period immediately prior to the test year:
- a) The average and year-end number of employees and the unadjusted annual payroll expense and employee benefit expense associated with union personnel.
 - b) The average and year-end number of employees and the unadjusted annual payroll expense and employee benefit expense associated with nonunion personnel.
 - c) The average and year-end number of employees and the unadjusted annual payroll expense and employee benefit expense associated with management employees, if different than b.
 - d) A summary of the wage rate, salary and employee benefit changes granted or to be granted during the year.
 - e) The claimed test year payroll expense and employee benefit expense.
 - f) The percentage of payroll expense and employee benefit expense applicable to operation and maintenance expenses and the basis thereof.

A.10. The following is the requested data:

	Years Ended December	
	2010	2009
	(\$000)	(\$000)
a. <u>Union Personnel</u>		
Average Number of Employees	1,512	1,455
Year-end Number of Employees	1,506	1,439
Payroll Costs		
Normal	\$ 89,680	\$ 80,209
Overtime	\$ 15,989	\$ 10,999
Benefit Costs	\$ 37,571	\$ 37,308
b. <u>Non-Union Personnel</u>		
Average Number of Employees	470	422
Year-end Number of Employees	473	411
Payroll Costs		
Normal	\$ 44,698	\$ 42,236
Overtime	\$ 627	\$ 738
Benefit Costs	\$ 11,688	\$ 10,818

Note: Benefit costs allocated based on Average Number of Employees because costs are basically the same for both Union and Non-Union personnel.

c. Same as b.

	Years Ended December	
	2010	2009
	(\$000)	(\$000)
d. <u>Wage Rate</u>		
Union		
Rate	3.00%	3.50%
Annual Effect	\$ 3,078	\$ 3,084
Non-Union		
Rate	3.0%	3.0%
Annual Effect	\$ 1,320	\$ 1,252

Benefit Changes - Benefits basically remain unchanged, other than the cost of providing them to employees.

e. <u>Claimed for Test Year</u>		
Payroll Expense	\$ 99,224	\$ 90,520
Benefit Expense	\$ 32,112	\$ 30,255
f. <u>Percent Applicable to O&M</u>		
Payroll Expense	65.7%	67.5%
Benefit Expense	65.2%	62.9%

The charge to expense is based on activities performed or expected to be performed during the applicable years.