

BEFORE THE  
STATE OF NEW YORK  
PUBLIC SERVICE COMMISSION

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In the Matter of  
  
Central Hudson Gas & Electric Corporation  
  
Cases 14-E-0318 and 14-G-0319  
  
November 2014

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Prepared Exhibit\_\_(LP-1)

Staff Labor Panel

Vijay Puran  
Utility Engineer 3

Mary Ferrer  
Utility Engineer 3

Paul J. Darmetko, Jr.  
Utility Engineer 3

John Sano  
Utility Supervisor - Office of  
Electric, Gas, and Water

Debbie Evans  
Public Utility Auditor 3

Office of Accounting and Finance  
State of New York  
Department of Public Service  
Three Empire State Plaza  
Albany, New York 12223-1350

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No:            DPS-2, IR-282  
From:                DPS  
Date of Request:    August 19, 2014  
Witness:            Harold W. Turner  
Subject:             System Operations Labor Requirements

**Question:**

Provide the current system operations schedule showing the number of NERC certified and non-NERC certified system operators on schedule for each shift.

**Response:**

The 18 operators on Shift within System Operations are split into 6 groups of 3 operators per group. Each group contains one Operating Shift Supervisor which is required to be NERC certified, and a combination of System Operators and Assistant System Operators. The following is a summary of a typical operator schedule:

- Day shifts are 7:00 AM to 7:00 PM, Nights are 7:00 PM to 7:00 AM (12 hour shifts)
- Shifts are presently 4 weeks of rotation followed by 2 training/relief weeks; they encompass the following rotation:
  - Week 1: Tue/Wed Days, Fri/Sat Nights
  - Week 2: Sun Night, Thu/Fri Days  
On-call/Stand-by: 7 PM Fri – 7 AM Mon
  - Week 3: Mon/Tue Nights; Sat Day
  - Week 4: Sun/Mon Days, Wed/Thu Nights
  - Week 5: Training/relief week #1: 8am – 4pm M – F
  - Week 6: Training/relief week #2: 4pm – 12 midnight M – F
- Vacation, Holiday, Floating Holiday time off is restricted to the 2 training/relief weeks with preference to M-F 8am-4pm Day shop weeks. The primary purpose of the shop weeks is for training.
- Given that the operators also operate the gas transmission system, we also must follow the DOT PHMSA regulations related to hours of service.

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The following is the current system operator compliment:

Shift #	1	2	3	4	5	6
NERC Certified Operating Shift Supervisor	1	1	1	1	0 Note 1	1
NERC Certified System Operator	0	1 Note 2	0	0	0	0
Non-NERC Certified Assistant System Operator	2	2	2	2	2	2

Note 1: Currently a NERC Certified staff member is covering this vacancy on a temporary basis.

Note 2: This NERC Certified System Operator will be transitioning to Shift #5 in the near future.

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

Central Hudson Gas & Electric Corporation  
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Response to Interrogatory / Document Request

Request No.: DPS-2, IR-284  
Requested by: DPS  
Date of Request August 19, 2014  
Witness: Harold W. Turner  
Subject: System Operations Labor Requirements

**Question:**

How many NERC certified system operators were employed by the Company as of June 30, 2014?

**Response:**

Central Hudson had seven NERC certified system operators on shift as of June 30, 2014. One left the company in August 2014. Central Hudson currently has six NERC certified system operators on shift.

In addition to the NERC certified system operators on shift, there are others in the company that were previously system operators on shift that have retained their NERC certifications. These include the Senior Director of Reliability Compliance, the Senior System Operator, the System Operations Coordinator and one of the Electric T&D Operating Superintendents.

Response by: Harold W. Turner  
Title(s): Manager of Electric Engineering Services  
Date of Response: September 4, 2014

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-2, IR-285  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: System Operations Labor Requirements

**Question:**

How many non-NERC certified system operators were employed by the Company as of June 30, 2014?

**Response:**

Central Hudson had five non-NERC certified system operators on shift as of June 30, 2014.

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-2, IR-286  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: System Operations Labor Requirements

**Question:**

Reference Turner's testimony, page 14; provide statement(s) from PER-003 Operating Personnel Credentials that support the Company's contention that two NERC Certified Operators must be on each shift at all times

**Response:**

As a TOP, consistent with the response to IR-305, NERC reliability standard PER-003 will be applicable to Central Hudson. PER-003 (Operating Personnel Credentials) states the following:

Requirement

R2. Each Transmission Operator shall staff its Real-time operating positions performing Transmission Operator reliability-related tasks with System Operators who have demonstrated minimum competency in the areas listed by obtaining and maintaining one of the following valid NERC certificates (1) : [Risk Factor: High][Time Horizon: Real-time Operations]:

2.1. Areas of Competency

2.1.1. Transmission operations

2.1.2. Emergency preparedness and operations

2.1.3. System operations

2.1.4. Protection and control

2.1.5. Voltage and reactive

2.2. Certificates

- Reliability Operator
- Balancing, Interchange and Transmission Operator
- Transmission Operator

Measurement

M1. Each Reliability Coordinator, Transmission Operator and Balancing Authority shall have the following evidence to show that it staffed its Real-time operating positions performing reliability-related tasks with System Operators who have demonstrated the applicable minimum competency by obtaining and maintaining the appropriate, valid NERC certificate:

M1.1 A list of Real-time operating positions.

M1.2 A list of System Operators assigned to its Real-time operating positions.

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M1.3 A copy of each of its System Operator's NERC certificate or NERC certificate number with expiration date which demonstrates compliance with the applicable Areas of Competency.

M1.4 Work schedules, work logs, or other equivalent evidence showing which System Operators were assigned to work in Real-time operating positions.

Support Statement

Measurement M1 above states that Real-time operating positions and the System Operators assigned to those positions shall be listed and shall maintain NERC certification. While the Measurement does not specifically state how many Real-time operating positions are required, it does indicate that the two Real-time operating positions in CHGE System Operations (Operations Shift Supervisor and System Operator) need to be listed and assigned to NERC certified Operators at all times, hence the need for two NERC certified Operators on shift at all times. Additionally, it should be noted that operating with only one NERC certified Operator on shift does not allow for any relief break(s) for that Operator. In addition, Operators that are fully Transmission qualified and NERC certified need to be ready to assume one of the two Real-time operating positions should a long term vacancy such as a retirement or resignation occur. With the current staffing level, there are or will be only twelve fully qualified and certified Operators to fill twelve Real-time operating positions (i.e. no Operators "on deck"). The Operator staffing level in System Operations needs to cover both Real-time operating positions on each of the six shifts with fully qualified and certified Operators as well as additional fully qualified and certified Operators ready to assume a Real-time operating position in the event of one or more long term vacancies

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

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Response to Interrogatory / Document Request

Request No: DPS-2, IR-290  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: System Operations Labor Requirements

**Question:**

Provide the historic NERC certified System Operator staffing levels for each year 2009 through 2013

**Response:**

The historic NERC certified On-Shift Operator staffing levels as of year-end for each year 2009 through 2013 are as follows:

2009: 8 On-Shift Operators  
2010: 9 On-Shift Operators  
2011: 9 On-Shift Operators  
2012: 8 On-Shift Operators  
2013: 8 On-Shift Operators

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014



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Request No: DPS-2, IR-291  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: System Operations Labor Requirements

**Question:**

Provide the historic non-NERC certified System Operator staffing levels for each year 2009 through 2013.

**Response:**

The historic non-NERC certified On-Shift Operator staffing levels as of year-end for each year 2009 through 2013 are as follows:

2009: 2 On-Shift Operators  
2010: 1 On-Shift Operators  
2011: 1 On-Shift Operators  
2012: 3 On-Shift Operators  
2013: 2 On-Shift Operators

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

Central Hudson Gas & Electric Corporation  
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Request No: DPS-2, IR-296  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: Reliability Compliance Labor Requirements

**Question:**

How many Reliability Compliance Analysts were employed by the Company as of June 30, 2014?

**Response:**

The Reliability Compliance Department consisted of the Senior Director of Reliability Compliance and one Engineer as of June 30, 2014.

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-2, IR-297  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: Reliability Compliance Labor Requirements

**Question:**

Provide the historic Reliability Compliance Analyst staffing levels for each year 2009 through 2013.

**Response:**

Central Hudson did not previously have a Reliability Compliance Analyst. The staffing for 2009 through 2013 for the Reliability Compliance Analyst position has been zero.

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-2, IR-299  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: Reliability Compliance Labor Requirements

**Question:**

Is the one new Reliability Compliance Analyst position mentioned on page 14 of Turner's testimony in addition to the two positions reflected in Exhibit\_(SCP-2), page 1 of 2 that were assigned to Reliability Compliance?

**Response:**

Yes, the new Reliability Compliance Analyst position is in addition to the current staff of two (the Senior Director of Reliability Compliance and the Engineer).

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-2, IR-300  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: Reliability Compliance Labor Requirements

**Question:**

Where in the Staffing, Compensation and Benefits Panel exhibit is the one new Reliability Compliance Analyst position mentioned on page 14 of Turner's testimony reflected.

**Response:**

Yes, the Reliability Compliance Analyst position is one of the four (4) Junior Engineers identified in Exhibit (SCP-4) Page 1 of 3.

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

Central Hudson Gas & Electric Corporation  
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Response to Interrogatory / Document Request

Request No: DPS-2, IR-302  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: Reliability Compliance Labor Requirements

**Question:**

Provide a job description for the four new Junior Engineers who will be assigned to support the Bulk Electric System instituted by NERC.

**Response:**

The job descriptions for the four new employees who will be assigned to support the Bulk Electric System as instituted by NERC are attached as follows:

IR-302 Attachment 1 – Junior Engineer - Electric System Design (Protection)  
IR-302 Attachment 2 – Junior Engineer - Operations Services Division  
IR-302 Attachment 3 – Reliability Compliance Analyst  
IR-302 Attachment 4 – Assistant Systems Analyst - Energy Management System

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

## IR-302 ATTACHMENT 1

### CENTRAL HUDSON GAS & ELECTRIC CORPORATION

Position Title: Junior Engineer – Electric System Protection  
 Job Number: To Be Determined by Effective Date Group: Engineering  
 Reports to: Team Leader – Electric System Protection  
 Job Family: Engineering  
 Date:

#### **Family Contribution / Engineering:**

Perform engineering assignments related to planning, designing, construction, operation, maintenance and performance. These may include (but are not limited to): electric substations & related facilities; overhead and underground electric transmission and distribution protective relay systems, distribution protection systems and automatic control equipment; telemetering, supervisory, and communications systems. Work assignments may include (but are not limited to): Prepare basic one line or block diagrams; prepare requests for funding authorization, cost estimates, construction plans, designs, specifications, bills of material, material purchase requisitions and delivery schedules; develop construction and material standards, and standards of estimating practices and test procedures; conduct cost analysis of work orders; develop and recommend statements of engineering practices, service standards, and equipment capability standards to be used as a basis for system reinforcement, design and operation; analyze performance of company's electric, including malfunction or failure of equipment, and recommend remedial measures; develop plans to address transmission and distribution aging infrastructure, integration of renewables, and improve reliability and resiliency.

#### **Individual Contribution:** In support of the Family Contribution:

- Become familiar with all relevant NERC Reliability Standards, including, but not limited to, PRC-004 and PRC-002-NPCC-01.
- Perform a review of the current procedures on file to comply with the existing standards.
- Create any revisions to those procedures as necessary to maintain compliance with the new BES.

#### Specific Incremental Tasks related to PRC-004 (Misoperation Reporting):

- Analyze all transmission Protection System operations to ensure correct operation and to determine if any misoperations have occurred.
  - Add fault analysis and a protection system performance review to the System Operations Transmission Trip Report along with any pertinent supporting documentation such as relay oscillography, relay sequence of event data and fault location accuracy (if needed).
- Develop the following as needed:
  - Requests For Investigation (RFI's) to instruct general or specific equipment, device, or system testing and/or investigation to determine the cause of suspected misoperations or when it is unclear if a protection system operated correctly.
  - System Relay (SR) Memos containing more detailed analysis and recommendations on protective system operations/misoperations. These memos will communicate the factors that influenced the outcome, conclusions, and corrective actions necessary to avoid future events/misoperations of a similar nature.
  - Corrective Action Plan (CAP) Report, which tracks the progress of the corrective action items prescribed in the SR and RFI response issued after the end of each calendar quarter.

**IR-302 ATTACHMENT 1**Specific tasks related to PRC-002-NPCC-01(Disturbance Monitoring):

- Review the level of compliance with the new BES requirements.
- Identify the facilities that need to be addressed specifically.
- Create an Implementation Plan to bring those identified facilities into compliance with the new requirements.
- Manage/drive the implementation plan to ensure completion with mandated time frames.



**IR-302 ATTACHMENT 2**

**CENTRAL HUDSON GAS & ELECTRIC CORPORATION**

Position Title: Relay & Asset Management Technician  
Job Number: To Be Determined by Effective Date  
Group: Engineering  
Reports to: Operation Services Engineer??  
Job Family: Operations Services  
Date:

**Family Contribution / Operations Services:**

This position should have a good understanding of the Manual of Safe Practices, the Labor Agreement and support Company Policies and Procedures. Travel out of the service territory on company business may be required and individual will need to learn/adopt new skills and procedures, as technology changes. This individual is considered a representative of the Company and will be required to interface in a professional manner with many positions and departments within and outside the Company. This includes: project construction planning, scheduling, progress reporting, and resolving conflicts. This individual will be expected to: motivate, guide, and support the Substation Electricians and Technicians to accomplish their duties in the safest and most efficient method possible. They must also be demanding and set high expectations and work standards for personnel in the field.

Some of the annual outputs for this individual will be as follows:

- Develop recommendations for required modifications and additions to substation facilities in an economic manner that optimizes the use of existing equipment and maintenance practices based on asset health. The position is integral to the development and input to the Substation Capital Forecast.
- Developing and tracking reports and strategies associated with asset management for the substation systems including monitoring the reliability and performance of assets, developing work processes and procedures, input into the long-range asset planning and capital allocation for substation assets.
- Annual maintenance plan

**Individual Contribution:** In support of the Family Contribution;

- This individual will be responsible to work with the Substation Technician Foreman and maintain the NERC compliance reporting system for PRC-005 and ensure that the company meets all current and proposed compliance standards CASCADE Administrator – Develop and continuously improve the overall CASCADE Asset Management Software System.
  - Develop new and modify existing inspection forms to establish an equipment rating and system and ultimately establish an asset “health” for all major substation assets.
  - Automate the addition of current and future diagnostics for various test equipment into Cascade for “health” assessment.

**IR-302 ATTACHMENT 2**

- Develop threshold values to trigger based on diagnostic results and manufacturer recommendations. This may move us to more conditional based maintenance on some equipment.
- Review and update existing procedures and develop new procedures to the Electricians Field Book.
- Develop test plans and documented procedures for testing and maintenance of equipment.
- Continuously research and modify existing maintenance and work practices based on industry trends and benchmarking studies.
- Develop local work orders and estimates for small projects related to Electric Substations and Land & Buildings, providing the required field engineering and project management associated with these projects.
- Develop and upkeep Operations Services reports supporting the operations of the group, including - the ECM Report, maintenance backlog and forecasting, DGA and Power Factor review and prioritized documentation, the IBM Loop Maintenance Document, the Mobile Sub Yearly Plan.
- Trouble reporting system management, Unplanned/ non routine Maintenance Order system management, equipment monitoring including Doble , DGA and other diagnostic testing system and develop recommended action plans

**IR-302 ATTACHMENT 3**

**CENTRAL HUDSON GAS & ELECTRIC CORPORATION**

Position Title:	Reliability Compliance Analyst
Job Number:	To Be Determined by Effective Date
Division:	Reliability Compliance
Group:	Engineering
Reports to:	Engineer - Reliability Compliance
Date:	September 3, 2014 (Effective Date)

**Individual Contribution:** Provide support to multiple areas of the Company in regards to regulatory compliance with Federal Energy Regulatory Commission (FERC), North American Electric Reliability Corporation (NERC), Northeast Power Coordinating Council (NPCC), and other requirements. Assist with developing, evaluating, and managing documentation and evidence to ensure policies and procedures that address compliance issues associated with the Bulk Electric System (BES) and the Company's NERC Registered Entity-types are in place and current. Manage workflow of compliance data to ensure timely, accurate, and complete compliance submissions. Attend regulatory workshops and training seminars when available to maintain a high level of proficiency with regulatory compliance issues. Foster a strong culture of compliance throughout the Company by recommending and implementing new and innovative methods of keeping all areas of the Company current with compliance matters.

**IR-302 ATTACHMENT 4  
CENTRAL HUDSON GAS & ELECTRIC CORPORATION**

Position Title: Assistant Systems Analyst  
Job Number: 60135  
Group: Engineering  
Reports to: Systems Specialist Project Leader  
Job Family: EMS  
Date: October 15, 2013

**Family Contribution / Energy Management System:**

Responsible for the design, implementation, operation and management of the EMS network including SCADA.. Responsible for requirements analysis, system design, development, implementation and management of the Energy Management System's application systems and supporting systems required for compliance. Completes all tasks necessary as defined by NERC Critical Infrastructure Protection to maintain strict compliance and support the operability and reliability of the Bulk Electric System. Manages EMS performance and capacity requirements. Negotiates with vendors, suppliers and system integrators for the most competitive pricing opportunities that meet the company's EMS standards and specifications. Responsible for problem determination and resolution with the EMS hardware and software including but not limited to SCADA networks, computers, operating systems software and application systems and compliance software. When an internal resolution is not possible, works with key support vendors to resolve support issues in a timely manner. Provides support of key System Operations functions associated with the EMS including dispatching training and state estimation systems. Designs, implements and manages EMS physical and cyber systems security, controls, backup and disaster recovery plans.

**Individual Contribution:** In support of the Family Contribution; Skilled at performing assigned tasks and procedures under direct supervision. Although under direct supervision, does not require continuous monitoring. Understands full use and application of the fundamental concepts/ theory for particular field of specialization: data bases, application systems analysis and programming, operating systems, networking and SCADA, PC use/operational support. Has acquired working knowledge and applied experience. Assignments are varied in scope and complexity. Provides resolutions to an assortment of moderately complex problems and scope. Uses judgment within defined practices and procedures. Contributes to the fulfillment of projects and organizational objectives. Maintain a high level of flexibility and adaptability to accommodate the changing technology environment, business requirements and priorities. Strive to produce cost effective results and exceed expectations.

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Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-2, IR-303  
From: DPS  
Date of Request: August 19, 2014  
Witness: Harold W. Turner  
Subject: Reliability Compliance Labor Requirements

**Question:**

When was the position assigned to EMS/SCADA shown in Exhibit\_(SCP-2), page 1 of 2 filled? Is this the same position described on page 14 of Turner's testimony?

**Response:**

The position assigned to EMS/SCADA shown in Exhibit\_(SCP-2) page 1 of 2 was filled on October 14, 2013. This is not the same position described on page 14 of Turner's testimony. The position described on page 14 of Turner's testimony, "annual incremental resource requirements are associated with the addition of one additional EMS analyst for increased EMS work in the areas of the State Estimator, the Training Simulator, the workload associated new audit cycle and the additional NERC CIP requirements associated with version 5 of the NERC CIP Standards" is currently being filled. The EMS analyst was previously identified in the June 30, 2014 "Notice of Intent of Central Hudson Gas & Electric Corporation to Defer the Incremental Costs Associated with New Compliance Requirements Resulting from NERC's Changes to the Definition of the Bulk Electric System."

Response by: Harold W. Turner  
Title: Manager of Electric Engineering Services  
Date of Response: September 4, 2014

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-2, IR-338  
From: DPS  
Date of Request: August 19, 2014  
Witness:  
Subject:

**Question:**

In the same format as the company's response to DPS-1, IR-030 and 031, please provide April, May, June and July 2014 information about the number of budgeted full-time employees, part time employees, contract employees and agency employees by department.

- a. Please update this information monthly as time goes by.

**Response:**

The budget and actual staffing report for company employees (full time and part time) for April - July 2014 is attached and marked as IR-338 Attachment 1 and captioned as CHGE Response to DPS-338 Attachment. The company does not keep track of actual staffing levels for contracted or agency employees. An updated report will be provided monthly.

Response by: Thomas C. Brocks & Sharon A. McGinnis  
Title: Vice President – Human Resources, Health & Safety and  
Director Human Resources  
Date of Response: August 29, 2014

CENTRAL HUDSON GAS & ELECTRIC CORPORATION  
2014 PERSONNEL BUDGET- PERMANENT EMPLOYEES

IR-338 Attachment 1

	<u>AREA</u>	<u>APRIL ACTUAL</u>	<u>APRIL BUDGET</u>	<u>MAY ACTUAL</u>	<u>MAY BUDGET</u>	<u>JUNE ACTUAL</u>	<u>JUNE BUDGET</u>	<u>JULY ACTUAL</u>	<u>JULY BUDGET</u>
ADMINISTRATION	310	5	4	5	4	5	4	5	5
<b>ENGINEERING SERVICES:</b>									
PROJECT MANAGEMENT	110	2	2	2	2	2	2	2	2
ELECTRIC SYSTEM DESIGN	121	12	15	12	15	13	15	13	15
ELECTRIC SYSTEM PROTECTION	125	7	7	7	7	6	7	6	7
ELECTRIC PLANNING	126	3	4	3	4	4	4	3	4
RELIABILITY COMPLIANCE	127	2	2	2	2	2	2	2	2
GAS & MECHANICAL ENGINEERING	136	11	10	11	10	11	10	11	10
GAS OPERATING ENGINEERS	137	9	8	9	8	9	8	9	8
DISTRIBUTION ENGINEERING	212	13	<u>14</u>	13	<u>14</u>	14	<u>14</u>	14	<u>14</u>
DRAFTING	132	12	12	12	12	12	12	12	12
EMS / SCADA	730	4	<u>4</u>	4	<u>4</u>	4	<u>4</u>	4	<u>4</u>
ENGINEERING SERVICES	S/T	<u>75</u>	<u>78</u>	<u>75</u>	<u>78</u>	<u>77</u>	<u>78</u>	<u>76</u>	<u>78</u>
<b>OPERATION SERVICES:</b>									
GENERAL	211	7	8	8	8	8	8	8	8
FOREMEN	221	6	6	6	6	6	6	5	6
CONSTRUCTION MAINTENANCE FORCES	223	5	5	5	5	5	5	5	5
RIGGERS	224	4	4	4	4	4	4	4	4
ELECTRICIANS	225	27	25	27	25	27	25	29	25
EQUIPMENT TEST FORCES - RELAY	226	11	11	11	11	11	11	11	11
PRODUCTION OPERATIONS	350	6	<u>6</u>	6	<u>6</u>	8	<u>6</u>	8	<u>6</u>
METER SHOP	460	21	21	20	21	20	21	20	21
OPERATION SERVICES	S/T	<u>87</u>	<u>86</u>	<u>87</u>	<u>86</u>	<u>89</u>	<u>86</u>	<u>90</u>	<u>86</u>
<b>SYSTEM OPERATIONS:</b>									
SYSTEM OPERATIONS	330	15	15	15	15	16	15	16	15
<b>ENGINEERING</b>		<b><u>182</u></b>	<b><u>183</u></b>	<b><u>182</u></b>	<b><u>183</u></b>	<b><u>187</u></b>	<b><u>183</u></b>	<b><u>187</u></b>	<b><u>184</u></b>
<b>CUSTOMER ACCOUNT SERVICES:</b>									
CUSTOMER ACCOUNT SERVICES ADMIN	501	29	29	28	29	28	29	29	29
CUSTOMER SERVICE REPRESENTATIVES	502	81	78	82	78	81	78	83	78
METER READING	503	17	18	17	18	14	18	14	18
COLLECTIONS	504	11	15	11	15	14	15	14	15
CONSUMER OUTREACH	505	4	<u>4</u>	4	<u>4</u>	5	<u>4</u>	5	<u>4</u>
BRIDGE TO EXCELLENCE	700	1	1	1	1	0	1	0	1

CENTRAL HUDSON GAS & ELECTRIC CORPORATION  
2014 PERSONNEL BUDGET- PERMANENT EMPLOYEES

IR-338 Attachment 1

	<u>AREA</u>	<u>APRIL ACTUAL</u>	<u>APRIL BUDGET</u>	<u>MAY ACTUAL</u>	<u>MAY BUDGET</u>	<u>JUNE ACTUAL</u>	<u>JUNE BUDGET</u>	<u>JULY ACTUAL</u>	<u>JULY BUDGET</u>
CUSTOMER ACCOUNT SERVICES	S/T	<u>143</u>	<u>145</u>	<u>143</u>	<u>145</u>	<u>142</u>	<u>145</u>	<u>145</u>	<u>145</u>
<i>COMMERCIAL FORCES:</i>									
CATSKILL COMMERCIAL FORCES	545	3	4	3	4	3	4	3	4
KINGSTON COMMERCIAL FORCES	525	8	9	8	9	8	9	8	9
NEWBURGH COMMERCIAL FORCES	495	11	9	11	9	11	9	11	9
FISHKILL COMMERCIAL FORCES	595	6	6	6	6	6	6	6	6
POUGHKEEPSIE COMMERCIAL FORCES	575	10	<u>8</u>	10	<u>8</u>	10	<u>8</u>	10	<u>8</u>
COMMERCIAL FORCES	S/T	<u>38</u>	<u>36</u>	<u>38</u>	<u>36</u>	<u>38</u>	<u>36</u>	<u>38</u>	<u>36</u>
CUSTOMER ACCOUNT SERVICES DIVISION	S/T	<u>181</u>	<u>181</u>	<u>181</u>	<u>181</u>	<u>180</u>	<u>181</u>	<u>183</u>	<u>181</u>
<i><b>ELECTRIC T&amp;D OPERATIONS &amp; QUALITY:</b></i>									
CUSTOMER QUALITY & SERVICES	440	7	8	7	8	7	8	7	8
SYSTEM DISPATCH CENTER	360	12	12	12	12	12	12	12	12
<i>SYSTEM CONSTRUCTION &amp; RELIABILITY:</i>									
SYSTEM RELIABILITY/LINE CLEARANCE	213	6	6	6	6	6	6	6	6
SPLICERS	214	12	12	12	12	12	12	12	12
PROJECT CONSTRUCTION	215	61	46	61	46	62	46	65	46
SYSTEM CONSTRUCTION	S/T	<u>79</u>	<u>64</u>	<u>79</u>	<u>64</u>	<u>80</u>	<u>64</u>	<u>83</u>	<u>64</u>
<i>ELECTRIC LINE FORCES:</i>									
NEWBURGH LINE FORCES	492	23	23	23	23	23	23	22	22
FISHKILL LINE FORCES	592	18	21	19	21	19	21	18	21
KINGSTON LINE FORCES	522	23	23	24	23	24	23	24	23
CATSKILL LINE FORCES	542	12	20	12	20	12	20	13	20
POUGHKEEPSIE LINE FORCES	572	23	22	22	22	22	22	21	22
ELLENVILLE	527	7	9	7	9	6	10	7	9
ELTINGS CORNERS	497	10	11	9	11	8	10	7	10
STANFORDVILLE	577	8	<u>10</u>	9	<u>10</u>	8	<u>10</u>	8	<u>10</u>
ELECTRIC LINE FORCES	S/T	<u>124</u>	<u>139</u>	<u>125</u>	<u>139</u>	<u>122</u>	<u>139</u>	<u>120</u>	<u>137</u>
<i>ESTIMATORS:</i>									
ESTIMATORS	216	24	<u>26</u>	23	<u>26</u>	23	<u>26</u>	23	<u>26</u>
ESTIMATORS	S/T	<u>24</u>	<u>26</u>	<u>23</u>	<u>26</u>	<u>23</u>	<u>26</u>	<u>23</u>	<u>26</u>
ELECTRIC T&D OPERATIONS & QUALITY	S/T	<u>246</u>	<u>249</u>	<u>246</u>	<u>249</u>	<u>244</u>	<u>249</u>	<u>245</u>	<u>247</u>
<i><b>GAS OPERATIONS:</b></i>									
<i>GAS FORCES:</i>									
NEWBURGH GAS FORCES	493	16	16	15	16	15	16	15	17
FISHKILL GAS FORCES	593	10	9	10	9	10	9	10	9
KINGSTON GAS FORCES	523	13	9	13	9	13	9	13	11



CENTRAL HUDSON GAS & ELECTRIC CORPORATION  
2014 PERSONNEL BUDGET- PERMANENT EMPLOYEES

	<u>AREA</u>	<u>APRIL ACTUAL</u>	<u>APRIL BUDGET</u>	<u>MAY ACTUAL</u>	<u>MAY BUDGET</u>	<u>JUNE ACTUAL</u>	<u>JUNE BUDGET</u>	<u>JULY ACTUAL</u>	<u>JULY BUDGET</u>
GAS ADMINISTRATION	543	11	10	11	10	11	10	11	10
POUGHKEEPSIE GAS FORCES	573	11	<u>9</u>	11	<u>9</u>	10	<u>9</u>	11	10
GAS FORCES:	S/T	<u>61</u>	<u>53</u>	<u>60</u>	<u>53</u>	<u>59</u>	<u>53</u>	<u>60</u>	<u>57</u>
<b><i>ENERGY EFFICIENCY, NEW BUS. &amp; GOVT AFFAIRS, SPECIAL SERVICES:</i></b>									
NEW BUSINESS	705	9	10	10	10	10	10	10	10
ENERGY EFFICIENCY	471	5	<u>5</u>	5	<u>5</u>	5	<u>5</u>	5	<u>5</u>
SPECIAL SERVICES	124	5	5	5	5	4	5	4	5
GOVERNMENT AFFAIRS & ECONOMIC DEVELOPMENT	704	4	2	4	2	4	2	4	2
NEW BUS., ENERGY EFFICIENCY, GOVT AFFAIRS, SPECIAL SERVICES	S/T	23	22	24	22	23	22	23	22
<b>CUSTOMER SERVICES</b>		<b><u>511</u></b>	<b><u>505</u></b>	<b><u>511</u></b>	<b><u>505</u></b>	<b><u>506</u></b>	<b><u>505</u></b>	<b><u>511</u></b>	<b><u>507</u></b>
HUMAN RESOURCES ADMINISTRATIVE	751	10	11	11	11	11	11	11	11
CREDIT UNION	753	5	5	5	5	5	5	5	5
PAYROLL	623	3	3	3	3	3	3	3	3
SECURITY	740	2	2	2	2	2	2	2	2
<b>HUMAN RESOURCES, HEALTH &amp; SAFETY</b>		<b><u>20</u></b>	<b><u>21</u></b>	<b><u>21</u></b>	<b><u>21</u></b>	<b><u>21</u></b>	<b><u>21</u></b>	<b><u>21</u></b>	<b><u>21</u></b>
<b><i>SUPPLY CHAIN:</i></b>									
PURCHASING	745	6	6	7	6	7	6	7	6
STORES	746	6	8	6	8	6	8	6	8
TRANSPORTATION	761	24	26	24	26	25	26	25	26
SUPPLY CHAIN	S/T	36	40	37	40	38	40	38	40
BUILDING MAINTENANCE	771	11	11	12	11	9	11	11	11
JANITOR SERVICES	772	8	8	8	8	8	8	8	8
CAFETERIA	760	1	1	1	1	1	1	1	1
OFFICE SUPPORT SERVICES	638	3	3	3	3	3	3	3	3
ENVIRONMENTAL AFFAIRS	726	4	5	4	5	4	5	4	5
<b>ENTERPRISE SUPPORT SERVICES</b>		<b><u>63</u></b>	<b><u>68</u></b>	<b><u>65</u></b>	<b><u>68</u></b>	<b><u>63</u></b>	<b><u>68</u></b>	<b><u>65</u></b>	<b><u>68</u></b>

	<u>AREA</u>	<u>APRIL ACTUAL</u>	<u>APRIL BUDGET</u>	<u>MAY ACTUAL</u>	<u>MAY BUDGET</u>	<u>JUNE ACTUAL</u>	<u>JUNE BUDGET</u>	<u>JULY ACTUAL</u>	<u>JULY BUDGET</u>
INFORMATION SYSTEMS	728	37	34	37	34	37	34	37	36
<b>INFORMATION SYSTEMS</b>		<b>37</b>	<b>34</b>	<b>37</b>	<b>34</b>	<b>37</b>	<b>34</b>	<b>37</b>	<b>36</b>
<i><b>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY:</b></i>									
ADMINISTRATION	465	4	4	4	4	4	4	4	4
COST & RATE	470	5	5	5	5	5	5	5	5
REGULATORY PLANNING	475	2	2	2	2	2	2	2	2
COST & RATE/REGULATORY PLANNING	S/T	<u>11</u>	<u>11</u>	<u>11</u>	<u>11</u>	<u>11</u>	<u>11</u>	<u>11</u>	<u>11</u>
ENERGY RESOURCES	335	8	8	8	8	8	8	8	8
<b>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY</b>		<b><u>19</u></b>	<b><u>19</u></b>	<b><u>19</u></b>	<b><u>19</u></b>	<b><u>19</u></b>	<b><u>19</u></b>	<b><u>19</u></b>	<b><u>19</u></b>
CORPORATE COMMUNICATIONS	731	6	<u>7</u>	6	<u>7</u>	6	<u>7</u>	6	<u>7</u>
<b>CORPORATE COMMUNICATIONS</b>	<b>731</b>	<b>6</b>	<b>7</b>	<b>6</b>	<b>7</b>	<b>6</b>	<b>7</b>	<b>6</b>	<b>7</b>
INTERNAL AUDITING	660	5	5	5	6	5	6	5	6
<b>INTERNAL AUDITING</b>	<b>660</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>6</b>
EXECUTIVE & ADMINISTRATIVE	701	15	16	15	16	15	16	15	16
LEGAL	703	1	2	1	2	1	2	1	2
<b>EXECUTIVE &amp; ADMINISTRATIVE</b>		<b><u>16</u></b>	<b><u>18</u></b>	<b><u>16</u></b>	<b><u>18</u></b>	<b><u>16</u></b>	<b><u>18</u></b>	<b><u>16</u></b>	<b><u>18</u></b>
<i><b>ACCOUNTING:</b></i>									
ACCOUNTS PAYABLE & FINANCIAL RECORDS	621	5	5	5	5	5	5	5	5
GENERAL ACCOUNTING ADMINISTRATIVE	625	9	11	9	11	10	11	11	11
PLANT ACCOUNTING	630	9	9	9	9	9	9	9	9
CUSTOMER ACCOUNTING	636	8	8	8	8	8	8	8	8
CASH PROCESSING	680	4	4	4	4	4	4	4	4
TAXES	634	3	3	3	3	3	3	3	3
ACCOUNTING	S/T	<u>38</u>	<u>40</u>	<u>38</u>	<u>40</u>	<u>39</u>	<u>40</u>	<u>40</u>	<u>40</u>

CENTRAL HUDSON GAS & ELECTRIC CORPORATION  
2014 PERSONNEL BUDGET- PERMANENT EMPLOYEES

IR-338 Attachment 1

	<u>AREA</u>	<u>APRIL ACTUAL</u>	<u>APRIL BUDGET</u>	<u>MAY ACTUAL</u>	<u>MAY BUDGET</u>	<u>JUNE ACTUAL</u>	<u>JUNE BUDGET</u>	<u>JULY ACTUAL</u>	<u>JULY BUDGET</u>
RISK MANAGEMENT	681	2	2	2	2	2	2	2	2
TREASURY SERVICES	682	2	2	2	2	2	2	2	2
FINANCE & PLANNING	684	11	10	10	10	10	10	10	10
SHAREHOLDER RELATIONS & RECORDS	639	3	3	3	3	3	3	4	3
COUNSEL - LITIGATION & CLAIMS	702	5	5	4	5	4	5	4	5
<b>TREASURY &amp; ACCOUNTING</b>		<b><u>61</u></b>	<b><u>62</u></b>	<b><u>59</u></b>	<b><u>62</u></b>	<b><u>60</u></b>	<b><u>62</u></b>	<b><u>62</u></b>	<b><u>62</u></b>
<b>TOTAL PERMANENT EMPLOYEES</b>		<b>920</b>	<b>922</b>	<b>921</b>	<b>923</b>	<b>920</b>	<b>923</b>	<b>929</b>	<b>928</b>

CENTRAL HUDSON GAS & ELECTRIC CORPORATION  
2014 PERSONNEL BUDGET- PERMANENT EMPLOYEES

CHGE Response to DPS-338 Attachment (August Update)

	<u>AREA</u>	<u>AUGUST ACTUAL</u>	<u>AUGUST BUDGET</u>
ADMINISTRATION	310	5	5
<b>ENGINEERING SERVICES:</b>			
PROJECT MANAGEMENT	110	2	2
ELECTRIC SYSTEM DESIGN	121	13	15
ELECTRIC SYSTEM PROTECTION	125	6	7
ELECTRIC PLANNING	126	3	4
RELIABILITY COMPLIANCE	127	2	2
GAS & MECHANICAL ENGINEERING	136	11	10
GAS OPERATING ENGINEERS	137	9	8
DISTRIBUTION ENGINEERING	212	13	<u>14</u>
DRAFTING	132	12	12
EMS / SCADA	730	4	<u>4</u>
ENGINEERING SERVICES	S/T	<u>75</u>	<u>78</u>
<b>OPERATION SERVICES:</b>			
GENERAL	211	8	8
FOREMEN	221	6	6
CONSTRUCTION MAINTENANCE FORCES	223	5	5
RIGGERS	224	4	4
ELECTRICIANS	225	29	25
EQUIPMENT TEST FORCES - RELAY	226	12	11
PRODUCTION OPERATIONS	350	8	<u>6</u>
METER SHOP	460	20	21
OPERATION SERVICES	S/T	<u>92</u>	<u>86</u>
<b>SYSTEM OPERATIONS:</b>			
SYSTEM OPERATIONS	330	18	15
<b>ENGINEERING</b>	*	<b><u>190</u></b>	<b><u>184</u></b>
<b>CUSTOMER ACCOUNT SERVICES:</b>			
CUSTOMER ACCOUNT SERVICES ADMIN	501	29	29
CUSTOMER SERVICE REPRESENTATIVES	502	82	78
METER READING	503	16	18
COLLECTIONS	504	14	15
CONSUMER OUTREACH	505	5	<u>4</u>
BRIDGE TO EXCELLENCE	700	1	1
CUSTOMER ACCOUNT SERVICES	S/T	<u>147</u>	<u>145</u>
<b>COMMERCIAL FORCES:</b>			
CATSKILL COMMERCIAL FORCES	545	3	4
KINGSTON COMMERCIAL FORCES	525	8	9
NEWBURGH COMMERCIAL FORCES	495	10	9
FISHKILL COMMERCIAL FORCES	595	6	6
POUGHKEEPSIE COMMERCIAL FORCES	575	11	<u>8</u>
COMMERCIAL FORCES	S/T	<u>38</u>	<u>36</u>
CUSTOMER ACCOUNT SERVICES DIVISION	S/T	<u>185</u>	<u>181</u>
<b>ELECTRIC T&amp;D OPERATIONS &amp; QUALITY:</b>			
CUSTOMER QUALITY & SERVICES	440	6	8
SYSTEM DISPATCH CENTER	360	8	12
<b>SYSTEM CONSTRUCTION &amp; RELIABILITY:</b>			
SYSTEM RELIABILITY/LINE CLEARANCE	213	6	6
SPLICERS	214	12	12
PROJECT CONSTRUCTION	215	64	46
SYSTEM CONSTRUCTION	S/T	<u>82</u>	<u>64</u>
<b>ELECTRIC LINE FORCES:</b>			
NEWBURGH LINE FORCES	492	21	22
FISHKILL LINE FORCES	592	19	21
KINGSTON LINE FORCES	522	23	23
CATSKILL LINE FORCES	542	14	20
POUGHKEEPSIE LINE FORCES	572	21	22
ELLENVILLE	527	7	9
ELTINGS CORNERS	497	7	9
STANFORDVILLE	577	8	<u>10</u>
ELECTRIC LINE FORCES	S/T	<u>120</u>	<u>136</u>
<b>ESTIMATORS:</b>			
ESTIMATORS	216	23	<u>26</u>
ESTIMATORS	S/T	<u>23</u>	<u>26</u>
ELECTRIC T&D OPERATIONS & QUALITY	S/T	<u>239</u>	<u>246</u>
<b>GAS OPERATIONS:</b>			
<b>GAS FORCES:</b>			

	<u>AREA</u>	<u>AUGUST ACTUAL</u>	<u>AUGUST BUDGET</u>
NEWBURGH GAS FORCES	493	16	17
FISHKILL GAS FORCES	593	10	9
KINGSTON GAS FORCES	523	13	11
GAS ADMINISTRATION	543	11	10
POUGHKEEPSIE GAS FORCES	573	11	10
GAS FORCES:	S/T	<u>61</u>	<u>57</u>
<b><i>ENERGY EFFICIENCY, NEW BUS. &amp; GOVT AFFAIRS, SPECIAL SERVICES:</i></b>			
NEW BUSINESS	705	10	10
ENERGY EFFICIENCY	471	5	<u>5</u>
SPECIAL SERVICES	124	5	5
GOVERNMENT AFFAIRS & ECONOMIC DEVELOPMENT	704	4	2
NEW BUS., ENERGY EFFICIENCY, GOVT AFFAIRS, SPECIAL SERVICES	S/T	24	22
<b>CUSTOMER SERVICES</b>	*	<b><u>509</u></b>	<b><u>506</u></b>
HUMAN RESOURCES ADMINISTRATIVE	751	12	11
CREDIT UNION	753	5	5
PAYROLL	623	3	3
SECURITY	740	2	2
<b>HUMAN RESOURCES, HEALTH &amp; SAFETY</b>	*	<b><u>22</u></b>	<b><u>21</u></b>
<b><i>SUPPLY CHAIN:</i></b>			
PURCHASING	745	7	6
STORES	746	6	8
TRANSPORTATION	761	24	26
SUPPLY CHAIN	S/T	37	40
BUILDING MAINTENANCE	771	11	11
JANITOR SERVICES	772	8	8
CAFETERIA	760	1	1
OFFICE SUPPORT SERVICES	638	3	3
ENVIRONMENTAL AFFAIRS	726	4	5
<b>ENTERPRISE SUPPORT SERVICES</b>	*	<b><u>64</u></b>	<b><u>68</u></b>
INFORMATION SYSTEMS	728	37	36
<b>INFORMATION SYSTEMS</b>	*	<b><u>37</u></b>	<b><u>36</u></b>
<b><i>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY:</i></b>			
ADMINISTRATION	465	4	4
COST & RATE	470	5	5
REGULATORY PLANNING	475	2	2
COST & RATE/REGULATORY PLANNING	S/T	<u>11</u>	<u>11</u>
ENERGY RESOURCES	335	8	8
<b>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY</b>	*	<b><u>19</u></b>	<b><u>19</u></b>
CORPORATE COMMUNICATIONS	731	6	<u>7</u>
<b>CORPORATE COMMUNICATIONS</b>	<b>731</b>	<b>6</b>	<b>7</b>
INTERNAL AUDITING	660	5	6
<b>INTERNAL AUDITING</b>	<b>660</b>	<b>5</b>	<b>6</b>
EXECUTIVE & ADMINISTRATIVE	701	15	16
LEGAL	703	1	2
<b>EXECUTIVE &amp; ADMINISTRATIVE</b>	*	<b><u>16</u></b>	<b><u>18</u></b>
<b><i>ACCOUNTING:</i></b>			
ACCOUNTS PAYABLE & FINANCIAL RECORDS	621	5	5
GENERAL ACCOUNTING ADMINISTRATIVE	625	11	11

CENTRAL HUDSON GAS & ELECTRIC CORPORATION  
2014 PERSONNEL BUDGET- PERMANENT EMPLOYEES

CHGE Response to DPS-338 Attachment (August Update)

	<u>AREA</u>	<u>AUGUST ACTUAL</u>	<u>AUGUST BUDGET</u>
PLANT ACCOUNTING	630	9	9
CUSTOMER ACCOUNTING	636	8	8
CASH PROCESSING	680	4	4
TAXES	634	3	3
ACCOUNTING	S/T	<u>40</u>	<u>40</u>
RISK MANAGEMENT	681	2	2
TREASURY SERVICES	682	2	2
FINANCE & PLANNING	684	10	10
SHAREHOLDER RELATIONS & RECORDS	639	3	3
COUNSEL - LITIGATION & CLAIMS	702	5	5
<b>TREASURY &amp; ACCOUNTING</b>	*	<b><u>62</u></b>	<b><u>62</u></b>
<b>TOTAL PERMANENT EMPLOYEES</b>		<b>930</b>	<b>927</b>

	AREA	SEPTEMBER ACTUAL	SEPTEMBER BUDGET
ADMINISTRATION	310	5	5
<b>ENGINEERING SERVICES:</b>			
PROJECT MANAGEMENT	110	2	2
ELECTRIC SYSTEM DESIGN	121	12	15
ELECTRIC SYSTEM PROTECTION	125	7	7
ELECTRIC PLANNING	126	3	4
RELIABILITY COMPLIANCE	127	3	2
GAS & MECHANICAL ENGINEERING	136	11	10
GAS OPERATING ENGINEERS	137	9	8
DISTRIBUTION ENGINEERING	212	13	14
DRAFTING	132	12	12
EMS / SCADA	730	4	4
ENGINEERING SERVICES	S/T	76	78
<b>OPERATION SERVICES:</b>			
GENERAL	211	8	8
FOREMEN	221	5	6
CONSTRUCTION MAINTENANCE FORCES	223	5	5
RIGGERS	224	4	4
ELECTRICIANS	225	29	25
EQUIPMENT TEST FORCES - RELAY	226	12	11
PRODUCTION OPERATIONS	350	7	6
METER SHOP	460	20	21
OPERATION SERVICES	S/T	90	86
<b>SYSTEM OPERATIONS:</b>			
SYSTEM OPERATIONS	330	20	15
<b>ENGINEERING</b>		<b>191</b>	<b>184</b>
<b>CUSTOMER ACCOUNT SERVICES:</b>			
CUSTOMER ACCOUNT SERVICES ADMIN	501	27	29
CUSTOMER SERVICE REPRESENTATIVES	502	83	78
METER READING	503	16	18
COLLECTIONS	504	14	15
CONSUMER OUTREACH	505	5	4
BRIDGE TO EXCELLENCE	700	1	1
CUSTOMER ACCOUNT SERVICES	S/T	146	145
<b>COMMERCIAL FORCES:</b>			
CATSKILL COMMERCIAL FORCES	545	4	4
KINGSTON COMMERCIAL FORCES	525	8	9
NEWBURGH COMMERCIAL FORCES	495	10	9
FISHKILL COMMERCIAL FORCES	595	6	6
POUGHKEEPSIE COMMERCIAL FORCES	575	8	8
COMMERCIAL FORCES	S/T	36	36
CUSTOMER ACCOUNT SERVICES DIVISION	S/T	182	181
<b>ELECTRIC T&amp;D OPERATIONS &amp; QUALITY:</b>			
CUSTOMER QUALITY & SERVICES	440	6	8
SYSTEM DISPATCH CENTER	360	8	12
<b>SYSTEM CONSTRUCTION &amp; RELIABILITY:</b>			
SYSTEM RELIABILITY/LINE CLEARANCE	213	6	6
SPLICERS	214	12	12
PROJECT CONSTRUCTION	215	64	46
SYSTEM CONSTRUCTION	S/T	82	64
<b>ELECTRIC LINE FORCES:</b>			
NEWBURGH LINE FORCES	492	21	22
FISHKILL LINE FORCES	592	20	21
KINGSTON LINE FORCES	522	24	23
CATSKILL LINE FORCES	542	12	20
POUGHKEEPSIE LINE FORCES	572	20	22
ELLENVILLE	527	7	9
ELTINGS CORNERS	497	9	9
STANFORDVILLE	577	8	10
ELECTRIC LINE FORCES	S/T	121	136
<b>ESTIMATORS:</b>			
ESTIMATORS	216	25	26
ESTIMATORS	S/T	25	26
ELECTRIC T&D OPERATIONS & QUALITY	S/T	242	246
<b>GAS OPERATIONS:</b>			
<b>GAS FORCES:</b>			
NEWBURGH GAS FORCES	493	16	17
FISHKILL GAS FORCES	593	10	9
KINGSTON GAS FORCES	523	13	11
GAS ADMINISTRATION	543	11	10
POUGHKEEPSIE GAS FORCES	573	11	10
GAS FORCES:	S/T	61	57
<b>ENERGY EFFICIENCY, NEW BUS. &amp; GOVT AFFAIRS, SPECIAL SERVICES:</b>			
NEW BUSINESS	705	10	10
ENERGY EFFICIENCY	471	4	5
SPECIAL SERVICES	124	5	5
GOVERNMENT AFFAIRS & ECONOMIC DEVELOPMENT	704	4	2
NEW BUS., ENERGY EFFICIENCY, GOVT AFFAIRS, SPECIAL SERVICES	S/T	23	22

	AREA	SEPTEMBER ACTUAL	SEPTEMBER BUDGET
CUSTOMER SERVICES		508	506
HUMAN RESOURCES ADMINISTRATIVE	751	12	11
CREDIT UNION	753	5	5
PAYROLL	623	3	3
SECURITY	740	2	2
HUMAN RESOURCES, HEALTH & SAFETY		22	21
SUPPLY CHAIN:			
PURCHASING	745	7	6
STORES	746	7	8
TRANSPORTATION	761	26	26
SUPPLY CHAIN	S/T	40	40
BUILDING MAINTENANCE	771	11	11
JANITOR SERVICES	772	7	8
CAFETERIA	760	1	1
OFFICE SUPPORT SERVICES	638	3	3
ENVIRONMENTAL AFFAIRS	726	4	5
ENTERPRISE SUPPORT SERVICES		66	68
INFORMATION SYSTEMS	728	36	36
INFORMATION SYSTEMS		36	36
REGULATORY AFFAIRS, FUELS & POWER SUPPLY:			
ADMINISTRATION	465	4	4
COST & RATE	470	5	5
REGULATORY PLANNING	475	2	2
COST & RATE/REGULATORY PLANNING	S/T	11	11
ENERGY RESOURCES	335	8	8
REGULATORY AFFAIRS, FUELS & POWER SUPPLY		19	19
CORPORATE COMMUNICATIONS	731	7	7
CORPORATE COMMUNICATIONS		731	7
INTERNAL AUDITING	660	5	5
INTERNAL AUDITING		660	5
EXECUTIVE & ADMINISTRATIVE	701	14	16
LEGAL	703	1	2
EXECUTIVE & ADMINISTRATIVE		15	18
ACCOUNTING:			
ACCOUNTS PAYABLE & FINANCIAL RECORDS	621	5	5
GENERAL ACCOUNTING ADMINISTRATIVE	625	11	11
PLANT ACCOUNTING	630	9	9
CUSTOMER ACCOUNTING	636	8	8
CASH PROCESSING	680	4	4
TAXES	634	3	3
ACCOUNTING	S/T	40	40
RISK MANAGEMENT	681	2	2
TREASURY SERVICES	682	2	2
FINANCE & PLANNING	684	10	10
SHAREHOLDER RELATIONS & RECORDS	639	3	3
COUNSEL - LITIGATION & CLAIMS	702	5	5
TREASURY & ACCOUNTING		62	62
TOTAL PERMANENT EMPLOYEES		931	926



	AREA	OCTOBER ACTUAL	OCTOBER BUDGET
ADMINISTRATION	310	5	5
<b>ENGINEERING SERVICES:</b>			
PROJECT MANAGEMENT	110	2	2
ELECTRIC SYSTEM DESIGN	121	10	15
ELECTRIC SYSTEM PROTECTION	125	7	7
ELECTRIC PLANNING	126	3	4
RELIABILITY COMPLIANCE	127	3	2
GAS & MECHANICAL ENGINEERING	136	10	10
GAS OPERATING ENGINEERS	137	9	8
DISTRIBUTION ENGINEERING	212	13	14
DRAFTING	132	12	12
EMS / SCADA	730	5	4
ENGINEERING SERVICES	S/T	74	78
<b>OPERATION SERVICES:</b>			
GENERAL	211	9	8
FOREMEN	221	5	6
CONSTRUCTION MAINTENANCE FORCES	223	5	5
RIGGERS	224	4	4
ELECTRICIANS	225	28	25
EQUIPMENT TEST FORCES - RELAY	226	12	11
PRODUCTION OPERATIONS	350	7	6
METER SHOP	460	19	21
OPERATION SERVICES	S/T	89	86
<b>SYSTEM OPERATIONS:</b>			
SYSTEM OPERATIONS	330	21	15
<b>ENGINEERING</b>		<b>189</b>	<b>184</b>
<b>CUSTOMER ACCOUNT SERVICES:</b>			
CUSTOMER ACCOUNT SERVICES ADMIN	501	29	28
CUSTOMER SERVICE REPRESENTATIVES	502	83	77
METER READING	503	16	18
COLLECTIONS	504	14	15
CONSUMER OUTREACH	505	5	4
BRIDGE TO EXCELLENCE	700	1	1
CUSTOMER ACCOUNT SERVICES	S/T	148	143
<b>COMMERCIAL FORCES:</b>			
CATSKILL COMMERCIAL FORCES	545	4	4
KINGSTON COMMERCIAL FORCES	525	8	9
NEWBURGH COMMERCIAL FORCES	495	10	9
FISHKILL COMMERCIAL FORCES	595	6	6
POUGHKEEPSIE COMMERCIAL FORCES	575	9	8
COMMERCIAL FORCES	S/T	37	36
CUSTOMER ACCOUNT SERVICES DIVISION	S/T	185	179
<b>ELECTRIC T&amp;D OPERATIONS &amp; QUALITY:</b>			
CUSTOMER QUALITY & SERVICES	440	7	8
SYSTEM DISPATCH CENTER	360	8	12
<b>SYSTEM CONSTRUCTION &amp; RELIABILITY:</b>			
SYSTEM RELIABILITY/LINE CLEARANCE	213	6	6
SPLICERS	214	12	12
PROJECT CONSTRUCTION	215	56	46
SYSTEM CONSTRUCTION	S/T	74	64
<b>ELECTRIC LINE FORCES:</b>			
NEWBURGH LINE FORCES	492	26	22
FISHKILL LINE FORCES	592	20	21
KINGSTON LINE FORCES	522	24	23
CATSKILL LINE FORCES	542	13	20
POUGHKEEPSIE LINE FORCES	572	21	22
ELLENVILLE	527	7	9
ELTINGS CORNERS	497	11	9
STANFORDVILLE	577	8	10
ELECTRIC LINE FORCES	S/T	130	136
<b>ESTIMATORS:</b>			
ESTIMATORS	216	25	26
ESTIMATORS	S/T	25	26
ELECTRIC T&D OPERATIONS & QUALITY	S/T	244	246
<b>GAS OPERATIONS:</b>			

	AREA	OCTOBER ACTUAL	OCTOBER BUDGET
GAS FORCES:			
NEWBURGH GAS FORCES	493	16	17
FISHKILL GAS FORCES	593	10	9
KINGSTON GAS FORCES	523	13	11
GAS ADMINISTRATION	543	11	10
POUGHKEEPSIE GAS FORCES	573	11	10
GAS FORCES:	S/T	<u>61</u>	<u>57</u>
ENERGY EFFICIENCY, NEW BUS. & GOVT AFFAIRS, SPECIAL SERVICES:			
NEW BUSINESS	705	10	10
ENERGY EFFICIENCY	471	3	<u>5</u>
SPECIAL SERVICES	124	5	5
GOVERNMENT AFFAIRS & ECONOMIC DEVELOPMENT	704	5	2
NEW BUS., ENERGY EFFICIENCY, GOVT AFFAIRS, SPECIAL SERVICES	S/T	23	22
CUSTOMER SERVICES		<u>513</u>	<u>504</u>
HUMAN RESOURCES ADMINISTRATIVE	751	12	11
CREDIT UNION	753	5	5
PAYROLL	623	3	3
SECURITY	740	2	2
HUMAN RESOURCES, HEALTH & SAFETY		<u>22</u>	<u>21</u>
SUPPLY CHAIN:			
PURCHASING	745	7	6
STORES	746	7	8
TRANSPORTATION	761	26	26
SUPPLY CHAIN	S/T	40	40
BUILDING MAINTENANCE	771	11	11
JANITOR SERVICES	772	8	8
CAFETERIA	760	1	1
OFFICE SUPPORT SERVICES	638	3	3
ENVIRONMENTAL AFFAIRS	726	4	5
ENTERPRISE SUPPORT SERVICES		<u>67</u>	<u>68</u>
INFORMATION SYSTEMS	728	36	37
INFORMATION SYSTEMS		<u>36</u>	<u>37</u>
REGULATORY AFFAIRS, FUELS & POWER SUPPLY:			
ADMINISTRATION	465	4	4
COST & RATE	470	5	5
REGULATORY PLANNING	475	2	2
COST & RATE/REGULATORY PLANNING	S/T	<u>11</u>	<u>11</u>
ENERGY RESOURCES	335	8	8
REGULATORY AFFAIRS, FUELS & POWER SUPPLY		<u>19</u>	<u>19</u>
CORPORATE COMMUNICATIONS	731	7	<u>7</u>
CORPORATE COMMUNICATIONS		<u>7</u>	<u>7</u>
INTERNAL AUDITING	660	5	5
INTERNAL AUDITING		<u>5</u>	<u>5</u>
EXECUTIVE & ADMINISTRATIVE	701	14	16
LEGAL	703	1	2
EXECUTIVE & ADMINISTRATIVE		<u>15</u>	<u>18</u>

	AREA	OCTOBER ACTUAL	OCTOBER BUDGET
<b>ACCOUNTING:</b>			
ACCOUNTS PAYABLE & FINANCIAL RECORDS	621	5	5
GENERAL ACCOUNTING ADMINISTRATIVE	625	11	11
PLANT ACCOUNTING	630	9	9
CUSTOMER ACCOUNTING	636	8	8
CASH PROCESSING	680	4	4
TAXES	634	3	3
ACCOUNTING	S/T	40	40
RISK MANAGEMENT	681	2	2
TREASURY SERVICES	682	2	2
FINANCE & PLANNING	684	10	10
SHAREHOLDER RELATIONS & RECORDS	639	3	3
COUNSEL - LITIGATION & CLAIMS	702	5	5
<b>TREASURY &amp; ACCOUNTING</b>		<b>62</b>	<b>62</b>
<b>TOTAL PERMANENT EMPLOYEES</b>		<b>935</b>	<b>925</b>

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No.: DPS-2, IR-339  
 Requested by: DPS  
 Date of Request: August 19, 2014  
 Witness:  
 Subject: Incremental Employees & Labor Distribution

**Question:**

The Staffing, Compensation, and Benefits Panel testimony (at pp.11) states that the 50 incremental employee additions are primarily due to increased capital expenditures and federal and state mandates.

- a. Please list all federal and state mandates that required the addition of new employees.
- b. Do the increased capital expenditures affect the Company's labor allocation rate between O&M expense and construction?
  - i. If yes, please explain it and provide the calculation.
  - ii. Please provide the past three years (twelve months ended December 2011, 2012, 2013) allocation rates between O&M labor expense and construction.

**Response:**

- a. Federal Mandate: FERC Order No. 773  
 State Mandates: REV Proceeding Case 14-M-0101, PSC Mandate assigned to Bare Steel & Cast Iron and Public Service Law Section 65(15).
- b. No. As demonstrated in the table below, the impact of the 50 incremental employees results in a negligible impact on the allocation rate between O&M expense and construction.

	Historic Year Allocation	Allocation of HY + 50 Incremental Employees
Electric Expense	57.24%	57.24%
Gas Expense	14.92%	14.90%
Construction	27.42%	27.46%
Allocation to Affiliates	0.36%	0.34%
Disability Benefits	0.06%	0.06%
Total	100.00%	100.00%

- i. Please refer to the response and table above, which demonstrates a

negligible impact on the historic year allocation.

- ii. The table below outlines the labor allocations for the twelve months ended December 31, 2011, 2012, and 2013. Please note, in regards to these allocations, no analysis was performed to normalize and/or identify non-recurring items as is done for preparation of a rate case. Additionally, clearing account balances have not been allocated back to O&M and construction, as it would take a substantial amount of work to do so.

	Twelve Months Ended December 31,		
	2011	2012	2013
O&M Expense	71.75%	69.20%	69.80%
Construction	22.18%	25.46%	24.86%
Allocation to Affiliates	1.66%	0.99%	0.65%
Stores Clearing	1.36%	1.38%	1.69%
Transportation Clearing	2.32%	2.61%	2.54%
Lost Time Clearing	0.64%	0.31%	0.39%
Disability Benefits	0.09%	0.05%	0.07%
Total	100.00%	100.0%	100.00%

Response by: Staffing, Compensation and Benefits Panel and Revenue Requirements Panel (Thomas C. Brocks; Sharon A. McGinnis; David P. Brideau; Christopher D. Thomas; and Jodi L. Harris)

Title(s): Vice President of Human Resources, Health & Safety; Director of Human Resources; Senior Director of Regulatory Planning; Senior Regulatory Planning Analyst; and Regulatory Planning Analyst

Date of Response: September 5, 2014

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-2, IR-341  
From: DPS  
Date of Request: August 19, 2014  
Witness:  
Subject:

**Question:**

Please provide in an excel spreadsheet a breakdown of Actual-Permanent Employees in the same format as shown on company exhibit SCP-1 for calendar years 2007 through 2013 and as of March 31, 2014.

**Response:**

Exhibit SCP-1 was created for the purpose of this rate case to present the permanent actual employee level at the end of the historic year ended March 31, 2014.. The excel version of this exhibit was provided to Staff in the work papers of the Revenue Requirements Panel. Please refer to the excel file captioned "Labor-Projection & Employee Count" and the tab labeled "March 2014 # of Employees."

Attached and marked as IR-341 Attachment 1 and identified as "CHGE Response to DPS-341 Attachment" is an excel spreadsheet with the actual permanent full time and part time employees for calendar years 2007 through 2013 in a format similar to that presented in Exhibit SCP-1.

Response by: Thomas C. Brocks & Sharon A. McGinnis  
Title: Vice President – Human Resources, Health & Safety and  
Director Human Resources  
Date of Response: August 29, 2014

**CHGE Response to DPS 244 Attachment**  
**Central Hudson Gas & Electric Corporation**  
**Actual - Permanent Employees**  
**Year End 2007**

	<u>2007</u>
ADMINISTRATION	3
ELECTRIC SYSTEM DESIGN	6
ELECTRIC SYSTEM PROTECTION	5
ELECTRIC PLANNING	8
GAS & MECHANICAL ENGINEERING	10
GAS OPERATING ENGINEERS	4
DISTRIBUTION ENGINEERING	<u>11</u>
ENGINEERING SERVICES	44
SPECIAL SERVICES	5
ENVIRONMENTAL AFFAIRS	2
DRAFTING	8
RESEARCH & DEVELOPMENT	0
GENERAL	8
FOREMEN	4
EQUIPMENT TEST FORCES - COMMON	5
CONSTRUCTION MAINTENANCE FORCES	4
RIGGERS	5
ELECTRICIANS	25
EQUIPMENT TEST FORCES - RELAY	7
PRODUCTION OPERATIONS	6
OPERATION SERVICES	<u>64</u>
<b>ENGINEERING</b>	<b>126</b>
ENERGY EFFICIENCY	2
CORPORATE COMMUNICATIONS	6
MARKETING	1
PUBLIC AFFAIRS & ENERGY EFFICIENCY	9
CUSTOMER QUALITY & SERVICES	8
METER SHOP	20
CUSTOMER ACCOUNT SERVICES ADMIN	27
CUSTOMER SERVICE REPRESENTATIVES	64
METER READING	33
COLLECTIONS	9
CONSUMER OUTREACH	3
CATSKILL COMMERCIAL FORCES	4
KINGSTON COMMERCIAL FORCES	9
NEWBURGH COMMERCIAL FORCES	10
FISHKILL COMMERCIAL FORCES	7
POUGHKEEPSIE COMMERCIAL FORCES	<u>9</u>
CUSTOMER ACCOUNT SERVICES	175
CATSKILL LINE FORCES	0

## IR-341 Attachment 1

	2007
CATSKILL GAS FORCES	2
CATSKILL ESTIMATORS	1
CATSKILL ADMINISTRATIVE	2
KINGSTON LINE FORCES	14
KINGSTON GAS FORCES	6
KINGSTON ESTIMATORS	1
KINGSTON ADMINISTRATIVE	5
ELLENVILLE	8
UPPER HUDSON DIVISION	39
NEWBURGH LINE FORCES	16
NEWBURGH GAS FORCES	14
NEWBURGH ESTIMATORS	5
NEWBURGH ADMINISTRATIVE	6
ELTINGS CORNERS	9
FISHKILL LINE FORCES	14
FISHKILL GAS FORCES	12
FISHKILL ESTIMATORS	4
FISHKILL ADMINISTRATIVE	5
LOWER HUDSON DIVISION	85
POUGHKEEPSIE LINE FORCES	16
POUGHKEEPSIE GAS FORCES	8
POUGHKEEPSIE ESTIMATORS	3
POUGHKEEPSIE ADMINISTRATIVE	5
STANFORDVILLE	7
MID HUDSON DIVISION	39
SYSTEM RELIABILITY	6
SYSTEM DISTRIBUTION MAINTENANCE	51
PROJECT CONSTRUCTION	43
SYSTEM CONSTRUCTION & RELIABILITY	<u>100</u>
<b>CUSTOMER SERVICES</b>	<b>475</b>
ENERGY CONTROL	19
SYSTEM DISPATCH CENTER	4
<b>ENERGY CONTROL DIVISION</b>	<b>23</b>
HUMAN RESOURCES ADMINISTRATIVE	10
CREDIT UNION	5
PAYROLL	3
CORPORATE SERVICES ADMINISTRATIVE	2
PURCHASING	5
CAFETERIA	4
BUILDING MAINTENANCE	5
JANITOR SERVICES	7
BUILDING SERVICES	16
TRANSPORTATION	27
STORES	8
TRANSPORTATION & STORES	35



## IR-341 Attachment 1

2007

INFORMATION SYSTEMS	<u>34</u>
<b>CORPORATE SERVICES &amp; ADMINISTRATIVE</b>	<b>110</b>
ADMINISTRATION	3
COST & RATE	2
FINANCIAL PLANNING	2
COST & RATE/FINANCIAL PLANNING	7
FUELS RESOURCES	7
POWER SUPPLY	3
<b>REGULATORY AFFAIRS, FUELS &amp; POWER SUP</b>	<b>17</b>
SHAREHOLDER RELATIONS & RECORDS	5
<b>CORPORATE SECRETARY</b>	<b>5</b>
<b>EXECUTIVE &amp; ADMINISTRATIVE</b>	<b>16</b>
ACCOUNTS PAYABLE & FINANCIAL RECORDS	5
GENERAL ACCOUNTING ADMINISTRATIVE	10
PLANT ACCOUNTING	9
CUSTOMER ACCOUNTING	8
CASH PROCESSING	5
TAXES	<u>2</u>
ACCOUNTING	<u>39</u>
RISK MANAGEMENT	1
CASH MANAGEMENT	3
INTERNAL AUDITING	4
ENERGY RISK MANAGEMENT	1
BUSINESS DEVELOPMENT	7
CLAIMS	4
<b>TREASURY &amp; ACCOUNTING</b>	<b>59</b>
<b>TOTAL PERMANENT EMPLOYEES</b>	<b>831</b>

## IR-341 Attachment 1

**CHGE Response to DPS-341 Attachment**

Central Hudson Gas &amp; Electric Corporation

Actual - Permanent Employees

Year End 2008

	<u>2008</u>
ADMINISTRATION	4
ENGINEERING SERVICES:	
ELECTRIC SYSTEM DESIGN	6
ELECTRIC SYSTEM PROTECTION	5
ELECTRIC PLANNING	8
GAS & MECHANICAL ENGINEERING	10
GAS OPERATING ENGINEERS	6
DISTRIBUTION ENGINEERING	<u>12</u>
ENGINEERING SERVICES	<u>47</u>
SPECIAL SERVICES	5
ENVIRONMENTAL AFFAIRS	3
DRAFTING	9
RESEARCH & DEVELOPMENT	0
OPERATION SERVICES:	
GENERAL	8
FOREMEN	5
EQUIPMENT TEST FORCES - COMMON	5
CONSTRUCTION MAINTENANCE FORCES	3
RIGGERS	4
ELECTRICIANS	22
EQUIPMENT TEST FORCES - RELAY	6
MISCELLANEOUS TEST FORCES	0
PRODUCTION OPERATIONS	5
OPERATION SERVICES	<u>58</u>
<b>ENGINEERING</b>	<b><u>126</u></b>
CUSTOMER ACCOUNT SERVICES:	
CUSTOMER ACCOUNT SERVICES ADMIN	27
CUSTOMER SERVICE REPRESENTATIVES	64
METER READING	33
COLLECTIONS	9
CONSUMER OUTREACH	<u>4</u>
CUSTOMER ACCOUNT SERVICES	<u>137</u>
COMMERCIAL FORCES:	
CATSKILL COMMERCIAL FORCES	4
KINGSTON COMMERCIAL FORCES	8
NEWBURGH COMMERCIAL FORCES	10
FISHKILL COMMERCIAL FORCES	6
POUGHKEEPSIE COMMERCIAL FORCES	<u>9</u>
COMMERCIAL FORCES	<u>37</u>
CUSTOMER QUALITY & SERVICES	7
SYSTEM CONSTRUCTION & RELIABILITY:	
SYSTEM RELIABILITY	6
SYSTEM DISTRIBUTION MAINTENANCE	52
PROJECT CONSTRUCTION	49
SYSTEM CONSTRUCTION & RELIABILITY	<u>107</u>

## IR-341 Attachment 1

	2008
ELECTRIC LINE FORCES:	
NEWBURGH LINE FORCES	14
FISHKILL LINE FORCES	12
KINGSTON LINE FORCES	12
CATSKILL LINE FORCES	0
POUGHKEEPSIE LINE FORCES	11
ELLENVILLE	14
ELTINGS CORNERS	9
STANFORDVILLE	7
ELECTRIC LINE FORCES	<u>79</u>
ELECTRIC T&D OPERATIONS & QUALITY	<u>193</u>
METER SHOP	20
GAS FORCES:	
NEWBURGH GAS FORCES	16
FISHKILL GAS FORCES	10
KINGSTON GAS FORCES	8
CATSKILL GAS FORCES	2
POUGHKEEPSIE GAS FORCES	<u>8</u>
GAS FORCES	<u>44</u>
ESTIMATORS:	
NEWBURGH ESTIMATORS	3
FISHKILL ESTIMATORS	4
KINGSTON ESTIMATORS	2
CATSKILL ESTIMATORS	2
POUGHKEEPSIE ESTIMATORS	<u>2</u>
ESTIMATORS	<u>13</u>
ADMINISTRATIVE:	
NEWBURGH ADMINISTRATIVE	5
FISHKILL ADMINISTRATIVE	4
KINGSTON ADMINISTRATIVE	3
CATSKILL ADMINISTRATIVE	2
POUGHKEEPSIE ADMINISTRATIVE	<u>4</u>
ADMINISTRATIVE	<u>18</u>
GAS OPERATIONS, NEW BUSINESS & ADMIN	<u>95</u>
<b>CUSTOMER SERVICES</b>	<b><u>462</u></b>
MARKETING	0
CORPORATE COMMUNICATIONS	<u>6</u>
CORPORATE COMMUNICATIONS & MRKTING	<u>6</u>
ENERGY EFFICIENCY	2
<b>PUBLIC AFFAIRS &amp; ENERGY EFFICIENCY</b>	<b><u>8</u></b>
SYSTEM OPERATIONS	17
SYSTEM DISPATCH CENTER	4
<b>SYSTEM OPERATIONS</b>	<b><u>21</u></b>
HUMAN RESOURCE DIVISION:	
HUMAN RESOURCES ADMINISTRATIVE	10
CREDIT UNION	5
PAYROLL	<u>3</u>

## IR-341 Attachment 1

	<u>2008</u>
HUMAN RESOURCE DIVISION	<u>18</u>
CORPORATE SERVICES & SECURITY:	
ADMINISTRATIVE	2
PURCHASING	5
STORES	<u>8</u>
CORPORATE SERVICES & SECURITY DIVISION	<u>15</u>
TRANSPORTATION	<u>26</u>
BUILDING SERVICES:	
CAFETERIA	4
BUILDING MAINTENANCE	6
JANITOR SERVICES	7
BUILDING SERVICES	<u>17</u>
CORPORATE SUPPORT:	
OFFICE SUPPORT SERVICES	4
SHAREHOLDER RELATIONS & RECORDS	3
CORPORATE SUPPORT	<u>7</u>
INFORMATION SYSTEMS	<u>34</u>
<b>CORPORATE SERVICES &amp; ADMINISTRATIVE</b>	<b><u>117</u></b>
 COST & RATE/FINANCIAL PLANNING:	
ADMINISTRATION	4
COST & RATE	3
FINANCIAL PLANNING	2
COST & RATE/FINANCIAL PLANNING	9
FUELS RESOURCES	7
POWER SUPPLY	3
<b>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY</b>	<b><u>19</u></b>
 <b>EXECUTIVE &amp; ADMINISTRATIVE</b>	<b><u>15</u></b>
 ACCOUNTING:	
ACCOUNTS PAYABLE & FINANCIAL RECORDS	5
GENERAL ACCOUNTING ADMINISTRATIVE	10
PLANT ACCOUNTING	8
CUSTOMER ACCOUNTING	8
CASH PROCESSING	5
TAXES	<u>2</u>
ACCOUNTING	<u>38</u>
RISK MANAGEMENT	1
CASH MANAGEMENT	4
INTERNAL AUDITING	4
ENERGY RISK MANAGEMENT	1
BUSINESS DEVELOPMENT	5
CLAIMS	4
<b>TREASURY &amp; ACCOUNTING</b>	<b><u>57</u></b>
 <b>TOTAL PERMANENT EMPLOYEES</b>	<b>825</b>

**CHGE Response to DPS-341 Attachment**

Central Hudson Gas &amp; Electric Corporation

Actual - Permanent Employees

Year End 2009

	<u>2009</u>
ADMINISTRATION	4
ENGINEERING SERVICES:	
ELECTRIC SYSTEM DESIGN	6
ELECTRIC SYSTEM PROTECTION	5
ELECTRIC PLANNING	8
GAS & MECHANICAL ENGINEERING	10
GAS OPERATING ENGINEERS	6
DISTRIBUTION ENGINEERING	<u>13</u>
ENGINEERING SERVICES	<u>48</u>
SPECIAL SERVICES	5
ENVIRONMENTAL AFFAIRS	3
DRAFTING	9
RESEARCH & DEVELOPMENT	0
BUILDING MAINTENANCE	5
JANITOR SERVICES	8
BUILDING SERVICES	<u>13</u>
OPERATION SERVICES:	
GENERAL	7
FOREMEN	6
EQUIPMENT TEST FORCES - COMMON	4
CONSTRUCTION MAINTENANCE FORCES	4
RIGGERS	4
ELECTRICIANS	24
EQUIPMENT TEST FORCES - RELAY	5
MISCELLANEOUS TEST FORCES	0
PRODUCTION OPERATIONS	6
OPERATION SERVICES	<u>60</u>
<b>ENGINEERING</b>	<b><u>142</u></b>
CUSTOMER ACCOUNT SERVICES:	
CUSTOMER ACCOUNT SERVICES ADMIN	27
CUSTOMER SERVICE REPRESENTATIVES	71
METER READING	33
COLLECTIONS	18
CONSUMER OUTREACH	<u>4</u>
CUSTOMER ACCOUNT SERVICES	<u>153</u>
COMMERCIAL FORCES:	
CATSKILL COMMERCIAL FORCES	4
KINGSTON COMMERCIAL FORCES	8
NEWBURGH COMMERCIAL FORCES	9
FISHKILL COMMERCIAL FORCES	6
POUGHKEEPSIE COMMERCIAL FORCES	<u>9</u>
COMMERCIAL FORCES	<u>36</u>
CUSTOMER QUALITY & SERVICES	9
SYSTEM CONSTRUCTION & RELIABILITY:	
SYSTEM RELIABILITY	6

	2009
SYSTEM DISTRIBUTION MAINTENANCE	38
PROJECT CONSTRUCTION	33
SPLICERS	25
SYSTEM CONSTRUCTION & RELIABILITY	<u>102</u>
ELECTRIC LINE FORCES:	
NEWBURGH LINE FORCES	13
FISHKILL LINE FORCES	10
KINGSTON LINE FORCES	10
CATSKILL LINE FORCES	12
POUGHKEEPSIE LINE FORCES	12
ELLENVILLE	7
ELTINGS CORNERS	9
STANFORDVILLE	8
ELECTRIC LINE FORCES	<u>81</u>
ELECTRIC T&D OPERATIONS & QUALITY	<u>192</u>
METER SHOP	20
GAS FORCES:	
NEWBURGH GAS FORCES	16
FISHKILL GAS FORCES	8
KINGSTON GAS FORCES	8
CATSKILL GAS FORCES	2
POUGHKEEPSIE GAS FORCES	<u>8</u>
GAS FORCES	<u>42</u>
ESTIMATORS:	
NEWBURGH ESTIMATORS	4
FISHKILL ESTIMATORS	2
KINGSTON ESTIMATORS	4
CATSKILL ESTIMATORS	2
POUGHKEEPSIE ESTIMATORS	<u>4</u>
ESTIMATORS	<u>16</u>
ADMINISTRATIVE:	
NEWBURGH ADMINISTRATIVE	4
FISHKILL ADMINISTRATIVE	5
KINGSTON ADMINISTRATIVE	4
CATSKILL ADMINISTRATIVE	2
POUGHKEEPSIE ADMINISTRATIVE	<u>5</u>
ADMINISTRATIVE	<u>20</u>
GAS OPERATIONS, NEW BUSINESS & ADMIN	<u>98</u>
<b>CUSTOMER SERVICES</b>	<b><u>479</u></b>
MARKETING	0
CORPORATE COMMUNICATIONS	<u>6</u>
CORPORATE COMMUNICATIONS & MRKTING	<u>6</u>
ENERGY EFFICIENCY	6
<b>PUBLIC AFFAIRS &amp; ENERGY EFFICIENCY</b>	<b><u>12</u></b>
SYSTEM OPERATIONS	19

	2009
SYSTEM DISPATCH CENTER	4
<b>SYSTEM OPERATIONS</b>	<b><u>23</u></b>
HUMAN RESOURCE DIVISION:	
HUMAN RESOURCES ADMINISTRATIVE	11
CREDIT UNION	4
PAYROLL	<u>3</u>
HUMAN RESOURCE DIVISION	<u>18</u>
CORPORATE SERVICES & SECURITY:	
ADMINISTRATIVE	2
PURCHASING	6
STORES	<u>7</u>
CORPORATE SERVICES & SECURITY DIVISION	<u>15</u>
TRANSPORTATION	<u>27</u>
CAFETERIA	3
CORPORATE SUPPORT:	
OFFICE SUPPORT SERVICES	3
SHAREHOLDER RELATIONS & RECORDS	3
CORPORATE SUPPORT	<u>6</u>
INFORMATION SYSTEMS	<u>33</u>
EMS / SCADA	<u>3</u>
<b>CORPORATE SERVICES &amp; ADMINISTRATIVE</b>	<b><u>105</u></b>
COST & RATE/FINANCIAL PLANNING:	
ADMINISTRATION	4
COST & RATE	4
FINANCIAL PLANNING	2
COST & RATE/FINANCIAL PLANNING	10
FUELS RESOURCES	6
POWER SUPPLY	3
<b>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY</b>	<b><u>19</u></b>
<b>EXECUTIVE &amp; ADMINISTRATIVE</b>	<b><u>18</u></b>
ACCOUNTING:	
ACCOUNTS PAYABLE & FINANCIAL RECORDS	5
GENERAL ACCOUNTING ADMINISTRATIVE	11
PLANT ACCOUNTING	9
CUSTOMER ACCOUNTING	8
CASH PROCESSING	5
TAXES	<u>3</u>
ACCOUNTING	<u>41</u>
RISK MANAGEMENT	1
CASH MANAGEMENT	7
INTERNAL AUDITING	4
ENERGY RISK MANAGEMENT	1
BUSINESS DEVELOPMENT	4
CLAIMS	4
<b>TREASURY &amp; ACCOUNTING</b>	<b><u>62</u></b>
<b>TOTAL PERMANENT EMPLOYEES</b>	<b>860</b>

IP-341 Attachment 1

**CHGE Response to DPS-341 Attachment**

Central Hudson Gas &amp; Electric Corporation

Actual - Permanent Employees

Year End 2010

	<u>2010</u>
ADMINISTRATION	4
ENGINEERING SERVICES:	
ELECTRIC SYSTEM DESIGN	6
ELECTRIC SYSTEM PROTECTION	5
ELECTRIC PLANNING	7
RELIABILITY COMPLIANCE	2
GAS & MECHANICAL ENGINEERING	9
GAS OPERATING ENGINEERS	6
DISTRIBUTION ENGINEERING	<u>12</u>
ENGINEERING SERVICES	<u>47</u>
SPECIAL SERVICES	5
ENVIRONMENTAL AFFAIRS	3
DRAFTING	9
BUILDING MAINTENANCE	5
JANITOR SERVICES	8
BUILDING SERVICES	<u>13</u>
OPERATION SERVICES:	
GENERAL	6
FOREMEN	6
EQUIPMENT TEST FORCES - COMMON	4
CONSTRUCTION MAINTENANCE FORCES	4
RIGGERS	3
ELECTRICIANS	22
EQUIPMENT TEST FORCES - RELAY	5
PRODUCTION OPERATIONS	6
OPERATION SERVICES	<u>56</u>
SYSTEM OPERATIONS	12
EMS / SCADA	<u>3</u>
<b>ENGINEERING</b>	<b><u>152</u></b>
CUSTOMER ACCOUNT SERVICES:	
CUSTOMER ACCOUNT SERVICES ADMIN	29
CUSTOMER SERVICE REPRESENTATIVES	73
METER READING	34
COLLECTIONS	18
CONSUMER OUTREACH	<u>5</u>
CUSTOMER ACCOUNT SERVICES	<u>159</u>
COMMERCIAL FORCES:	
CATSKILL COMMERCIAL FORCES	4
KINGSTON COMMERCIAL FORCES	8
NEWBURGH COMMERCIAL FORCES	9
FISHKILL COMMERCIAL FORCES	6
POUGHKEEPSIE COMMERCIAL FORCES	<u>8</u>
COMMERCIAL FORCES	<u>35</u>



IR-341 Attachment 1	2010
CUSTOMER QUALITY & SERVICES	9
SYSTEM CONSTRUCTION & RELIABILITY:	
SYSTEM RELIABILITY	6
SYSTEM DISTRIBUTION MAINTENANCE	10
PROJECT CONSTRUCTION	24
SPLICERS	12
SYSTEM CONSTRUCTION & RELIABILITY	<u>52</u>
ELECTRIC LINE FORCES:	
NEWBURGH LINE FORCES	21
FISHKILL LINE FORCES	19
KINGSTON LINE FORCES	24
CATSKILL LINE FORCES	19
POUGHKEEPSIE LINE FORCES	21
ELLENVILLE	7
ELTINGS CORNERS	10
STANFORDVILLE	8
ELECTRIC LINE FORCES	<u>129</u>
ELECTRIC T&D OPERATIONS & QUALITY	<u>190</u>
METER SHOP	20
GAS FORCES:	
NEWBURGH GAS FORCES	16
FISHKILL GAS FORCES	10
KINGSTON GAS FORCES	8
CATSKILL GAS FORCES	2
POUGHKEEPSIE GAS FORCES	<u>10</u>
GAS FORCES	<u>46</u>
ESTIMATORS:	
NEWBURGH ESTIMATORS	4
FISHKILL ESTIMATORS	2
KINGSTON ESTIMATORS	2
CATSKILL ESTIMATORS	2
POUGHKEEPSIE ESTIMATORS	<u>4</u>
ESTIMATORS	<u>14</u>
ADMINISTRATIVE:	
NEWBURGH ADMINISTRATIVE	4
FISHKILL ADMINISTRATIVE	5
KINGSTON ADMINISTRATIVE	3
CATSKILL ADMINISTRATIVE	1
POUGHKEEPSIE ADMINISTRATIVE	<u>4</u>
ADMINISTRATIVE	<u>17</u>
GAS OPERATIONS, NEW BUSINESS & ADMIN	<u>97</u>
ENERGY EFFICIENCY	5
SYSTEM OPERATIONS	7
SYSTEM DISPATCH CENTER	4
SYSTEM OPERATIONS	<u>11</u>
<b>CUSTOMER SERVICES</b>	<b><u>497</u></b>

HUMAN RESOURCE DIVISION:

IR-341 Attachment 1	2010
HUMAN RESOURCES ADMINISTRATIVE	12
CREDIT UNION	4
PAYROLL	4
SECURITY	2
CAFETERIA	3
HUMAN RESOURCE DIVISION	<u>25</u>
CORPORATE SERVICES:	
PURCHASING	6
STORES	7
TRANSPORTATION	26
CORPORATE SERVICES	<u>39</u>
INFORMATION SYSTEMS	34
<b>CORPORATE SERVICES &amp; ADMINISTRATIVE</b>	<b><u>98</u></b>
COST & RATE/REGULATORY PLANNING:	
ADMINISTRATION	3
COST & RATE	3
REGULATORY PLANNING	1
COST & RATE/REGULATORY PLANNING	<u>7</u>
FUELS RESOURCES	0
POWER SUPPLY	10
<b>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY</b>	<b><u>17</u></b>
CORPORATE COMMUNICATIONS	<u>6</u>
OFFICE SUPPORT SERVICES	2
SHAREHOLDER RELATIONS & RECORDS	3
<b>CORPORATE COMMUNICATIONS &amp; SHAREHOLDER SERVICES</b>	<b><u>11</u></b>
EXECUTIVE & ADMINISTRATIVE	17
GOVERNMENTAL AFFAIRS & ECONOMIC DEVELOPMENT	0
<b>EXECUTIVE &amp; ADMINISTRATIVE</b>	<b><u>17</u></b>
LEGAL	1
CLAIMS	4
<b>LEGAL SERVICES</b>	<b><u>5</u></b>
ACCOUNTING:	
ACCOUNTS PAYABLE & FINANCIAL RECORDS	5
GENERAL ACCOUNTING ADMINISTRATIVE	12
PLANT ACCOUNTING	8
CUSTOMER ACCOUNTING	8
CASH PROCESSING	4
TAXES	3
ACCOUNTING	<u>40</u>
RISK MANAGEMENT	1
CASH MANAGEMENT	9

IR-341 Attachment 1		2010
INTERNAL AUDITING		4
ENERGY RISK MANAGEMENT		1
BUSINESS DEVELOPMENT		4
<b>TREASURY &amp; ACCOUNTING</b>		<b><u>59</u></b>
<b>TOTAL PERMANENT EMPLOYEES</b>		<b>856</b>

## IR-341 Attachment 1

**CHGE Response to DPS-341 Attachment**

Central Hudson Gas &amp; Electric Corporation

Actual - Permanent Employees

Year End 2011

	<u>2011</u>
ADMINISTRATION	5
<b>ENGINEERING SERVICES:</b>	
ELECTRIC SYSTEM DESIGN	11
ELECTRIC SYSTEM PROTECTION	5
ELECTRIC PLANNING	8
RELIABILITY COMPLIANCE	2
GAS & MECHANICAL ENGINEERING	9
GAS OPERATING ENGINEERS	5
DISTRIBUTION ENGINEERING	<u>7</u>
SPECIAL SERVICES	5
DRAFTING	8
EMS / SCADA	<u>3</u>
BUILDING MAINTENANCE	4
JANITOR SERVICES	8
ENGINEERING SERVICES	<u>75</u>
<b>OPERATION SERVICES:</b>	
GENERAL	6
FOREMEN	6
CONSTRUCTION MAINTENANCE FORCES	4
RIGGERS	4
ELECTRICIANS	24
EQUIPMENT TEST FORCES - RELAY	11
PRODUCTION OPERATIONS	6
OPERATION SERVICES	<u>61</u>
<b>SYSTEM OPERATIONS:</b>	
SYSTEM OPERATIONS	12
<b>ENGINEERING</b>	<b><u>153</u></b>
<b>CUSTOMER ACCOUNT SERVICES:</b>	
CUSTOMER ACCOUNT SERVICES ADMIN	29
CUSTOMER SERVICE REPRESENTATIVES	76
METER READING	23
COLLECTIONS	17
CONSUMER OUTREACH	<u>3</u>
CUSTOMER ACCOUNT SERVICES	<u>148</u>
<b>COMMERCIAL FORCES:</b>	
CATSKILL COMMERCIAL FORCES	4
KINGSTON COMMERCIAL FORCES	8

## IR-341 Attachment 1

NEWBURGH COMMERCIAL FORCES	9
FISHKILL COMMERCIAL FORCES	7
POUGHKEEPSIE COMMERCIAL FORCES	<u>8</u>
COMMERCIAL FORCES	<u>36</u>
CUSTOMER ACCOUNT SERVICES DIVISION	<u>184</u>
<b><i>ELECTRIC T&amp;D OPERATIONS &amp; QUALITY:</i></b>	
CUSTOMER QUALITY & SERVICES	8
SYSTEM DISPATCH CENTER	10
<b><i>SYSTEM CONSTRUCTION &amp; RELIABILITY:</i></b>	
SYSTEM RELIABILITY/LINE CLEARANCE	6
SYSTEM DISTRIBUTION MAINTENANCE	11
PROJECT CONSTRUCTION	29
SPLICERS	14
SYSTEM CONSTRUCTION	<u>60</u>
<b><i>ELECTRIC LINE FORCES:</i></b>	
NEWBURGH LINE FORCES	20
FISHKILL LINE FORCES	20
KINGSTON LINE FORCES	22
CATSKILL LINE FORCES	17
POUGHKEEPSIE LINE FORCES	19
ELLENVILLE	7
ELTINGS CORNERS	8
STANFORDVILLE	7
ELECTRIC LINE FORCES	<u>120</u>
ELECTRIC T&D OPERATIONS & QUALITY	<u>198</u>
<b><i>GAS OPERATIONS, NEW BUSINESS &amp; ADMIN:</i></b>	
METER SHOP	20
<b><i>GAS FORCES:</i></b>	
NEWBURGH GAS FORCES	15
FISHKILL GAS FORCES	8
KINGSTON GAS FORCES	8
CATSKILL GAS FORCES	3
POUGHKEEPSIE GAS FORCES	<u>10</u>
GAS FORCES	<u>44</u>
<b><i>ESTIMATORS:</i></b>	
NEWBURGH ESTIMATORS	3
FISHKILL ESTIMATORS	2
KINGSTON ESTIMATORS	2
CATSKILL ESTIMATORS	1
POUGHKEEPSIE ESTIMATORS	<u>5</u>
ESTIMATORS	<u>13</u>
<b><i>ADMINISTRATIVE:</i></b>	
NEWBURGH ADMINISTRATIVE	4
FISHKILL ADMINISTRATIVE	5
KINGSTON ADMINISTRATIVE	3
CATSKILL ADMINISTRATIVE	1

## IR-341 Attachment 1

POUGHKEEPSIE ADMINISTRATIVE	<u>4</u>
ADMINISTRATIVE	<u>17</u>
GAS OPERATIONS, NEW BUSINESS & ADMIN	<u>94</u>
<b>ENERGY EFFICIENCY &amp; MARKETING</b>	
ENERGY EFFICIENCY	4
<b>CUSTOMER SERVICES</b>	<b><u>480</u></b>
<b>HUMAN RESOURCES DIVISION:</b>	
HUMAN RESOURCES ADMINISTRATIVE	12
CREDIT UNION	4
PAYROLL	3
SECURITY	2
CAFETERIA	1
ENVIRONMENTAL AFFAIRS	3
OFFICE SUPPORT SERVICES	5
HUMAN RESOURCE DIVISION	<u>30</u>
<b>CORPORATE SERVICES:</b>	
BRIDGE TO EXCELLENCE	1
PURCHASING	5
STORES	7
TRANSPORTATION	25
CORPORATE SERVICES	<u>38</u>
<b>INFORMATION SYSTEMS:</b>	
INFORMATION SYSTEMS	33
<b>CORPORATE SERVICES &amp; ADMINISTRATIVE</b>	<b><u>101</u></b>
<b>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY:</b>	
ADMINISTRATION	2
COST & RATE	5
REGULATORY PLANNING	2
COST & RATE/REGULATORY PLANNING	<u>9</u>
POWER SUPPLY	9
<b>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY</b>	<b><u>18</u></b>
CORPORATE COMMUNICATIONS	<u>5</u>
SHAREHOLDER RELATIONS & RECORDS	3
INTERNAL AUDITING	4
<b>LEGAL AFFAIRS:</b>	
LEGAL	1
CLAIMS	4
LEGAL AFFAIRS	<u>5</u>

## IR-341 Attachment 1

<b>LEGAL, SHAREHOLDER, &amp; CORPORATE COMM.</b>	<b><u>17</u></b>
EXECUTIVE & ADMINISTRATIVE	16
<b>EXECUTIVE &amp; ADMINISTRATIVE</b>	<b><u>16</u></b>
<b>ACCOUNTING:</b>	
ACCOUNTS PAYABLE & FINANCIAL RECORDS	5
GENERAL ACCOUNTING ADMINISTRATIVE	12
PLANT ACCOUNTING	9
CUSTOMER ACCOUNTING	8
CASH PROCESSING	5
TAXES	3
ACCOUNTING	<u>42</u>
RISK MANAGEMENT	2
CASH MANAGEMENT	9
BUSINESS DEVELOPMENT	0
<b>TREASURY &amp; ACCOUNTING</b>	<b><u>53</u></b>
<b>TOTAL PERMANENT EMPLOYEES</b>	<b>838</b>

## IR-341 Attachment 1

**CHGE Response to DPS-341 Attachment**  
 Central Hudson Gas & Electric Corporation  
 Actual - Permanent Employees  
 Year End 2012

	<u>2012</u>
ADMINISTRATION	5
<b>ENGINEERING SERVICES:</b>	
ELECTRIC SYSTEM DESIGN	13
ELECTRIC SYSTEM PROTECTION	6
ELECTRIC PLANNING	10
RELIABILITY COMPLIANCE	2
GAS & MECHANICAL ENGINEERING	9
GAS OPERATING ENGINEERS	8
DISTRIBUTION ENGINEERING	<u>9</u>
DRAFTING	9
EMS / SCADA	<u>3</u>
BUILDING MAINTENANCE	5
JANITOR SERVICES	8
ENGINEERING SERVICES	<u>82</u>
<b>OPERATION SERVICES:</b>	
GENERAL	7
FOREMEN	6
CONSTRUCTION MAINTENANCE FORCES	4
RIGGERS	3
ELECTRICIANS	25
EQUIPMENT TEST FORCES - RELAY	10
PRODUCTION OPERATIONS	5
METER SHOP	19
OPERATION SERVICES	<u>79</u>
<b>SYSTEM OPERATIONS:</b>	
SYSTEM OPERATIONS	13
<b>ENGINEERING</b>	<b><u>179</u></b>
<b>CUSTOMER ACCOUNT SERVICES:</b>	
CUSTOMER ACCOUNT SERVICES ADMIN	30
CUSTOMER SERVICE REPRESENTATIVES	78
METER READING	15
COLLECTIONS	17
CONSUMER OUTREACH	<u>5</u>
CUSTOMER ACCOUNT SERVICES	<u>145</u>
<b>COMMERCIAL FORCES:</b>	
CATSKILL COMMERCIAL FORCES	4
KINGSTON COMMERCIAL FORCES	8



## IR-341 Attachment 1

NEWBURGH COMMERCIAL FORCES	9
FISHKILL COMMERCIAL FORCES	7
POUGHKEEPSIE COMMERCIAL FORCES	<u>8</u>
COMMERCIAL FORCES	<u>36</u>
CUSTOMER ACCOUNT SERVICES DIVISION	<u>181</u>
<b><i>ELECTRIC T&amp;D OPERATIONS &amp; QUALITY:</i></b>	
CUSTOMER QUALITY & SERVICES	8
SYSTEM DISPATCH CENTER	10
<b><i>SYSTEM CONSTRUCTION &amp; RELIABILITY:</i></b>	
SYSTEM RELIABILITY/LINE CLEARANCE	6
SYSTEM DISTRIBUTION MAINTENANCE	11
PROJECT CONSTRUCTION	37
SPLICERS	14
SYSTEM CONSTRUCTION	<u>68</u>
<b><i>ELECTRIC LINE FORCES:</i></b>	
NEWBURGH LINE FORCES	20
FISHKILL LINE FORCES	23
KINGSTON LINE FORCES	24
CATSKILL LINE FORCES	19
POUGHKEEPSIE LINE FORCES	20
ELLENVILLE	6
ELTINGS CORNERS	8
STANFORDVILLE	6
ELECTRIC LINE FORCES	<u>126</u>
<b><i>ESTIMATORS:</i></b>	
NEWBURGH ESTIMATORS	0
FISHKILL ESTIMATORS	3
KINGSTON ESTIMATORS	4
CATSKILL ESTIMATORS	2
POUGHKEEPSIE ESTIMATORS	<u>6</u>
ESTIMATORS	<u>15</u>
ELECTRIC T&D OPERATIONS & QUALITY	<u>227</u>
<b><i>GAS OPERATIONS:</i></b>	
<b><i>GAS FORCES:</i></b>	
NEWBURGH GAS FORCES	17
FISHKILL GAS FORCES	9
KINGSTON GAS FORCES	8
CATSKILL GAS FORCES	2
POUGHKEEPSIE GAS FORCES	<u>10</u>
GAS FORCES:	<u>46</u>
<b><i>ENERGY EFFICIENCY, NEW BUS. &amp; GOVT AFFAIRS, SPECIAL SERVICES:</i></b>	
<b><i>NEW BUSINESS:</i></b>	
NEWBURGH ADMINISTRATIVE	5
FISHKILL ADMINISTRATIVE	6
KINGSTON ADMINISTRATIVE	4

## IR-341 Attachment 1

CATSKILL ADMINISTRATIVE	1
POUGHKEEPSIE ADMINISTRATIVE	<u>4</u>
NEW BUSINESS:	<u>20</u>
ENERGY EFFICIENCY	4
SPECIAL SERVICES	6
GOVERNMENT AFFAIRS & ECONOMIC DEVELOPMENT	1
ENERGY EFFICIENCY, GOVT AFFAIRS, SPECIAL SERVICES	11
<b><i>CUSTOMER SERVICES</i></b>	<b><u>485</u></b>
HUMAN RESOURCES ADMINISTRATIVE	11
CREDIT UNION	5
PAYROLL	3
SECURITY	2
CAFETERIA	1
ENVIRONMENTAL AFFAIRS	4
OFFICE SUPPORT SERVICES	3
<b><i>HUMAN RESOURCES,, ENVIRON., HEALTH &amp; SAFETY</i></b>	<b><u>29</u></b>
PURCHASING	5
STORES	8
TRANSPORTATION	25
<b><i>SUPPLY CHAIN</i></b>	<b><u>38</u></b>
INFORMATION SYSTEMS	33
<b><i>INFORMATION SYSTEMS</i></b>	<b><u>33</u></b>
<b><i>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY:</i></b>	
ADMINISTRATION	4
COST & RATE	5
REGULATORY PLANNING	1
COST & RATE/REGULATORY PLANNING	<u>10</u>
ENERGY RESOURCES	8
<b><i>REGULATORY AFFAIRS, FUELS &amp; POWER SUPPLY</i></b>	<b><u>18</u></b>
CORPORATE COMMUNICATIONS	<u>6</u>
SHAREHOLDER RELATIONS & RECORDS	3
INTERNAL AUDITING	4
<b><i>LEGAL AFFAIRS:</i></b>	

## IR-341 Attachment 1

LEGAL	1
CLAIMS	4
LEGAL AFFAIRS	<u>5</u>
<b>LEGAL, SHAREHOLDER, &amp; CORPORATE COMM.</b>	<b><u>18</u></b>
EXECUTIVE & ADMINISTRATIVE	16
<b>EXECUTIVE &amp; ADMINISTRATIVE</b>	<b>16</b>
<b>ACCOUNTING:</b>	
ACCOUNTS PAYABLE & FINANCIAL RECORDS	5
GENERAL ACCOUNTING ADMINISTRATIVE	10
PLANT ACCOUNTING	8
CUSTOMER ACCOUNTING	8
CASH PROCESSING	4
TAXES	3
ACCOUNTING	<u>38</u>
RISK MANAGEMENT	2
BRIDGE TO EXCELLENCE	1
CASH MANAGEMENT	12
<b>TREASURY &amp; ACCOUNTING</b>	<b><u>53</u></b>
<b>TOTAL PERMANENT EMPLOYEES</b>	<b>869</b>

## IR-341 Attachment 1

**CHGE Response to DPS-341 Attachment**

Central Hudson Gas &amp; Electric Corporation

Actual - Permanent Employees

Year End 2013

	<u>2013</u>
ADMINISTRATION	4
<b>ENGINEERING SERVICES:</b>	
PROJECT MANAGEMENT	2
ELECTRIC SYSTEM DESIGN	12
ELECTRIC SYSTEM PROTECTION	7
ELECTRIC PLANNING	8
RELIABILITY COMPLIANCE	3
GAS & MECHANICAL ENGINEERING	10
GAS OPERATING ENGINEERS	8
DISTRIBUTION ENGINEERING	<u>9</u>
DRAFTING	12
EMS / SCADA	<u>4</u>
ENGINEERING SERVICES	75
<b>OPERATION SERVICES:</b>	
GENERAL	8
FOREMEN	6
CONSTRUCTION MAINTENANCE FORCES	5
RIGGERS	4
ELECTRICIANS	25
EQUIPMENT TEST FORCES - RELAY	12
PRODUCTION OPERATIONS	5
METER SHOP	21
OPERATION SERVICES	86
<b>SYSTEM OPERATIONS:</b>	
SYSTEM OPERATIONS	12
<b>ENGINEERING</b>	<b><u>177</u></b>
<b>CUSTOMER ACCOUNT SERVICES:</b>	
CUSTOMER ACCOUNT SERVICES ADMIN	29
CUSTOMER SERVICE REPRESENTATIVES	81
METER READING	16
COLLECTIONS	14
CONSUMER OUTREACH	<u>4</u>
BRIDGE TO EXCELLENCE	1
CUSTOMER ACCOUNT SERVICES	<u>145</u>
<b>COMMERCIAL FORCES:</b>	
CATSKILL COMMERCIAL FORCES	4
KINGSTON COMMERCIAL FORCES	7

## IR-341 Attachment 1

NEWBURGH COMMERCIAL FORCES	10
FISHKILL COMMERCIAL FORCES	6
POUGHKEEPSIE COMMERCIAL FORCES	<u>9</u>
COMMERCIAL FORCES	<u>36</u>
CUSTOMER ACCOUNT SERVICES DIVISION	<u>181</u>
<b><i>ELECTRIC T&amp;D OPERATIONS &amp; QUALITY:</i></b>	
CUSTOMER QUALITY & SERVICES	7
SYSTEM DISPATCH CENTER	10
<b><i>SYSTEM CONSTRUCTION &amp; RELIABILITY:</i></b>	
SYSTEM RELIABILITY/LINE CLEARANCE	6
SPLICERS	13
PROJECT CONSTRUCTION	60
SYSTEM CONSTRUCTION	<u>79</u>
<b><i>ELECTRIC LINE FORCES:</i></b>	
NEWBURGH LINE FORCES	21
FISHKILL LINE FORCES	16
KINGSTON LINE FORCES	21
CATSKILL LINE FORCES	12
POUGHKEEPSIE LINE FORCES	23
ELLENVILLE	8
ELTINGS CORNERS	9
STANFORDVILLE	8
ELECTRIC LINE FORCES	<u>118</u>
<b><i>ESTIMATORS:</i></b>	
ESTIMATORS	24
ESTIMATORS	<u>24</u>
ELECTRIC T&D OPERATIONS & QUALITY	<u>238</u>
<b><i>GAS OPERATIONS:</i></b>	
<b><i>GAS FORCES:</i></b>	
NEWBURGH GAS FORCES	15
FISHKILL GAS FORCES	9
KINGSTON GAS FORCES	13
CATSKILL GAS FORCES	10
POUGHKEEPSIE GAS FORCES	<u>10</u>
GAS FORCES:	<u>57</u>
<b><i>ENERGY EFFICIENCY, NEW BUS. &amp; GOVT AFFAIRS, SPECIAL SERVICES:</i></b>	
NEW BUSINESS	10
ENERGY EFFICIENCY	5
SPECIAL SERVICES	5
GOVERNMENT AFFAIRS & ECONOMIC DEVELOPMENT	2
NEW BUS., ENERGY EFFICIENCY, GOVT AFFAIRS, SPECIAL SERVICES	22
<b><i>CUSTOMER SERVICES</i></b>	<b><u>498</u></b>

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HUMAN RESOURCES ADMINISTRATIVE	11
CREDIT UNION	5
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## IR-341 Attachment 1

<b><i>EXECUTIVE &amp; ADMINISTRATIVE</i></b>	<b><u>14</u></b>
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 <b><i>TOTAL PERMANENT EMPLOYEES</i></b>	 <b>897</b>

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

**CONFIDENTIAL**

Request No: DPS-3, IR-376 Confidential  
From: DPS  
Date of Request: August 28, 2014  
Witness:  
Subject:

**Question:**

Provide internal documentation showing that all new positions on Exhibit SCP-3 have been approved internally.

**Response:**

***The Confidential information is provided to the requesting party only.***

Response by: Thomas C. Brocks & Sharon A. McGinnis  
Title: Vice President – Human Resources, Health & Safety and  
Director Human Resources  
Date of Response: September 11, 2014



Print Form

## PERSONNEL REQUISITION

Date: 3/18/14


Unclassified Position: \_\_\_\_\_

Posting Requested: Yes ☒ No ☐Classified Position: Garage HelperJob Spec. No. 132.9Group: Transportation# of Vacancies: 2Division: ESSLocation: Lake Katrine

Reason:

Two Garage Helpers have been assigned to other positions.

Special Notes on Posting:

Requesting Supervisor: 

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_

Posting #: \_\_\_\_\_

Manager: 

DATE

3/18/14

Group Head 

3/19/14

President: 

3-20-14

Human Resource 

3/24/14

Please return to Human Resources for final approval.

Print Form

## PERSONNEL REQUISITION

Date: 7/17/14

Unclassified Position: \_\_\_\_\_

Posting Requested: Yes ☒ No ☐

Classified Position: Garage Helper \_\_\_\_\_

Job Spec. No. 132.9 \_\_\_\_\_

Group: Enterprise Support Services \_\_\_\_\_

# of Vacancies: 1 \_\_\_\_\_

Division: Transportation \_\_\_\_\_

Location: Lake Katrine \_\_\_\_\_

## Reason:

Backfill vacancy created by [REDACTED] bidding to Stock Handler.

## Special Notes on Posting:

Requesting Supervisor: [REDACTED]

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_

Posting #: \_\_\_\_\_

## APPROVALS

## DATE

Manager: [REDACTED]

Group Head: [REDACTED]

President: [REDACTED]

Human Reso: [REDACTED]

7/17/14

7.17.14

Please return to human resources for final approval.

Print Form

## PERSONNEL REQUISITION

Date: 1/28/14

Unclassified Position: \_\_\_\_\_

Posting Requested: Yes ☒ No ☐

Classified Position: Gas Mechanic 3/C \_\_\_\_\_

Job Spec. No. 125.3 \_\_\_\_\_

Group: Gas Operations \_\_\_\_\_

# of Vacancies: 1 or more \_\_\_\_\_

Division: Lower Hudson Division \_\_\_\_\_

Location: Newburgh \_\_\_\_\_

## Reason:

This posting is to replace (2) GM 3/C's ( ) that have bid out of the department and to replace (1) GM 1/C ( ) that has bid out of the department. These replacements will allow us to maintain the established staffing levels agreed to with IBEW 320.

## Special Notes on Posting:

(made 7 assignments)

Requesting Supervisor: \_\_\_\_\_

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_

Posting #: \_\_\_\_\_

## APPROVALS

## DATE

Manager: \_\_\_\_\_

1/28/14

Group Head \_\_\_\_\_

1/30/14

President: \_\_\_\_\_

Human Resources: \_\_\_\_\_

2/3/14

Please \_\_\_\_\_ to Human Resources for final approval.

**PERSONNEL REQUISITION****Date:** August 19, 2014**Unclassified Position** ..... **Posting Requested:** ☐ Yes ☐ No**Classified Position to Be Posted:** CSR Day**Spec. No.** 350.1**Group:** Customer Service**No. of Vacancies:** one or more**Division:** Customer Account Services**Location:** Call Center, South Road**Reasons:** Replacement for [REDACTED] (expected retirement for 2015). This requisition will enable us to have two additional CSRs by year end 2014 to cover in advance for 2015 retirements ([REDACTED])  
[REDACTED]**Special Notes on Posting:** ... This is a CSR Day position, however post concurrent for EH, 2/C & 3/C  
.....**Requestion by:** [REDACTED] Operating Supervisor**FOR PERSONNEL DIVISION USE:****DATE**

Date Received .....

Posting #.....

Replacement..... Upgrade.....

Addition to Force .....

8/19/14  
8/24/14  
8-24-14**APPROVALS**

or Div. Mgr.

Group Head

...President

8/26/14

## PERSONNEL REQUISITION

Date June 25, 2014

Yes No

Posting Requested ☒ ☐

Unclassified Position:

Classified Position to be Posted:

Job Spec. No. 150.3

Group:

No. of Vacancies 1 or more

Division:

Location Paigheysville

Reasons:

Based on the operational needs of the Estimating Department as well as contractual obligations (Facts Section 70 Memorandum of Agreement) it is recommended that we post for 1 or more Estimator 3/c and fill 2 positions.

Special Notes on Posting:

See attached posting for revised qualifications

Requested by

Supervisor

## FOR PERSONNEL DIVISION USE:

DATE

APPROVALS

Date Received

6/25/14

Dist. Or Div. Mgr.

Posting#

6/26/14

Group Head

Replacement

Upgrading

6.27.14

President

Addition to Force

6/25/14

## PERSONNEL REQUISITION

Date March 7, 2014

Unclassified Position: \_\_\_\_\_

Posting Requested

Yes ☒ No ☐Classified Position to be Posted: Linemen / Linewomen 3/cJob Spec. No. 101.3Group: Customer ServicesNo. of Vacancies 6Division: Electric T&DLocation Elkins Corners

Reasons:

Consistent with our staffing plan for Linemen 3/c as well as contractual obligations it is recommended that we post for 6 Linemen / Linewomen 3/c. This increase in existing line complement is supported by the five year capital forecast.

Special Notes on Posting: \_\_\_\_\_

Requested by

Supervisor

## FOR PERSONNEL DIVISION USE:

DATE

APPROVALS

Date Received

3/7/14

Dist. Or Div. Mgr.

Posting#

3/10/14

Group Head

Replacement

Upgrading3/24/14

President

Addition to Force

Print Form

## PERSONNEL REQUISITION

Date: 5/23/14

Unclassified Position: Communications SpecialistPosting Requested: Yes ☒ No ☐

Classified Position: \_\_\_\_\_

Job Spec. No. \_\_\_\_\_

Group: Corporate Communications# of Vacancies: 1Division: Corporate CommunicationsLocation: South Road

## Reason:

Steadily increasing workload in the eCommunications area, including the Central Hudson, CH Energy Group, and SavingsCentral websites, the CH Wiki intranet site, all of the company's social media sites, email blasts and the quarterly customer eNewsletter require an additional full time person.

## Special Notes on Posting:

Requesting Supervisor: 

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_


Posting #: \_\_\_\_\_

## APPROVALS

## DATE

Manager: 

5/23/14

Group Head: 

5/23/14

President: 

5/28/14

Human Resources: 

5/28/14

Human Resources for final approval.

Print Form

## PERSONNEL REQUISITION

Date: 1/21/14

Unclassified Position: Junior Engineer

Posting Requested: Yes ☒ No ☐

Classified Position: \_\_\_\_\_

Job Spec. No. \_\_\_\_\_

Group: Engineering - Electric System Design

# of Vacancies: 3

Division: Electric Engineering Services

Location: South Road

## Reason:

The resignations of [REDACTED] and [REDACTED] and the transfer of [REDACTED] have created three vacancies within the Electric System Design Area.

## Special Notes on Posting:



SUBSTATION  
System Design  
SUBST " 6/16

Trans Design  
2

Requesting Supervisor: [REDACTED]

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_

Posting #: \_\_\_\_\_

## APPROVALS

## DATE

Manager: [REDACTED]

1/21/14

Group Head: [REDACTED]

1/23/14

President: [REDACTED]

1-28-14

Human Resources: [REDACTED]

1/28/14

Please return to Human Resources for final approval.



Print Form

## PERSONNEL REQUISITION

Date: 1/22/14

Unclassified Position: Junior Engineer

Posting Requested: Yes ☒ No ☐

Classified Position: \_\_\_\_\_

Job Spec. No. \_\_\_\_\_

Group: Engineering and System Operations

# of Vacancies: 2 ☐

Division: Electric Engineering Services

Location: South Road

## Reason:

The transfer of [REDACTED] created a vacancy within Electric Transmission Planning.

Pending reassignments within Electric Engineering Services, there will be a vacancy within Electric Distribution and Standards Area.

## Special Notes on Posting:

6/16/14 Team Planning  
6/9/14 EDC

Requesting Supervisor: [REDACTED]

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_

Posting #: \_\_\_\_\_

## APPROVALS

## DATE

Manager: [REDACTED]

1/22/14

Group He [REDACTED]

1/28/14

President [REDACTED]

1-28-14

Human R [REDACTED]

1/28/14

Please return to Human Resources for final approval.

Print Form

## PERSONNEL REQUISITION

Date: 4/10/14

Unclassified Position: EngineerPosting Requested: Yes ☒ No ☐

Classified Position: \_\_\_\_\_

Job Spec. No. \_\_\_\_\_

Group: Engineering - Electric System Design# of Vacancies: 1Division: Electric Engineering ServicesLocation: South Road

## Reason:

The resignation of [REDACTED] created a vacancy within the Electric System Design Area.

## Special Notes on Posting:

Applicant must have minimum of 10 years utility design experience.

5/5/14  
Old Posting sent to  
ENGL.

Requesting Supervisor: [REDACTED]

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_

Posting #: \_\_\_\_\_

## APPROVALS

## DATE

Manager: \_\_\_\_\_

4/10/14

Group Head: \_\_\_\_\_

4/14/14

President: \_\_\_\_\_

4.14.14

Human Resources: \_\_\_\_\_

4/21/14

Human Resources for final approval.

Print Form

## PERSONNEL REQUISITION

Date: 6/26/14

Unclassified Position: Electrical Engineer

Posting Requested: Yes ☒ No ☐

Classified Position:

Job Spec. No.

Group: Engineering

# of Vacancies: 2

Division: Electric Engineering Services

Location: South Road

## Reason:

\_\_\_\_\_ have resigned. The resulting vacancies in Electric System Protection and Electric Transmission Planning need to be filled.

## Special Notes on Posting:

\_\_\_\_\_ - Sup Prot. (?)

Requesting Supervisor: \_\_\_\_\_

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_

Posting #: \_\_\_\_\_

## APPROVALS

## DATE

Manager:

6/26/14

Group Head

7/1/14

President:

7/1/14

Human Res

7/1/14

Please return to Human Resources for final approval.

Print Form

## PERSONNEL REQUISITION

Date: 7/17/14

Unclassified Position: Junior Engineer

Posting Requested: Yes ☒ No ☐

Classified Position:

Job Spec. No.

Group: Electric Engineering Services

# of Vacancies: 1

Division: Electric Distribution and Standards

Location: South Road

## Reason:

The departure of [REDACTED] has created a vacancy within the Electric Distribution and Standards Area.

## Special Notes on Posting:

Requesting Supervisor: [REDACTED]

## HUMAN RESOURCES DIVISION USE:

Date Received:

Posting #:

## APPROVALS

## DATE

Manager:

Group Head

President:

Human Resources

7/17/14

7-21-14

7/22/14

Please return to Human Resources for final approval.

Print Form

## PERSONNEL REQUISITION

Date: 2/19/14

Unclassified Position: Human Resources Administrator - Employment

Posting Requested: Yes ☒ No ☐

Classified Position: \_\_\_\_\_

Job Spec. No. \_\_\_\_\_

Group: Human Resources

# of Vacancies: 1

Division: Human Resources

Location: Poughkeepsie

## Reason:

This position is being vacated with the promotional transfer of [REDACTED] to the position of Customer Account Services Supervisor in the Call Center.

## Special Notes on Posting:

Internal and external postings should be done simultaneously.

Requesting Supervisor: [REDACTED]

## HUMAN RESOURCES DIVISION USE:

DATE

Date Received: \_\_\_\_\_

Manager: [REDACTED]

Posting #: \_\_\_\_\_

Group Head: [REDACTED]

President: \_\_\_\_\_

Human Resources: \_\_\_\_\_

2/19/14

2/23/14

Please return to Human Resources for final approval.

## PERSONNEL REQUISITION

Date: 3/3/14

Unclassified Position: Records Management Analyst

Posting Requested: Yes ☒ No ☐

Classified Position: \_\_\_\_\_

Job Spec. No. \_\_\_\_\_

Group: Treasury

# of Vacancies: 1

Division: Records Management

Location: South Avenue

## Reason:

Increased workload due to Corporate-wide implementation of ECM solution.

• Reference: Information Governance at Central Hudson (attached)

## Special Notes on Posting:

We need to create this position and define how it fits into the career progression in Records and Information Management.

• Reference attached email to [redacted] and supporting documents. (attached)

resigned after 3 weeks  
need to repost

Requesting Supervisor [redacted]

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_

Posting #: \_\_\_\_\_

Manager [redacted]

Group H [redacted]

President [redacted]

Human [redacted]

DATE

3/3/14

3-5/14

3-6-14

3/11/14

Please return to Human Resources for final approval.

Print Form

## PERSONNEL REQUISITION

Date: 8/14/14

Unclassified Position: Records & Information Management AnalystPosting Requested: Yes ☒ No ☐

Classified Position: \_\_\_\_\_

Job Spec. No. \_\_\_\_\_

Group: Corporate Finance & Planning (Treasury)# of Vacancies: 1Division: Shareholder Relations and Records ManagementLocation: South Road

## Reason:

Newly created position due to the implementation of the Enterprise Content Management system corporate-wide. Previously filled by [REDACTED] (external hire) who resigned.

## Special Notes on Posting:

Requesting Supervisor: \_\_\_\_\_

## HUMAN RESOURCES DIVISION USE:

Date Received: \_\_\_\_\_

Posting #: \_\_\_\_\_

## APPROVALS

## DATE

Manager: \_\_\_\_\_

Group Head: \_\_\_\_\_

President: \_\_\_\_\_

Human Resources: \_\_\_\_\_

8/14/2014  
8/18/2014  
8/18/148.18.14  
8/19/14

Final approval.

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-3, IR-377  
From: DPS  
Date of Request: August 28, 2014  
Witness:  
Subject:

**Question:**

For all positions identified on Exhibit SCP-4 where new positions are being added to support additional workload, please explain who is doing the work now.

**Response:**

Because the new positions are being added to fulfill work not being completed and or incremental workload, no employees or contractors are currently performing the work now except where new employees are being hired to replace retired employees or employees who left Central Hudson for reasons other than retirement. Please refer to IR-377 Attachment 1 titled "CHGE Response to DPS-377 Attachment" to identify new employees to perform work not being completed, incremental work, or to replace a prior employee.

Response by: Thomas C. Brocks & Sharon A. McGinnis  
Title: Vice President – Human Resources, Health & Safety and  
Director Human Resources  
Date of Response: September 16, 2014



Central Hudson Gas & Electric Corporation  
FTE Incremental Employee Descriptions

Group	Responsibilities
14 Junior Engineers	<ul style="list-style-type: none"> <li>• Four (4) Junior Engineers will be assigned to support the Bulk Electric System instituted by NERC, and the increase in applicable NERC electric reliability standard compliance obligations. <b>Incremental work related to NERC.</b></li> <li>• Five (5) Junior Engineers will be assigned to various departments. <b>Work is not currently being completed.</b></li> <li>• Three (3) Junior Engineers will be added to support the distribution automation system.               <ul style="list-style-type: none"> <li>- Two Junior Engineers will plan the location of assets and the integration of the assets into the exiting electric system <b>Incremental work related to distribution automation.</b></li> <li>- One Junior Engineer will be responsible for the setting of various protection schemes and how the devices will be controlled and operated. <b>Incremental work related to distribution automation.</b></li> </ul> </li> <li>• One (1) Junior Engineer will be added to support the network strategy associated with the Communication of the distribution automation devices. <b>Incremental work related to distribution automation.</b></li> <li>• One (1) Junior Engineer will be added to support GIS development associated with the distribution management system and the outage management system. <b>Incremental work related to GIS.</b></li> <li>- Two positions were filled on June 9, 2014</li> <li>- One position was filled on June 16, 2014</li> </ul>
1 Director of Transportation	<ul style="list-style-type: none"> <li>• One (1) Director of Transportation will be assigned to Transportation to provide oversight to this critical support function of the Company. <b>Backfill replacement.</b></li> </ul>
2 Tester 3/C	<ul style="list-style-type: none"> <li>• Two (2) Tester 3/C will be added to support distribution automation projects. The positions will be responsible for the development and maintenance of the network communication strategy associated with distribution automation. <b>Incremental work related to distribution automation.</b></li> </ul>
1 Garage Helper	<ul style="list-style-type: none"> <li>• One (1) Garage Helper will be added to support the workload for unskilled labor in the garage. <b>Incremental work related to increase in capital work.</b></li> </ul>
1 Recruiter	<ul style="list-style-type: none"> <li>• One (1) Recruiter will be added to Human Resources to assist with the increased employment needs associated with employee turnover as well as the addition of incremental employees. <b>Incremental work related to a projected increase in retirements and the addition of incremental positions.</b></li> <li>- This position was filled on May 12, 2014</li> </ul>

Central Hudson Gas & Electric Corporation  
FTE Incremental Employee Descriptions

1 Assistant Records Management Analyst	<ul style="list-style-type: none"> <li>One (1) Assistant records Management Analyst will be assigned to support the enterprise wide Records Management Program. The program will be used to manage the corporate records of the organization so the organization is capable of producing legally required records in legal and regulatory proceedings such as required by the Moreland Commission. <b>Incremental work related to increased need for document management.</b></li> <li>- This position was filled on June 26, 2014</li> </ul>
2 Junior Accountant	<ul style="list-style-type: none"> <li>Two (2) Junior Accountants are being added to support the workload in the area. <b>Additional workload is not being completed.</b></li> </ul>
1 Assistant Electronic Communications Specialist	<ul style="list-style-type: none"> <li>One (1) Assistant Electronic Communications Specialist is being added to the area to support the workload associated with the Company's electronic and social media communications. <b>Increased need for electronic and social media communications. Additional workload is not being completed.</b></li> </ul>
1 Vice President of Information Technology	<ul style="list-style-type: none"> <li>One (1) Vice President of Information Technology has been added to the area to provide executive oversight and strategic direction to the function. <b>Backfill replacement.</b></li> <li>- This position was filled on April 7, 2014.</li> </ul>
1 Director Customer Service Procedures and Product Support	<ul style="list-style-type: none"> <li>One (1) Director Customer Service Procedures and Product Support will be added to the area to support software applications in the Customer Services area. <b>Incremental work related to increased technological requirements.</b></li> </ul>
10 Gas Mechanics 3/C	<ul style="list-style-type: none"> <li>Ten (10) Gas Mechanics 3/C will be added to the Customer Services group. They will support the workload associated with increased capital expenditures, replacement of bare steel and cast iron gas pipe and the expansion of the natural gas system. <b>Incremental work related to PSC Mandate assigned to Bare Steel &amp; Cast Iron.</b></li> </ul>
2 Customer Service Representatives 3/C	<ul style="list-style-type: none"> <li>Two (2) Customer Service Representatives 3/C will be added to the area to support ASA. <b>Incremental work related to enhanced customer service needs.</b></li> </ul>
2 Estimators 3/C	<ul style="list-style-type: none"> <li>Two (2) Estimators 3/C will be added to the Customer Services area to support the increased capital expenditures program. <b>Incremental work related to increased capital expenditures.</b></li> </ul>
2 Lineman 3/C	<ul style="list-style-type: none"> <li>Two (2) Lineman 3/C will be added to Customer Services to support the current workload. <b>Existing workload is not being completed.</b></li> </ul>
6 Assistant System Operators	<ul style="list-style-type: none"> <li>Six (6) Assistant System Operators are being added to support the bulk electric system instituted by NERC and the increase in applicable NERC electric reliability standard compliance obligations. <b>Incremental work related to NERC mandate.</b></li> </ul>
1 Assistant System Analyst	<ul style="list-style-type: none"> <li>One (1) Assistant System Analyst is being added to support the Enterprise Content Management system. <b>Incremental work related to new initiative for document management.</b></li> </ul>
1 Plant Accounting Technician	<ul style="list-style-type: none"> <li>One (1) Plant Accounting Technician is being added to support the additional capital expenditures. <b>Incremental work related to additional capital expenditures.</b></li> </ul>

Central Hudson Gas & Electric Corporation  
FTE Incremental Employee Descriptions

1 Gas Marketing Representative	<ul style="list-style-type: none"><li>One (1) Gas Marketing Representative will be added to support the Natural Gas Marketing expansion program. <b>Incremental work related to new Gas Marketing program.</b></li></ul>
1 Property Tax Representative	<ul style="list-style-type: none"><li>One (1) Property Tax Representative will be added to support the increased capital expenditures. <b>Incremental work related to capital expenditures.</b></li></ul>
(1) Internal Auditor	<ul style="list-style-type: none"><li>Upon the retirement of the Internal Auditor the position will not be filled.</li></ul>

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No: DPS-7, IR-645  
From: DPS  
Date of Request: September 26, 2014  
Witness:  
Subject:

**Question:**

Exhibit SCP-4 provides actual hiring dates for six of the new positions. Please explain if any of the other positions have since been filled, and provide a revised exhibit showing the date the employee was hired. Please continue to update this monthly.

**Response:**

Refer to IR-645 Attachment 1 captioned "CHGE Response to DPS-645 Attachment" for a revised version of Exhibit SCP-4.

Response by: Thomas C. Brocks & Sharon A. McGinnis  
Title: Vice President – Human Resources, Health & Safety and  
Director Human Resources  
Date of Response: October 7, 2014

**Central Hudson Gas & Electric Corporation**  
**FTE Incremental Employee Descriptions**

<b>Group</b>	<b>Responsibilities</b>
14 Junior Engineers	<ul style="list-style-type: none"> <li>• Four (4) Junior Engineers will be assigned to support the Bulk Electric System instituted by NERC, and the increase in applicable NERC electric reliability standard compliance obligations.</li> <li>• Five (5) Junior Engineers will be assigned to various departments.</li> <li>• Three (3) Junior Engineers will be added to support the distribution automation system.               <ul style="list-style-type: none"> <li>- Two Junior Engineers will plan the location of assets and the integration of the assets into the exiting electric system</li> <li>- One Junior Engineer will be responsible for the setting of various protection schemes and how the devices will be controlled and operated.</li> </ul> </li> <li>• One (1) Junior Engineer will be added to support the network strategy associated with the Communication of the distribution automation devices.</li> <li>• One (1) Junior Engineer will be added to support GIS development associated with the distribution management system and the outage management system.</li> <li>- Two positions were filled on June 9, 2014</li> <li>- One position was filled on June 16, 2014</li> </ul>
1 Director of Transportation	<ul style="list-style-type: none"> <li>• One (1) Director of Transportation will be assigned to Transportation to provide oversight to this critical support function of the Company.</li> </ul>
2 Tester 3/C	<ul style="list-style-type: none"> <li>• Two (2) Tester 3/C will be added to support distribution automation projects. The positions will be responsible for the development and maintenance of the network communication strategy associated with distribution automation.</li> </ul>
1 Garage Helper	<ul style="list-style-type: none"> <li>• One (1) Garage Helper will be added to support the workload for unskilled labor in the garage.</li> </ul>
1 Recruiter	<ul style="list-style-type: none"> <li>• One (1) Recruiter will be added to Human Resources to assist with the increased employment needs associated with employee turnover as well as the addition of incremental employees.</li> <li>- This position was filled on May 12, 2014</li> </ul>

Central Hudson Gas & Electric Corporation  
 FTE Incremental Employee Descriptions

1 Assistant Records Management Analyst	<ul style="list-style-type: none"> <li>One (1) Assistant records Management Analyst will be assigned to support the enterprise wide Records Management Program. The program will be used to manage the corporate records of the organization so the organization is capable of producing legally required records in legal and regulatory proceedings such as required by the Moreland Commission.</li> <li>- This position was filled on June 26, 2014 (this employee has since terminated employment)</li> </ul>
2 Junior Accountant	<ul style="list-style-type: none"> <li>Two (2) Junior Accountants are being added to support the workload in the area.</li> </ul>
1 Assistant Electronic Communications Specialist	<ul style="list-style-type: none"> <li>One (1) Assistant Electronic Communications Specialist is being added to the area to support the workload associated with the Company's electronic and social media communications.</li> <li>- This position was filled on September 15, 2014</li> </ul>
1 Vice President of Information Technology	<ul style="list-style-type: none"> <li>One (1) Vice President of Information Technology has been added to the area to provide executive oversight and strategic direction to the function.</li> <li>- This position was filled on April 7, 2014.</li> </ul>
1 Director Customer Service Procedures and Product Support	<ul style="list-style-type: none"> <li>One (1) Director Customer Service Procedures and Product Support will be added to the area to support software applications in the Customer Services area.</li> </ul>
10 Gas Mechanics 3/C	<ul style="list-style-type: none"> <li>Ten (10) Gas Mechanics 3/C will be added to the Customer Services group. They will support the workload associated with increased capital expenditures, replacement of bare steel and cast iron gas pipe and the expansion of the natural gas system.</li> <li>- 7 assignments made for planned attrition and incremental positions on March 17, 2014</li> </ul>
2 Customer Service Representatives 3/C	<ul style="list-style-type: none"> <li>Two (2) Customer Service Representatives 3/C will be added to the area to support ASA.</li> <li>-2 assignments were made on September 9, 2014</li> </ul>
2 Estimators 3/C	<ul style="list-style-type: none"> <li>Two (2) Estimators 3/C will be added to the Customer Services area to support the increased capital expenditures program.</li> <li>-2 assignments were made on September 12, 2014</li> </ul>
2 Lineman 3/C	<ul style="list-style-type: none"> <li>Two (2) Lineman 3/C will be added to Customer Services to support the current workload.</li> <li>-2 assignments made for planned attrition and incremental positions on June 18, 2014</li> </ul>
6 Assistant System Operators	<ul style="list-style-type: none"> <li>Six (6) Assistant System Operators are being added to support the bulk electric system instituted by NERC and the increase in applicable NERC electric reliability standard compliance obligations.</li> <li>- Two positions were filled on 9/9/2014</li> <li>- One position was filled on 9/29/2014</li> </ul>
1 Assistant System Analyst	<ul style="list-style-type: none"> <li>One (1) Assistant System Analyst is being added to support the Enterprise Content Management system.</li> </ul>

Central Hudson Gas & Electric Corporation  
FTE Incremental Employee Descriptions

1 Plant Accounting Technician	<ul style="list-style-type: none"><li>One (1) Plant Accounting Technician is being added to support the additional capital expenditures.</li></ul>
1 Gas Marketing Representative	<ul style="list-style-type: none"><li>One (1) Gas Marketing Representative will be added to support the Natural Gas Marketing expansion program.</li></ul>
1 Property Tax Representative	<ul style="list-style-type: none"><li>One (1) Property Tax Representative will be added to support the increased capital expenditures.</li></ul>
(1) Internal Auditor	<ul style="list-style-type: none"><li>Upon the retirement of the Internal Auditor the position will not be filled.</li></ul>

Central Hudson Gas & Electric Corporation  
Case Nos. 14-E-0318 & 14-G-0319  
Response to Interrogatory / Document Request

Request No.: DPS-13, IR-806  
Requested by: DPS  
Date of Request: October 23, 2014  
Witness:  
Subject: Update of Non-Union Labor Costs

**Question:**

Please provide any updates for non-union labor costs.

**Response:**

Since the Company's July 25, 2014 filing date, there have been significant changes to the structure of the management organization that have material effect in the development of electric and gas revenue requirements. These changes impacted both the executive and non-executive non-unionized levels of the management organization. The changes at the executive level follow.

First, on August 9, 2014, the Company's former Vice President of Accounting and Controller resigned. Second, the Company's Chief Executive Officer ("CEO") will retire effective October 31, 2014. Lastly, the Company's current President has been appointed CEO and President.

As a result of these changes at the executive level, the following changes have occurred at the non-executive non-unionized level of management. The Company's former General Accounting Manager was promoted to the position of Financial Controller and the Company's former Assistant General Accounting Manager was promoted to the position of General Accounting Manager.

Please refer to the attached confidential document marked as IR-806 Attachment 1 captioned "CHGE Response to DPS-806 Attachment 1 Confidential" that provides a quantification of the change in electric and gas revenue requirements as a result of these changes to the management organization. ***Due to the confidential and sensitive nature of identified employee base salaries and changes in base salaries, the attachment is being provided to the requesting party only.***

Response by: Revenue Requirements Panel (David P. Brideau;  
Christopher D. Thomas & Jodi L. Harris)  
Title(s): Senior Director of Regulatory Planning; Senior  
Regulatory Planning Analyst; and Regulatory  
Planning Analyst  
Date of Response: November 3, 2014



## CHGE Response To DPS-806 Attachment 1

**CONFIDENTIAL**

## Central Hudson Gas &amp; Electric Corporation

## Case 14-E-0318 &amp; 14-G-0319

## Changes to Payroll Expense Due to Changes at the Executive Level

After July 25, 2014 (Rate Case Filing Date)

Incremental Change to Payroll Expense			
	Electric	Gas	Total
1. [REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
2. [REDACTED] (see items 4 & 5)	[REDACTED]	[REDACTED]	[REDACTED]
3. [REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Sub-total - Change in Executive Payroll	(720,800)	(127,200)	(848,000)
4. [REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
5. [REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Sub-total - Change in Monthly Payroll	46,665	8,235	54,900
Total Change in Payroll	<u>(674,135)</u>	<u>(118,965)</u>	<u>(793,100)</u>