



Electric Utilities Human Resources Metrics Group 2005 Survey Report For Potential New Members

prepared by Navigant Consulting, Inc.

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Background »

Detailed And Comprehensive Data Is Collected As Part Of Each Survey, Including...

Hiring & Compensation	Staffing	Human Resources & Management	Revenue & Expenses
External hire rate	Number of union contracts	HR expense percent	Revenue factor
Internal hire rate	Percent workforce represented	HR FTE ratio	Expense factor
Costs per hire	Separation rate (voluntary & involuntary)	Management span of control	HR expense factor
Variable compensation ratio	Separations by tenure	HR exempt percent	Variable compensation expense
Loading factor	Human capital value added	HR investment factor	Benefit costs
Percent eligible for incentive pay	Employees by tenure	HR staffing by HR function	Regular labor costs
Time to fill	Total company staffing		Hiring costs

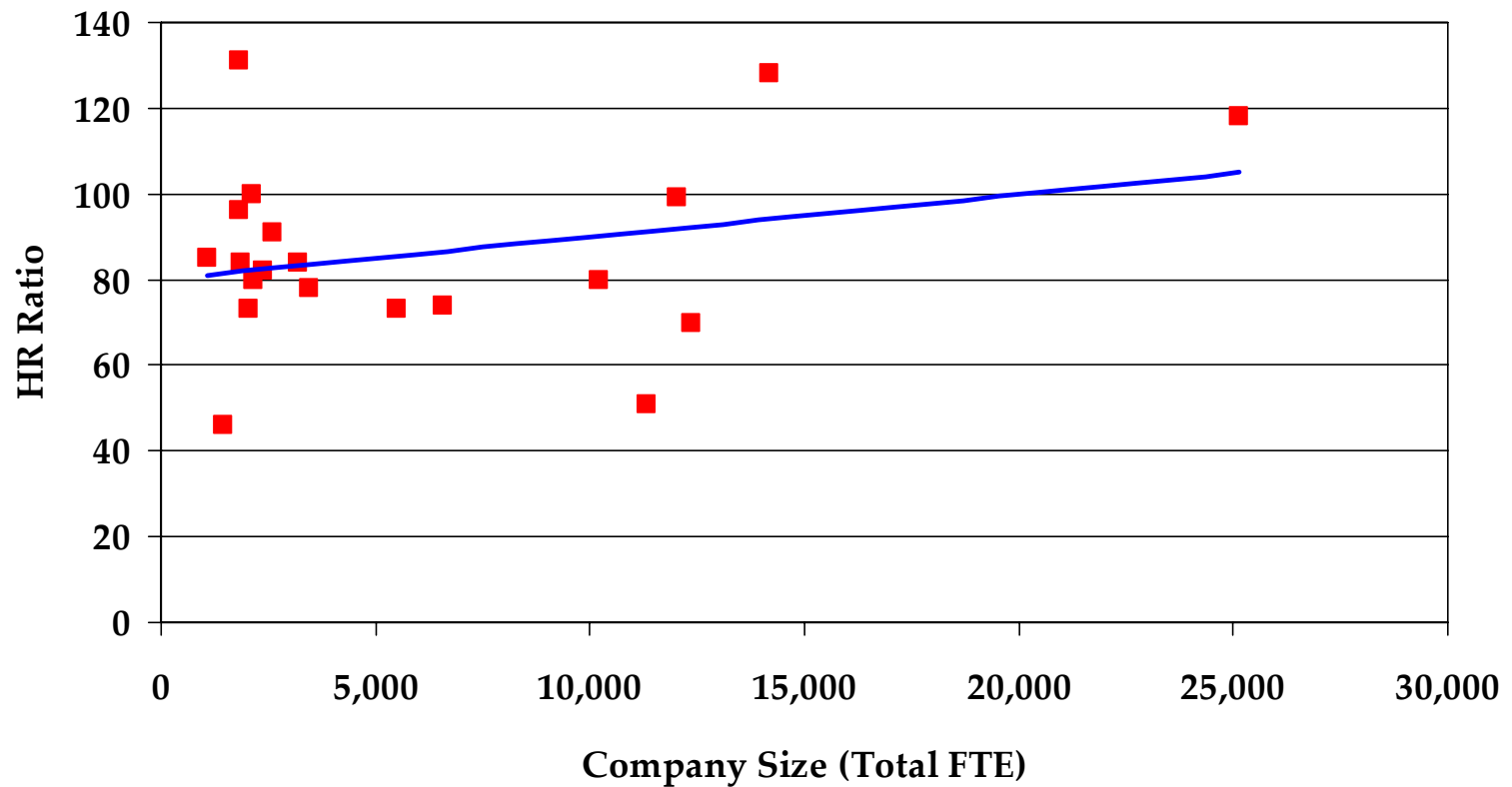
Background »

29 Companies Of Various Sizes Are Expected To Participate In This Year's Survey

Small Companies (< 2,000 employees)	Mid-Size Companies (2,000 – 5,000 employees)	Large Companies (5,000 – 10,000 employees)	Very Large Companies (>10,000 employees)
El Paso Electric	Aquila	Ameren	Dominion
Energy Northwest	Bruce Power	Arizona Public Service	Ontario Power Generation
Hawaiian Electric	Colorado Springs Utilities	FPL	Progress Energy
Idaho Power Company	E.ON U.S., LLC	PHI	Southern Company
JEA	Kansas City Power & Light	SCANA	TVA
Mirant	NPPD		Entergy
	OPPD		
	PNM Resources		
	Portland General Electric		
	Salt River Project		
	TECO Energy		
	Westar Energy		

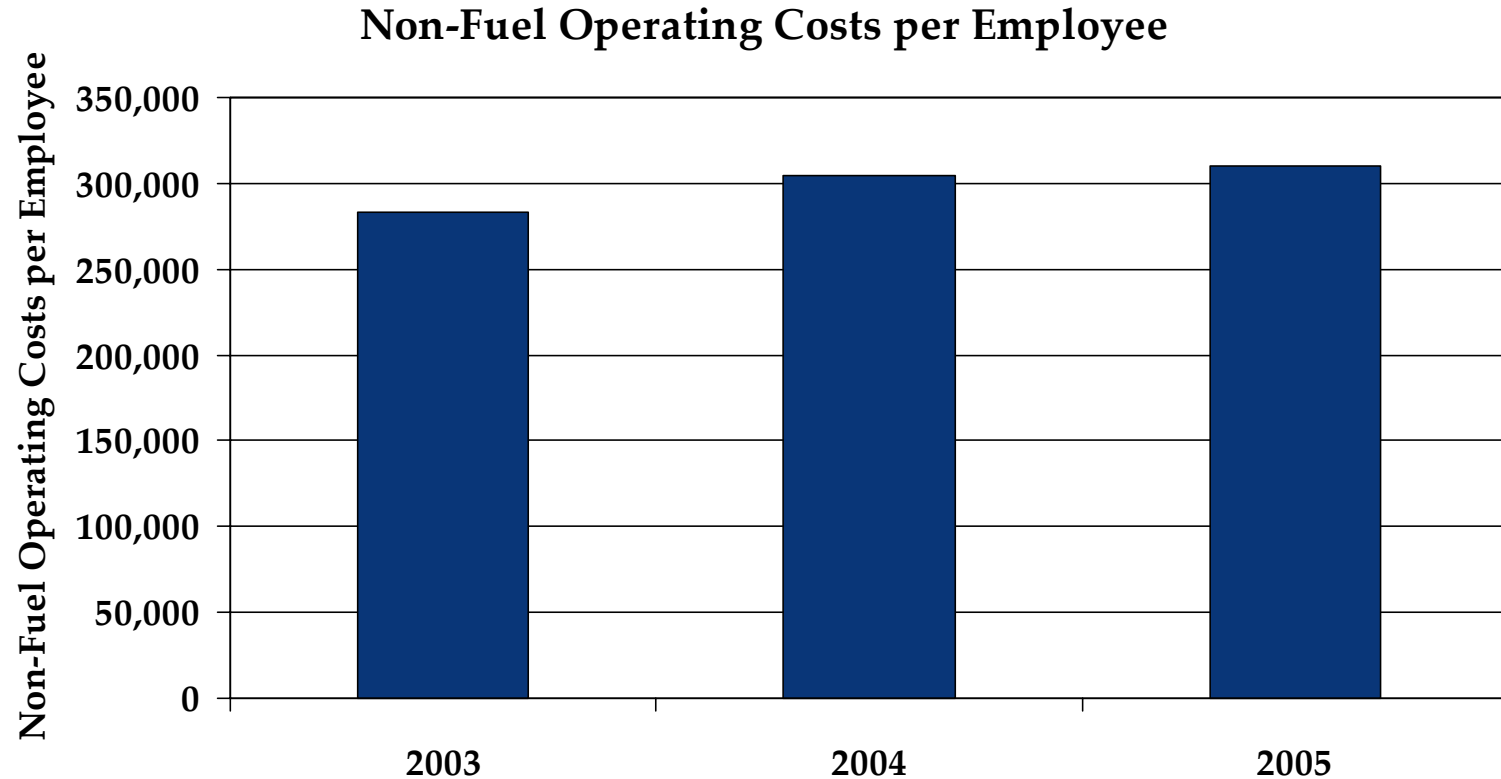
Total Company Staff per HR Employee Varies Significantly In The Industry, Independent Of Company Size

HR Ratio vs. Company Size (Total FTE)



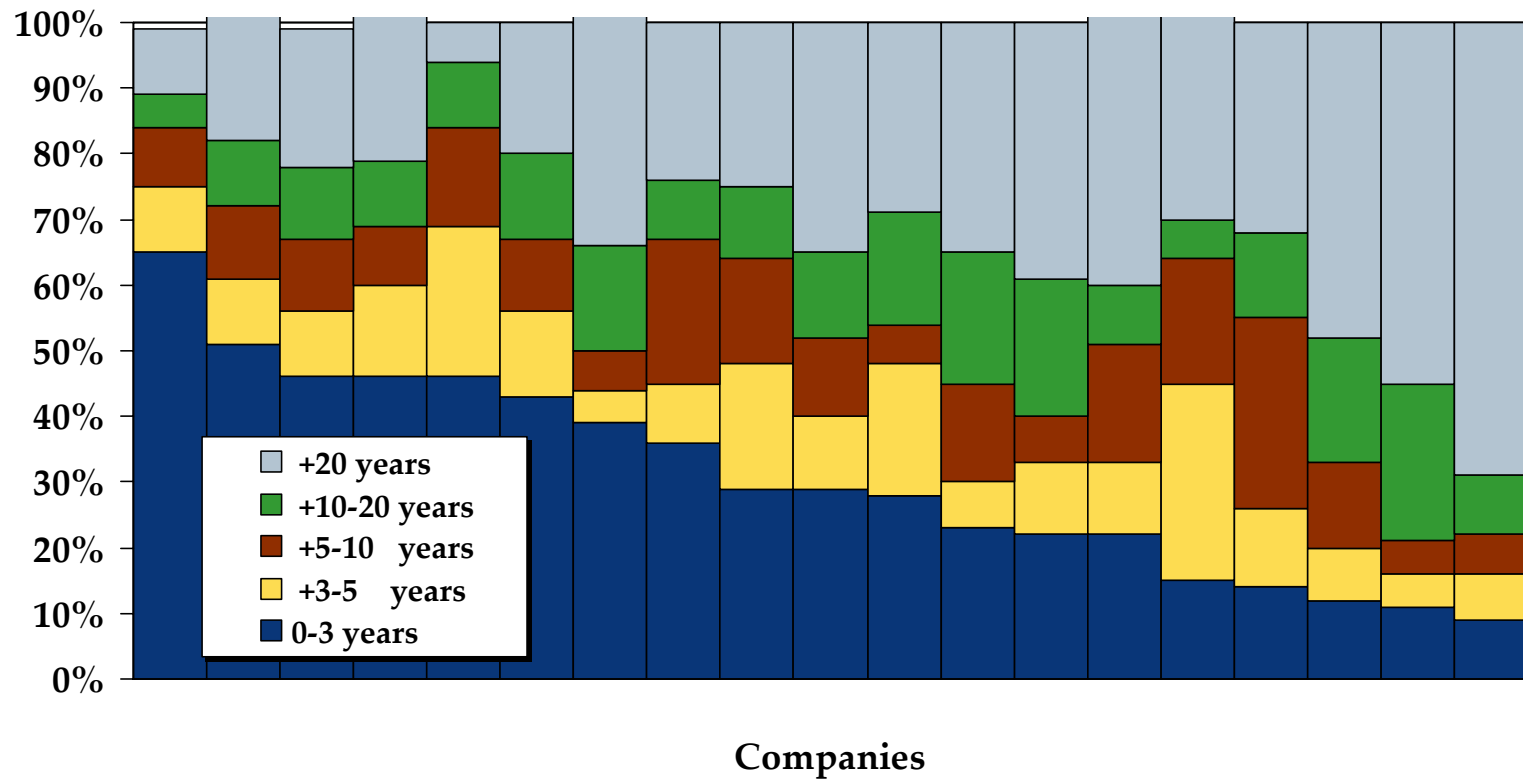
HR Ratio = Total FTE / HR FTE

Operating Costs Per Employee Have Increased Almost 10 % Over The Past 3 Years



At Most Companies, Tenures Of People Separating Are Either Long Or Short

Percent Separations By Tenure



Next Steps »

If You Are Interested In Participating In This Year's Survey And Thereby Obtaining The Full Set Of Current And Past Data, Contact Us

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We can discuss with you:

- Timing
- Data participation requirements
- Costs