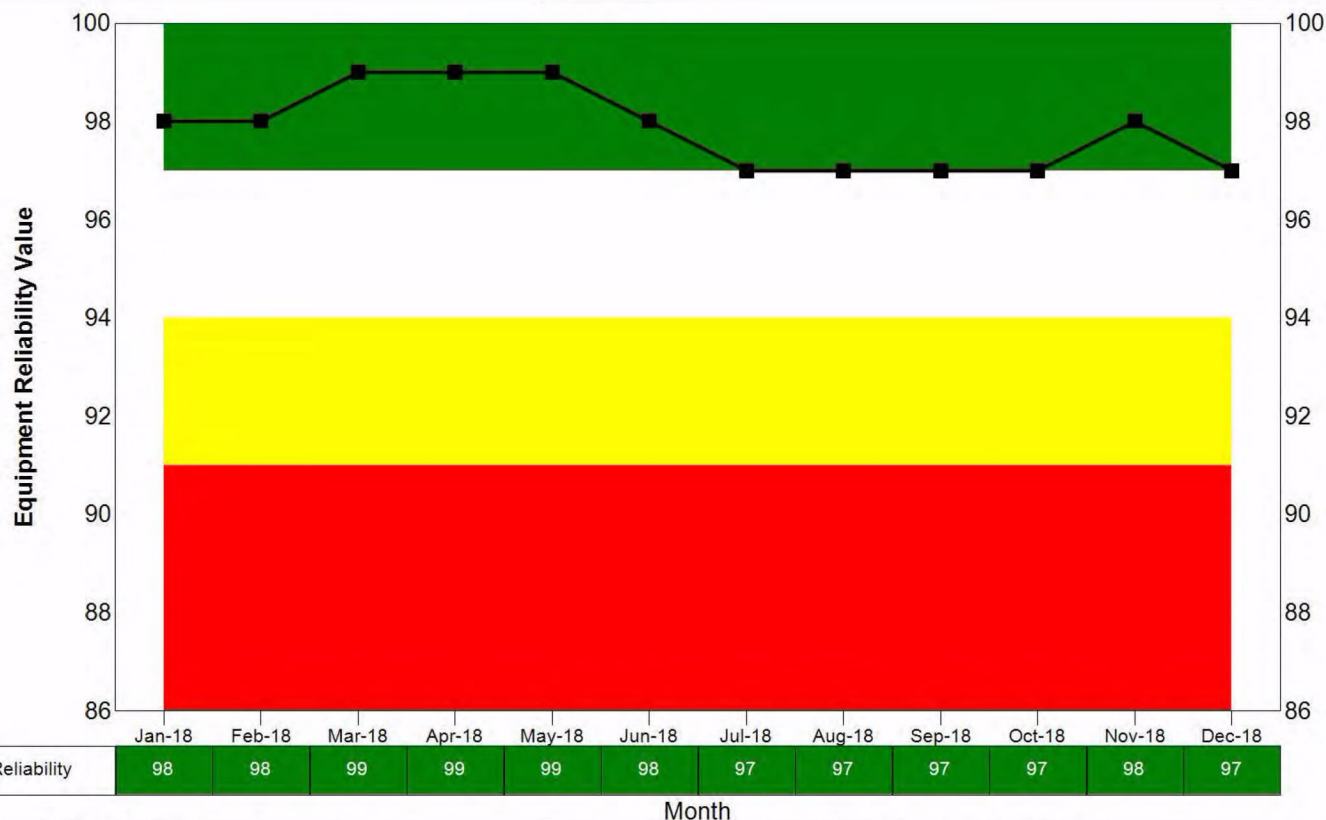


Employee Incentive Equipment Reliability Index

Goal/Definition	Analysis/Actions
<p>Goal: To improve reliability of plant equipment as measured by the ERI (Equipment Reliability Index). It measures the effectiveness of equipment reliability actions, including maintenance work practices and preventive maintenance program performance.</p> <p>Definition: ERI is the summation of 17 weighted indicators with a total value of 100 points as defined by the ERWG (Equipment Reliability Working Group). The ERI indicator is being reported through INPO. The current ERI Guidance document is Revision 6a, effective January 31, 2016.</p>	<p>Month Losses: U3: Lost 3 points in December from two events in the past quarter. On Nov. 1, the Spray Pond (SP) 'A' pump did not start on demand while performing a surveillance test of the 'A' Diesel Generator (DG). This resulted in an unplanned entry into a shutdown limiting condition of operations (LCO). On Dec. 11, the 2-4 leg of the 'B' Main Steam Isolation Signal (MSIS) was declared inoperable when it failed to the trip position during the performance of a surveillance test of the Plant Protection System (PPS). This also resulted in an unplanned entry into a shutdown LCO. These two events resulted in 1 lost point for unplanned LCO entries and 2 lost points for Consequential Failure Events.</p>
Industry Standards	
No industry standards exist for incentive indicators.	<p>Month Gains: U3: Gained a point when Online Reliability Loss Factor improved after negative data rolled off.</p> <p>Forecast: None. The ERI is being retired after this edition.</p> <p>Action Plan :</p>



Site Equipment Reliability

Indicator Owner
EDWARD PITTMAN

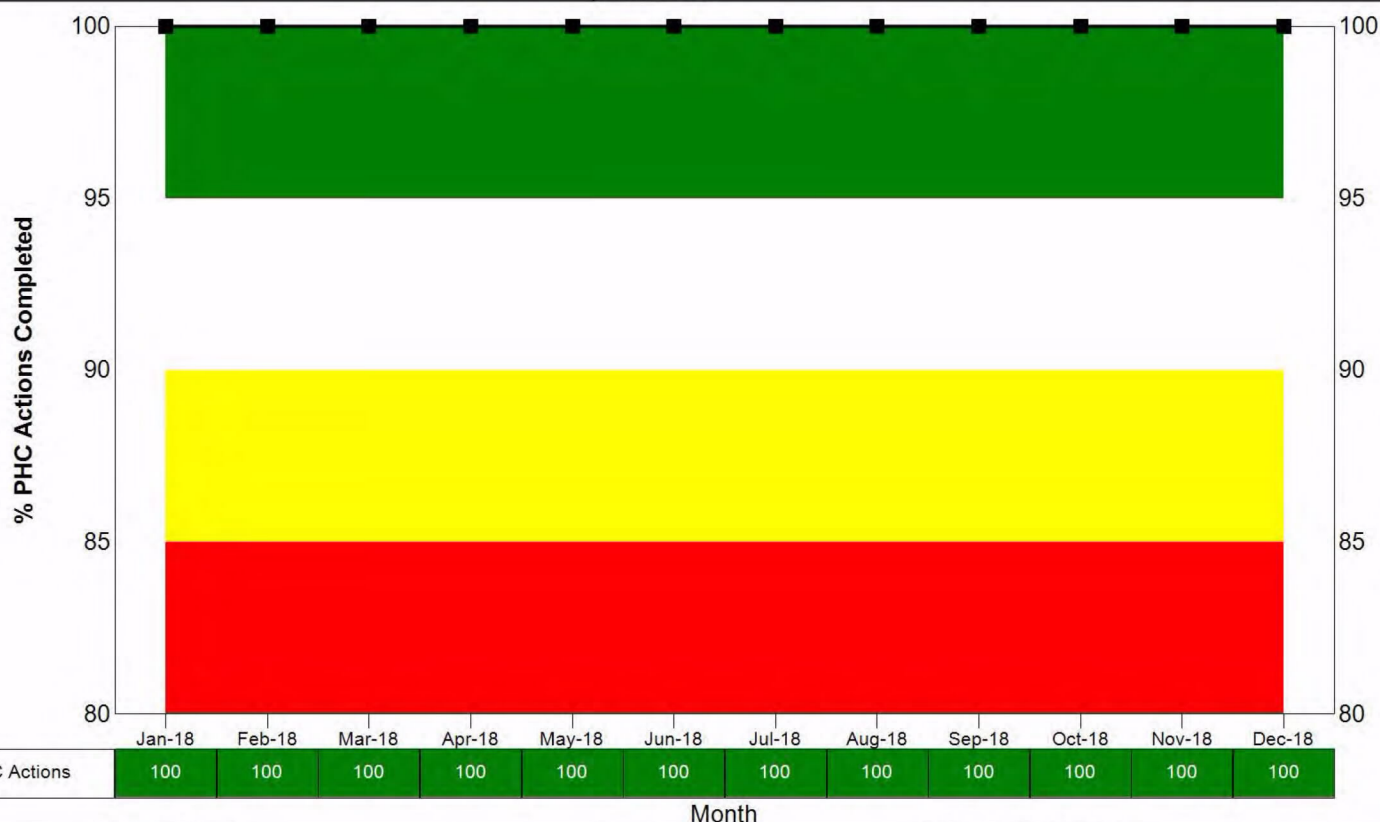
Performance Manager
JOHN CADOGAN

Created: Jan 11, 2019 @ 1:40 PM

Dec-18

Employee Incentive Plant Health Committee Actions

Goal/Definition	Analysis/Actions
<p>Goal: Achieve overall excellence in equipment reliability. Definition: This metric tracks implementation of Plant Health Committee actions including the following: Identifying, prioritizing and driving resolution of issues that challenge station reliability by focusing on system, component and program health; Ensuring that equipment related design changes and major replacement projects are evaluated, funded and scheduled per established outage and online milestones; Evaluating bridging and mitigation strategies to ensure risks and impacts are understood pending final implementation of the permanent solution.</p>	<p>Analysis: The indicator is Green for the month of December. The execution and closure of PHC Actions for 2018 has been a station success. The station completed 95 of 95 PHC mandated items for the year. The use of the PHC Action Code has been an effective means of ensuring station alignment in improving equipment reliability. Some of the key systems/components that were addressed included CEDMCS, Emergency Diesels, Secondary Chemistry, Steam Generator Flex Hoses and Transformer Cooling Fans.</p>
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



Indicator Owner
KEVIN SWEENEY

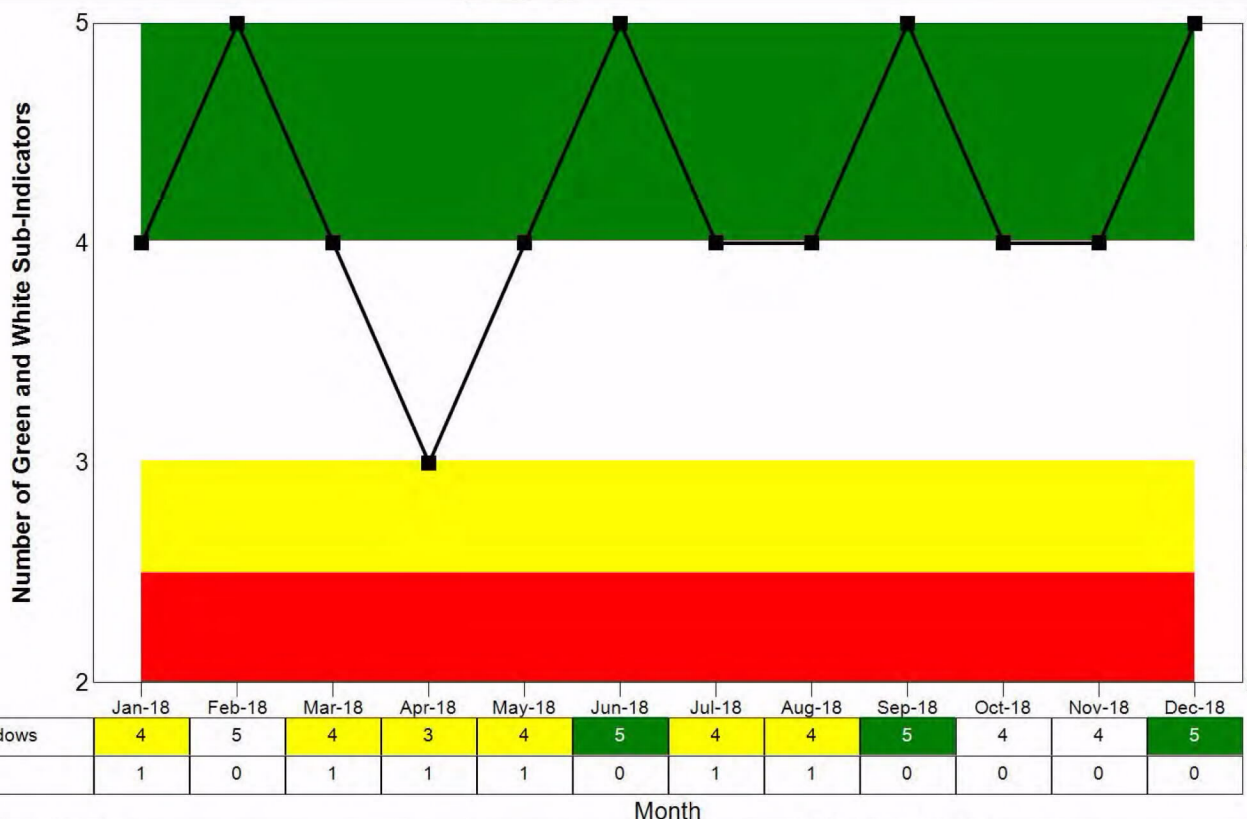
Performance Manager
JOHN CADOGAN

Created: Jan 11, 2019 @ 1:40 PM

Dec-18

Employee Incentive Corrective Action Program Scorecard

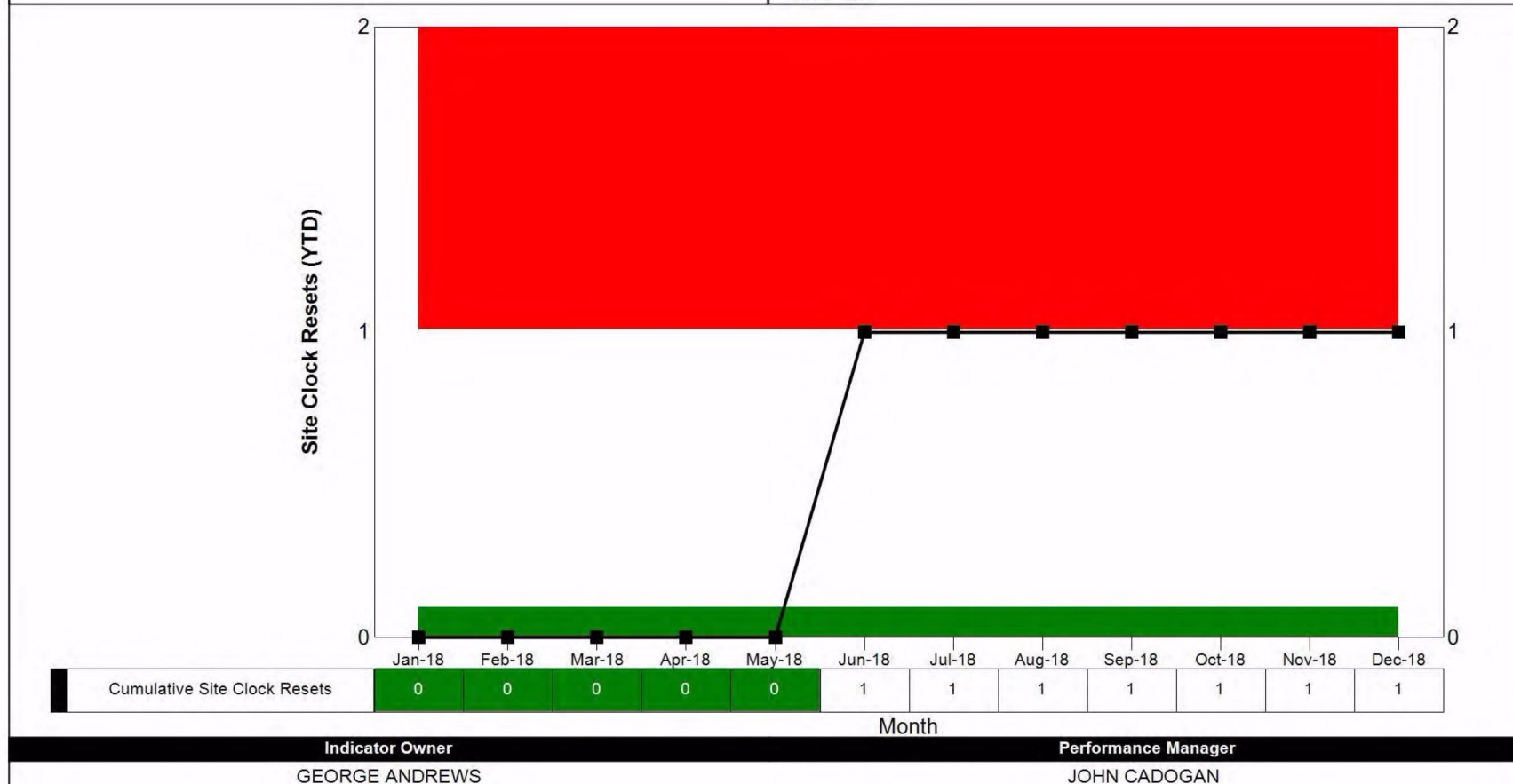
Goal/Definition	Analysis/Actions
<p>Goal: To improve performance in the Corrective Action Program area.</p> <p>Definition: The Incentive CAP Scorecard is comprised of five individually monitored items which use the Site Level Indicators for an overall index of CAP health.</p> <p>Note: The final CAP Scorecard will include performance snapshots at June and December.</p> <p>Max = 5 Green/White with ≥ 3 Green</p> <p>Target = 4 Green/White with no Red</p> <p>Threshold = 3 Green/White with ≤ 1 Red.</p> <p>More ..</p>	<p>Overall Site CAP Performance Index is GREEN resulting in maximum payout for 2018. The leader's review of CRs generated is at 97% representing improved performance. The average age of closed evaluations is 20 days representing sustained performance. Corrective Action Inventory of open level 1, 2 or 3 corrective actions (AI/PCRs) is at 102 representing a significant decrease (improvement) from last month. The 3-month rolling CAP Quality Index is 98% representing sustained performance; 61 items were reviewed by CARB/PID during the month with no rejects. There are 9 Corrective Actions >180 days old which represents sustained performance. There is currently no industry data available for comparison for the above PVNGS attributes. The overall STARS CAP Metric has Palo Verde ranking 4th in performance for 3Q18.</p>
Industry Standards	Action Plan :
No industry standards exist for Incentive Indicators.	



Indicator Owner	Performance Manager
GEORGE ANDREWS	JOHN CADOGAN

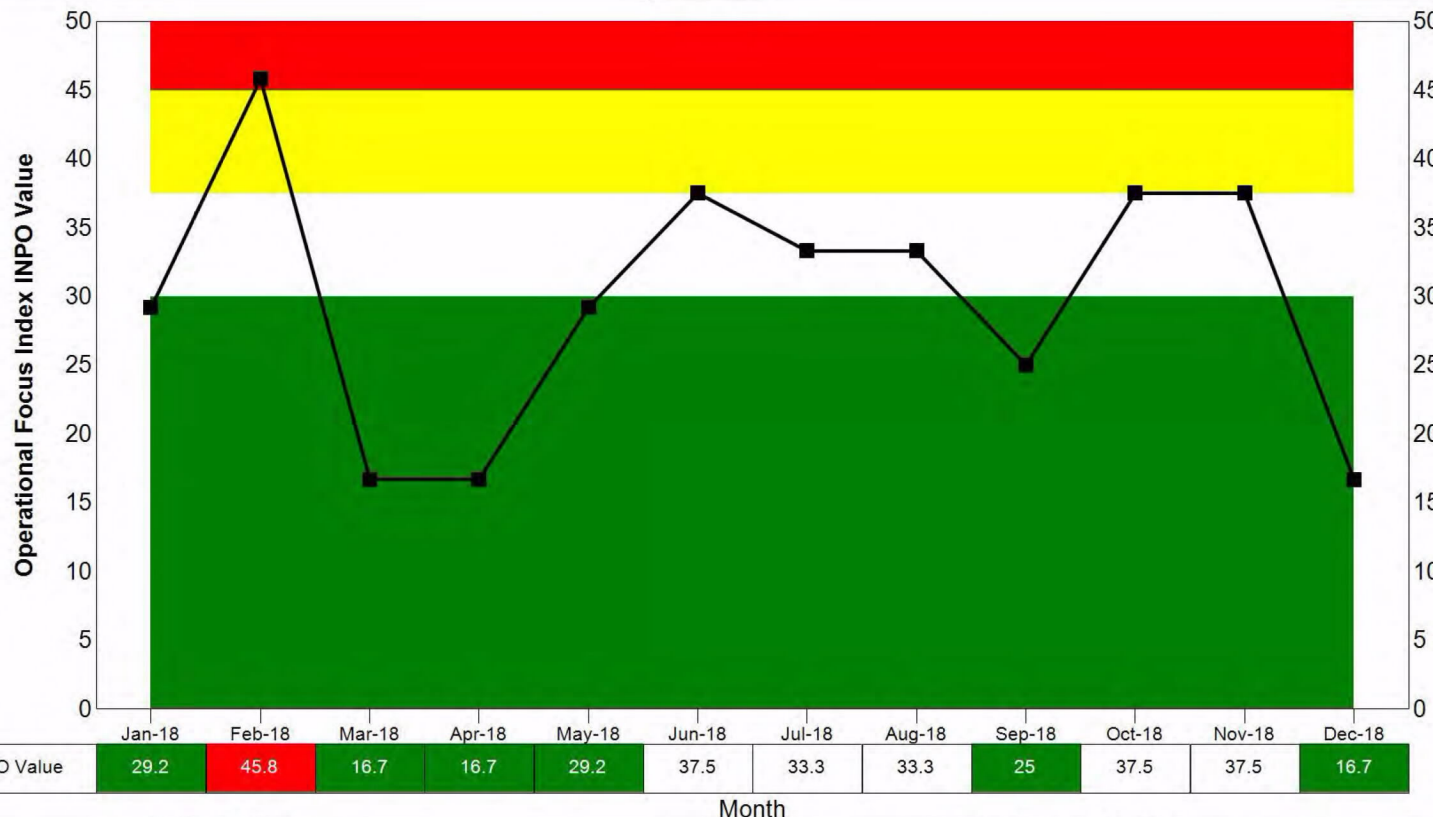
Employee Incentive Site Clock Resets

Goal/Definition	Analysis/Actions
<p>Goal: Minimize the number of Site Clock Resets incurred at the site. The metric is designed to raise personnel awareness of proper human performance behaviors, improve the performance of personnel by focusing on the behaviors needed to maximize event-free days and promote the prevention of events due to human error by focusing on sustaining error-prevention behaviors.</p> <p>Definition: The cumulative number of Site Clock Resets excluding ones attributed to industrial safety events. WRF reset events are not included in this indicator.</p>	<p>The site sustained good performance during December. The Unit 3 Reactor Trip that occurred on June 27, 2018 was determined to meet the criteria for a Site Clock Reset resulting in a White indicator for year's end.</p> <p>The site incurred one non-safety related site clock reset and nineteen (19) department clock resets for the year. There was one department clock reset that occurred in December and zero non-safety related site clock resets. This indicator only counts the non-safety related Site Clock Resets; Safety Related Site Clock Reset events are captured in the OSHA Free Days Incentive indicator. The Department Clock Reset program's three-tiered approach continues to be successful. It has aided in classifications and enhanced communications in correcting and/or improving behaviors and lessons learned. The station has embraced the Overarching Priorities of Live Our Standards and Control Our Risks to improve our Human Performance.</p>
Industry Standards	
No industry standard for incentive indicators.	
	Action Plan :



Employee Incentive INPO Operational Focus Index

Goal/Definition	Analysis/Actions
Goal: This metric is designed to drive performance and achieve positive results and trend aggregate impact to operational focus aligned to common goals and priorities that support safe and reliable operation of the plant. Definition: An INPO weighted roll-up index including the following areas: Operational Transients, Number of Scrams with Complications, Number of Unplanned Power Changes/7,000 Critical Hours, Operational Decision Making Events, Reactivity/ Fuel Handling Events, Operations Personnel-Related Events, Safety System Unplanned Unavailability, Limited Condition of Operation Events and Clearance & Tagging Events.	The Operational Focus Index ended the year Green with an INPO value of 16.7. The OFI improved from last month due to good December performance and as a result of the June 2017 events rolling out of the calculation window. The overall index value is driven by the following sub-indicators: Operational Transients: 2.0 (Yellow) Scram with Complications: 0 (Green) Power Changes: 0.8 (Green) Operational Decision Making: 0 (Green) Reactivity & Fuel Handling: 2.7 (Yellow) Ops Personnel-Related Events: 2.7 (Green) Safety System Unplanned Unavailability: 0.0 (Green) LCO Entries: 0 (Green) Clearance & Tagging: 0.0 (Green) Refer to the "More" link for details regarding sub-indicator performance.
Industry Standards	More ..
No industry standards exist for incentive indicators.	Action Plan :



Indicator Owner
TODD HORTON

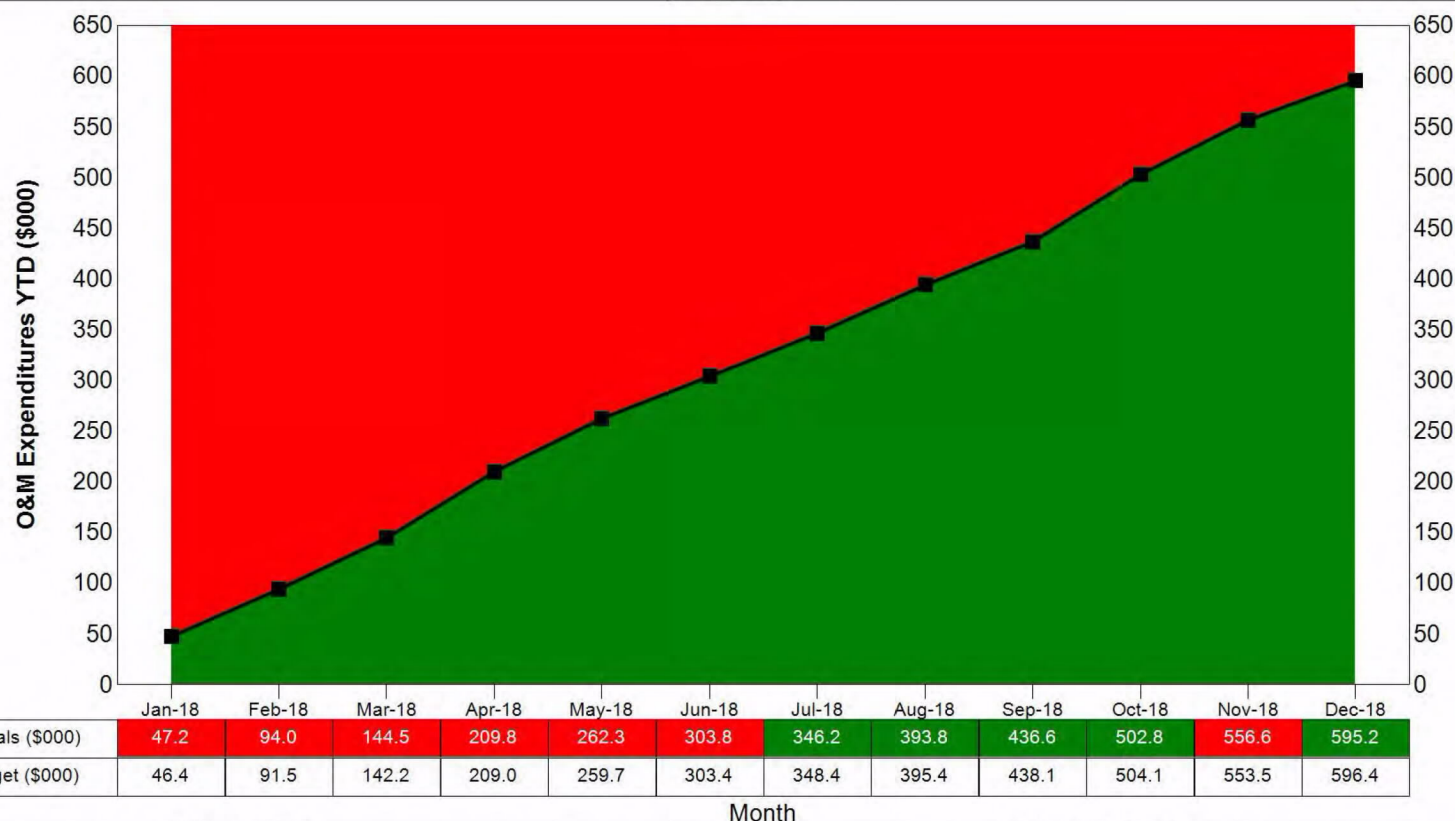
Performance Manager
JOHN CADOGAN

Created: Jan 11, 2019 @ 1:40 PM

Dec-18

Employee Incentive O&M Budget (Excluding Incentives)

Goal/Definition	Analysis/Actions
<p>Goal: The goal is to maximize the accuracy of O&M forecasts, maximize shareholder value and enhance cost awareness, cost effectiveness and cost management.</p> <p>Definition: Operations and Maintenance costs incurred by the business unit such as payroll & payroll loads, contract labor, outside services, materials, etc. and is designed to enhance the site's business acumen by effectively managing O&M costs for both the current year and the long-term sustainability of the plant.</p>	<p>Our YTD Variance is (\$1.2M) under budget for O&M.</p> <p>(\$28.78) is savings, the major variances are driven by In Cell Blocking Devices (\$0.40), TDS Tank (2) Deferral to 2019 (\$0.63), LLRW Legacy Disposal Cost (\$2.57), Engineering Contract Labor (\$1.60), Payroll Load Rate Changes (\$11.38), Insurance Rebates (\$6.44)</p> <p>\$27.62 is impacts, the major variances are driven by prior year adjustments and OPS Overtime/Premium plus Loads and 2R21 scope adds for Condenser Coating and Valves.</p>
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



Indicator Owner
DONALD NAUGHTON

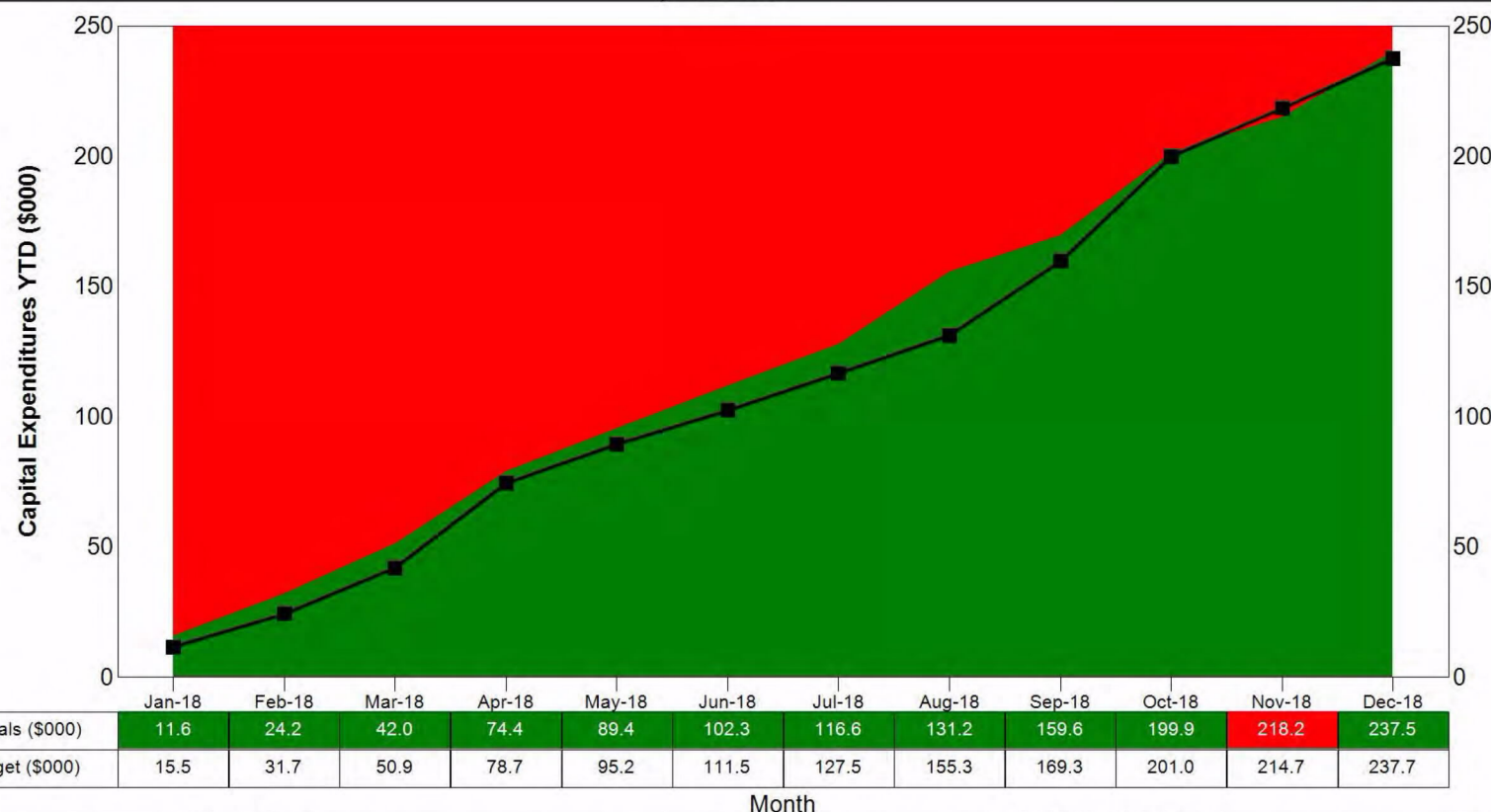
Performance Manager
JOHN CADOGAN

Created: Jan 11, 2019 @ 1:40 PM

Dec-18

Employee Incentive Capital Budget (Excluding Incentives)

Goal/Definition	Analysis/Actions
<p>Goal: The goal is to maximize the accuracy of the Capital budget cash flows, maximize shareholder value and enhance cost awareness, cost effectiveness and cost management.</p> <p>Definition: Metric is designed to maximize shareholder value by enhancing the effectiveness of capital project implementation, cost management and alignment of budget to the site's Long Range Plan and Business Plan.</p>	<p>Our YTD Variance is (\$0.21M) under budget for Capital.</p> <p>(\$24.91) is savings; the major variances were the 3B ED Crankshaft Repl. insurance settlement (\$7.68) and project timing changes such as the Radio System Repl./Mod. (\$3.00), FP Piping Southloop (\$2.81), Service Bldg Rem. (\$2.57), Clarifier Life Ext. T2 / T6 (\$3.15) and Computer Projects (\$3.01).</p> <p>\$24.70 is impacts; the major variances were due to project implementation discovery and installation issues such as the LP Feedwater Heater Repl. U1/2 \$7.56, Polar Crane Unit 2 \$6.46, Main Generator Stator Rewind U2 \$3.45, CT Life Ext. U2 \$2.50 and unbudgeted projects such as SOCA Cable Repl. \$3.21.</p>
Industry Standards	Action Plan :
No industry standards exist for incentive indicators.	



Indicator Owner
DONALD NAUGHTON

Performance Manager
JOHN CADOGAN

Created: Jan 11, 2019 @ 1:40 PM

Dec-18

EMPLOYEE INCENTIVE SCORE CARD: December 2019

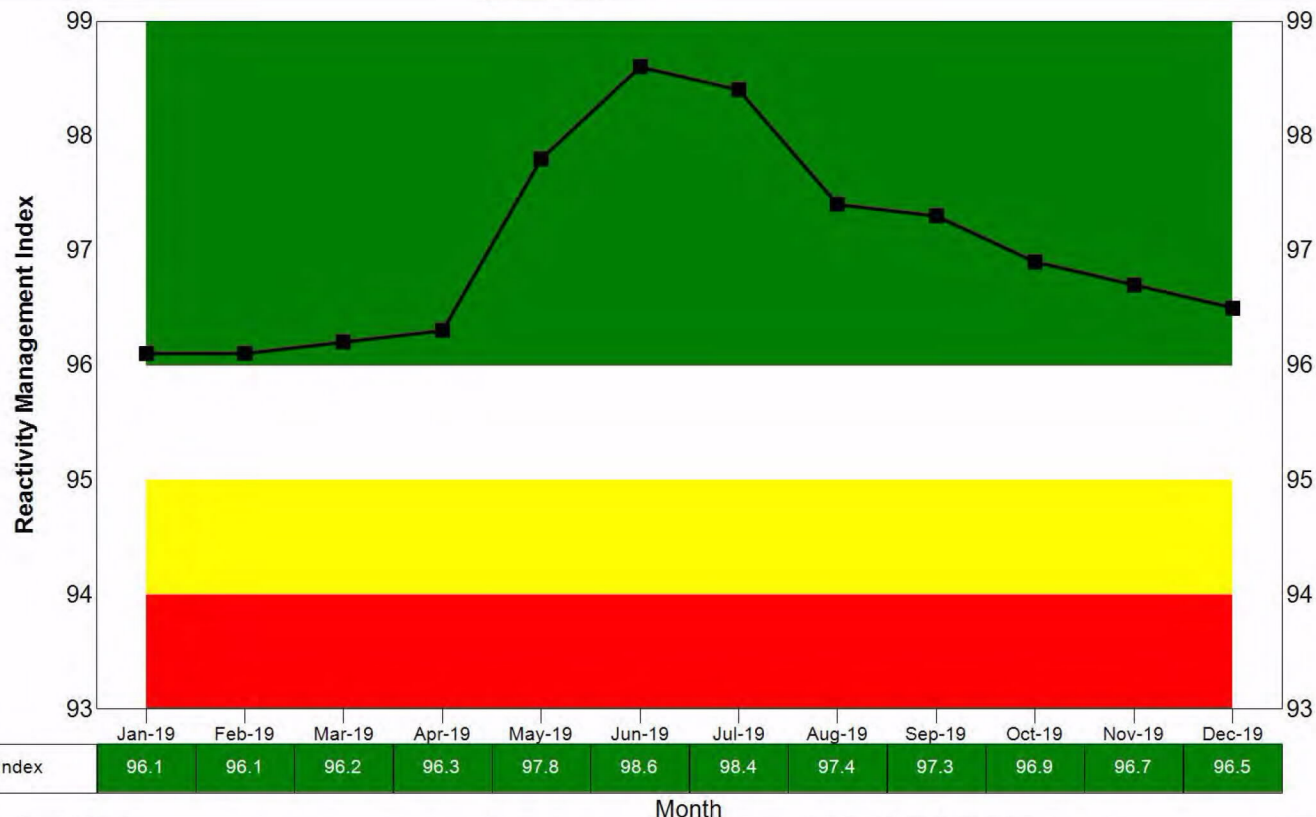
Our Results + Your Performance = Your Reward

INDICATORS	Threshold (Minimum)	Threshold Incentive Funding	Target	Target Incentive Funding	Maximum	Maximum Incentive Funding	YTD Actual	
Safety and Employees:								
Reactivity Management	94	3.75%	95	7.5%	96	15.0%	96.5	■
Site Safety Index	10	5.0%	11	10.0%	12	20.0%	12	■
OSHA Recordable Injuries	3	5.0%	2	10.0%	1	20.0%	5	■
Radiological Safety Focus Index	85	3.75%	90	7.5%	95	15.0%	100	■
Operational Excellence:								
Site Capacity Factor	90.1%	7.5%	90.9%	15.0%	91.7%	30.0%	92.6	■
Summer Reliability Capacity Factor	98.2%	7.5%	98.7%	15.0%	99.2%	30.0%	98.5	■
Performance Improvement:								
PHC Level 4 Work Orders	85	1.25%	90	2.5%	95	5.0%	100	■
Start-Up Iron CEI-R (Power Weighted Average -- PPB -- Spring Outage)	≤ 5.0	1.25%	≤ 4.0	2.5%	≤ 3.0	5.0%	2.12	■
Start-Up Iron CEI-R (Power Weighted Average -- PPB -- Fall Outage)	≤ 5.0	1.25%	≤ 4.0	2.5%	≤ 3.0	5.0%	3.55	■
CAP Quality Index (out of 7) 06/30/2019	5 G/W ≤1 Red	1.25%	5 G/W No Red	2.5%	7 G/W ≥4 Green	5.0%	7/0 G/W	■
CAP Quality Index (out of 7) 12/31/2019	5 G/W ≤1 Red	1.25%	5 G/W No Red	2.5%	7 G/W ≥4 Green	5.0%	7/0 G/W	■
Site Operational Focus Indicator (out of 8) 06/30/2019	6 G/W ≤1 Red	0.625%	7 G/W No Red	1.25%	8 G/W ≥4 Green	2.5%	8/0 G/W	■
Site Operational Focus Indicator (out of 8) 12/31/2019	6 G/W ≤1 Red	0.625%	7 G/W No Red	1.25%	8 G/W ≥4 Green	2.5%	8/0 G/W	■
Stakeholder Value:								
O&M Budget Excluding Incentives (Pays at Maximum)	≤ Budget	N/A	≤ Budget	N/A	≤ Budget	25.0%	585.1	■
Capital Budget Excluding Incentives (Pays at Maximum)	≤ Budget	N/A	≤ Budget	N/A	≤ Budget	10.0%	235.3	■
New Value Based Maintenance Savings	\$800K	1.25%	\$900K	2.5%	\$1000K	5.0%	1940K	■

NOTES	LEGEND - Colors are based on monthly indicator performance			
Water Resources OSHA recordables are included in this metric even though they are excluded from statistics reported to INPO; Incentive payouts may be adjusted based on individual performance as determined by your leader through the APS Performance and Talent Management System (APTMS).	■ Unsatisfactory	■ Needs improvement	■ Satisfactory	■ Strength

Employee Incentive Reactivity Management

Goal/Definition	Analysis/Actions
<p>Goal: Minimize reactivity management events.</p> <p>Definition: The indicator measures equipment and human performance issues that challenge, to any degree, the station's ability to safely manage reactivity and integrity of nuclear fuel. The indicator monitors the overall health of the Reactivity Management Program and is based on a rolling 12-month cumulative weighted value of the monthly index for reactivity events iaw the PWROG RMWG established significance levels for reactivity events (PA-PSC-0669).</p>	<p>The Reactivity Management Index value declined this month with a 12-month index value of 96.5. There were two SL4 Precursors (one HU and one EQ) and seven SL5 Concerns (one HU and 6 EQ) identified for the month. The SL4 HU Precursor occurred when Unit 1 Cycle 22 Time-In-Life installed BERR1 constant had not been changed prior to its expiration (CR 19-18677). The SL4 EQ Precursor occurred when Unit 3 RCA-LI-110X failed LOW with a power deviation < 1.0% from the normal band (reference CR 19-18828).</p>
Industry Standards	
No industry standards exist for incentive indicators.	<p>Overall performance continues to be strong. Equipment focus areas being addressed are Plant Protection System/Excore Nuclear Instrumentation circuit reliability and Control Element Drive Mechanism Control System reliability (Site Top Ten). The Equipment Reliability Excellence Team and Assistant Plant Managers are addressing these issues. Human performance, as it relates to impacts to reactivity management, needs to be a focus of the station.</p> <p>Action Plan :</p>



Indicator Owner

BRIAN CABLE

Performance Manager

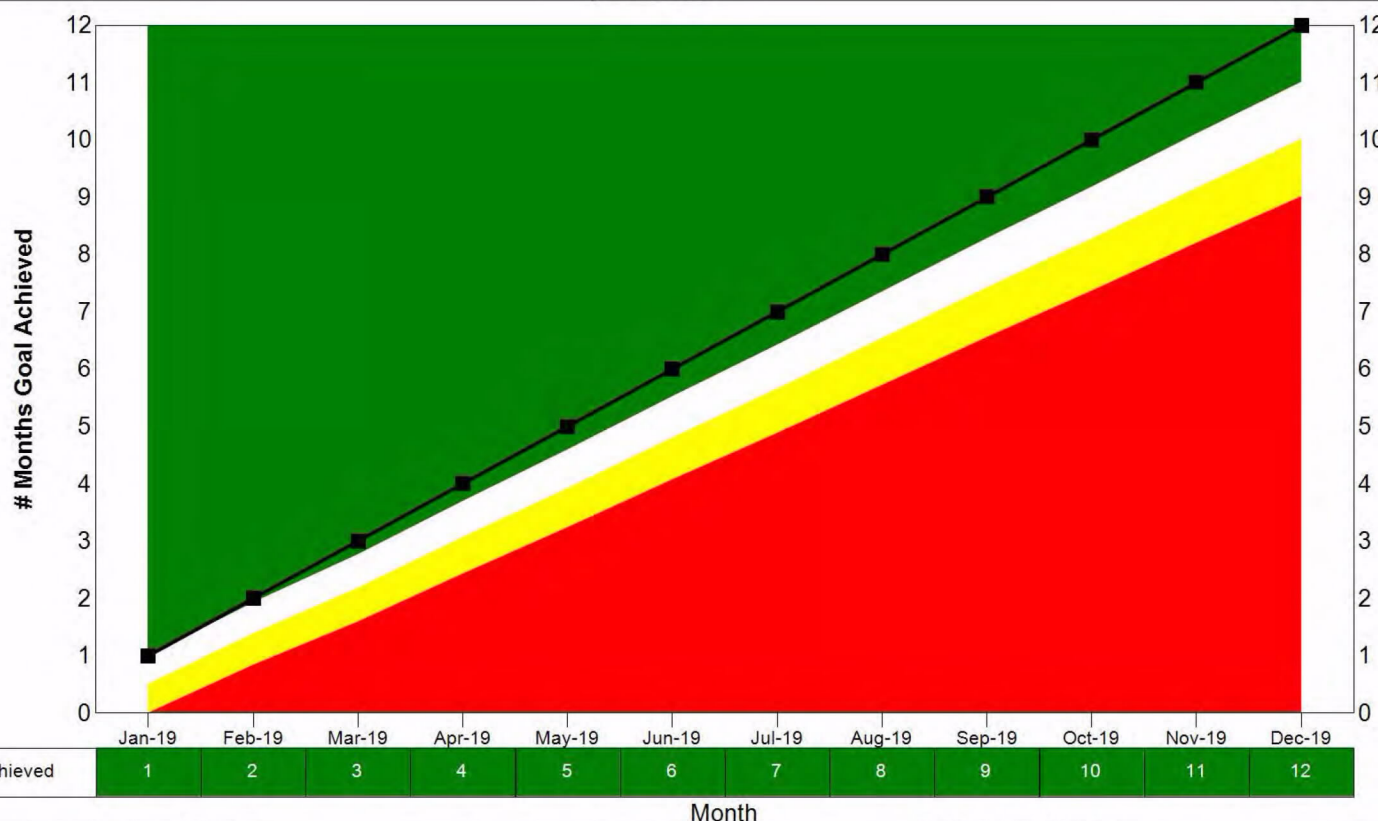
JOHN CADOGAN

Created: Jan 8, 2020 @ 3:20 PM

Dec-19

Employee Incentive Site Safety Index

Goal/Definition	Analysis/Actions
<p>Goal: Improve industrial safety engagement and performance in specific focus areas through proactive behaviors. The indicator is based on achieving an overall Safety Index of green each month and sustaining that performance for ≥ 11 months during the year.</p> <p>Definition: Indicator is comprised of five sub-indicators forming an overall index of Industrial Safety Health. The five sub-indicators are: Departmental Safety Mtgs, Close Call/Good Catch Reporting, Safety Observations (Best), Area Inspections and Industrial Safety Work Orders. Refer to "More" link for sub-indicator details. More..</p>	<p>The site sustained good performance during December and achieved a green window. Employees continue to actively support the Site Safety Index focus areas and have embraced the Overarching Priorities of Live Our Standards and Control Our Risks to improve the station's Human Performance and Industrial Safety. The Site Safety Index focus areas are re-enforced and monitored daily by publishing the current status in the Industrial Safety section of the PV Daily Plant Status Package.</p>
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



Indicator Owner
CARL MOELLER

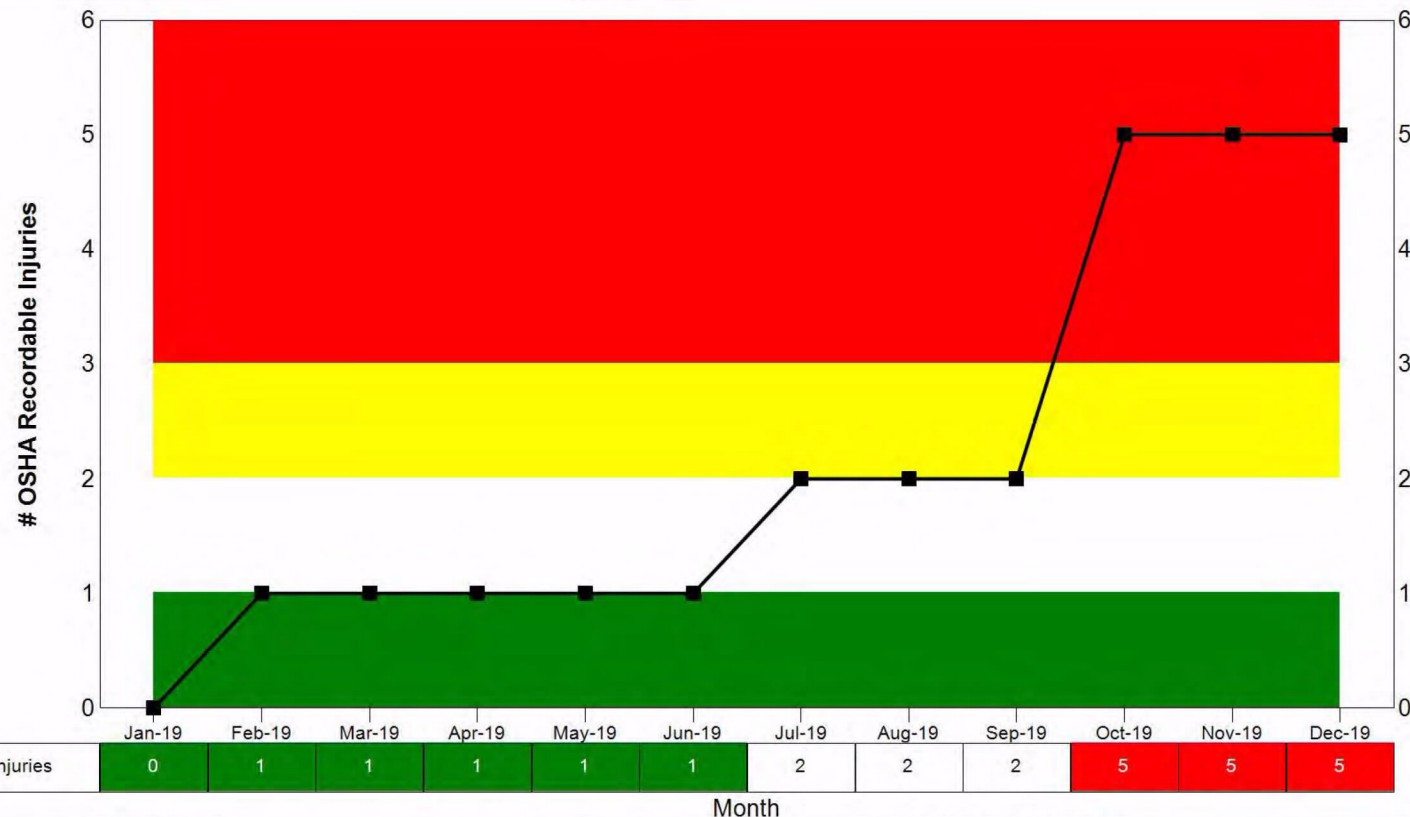
Performance Manager
JOHN CADOGAN

Created: Jan 8, 2020 @ 3:20 PM

Dec-19

Employee Incentive OSHA Recordable Injuries

Goal/Definition	Analysis/Actions
<p>Goal: Incur no recordable injuries.</p> <p>Definition: A recordable injury includes first aid accidents as defined in the OSHA 300 LOG guidance, such as death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid or loss of consciousness. The PV recordable injuries include all site (including Water Resources) APS personnel and contractors.</p>	<p>APS employees incurred 0 OSHA Recordable Injuries in 2019. Contractor employees incurred 0 OSHA Recordable Injuries in December for a total of 5 OSHA Recordable Injuries in 2019.</p> <ol style="list-style-type: none"> 1. Fractured hand - line-of-fire under suspended load - well work activities 2. Fractured vertebra - fall from a ladder during radiological survey activity. 3. Finger lacerated - etching metal plates in the shop 4. Shoulder dislocated - tripped descending temporary stairs 5. Ocular flash burn - welding practices <p>Improvement activities include: increased Safety Personnel field presence, lower thresholds for safety goals, improved safety training, emphasis on safety rules and VPP standards in daily communications, and placing responsibility for Industrial Safety on Nuclear Professionals and their leaders. Site focus areas include short term contractor injury prevention and "walking is working" to eliminate the negative injury trend while transitioning to and from work sites.</p>
Industry Standards	Action Plan :
No industry standards exist for incentive indicators.	



OSHA Recordable Injuries

Indicator Owner
CARL MOELLER

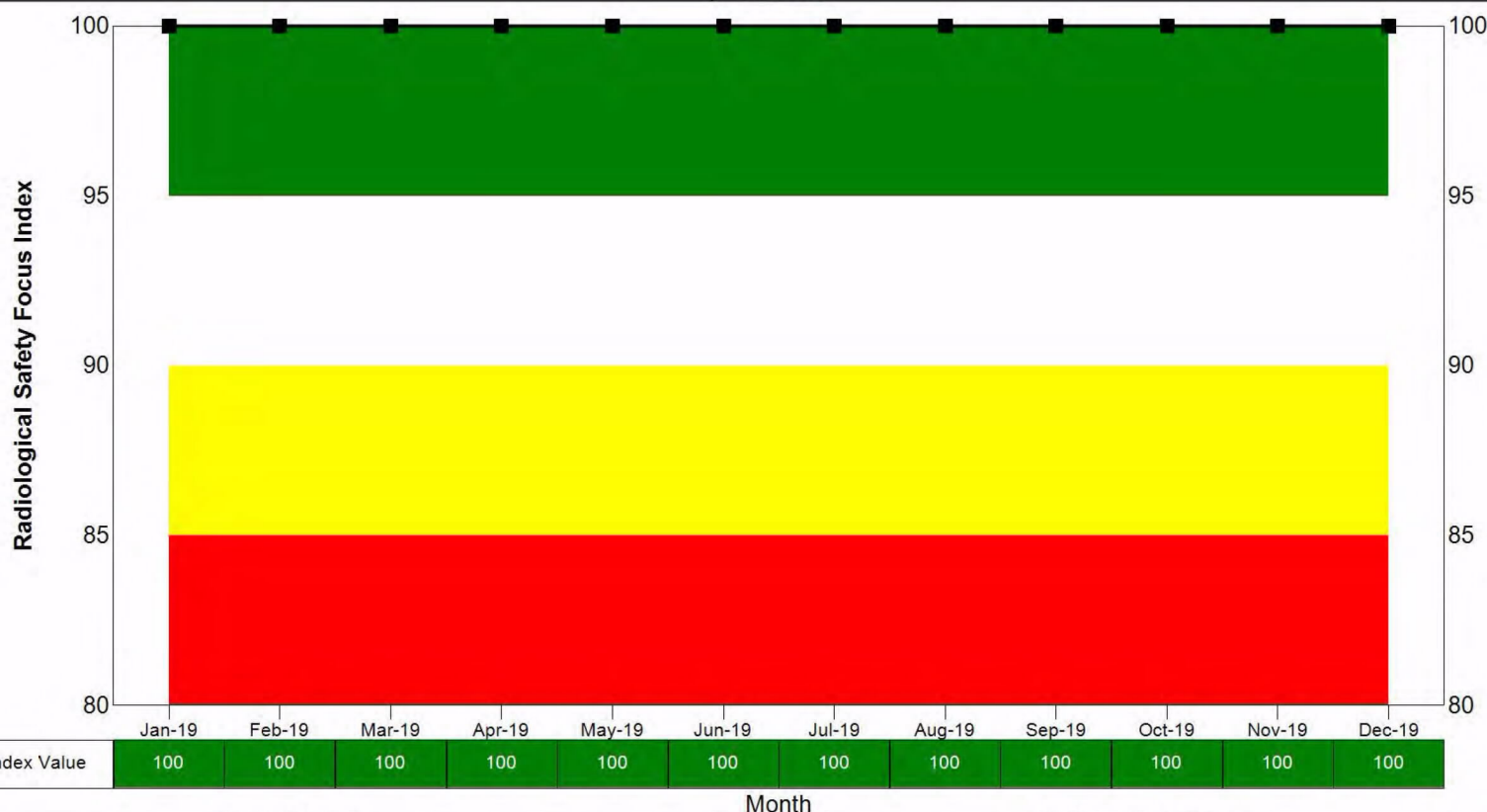
Performance Manager
JOHN CADOGAN

Created: Jan 8, 2020 @ 3:20 PM

Dec-19

Employee Incentive Radiological Safety Focus Index

Goal/Definition	Analysis/Actions
Goal: The Goal of this metric is to enhance public and worker safety through utilization of Radiological Safety fundamentals defined as the essential knowledge, skills, behaviors and practices personnel apply for proper conduct of radiation protection activities. Definition: This index consists of eight attributes: Station Collective Radiation Exposure (Dose) YTD, Unintended Exposure Occurrences > 100 mrem, Very High Radiation Area Events, Locked High Radiation Area Events, Unplanned Exposure (Internal/External > 10 mrem), High Radiation Area Events, RAM Found Outside the PA, and RAM Found Outside an RCA.	PVGS collective radiation exposure totaled 0.225 rem in December 2019, a station all-time monthly best, which is 0.157 rem fewer than the 0.382 rem projection for December 2019 due to better than projected ALARA performance associated with Minor Maintenance, Operations Routines and RP Routines. Station personnel achieved the 50 rem annual goal with 2019 year-end CRE at 42.4 rem; a station all-time annual best. There were zero incidents and events impacting collective radiation exposure, high radiation areas, locked high radiation areas, very high radiations areas, unintended personnel exposure, unplanned personnel exposure and radioactive material control outside and inside of the Protected Area, resulting in an RSFI of 100 (maximum) points for calendar year 2019. The Radiological Safety Focus Index is projected to remain at 100 (maximum) points throughout calendar year 2020.
Industry Standards	
No industry standards exist for incentive indicators.	
	More ..
	Action Plan :



Indicator Owner
NATHAN HOGUE

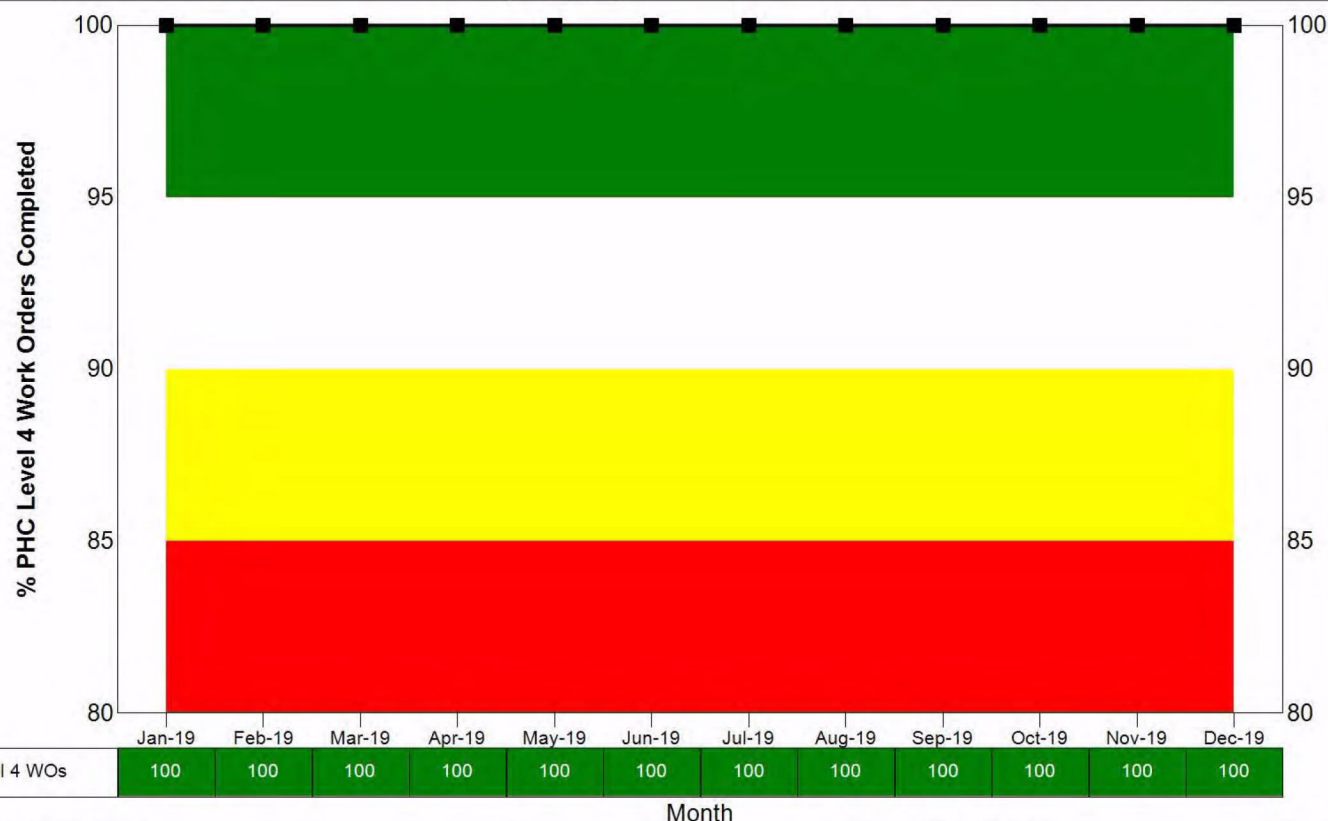
Performance Manager
JOHN CADOGAN

Created: Jan 8, 2020 @ 3:20 PM

Dec-19

Employee Incentive Plant Health Committee Level 4 Work Orders

Goal/Definition	Analysis/Actions
Goal: Resolve equipment issues to improve overall equipment reliability excellence and station material condition. Definition: Metric tracks implementation of Level 4 Plant Health Committee actions including: Identifying, prioritizing and driving resolution of issues challenging station reliability by focusing on system, component and program health; Ensuring equipment related design changes and major replacement projects are evaluated, funded and scheduled per set outage and online milestones; Evaluating bridging and mitigation strategies to ensure risks and impacts are understood pending implementation of the permanent solution.	Analysis: The indicator is GREEN for the month of December. All 2019 PHC commitment items were completed and returned to functional service by the commitment dates. Note: PHC Action Score = YTD Complete/YTD Committed
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



Indicator Owner
DONALD NAUGHTON

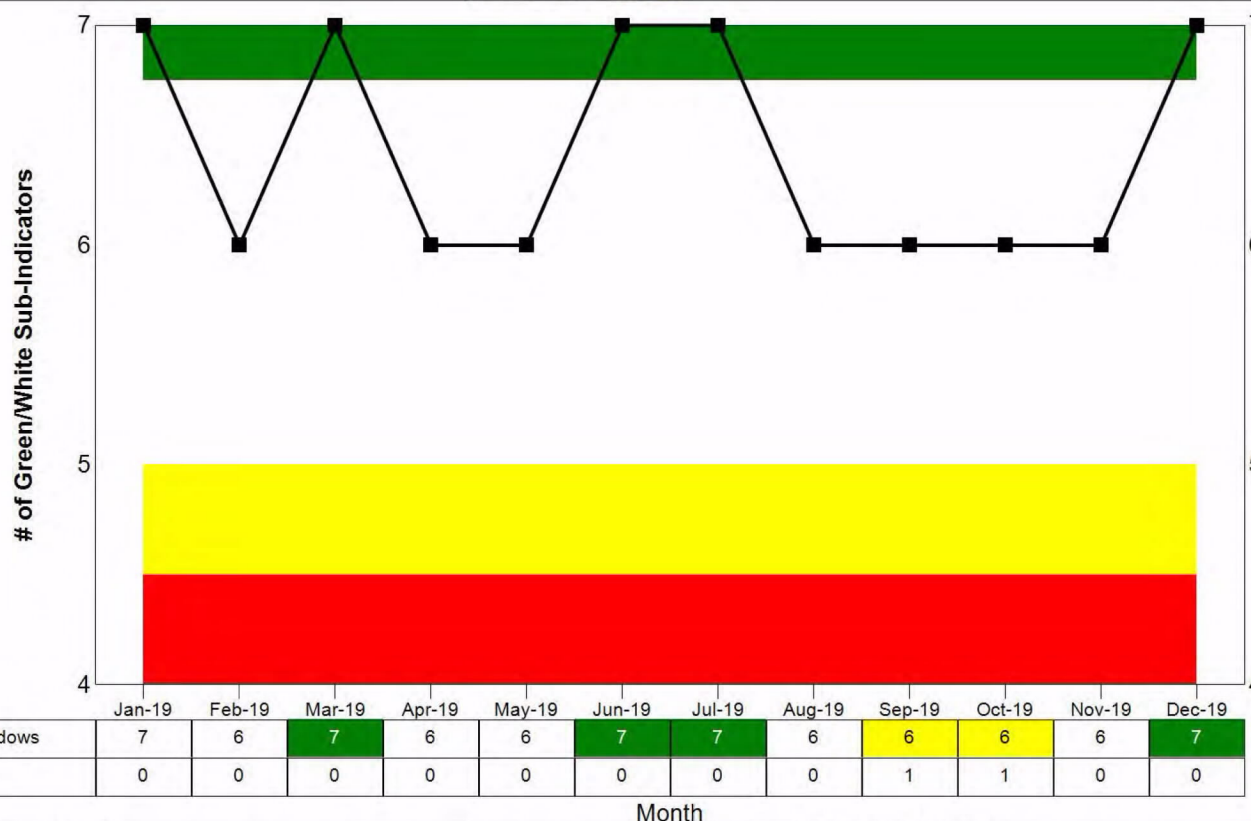
Performance Manager
JOHN CADOGAN

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Dec-19

Employee Incentive CAP Quality Index

Goal/Definition	Analysis/Actions
<p>Goal: Improve performance in the Corrective Action Program (CAP) area.</p> <p>Definition: The CAP Quality Index is comprised of seven individual sub-indicators which collectively measure the overall health, effectiveness and improvement of the site's Corrective Action Program. The index includes: CR Leader Review %, Closed EVAL Age, Corrective Actions Average Age, Corrective Action Inventory >90 days old, CAP Quality Index, CRs at Closure Inventory, and Corrective Action Work Order Inventory. Refer to the "More" link for sub-indicator details. The final CAP Quality Index includes performance snapshots at June and December.</p> <p>More..</p>	<p>The overall CAP Quality Index is Green for December. The site continues to perform well in the performance of Leader Reviews, Age of Evaluation Closures, CAP Quality and Work Order Inventory. Corrective Action Average Age and Corrective Actions > 90 days were restored to Green after the site successfully implemented the action plan from November.</p>
Industry Standards	
No industry standards exist for Incentive Indicators.	
	Action Plan : More..



Number of Green & White Windows	7	6	7	6	6	7	7	6	6	6	6	7
# of RED Windows	0	0	0	0	0	0	0	0	1	1	0	0

Indicator Owner

JAMES GLASS

Performance Manager

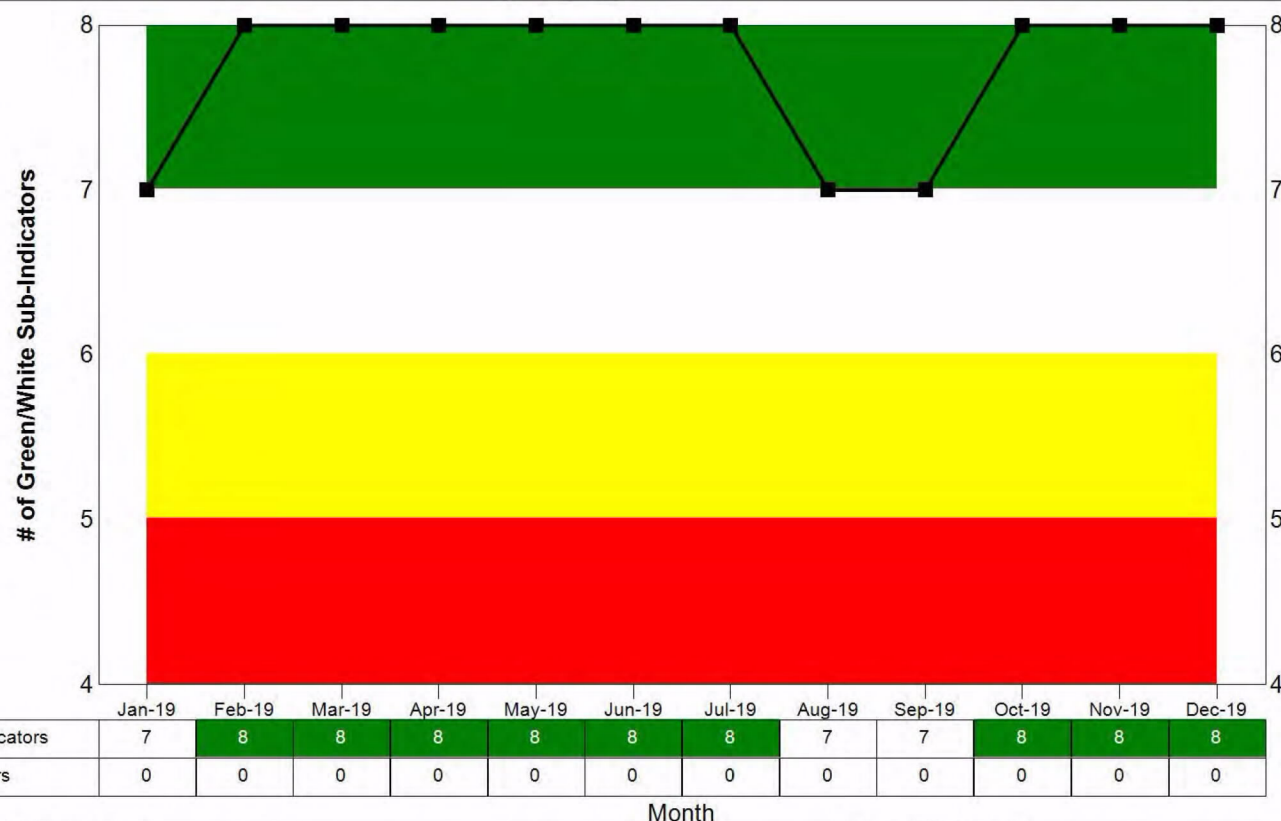
JOHN CADOGAN

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Dec-19

Employee Incentive Site Operational Focus Indicator

Goal/Definition	Analysis/Actions
<p>Goal: Improve operational focus performance by promoting site alignment to common goals and priorities that support safe and reliable plant operation.</p> <p>Definition: The site OFI is an index that monitors: Operator Work Arounds, Operator Burdens, Lit Annunciators, Control Room Deficiencies, Long-Term Clearances, Fire Impairments, Corrective Critical WOs and Deficient Critical WOs.</p> <p>NOTE: The final OFI will include performance snapshots in June and December. Refer to the "More" link for Threshold details.</p>	<p>The December OFI is Green with five Green sub-indicators and three White sub-indicators. The Lit Annunciator Action Plan resulted in White performance at years end with two open issues in Unit 3: DAFAS-B spurious trip and 1A LPFWH High level controller. Additionally, the monthly Site OFI Challenge meeting reviews OFI trends to address negative performance.</p> <p>Green - Operator Work-Arounds (0 items) White - Operator Burdens (3 items) White - Lit Annunciators (2 items) Green - Control Room Discrepancy Logs (2 items) White - Long-Term Clearances (20 items) Green - Fire Impairments (FSCCRs) (4 items) Green - Corrective Critical Work Mechanisms (0 items) Green - Deficient Critical Work Mechanisms (0 item)</p>
<p>More ..</p>	
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



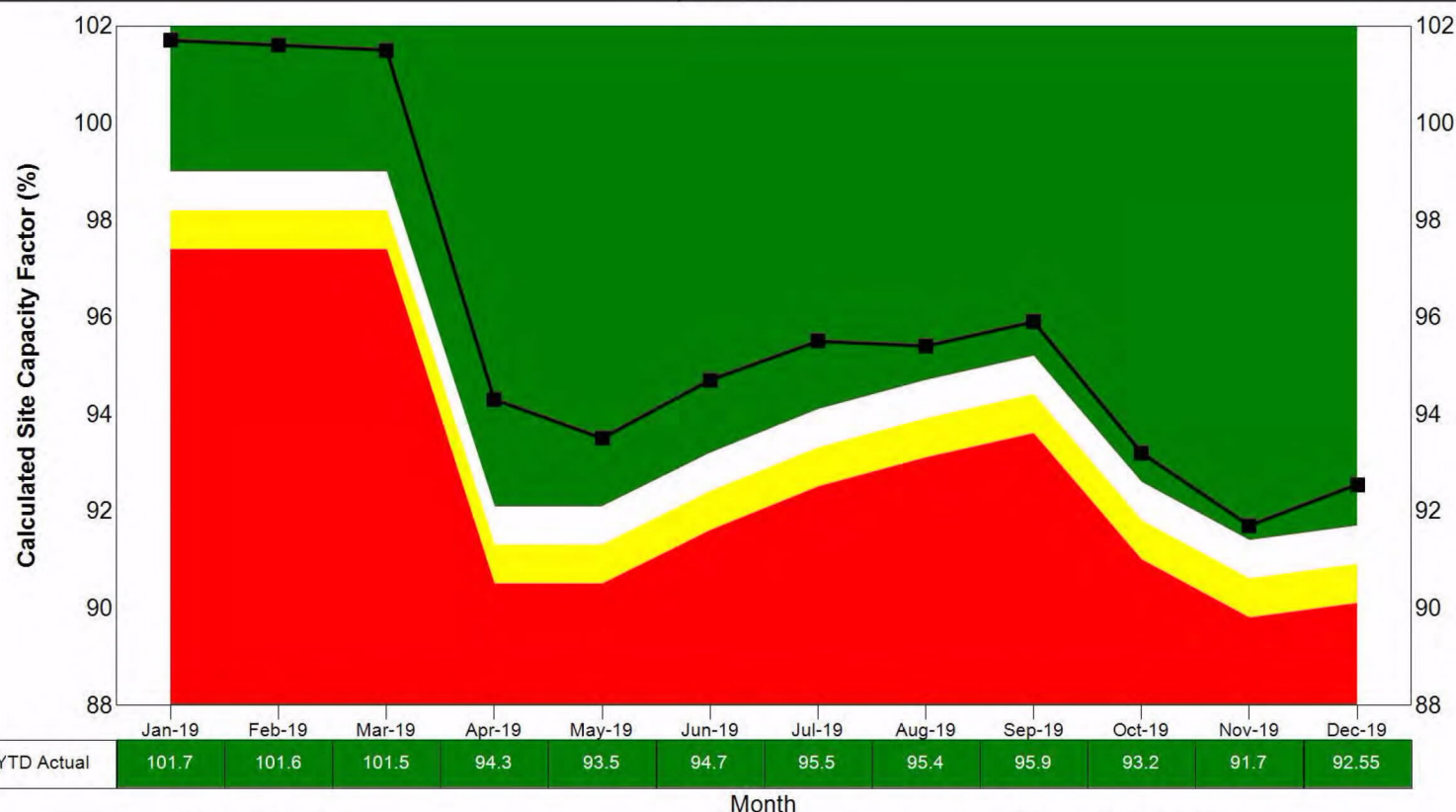
Indicator Owner	Performance Manager
BRIAN CABLE	JOHN CADOGAN

Created: Jan 8, 2020 @ 3:20 PM

Dec-19

Employee Incentive Site Capacity Factor

Goal/Definition	Analysis/Actions
<p>Goal: To keep all three units running with the highest capacity factor achievable.</p> <p>Definition: This indicator measures and trends the ratio of the net electricity generated, for the time considered, to the energy that could have been generated at continuous full-power operation during the same period. Based on planned refueling outages in Long Range Plan plus a 1.0% forced loss rate.</p> <p>NOTE: Capacity Factor = YTD Actual Net MWh / (Unit rating * YTD Calendar Hours)</p>	<p>Analysis: December monthly performance was 101.9% in U1, 101.7% in U2, and 100.6% in U3. The 2019 year-end Site Capacity Factor is 92.55%.</p> <p>Equipment conditions that result in MWe or Thermal Performance impacts are flagged for prioritizing of corrective maintenance. Scheduled MWe impacts are identified in the Daily Plant Status package.</p>
Industry Standards	
No industry standards exist for incentive indicators.	
	More ..
	Action Plan :



Indicator Owner
BRIAN CABLE

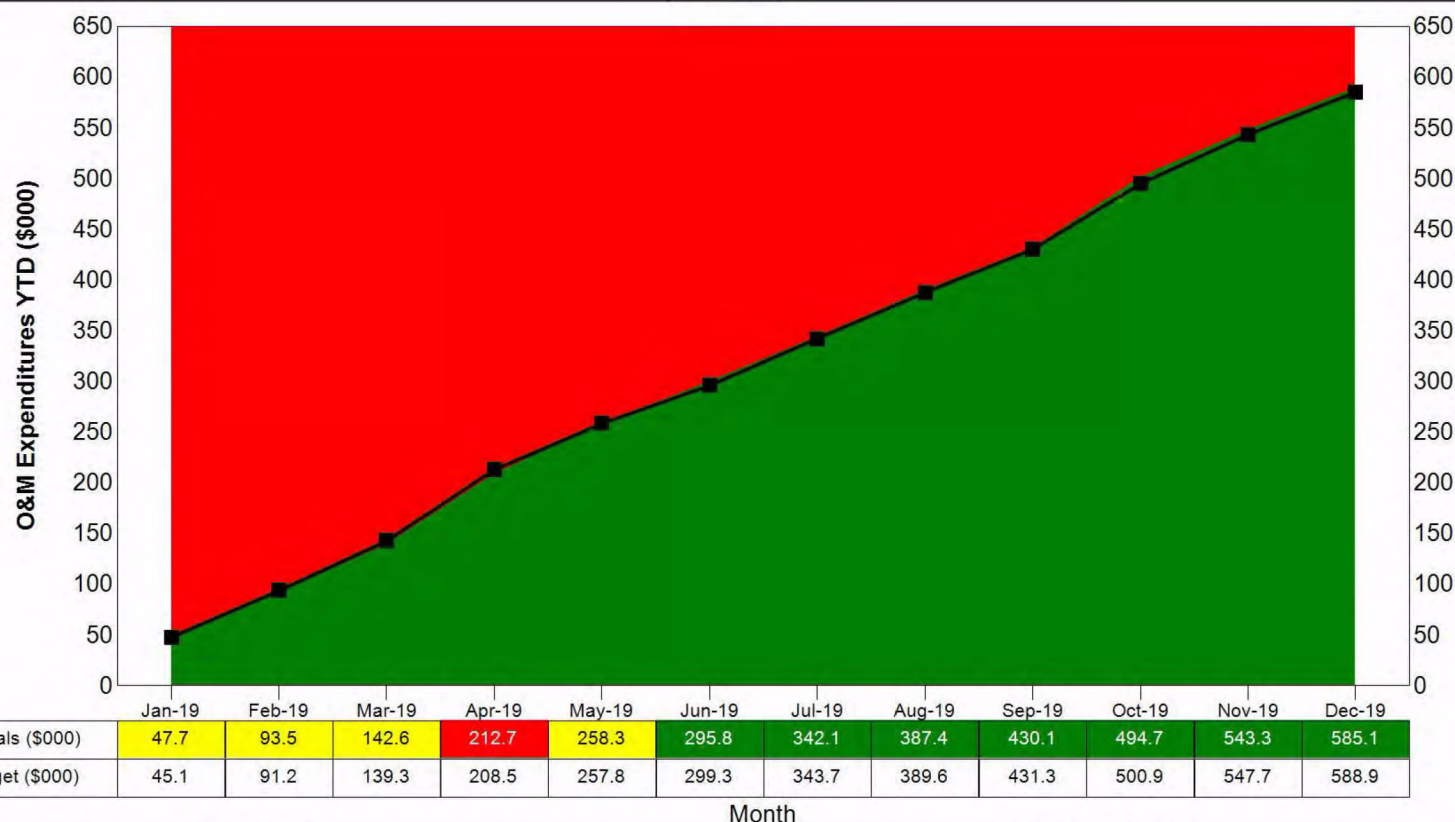
Performance Manager
JOHN CADOGAN

Created: Jan 8, 2020 @ 3:20 PM

Dec-19

Employee Incentive O&M Budget (Excluding Incentives)

Goal/Definition	Analysis/Actions
<p>Goal: The goal is to maximize the accuracy of O&M forecasts, maximize shareholder value and enhance cost awareness, cost effectiveness and cost management.</p> <p>Definition: Operations and Maintenance costs incurred by the business unit such as payroll & payroll loads, contract labor, outside services, materials, etc. and is designed to enhance the site's business acumen by effectively managing O&M costs for both the current year and the long-term sustainability of the plant.</p>	<p>The 2019 Year-End Variance is (\$3.77M) under budget for O&M.</p> <p>(\$29.03) is savings, primarily driven by insurance, radwaste contract changes, and misc station costs.</p> <p>\$25.26 is impacts, the major variance OPS Overtime/Employee Costs and Loads plus misc costs.</p>
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



Indicator Owner

JAMES MCGILL

Performance Manager

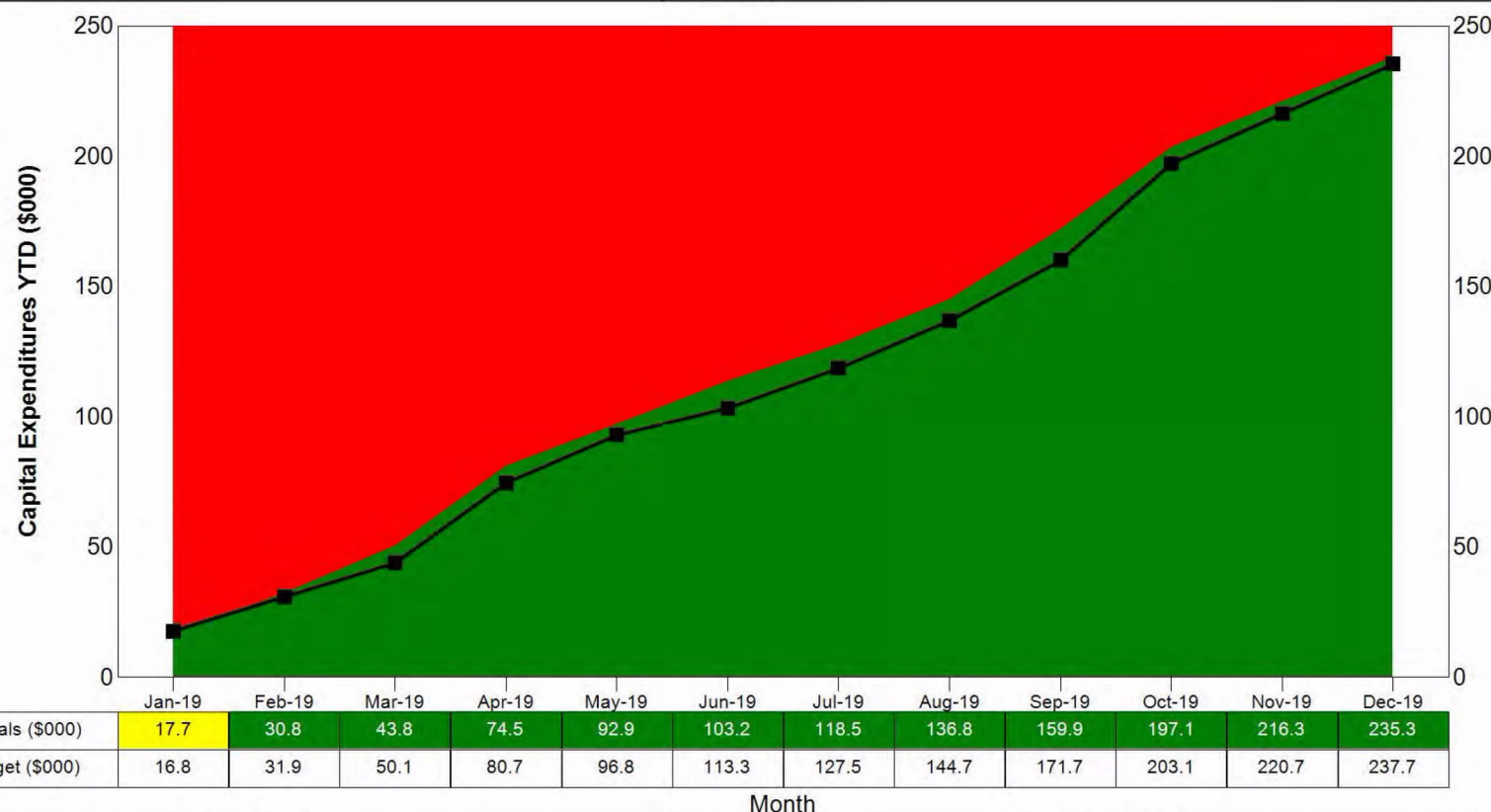
JOHN CADOGAN

Created: Jan 8, 2020 @ 3:20 PM

Dec-19

Employee Incentive Capital Budget (Excluding Incentives)

Goal/Definition	Analysis/Actions
<p>Goal: The goal is to maximize the accuracy of the Capital budget cash flows, maximize shareholder value and enhance cost awareness, cost effectiveness and cost management.</p> <p>Definition: Metric is designed to maximize shareholder value by enhancing the effectiveness of capital project implementation, cost management and alignment of budget to the site's Long Range Plan and Business Plan.</p>	<p>The 2019 Year-End Variance is (\$2.36) under budget for Capital</p> <p>(\$37) is savings, the major variances are driven by Clarifiers Life Extension T6 [Implementation deferred due to delays in Train 3] (\$12.77), Multi-Stud Tensioner U3 [MST material costs moved from Capital Project into Inventory] (\$4.32), and Security Access Control Computer Repl. [Project implementation deferred to 2020] (\$4.01)</p> <p>\$34.39 is impacts, the major variances are driven by the LP Feedwater Heater Repl U3R21 [Due to added work scope in outage] \$3.07, Main Generator Stator Rewind [Project under budgeted] \$3.20, Clarifiers Life Extension T2 [Project implementation delays] \$3.41, LP Feedwater Heater Repl U1R21 [Budgeted only one HSS install, added one heater install to 1R21] \$5.29, and Clarifiers Life Extension T3 [Due to emergent discovery work] \$6.99</p>
Industry Standards	Action Plan :
No industry standards exist for incentive indicators.	



Indicator Owner

JAMES MCGILL

Performance Manager

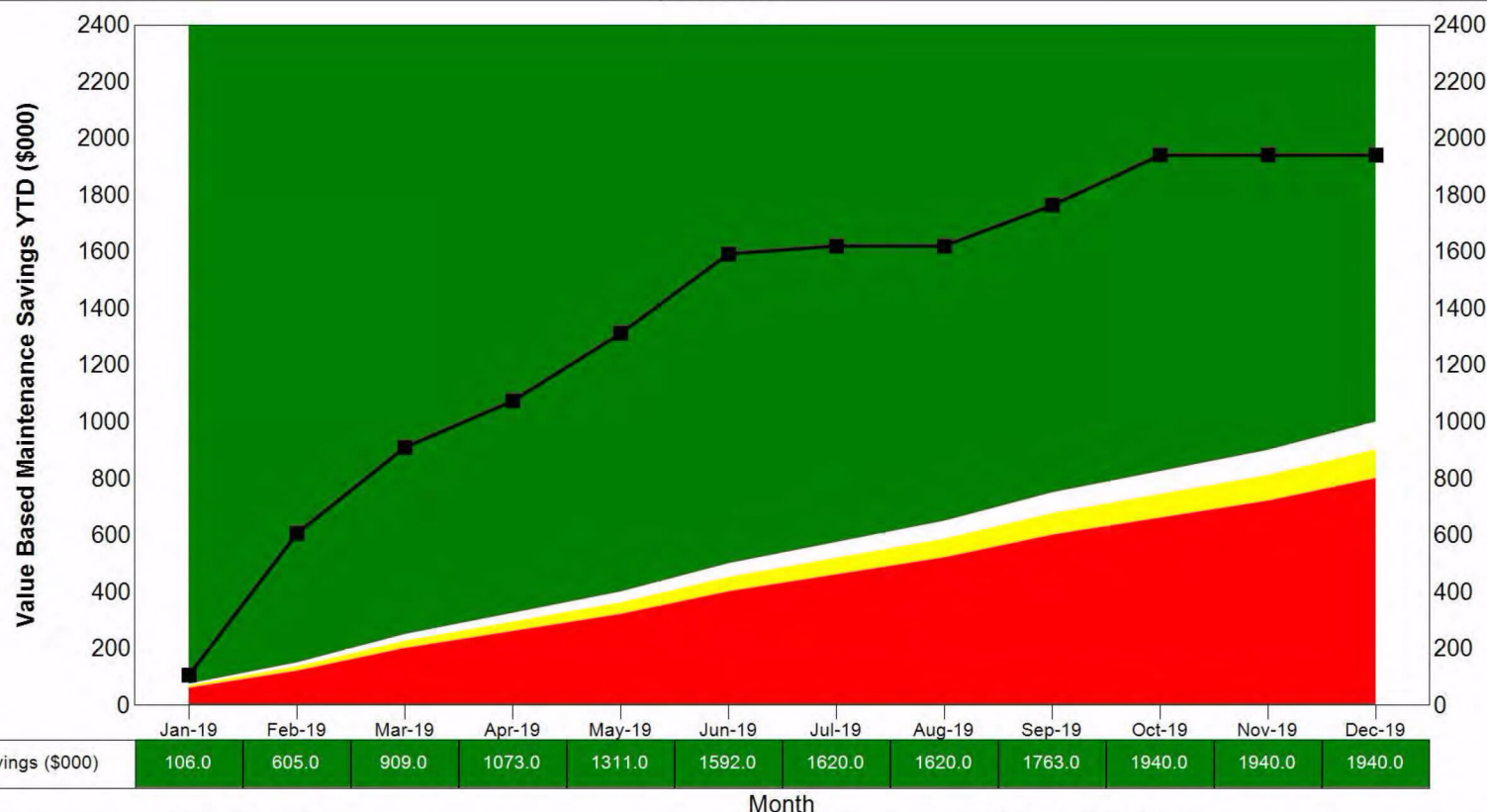
JOHN CADOGAN

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Dec-19

Employee Incentive New Value Based Maintenance Savings

Goal/Definition	Analysis/Actions
<p>Goal: Maximize shareholder value verifiable savings based on material and labor cost savings in SWMS (can be adjusted on new labor rates).</p> <p>Definition: Metric is designed to maximize shareholder value by identifying and implementing strategic cost reductions in Preventive Maintenance, both Capital and O&M, with the long-term objective of year-over-year cost reduction. The cost reductions are strategically selected and evaluated so as to support other Station objectives in Equipment Reliability and resource allocation.</p>	<p>Maintenance Strategy Updates:</p> <p>September: Aux Feed Turbine strategy changes</p> <p>October: HJ/HA Motor and Fan strategy change to eliminate time-based overhaul or replacement</p> <p>November: RCP - NC Bolting PM Eliminated No 2019 Impact</p> <p>December: There were no Maintenance strategy changes impacting 2019 savings</p> <p>2019 focus areas include:</p> <ol style="list-style-type: none"> 1. Complete planned Electrical system VBM deep dives (AI 19-01360-002) 2. Complete Pilot Instrument drift study (AI 19-01360-013) 3. Complete mechanical systems VBM deep dives
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



Indicator Owner
MARK RADSPINNER

Performance Manager
JOHN CADOGAN

Created: Jan 8, 2020 @ 3:20 PM

Dec-19

EMPLOYEE INCENTIVE SCORE CARD - December 2020

Our Results + Your Performance = Your Reward

INDICATORS	Threshold (Minimum)	Threshold Incentive Funding	Target	Target Incentive Funding	Maximum	Maximum Incentive Funding	YTD Actual	
Safety and Employees:								
Reactivity Management	94	3.75%	95	7.5%	96	15.0%	97.1	■
Site Safety Index	10	2.5%	11	5.0%	12	10.0%	12	■
APS and Contractor OSHA Recordables Q1	N/A	N/A	N/A	N/A	0	7.5%	0	■
APS and Contractor OSHA Recordables Q2	N/A	N/A	N/A	N/A	0	7.5%	2	■
APS and Contractor OSHA Recordables Q3	N/A	N/A	N/A	N/A	0	7.5%	0	■
APS and Contractor OSHA Recordables Q4	N/A	N/A	N/A	N/A	0	7.5%	2	■
Operations Accreditation	N/A	N/A	Accreditation – In person Board	7.5%	Accreditation – Virtual Board	15.0%	Virtual Board	■
Radiological Safety Focus Index	88	2.50%	93	5.0%	100	10.0%	100	■
Operational Excellence:								
Site Capacity Factor	91.60%	6.25%	92.50%	12.5%	93.00%	25.0%	91.2	■
Summer Reliability Capacity Factor	98.20%	8.75%	98.70%	17.5%	99.20%	35.0%	100	■
Performance Improvement:								
PI&R Performance Index (out of 8) as of 3/31/20	6 G/W ≤1 Red	0.625%	6 G/W No Red	1.25%	8 G/W ≥5 Green	2.50%	6/5 Green	■
PI&R Performance Index (out of 8) as of 6/30/20	6 G/W ≤1 Red	0.625%	6 G/W No Red	1.25%	8 G/W ≥5 Green	2.50%	7/6 Green, 1 Red	■
PI&R Performance Index (out of 8) as of 9/30/20	6 G/W ≤1 Red	0.625%	6 G/W No Red	1.25%	8 G/W ≥5 Green	2.50%	8/8 Green	■
PI&R Performance Index (out of 8) as of 12/31/20	6 G/W ≤1 Red	0.625%	6 G/W No Red	1.25%	8 G/W ≥5 Green	2.50%	8/6 Green	■
Operational Focus Indicator (out of 8) as of 06/30/2020	6 G/W ≤1 Red	0.625%	7 G/W No Red	1.25%	8 G/W ≥4 Green	2.50%	8/6 Green	■
Operational Focus Indicator (out of 8) as of 12/31/2020	6 G/W ≤1 Red	0.625%	7 G/W No Red	1.25%	8 G/W ≥4 Green	2.50%	8/7 Green	■
Plant Health Committee Actions	85	1.25%	90	2.50%	95	5.0%	98	■
Stakeholder Value:								
O&M Budget excl incentives and non-controllable costs	On Budget	7.5%	≥ \$3M Under Budget	15.0%	≥ \$6M Under Budget	30.0%	574.6	■
Capital Budget excl incentives and non-controllable costs (Pays at Maximum)	≤ Budget	N/A	≤ Budget	N/A	≤ Budget	10.0%	229.6	■

SOAH Docket No. 473-21-2606

PUC Docket No. 52195

CEP's 10th, Q. No. CEP 10-18

Attachment 5

Page 1 of 11

CaloVerde™
OPERATING STATION

NOTES

Water Resources OSHA recordables are included. Payouts may be adjusted based on individual performance as determined by your leader through the APS Performance and Talent Management System (APTMS). A site fatality will result in no payout for Site Safety Index and OSHA Recordable Injuries metrics

LEGEND

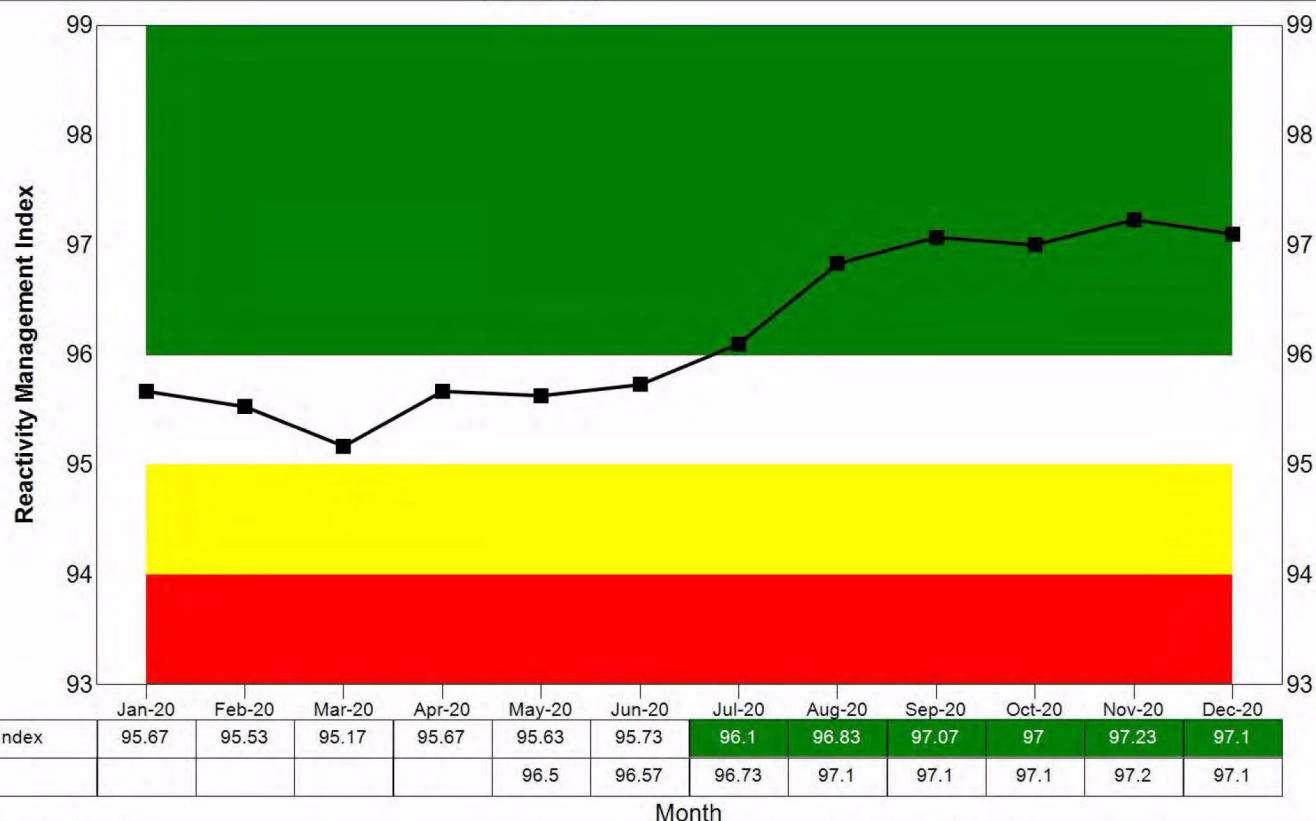
Colors are based on monthly indicator performance

■ Unsatisfactory	■ Needs Improvement	■ Satisfactory	■ Strength
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SOAH Docket No. 473-21-2606
PUC Docket No. 52195
CEP's 10th, Q. No. CEP 10-18
Attachment 5
Page 1 of 11

Employee Incentive Reactivity Management

Goal/Definition	Analysis/Actions
<p>Goal: Minimize reactivity management events.</p> <p>Definition: The indicator measures equipment and human performance issues that challenge, to any degree, the station's ability to safely manage reactivity and integrity of nuclear fuel. The indicator monitors the overall health of the Reactivity Management Program and is based on a rolling 12-month cumulative weighted value of the monthly index for reactivity events iaw the PWROG RMWG established significance levels for reactivity events (PA-PSC-0669).</p>	<p>The Reactivity Management Index value declined slightly this month with a 12-month index value of 97.1. Performance remains stable. There were two SL4 Precursors and one SL5 Concerns equipment issues identified for the month. There are one SL3 EQ Event, eight SL4 Precursors and 25 SL5 Concerns contributing to the 12 month calculation. Performance is expected to remain stable.</p> <p>The major equipment focus area being addressed is the reliability of the Control Element Drive Mechanism Control System (CEDMCS), which is a Site Top Ten issue. Human performance, as it relates to impacts to reactivity management, needs to be a focus of the station.</p>
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



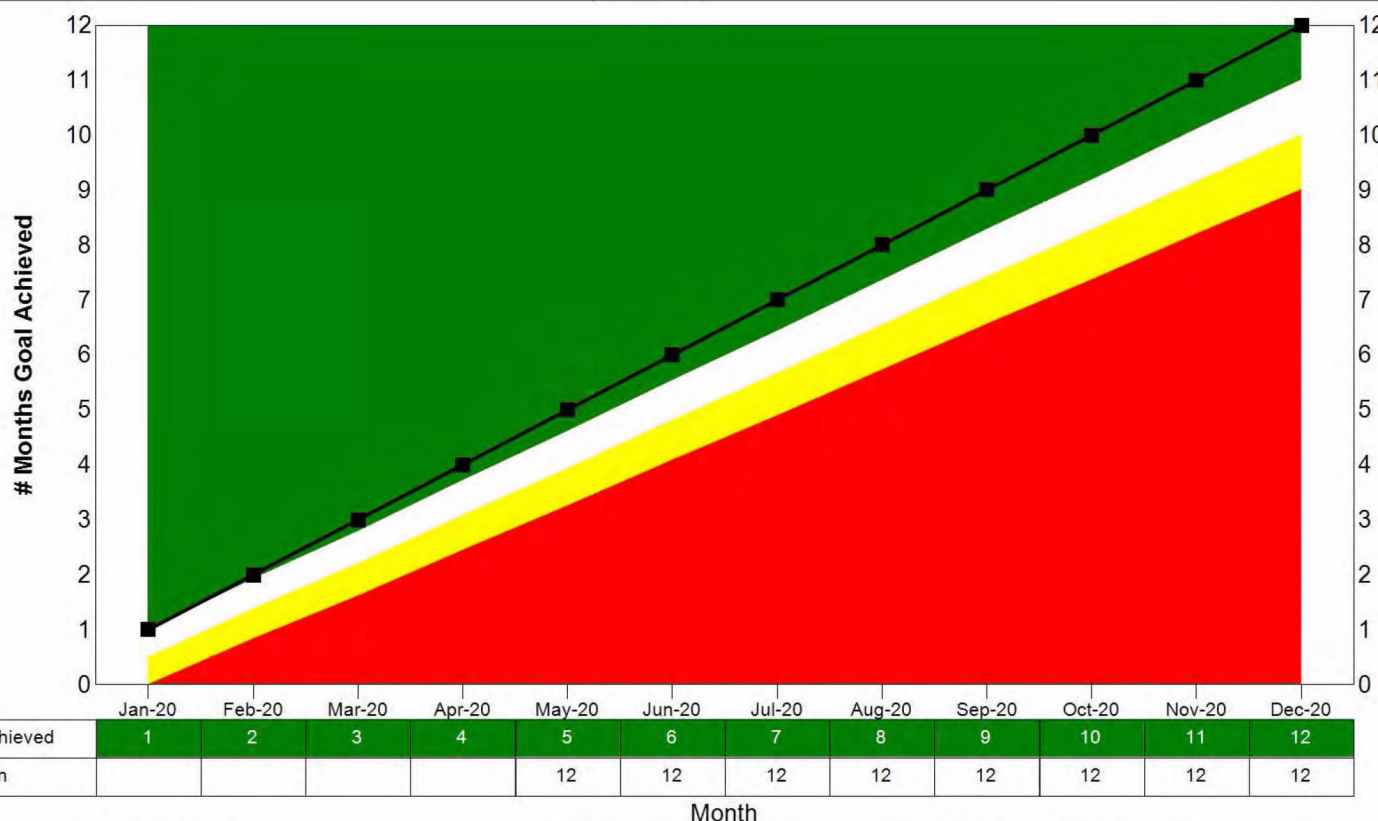
Indicator Owner	Performance Manager
DALLAN LOTT	BRIAN CABLE

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Dec-20

Employee Incentive Site Safety Index

Goal/Definition	Analysis/Actions
<p>Goal: Improve industrial safety engagement and performance in specific focus areas through proactive behaviors. The indicator is based on achieving an overall Safety Index of green each month and sustaining that performance for ≥ 11 months during the year.</p> <p>Definition: Indicator is comprised of five sub-indicators forming an overall index of Industrial Safety Health. The five sub-indicators are: Departmental Safety Mtgs, Close Call/Good Catch Reporting, Safety Observations (Best), Area Inspections and Industrial Safety Work Orders. Refer to "More" link for sub-indicator details. More..</p>	<p>The site sustained good performance during December and achieved a green window. Employees continue to actively support the Site Safety Index focus areas and have embraced the Overarching Priorities of Live Our Standards and Control Our Risks to improve the station's Human Performance and Industrial Safety. The Site Safety Index focus areas are re-enforced and monitored daily by publishing the current status in the Industrial Safety section of the PV Daily Plant Status Package.</p>
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



Indicator Owner
CARL MOELLER

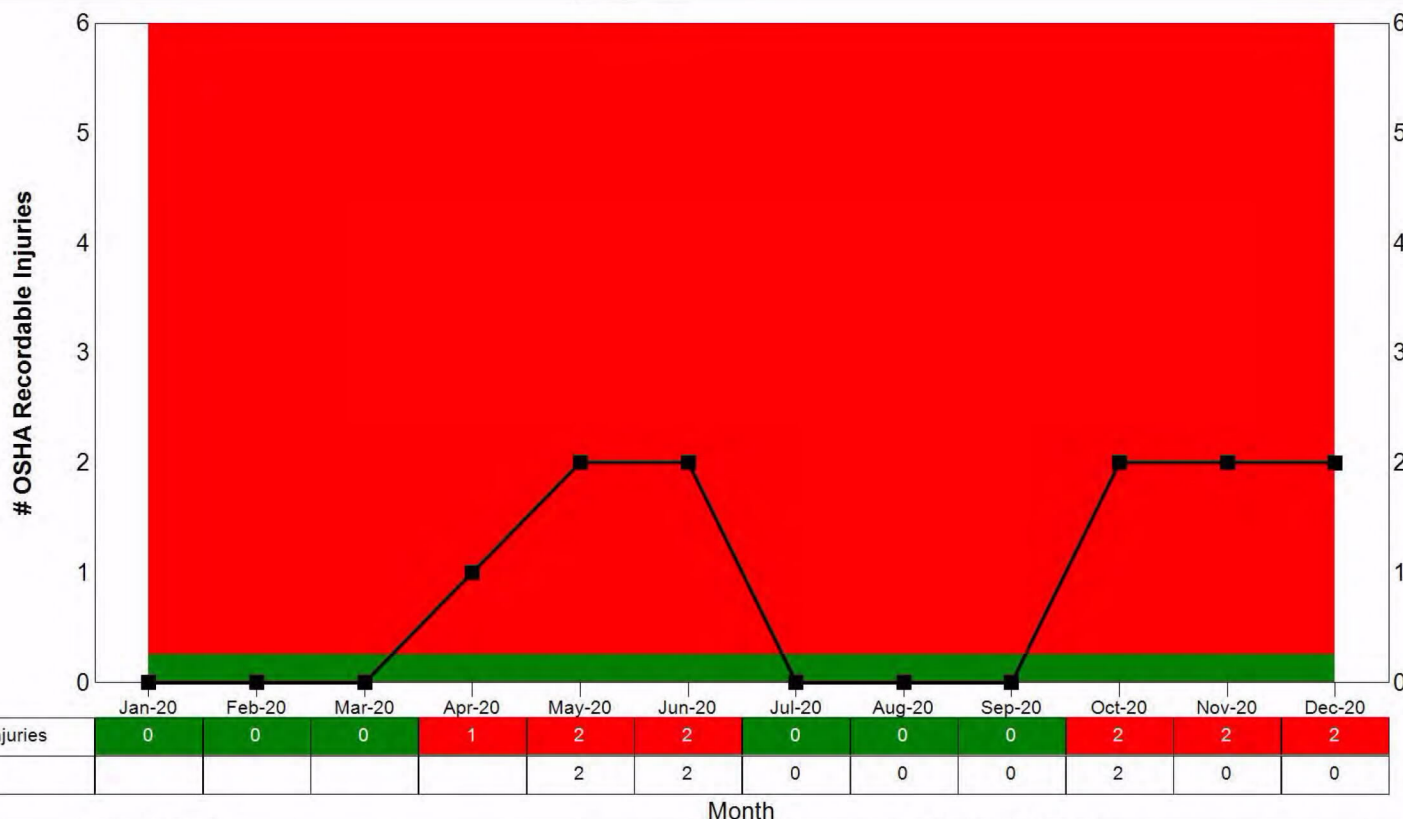
Performance Manager
TODD HORTON

Dec-20

Created: Jan 7, 2021 @ 2:00 PM

Employee Incentive OSHA Recordable Injuries

Goal/Definition	Analysis/Actions
<p>Goal: Sustain zero OSHA Recordable injuries in each quarter.</p> <p>Definition: An OSHA Recordable injury as defined on OSHA's Form 300 is a work related injury that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. Palo Verde OSHA Recordable Injuries include all APS, Contract Services and Contract Labor (Seconded) personnel working at Palo Verde and Water Resources.</p>	<p>APS employees incurred 0 OSHA Recordable Injuries in December for a total of 2 for 2020 YTD. Contractor employees incurred 0 OSHA Recordable Injuries in December for a total of 2 in 2020 YTD.</p> <ol style="list-style-type: none"> 1. Fractured Wrist & Thumb - Hand between E-RAD torque wrench & RCP base. 2. Fractured Leg - Portable A/C Unit fell from Tommy Lift onto worker. 3. Strained Knee - Climbing onto bucket truck. 4. Strained knee - Rising from squatting work <p>Improvement activities: increased Safety Personnel field presence, lower thresholds for safety goals, improved safety training, emphasis on safety rules and VPP standards in daily communications, and placing responsibility for Industrial Safety on Nuclear Professionals and their leaders. Site focus areas: short term contractor injury prevention and "walking is working". Supporting initiatives: station focus area for Improving Industrial Safety Influence "ONE-TEAM" and the action plan from an emerging performance gap on Industrial Safety issued by Organizational Effectiveness.</p>
Industry Standards	
No industry standards exist for incentive indicators.	Action Plan :



Indicator Owner	Performance Manager
CARL MOELLER	TODD HORTON

Created: Jan 7, 2021 @ 2:00 PM

Dec-20

Employee Incentive Radiological Safety Focus Index

Goal/Definition	Analysis/Actions
Goal: The Goal of this metric is to enhance public and worker safety through utilization of Radiological Safety fundamentals defined as the essential knowledge, skills, behaviors and practices personnel apply for proper conduct of radiation protection activities. Definition: This index consists of eight attributes: Station Collective Radiation Exposure (Dose) YTD, Unintended Exposure Occurrences > 100 mrem, Very High Radiation Area Events, Locked High Radiation Area Events, Unplanned Exposure (Internal/External > 10 mrem), High Radiation Area Events, RAM Found Outside the PA, and RAM Found Outside an RCA.	PVGS collective radiation exposure totaled 0.407 rem in December 2020 which is 0.123 rem fewer than the 0.530 rem projection for December 2020 due to good ALARA performance completing Refueling Outage U1R22 and end-of-year online work. Station personnel achieved the 45.3 rem annual goal with 2020 year-end CRE at 35.889 rem: The station best/lowest CRE for a calendar year. There are zero incidents and events impacting collective radiation exposure, high radiation areas, locked high radiation areas, very high radiations areas, unintended personnel exposure, unplanned personnel exposure and radioactive material control outside and inside of the Protected Area, resulting in an RSFI of 100 (maximum) points for calendar year 2020. The Radiological Safety Focus Index is projected to remain at 100 (maximum) points throughout the calendar year 2021.
Industry Standards	
No industry standards exist for incentive indicators.	
	More ..

Action Plan :



Indicator Owner
NATHAN HOGUE

Performance Manager
TODD HORTON

Created: Jan 7, 2021 @ 2:00 PM

Dec-20

Employee Incentive Plant Health Committee (PHC) Actions

Goal/Definition	Analysis/Actions
Goal: Resolve equipment issues to improve overall equipment reliability excellence and station material condition. Definition: Metric tracks implementation of Level 4 Plant Health Committee actions including: Identifying, prioritizing and driving resolution of issues challenging station reliability by focusing on system, component and program health; Ensuring equipment related design changes and major replacement projects are evaluated, funded and scheduled per set outage and online milestones; Evaluating bridging and mitigation strategies to ensure risks and impacts are understood pending implementation of the permanent solution.	Analysis: The indicator is GREEN for the month of December. All items scheduled have completed. We finished 2020 with 98 points and GREEN. Note: PHC Action Score = YTD Complete/YTD Committed (Condenser Health actions count 2X other actions)
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



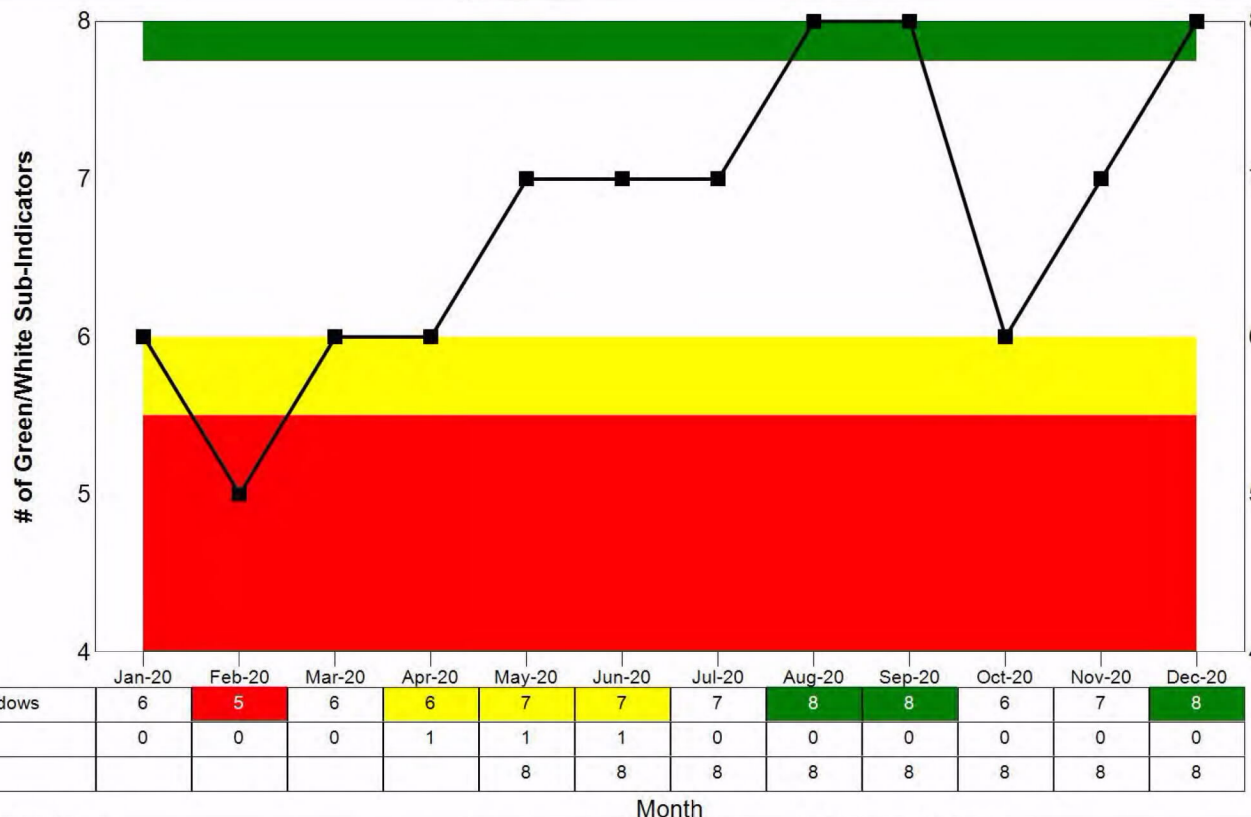
Indicator Owner	Performance Manager
DONALD NAUGHTON	BRIAN CABLE

Created: Jan 7, 2021 @ 2:00 PM

Dec-20

Employee Incentive PI&R Performance Index

Goal/Definition	Analysis/Actions
<p>Goal: Improve performance in the Corrective Action Program (CAP) area.</p> <p>Definition: The PI&R Performance Index is comprised of eight individual sub-indicators. The index includes: CR Leader Review %, Closed EVAL Age, Corrective Actions Average Age, Corrective Action Inventory >90 days old, CAP Quality Index, CRs at Closure Inventory, Corrective Action Work Order Inventory, and CRs Issued w/ No Action Required. Refer to the "More" link for sub-indicator details. The final PI&R Performance Index includes quarterly performance snapshots.</p> <p>More..</p>	<p>The overall PI&R Performance Index is Green for December, with 6 sub-indicators reaching excellent (Green) performance and two satisfactory (White). Station performance has continued to improve from previous months with ongoing strong performance in the areas of CR Leader Reviews completed, Closed Evaluation Age, Corrective Action Average Age and CRs with No Additional Actions Needed.</p> <p>Performance in the area of Corrective Actions older than 90 days was restored to excellent, and performance in the area of Corrective Action Work Order Inventory has demonstrated continued improvement to satisfactory (decreased from 1120 to 1044) along with satisfactory performance for CAP Quality.</p>
Industry Standards	Action Plan :
No industry standards exist for Incentive Indicators.	



Number of Green & White Windows	6	5	6	6	7	7	7	8	8	6	7	8
# of RED Windows	0	0	0	1	1	1	0	0	0	0	0	0
YE Projection					8	8	8	8	8	8	8	8

Indicator Owner

JAMES GLASS

Performance Manager

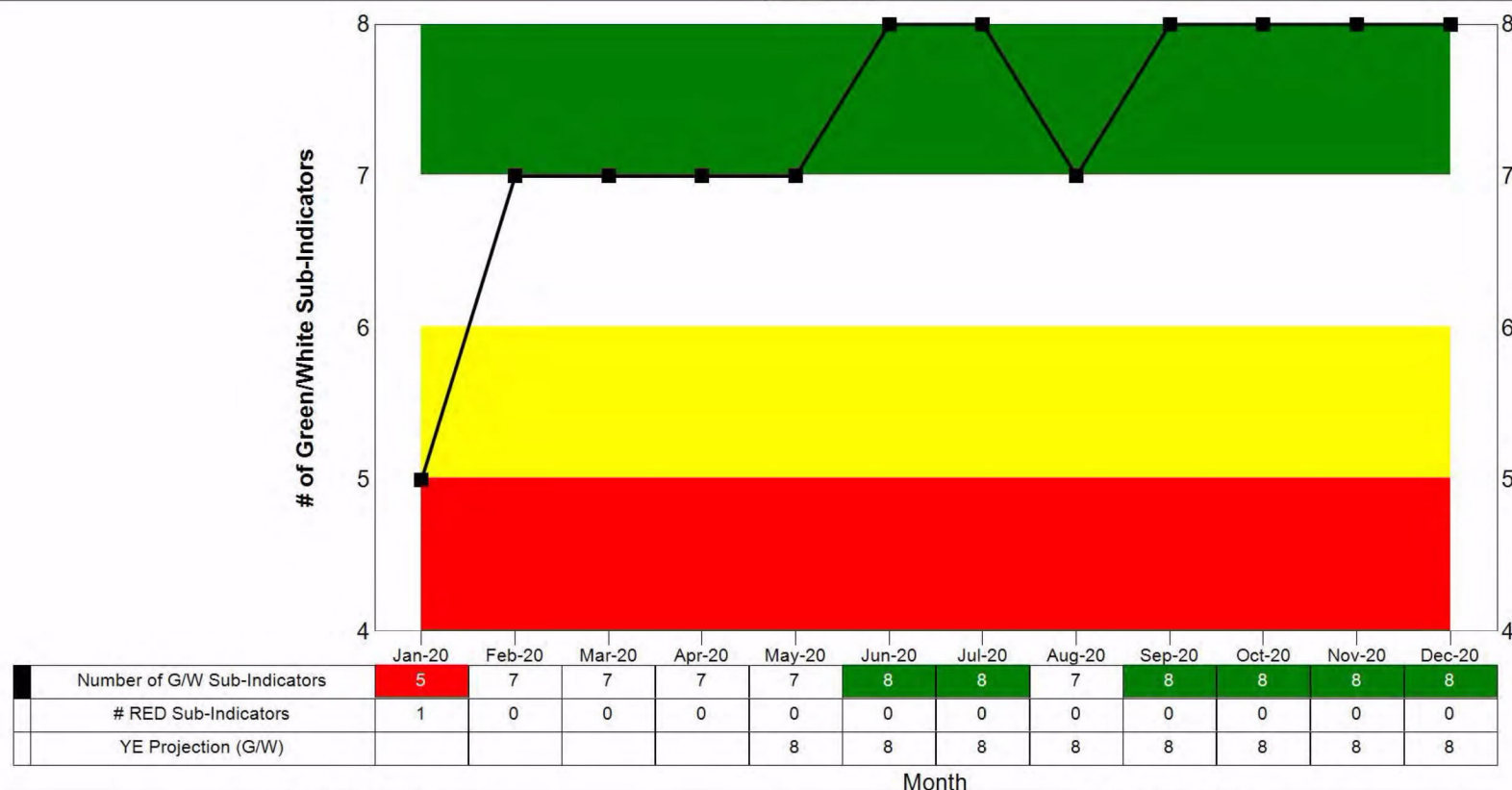
TODD HORTON

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Dec-20

Employee Incentive Site Operational Focus Indicator

Goal/Definition	Analysis/Actions
<p>Goal: Improve operational focus performance by promoting site alignment to common goals and priorities that support safe and reliable plant operation.</p> <p>Definition: The site OFI is an index that monitors: Operator Work Arounds, Operator Burdens, Lit Annunciators, Control Room Deficiencies, Long-Term Clearances, Fire Impairments, Corrective Critical WOs and Deficient Critical WOs.</p> <p>NOTE: The final OFI will include performance snapshots in June and December. Refer to the "More" link for Threshold details.</p> <p>More ..</p>	<p>The December OFI is Green with seven Green and one White sub-indicators. Long Term Clearances are being closely monitored. The Site OFI Challenge group meets monthly to monitor and address OFI negative trends.</p> <p>Green - Operator Work-Arounds (Site Avg is 0) Green - Operator Burdens (Site Avg is 0) Green - Lit Annunciators (Site Avg is 0.33 with 1 item) Green - Control Room Discrepancy Logs (Site Avg is 1.67 with 5 items) White - Long-Term Clearances (Site Avg is 6.33 with 19 items) Green - Fire Impairments (FSCCRs) (Site Avg is 1.00 with 3 items) Green - Corrective Critical Work Mechanisms (Site Avg is 0) Green - Deficient Critical Work Mechanisms (Site Avg is 0)</p>
Industry Standards	Action Plan :
No industry standards exist for incentive indicators.	



Indicator Owner

DALLAN LOTT

Performance Manager

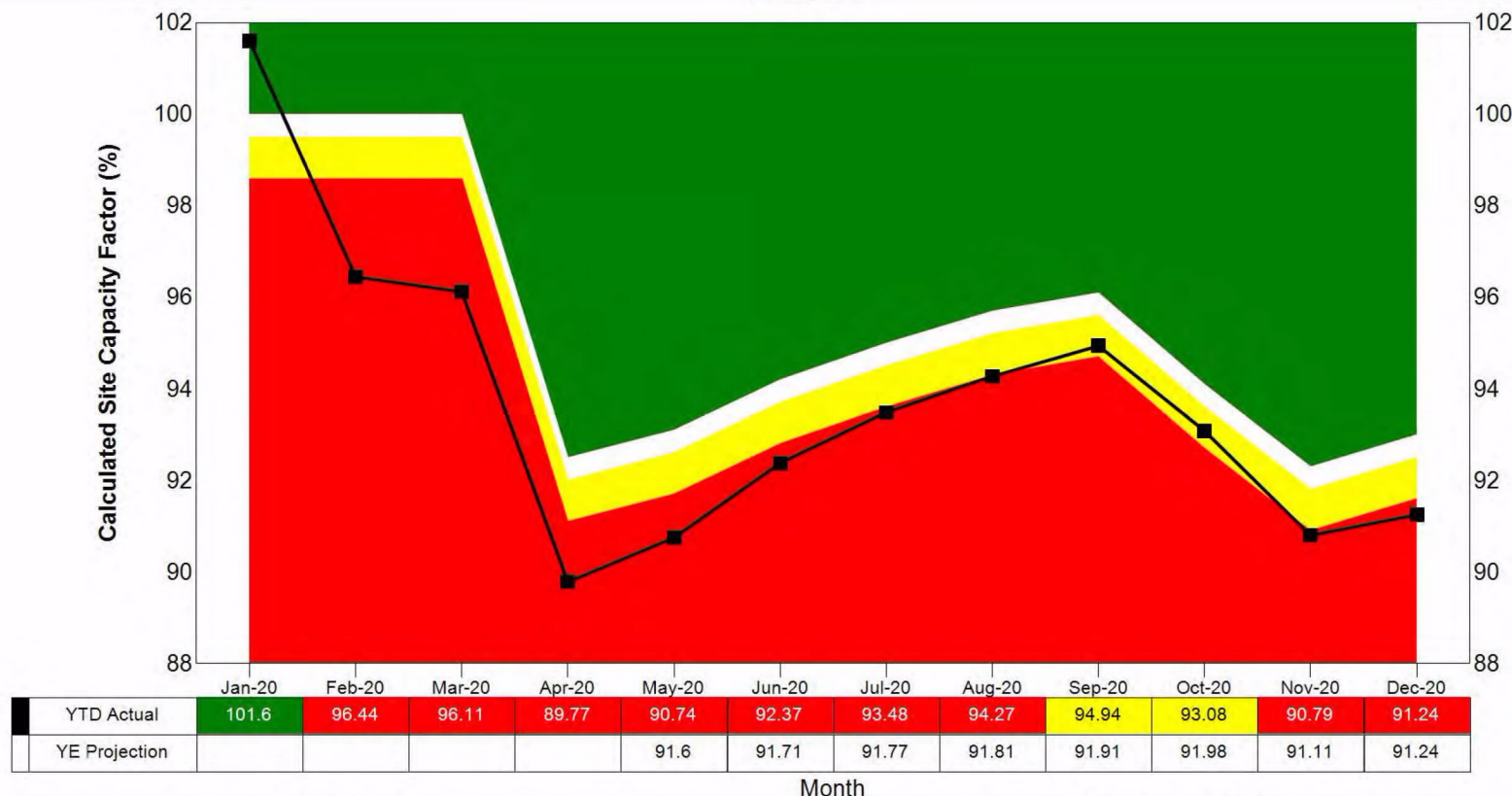
BRIAN CABLE

Dec-20

Created: Jan 7, 2021 @ 2:00 PM

Employee Incentive Site Capacity Factor

Goal/Definition	Analysis/Actions
<p>Goal: To keep all three units running with the highest capacity factor achievable.</p> <p>Definition: This indicator measures and trends the ratio of the net electricity generated, for the time considered, to the energy that could have been generated at continuous full-power operation during the same period. Based on planned refueling outages in Long Range Plan plus a 0.75% forced loss rate.</p> <p>NOTE: Capacity Factor = YTD Actual Net MWh / (Unit rating * YTD Calendar Hours)</p>	<p>December monthly performance was 85.16% in U1, 101.97% in U2, and 100.99% in U3. The 2020 year-end Site Capacity Factor is 91.24%. The Unit 3 shut down for 1B Reactor Coolant Pump seal on February 9th, 2020 (CR#20-01708 & 20-01928) (8.2 days), Unit 2 unplanned automatic RX trip when the Main Feedwater Pumps (MFWPs) tripped during restoration of power to the MFWP lube oil control panel on March 3rd, 2020 (CR#20-02912 and 20-02908) (4.1 days) and Unit 1 outage lasting 54.6 days due to several issues, have negatively impacted the indicator.</p> <p>Equipment conditions that result in MWe or Thermal Performance impacts are flagged for prioritizing of corrective maintenance. Scheduled MWe impacts are identified in the Daily Plant Status package.</p> <p>More ..</p>
Industry Standards	Action Plan :
No industry standards exist for incentive indicators.	



Indicator Owner

DALLAN LOTT

Performance Manager

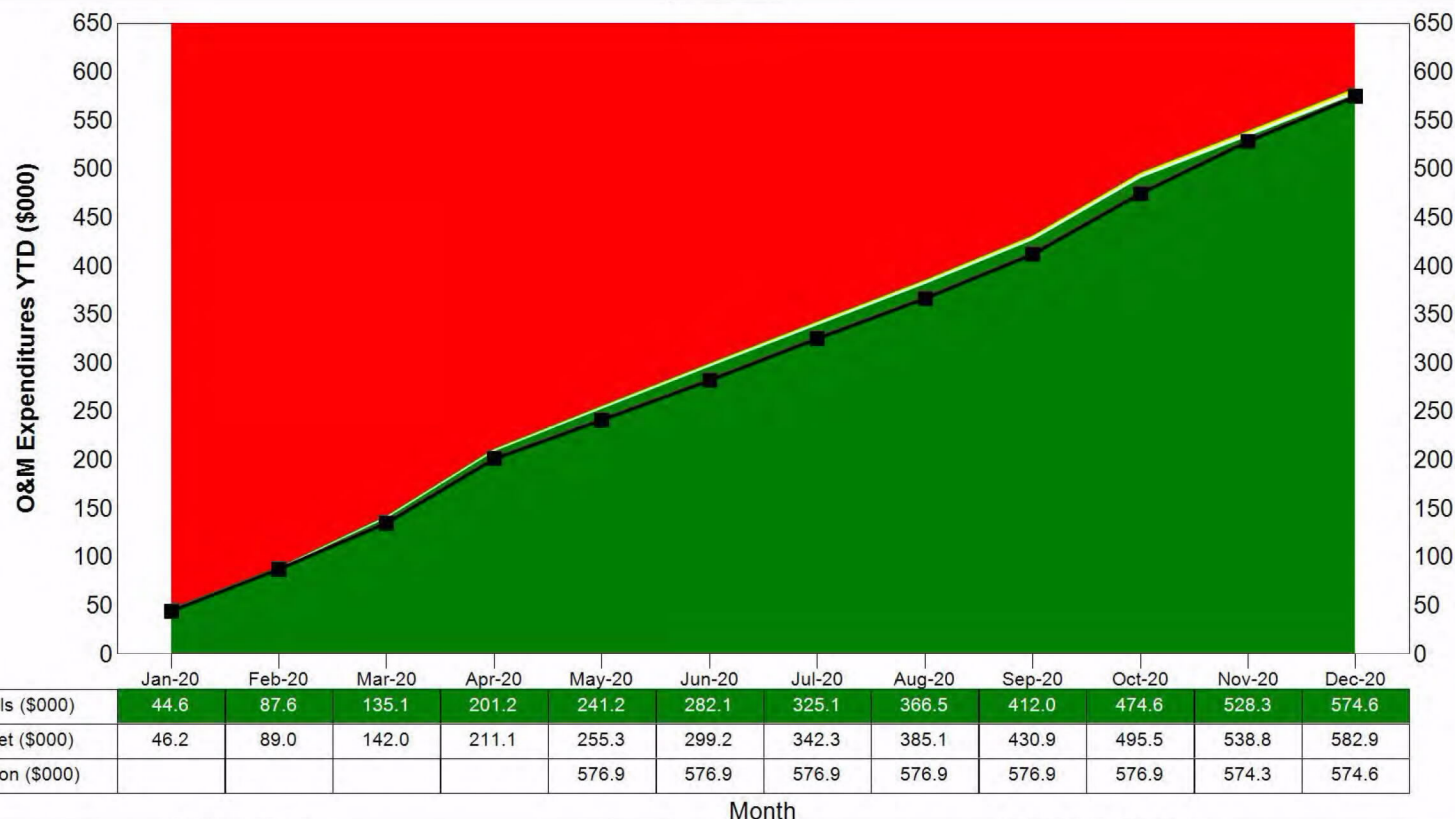
BRIAN CABLE

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Dec-20

Employee Incentive O&M Budget (Excluding Incentives)

Goal/Definition	Analysis/Actions
<p>Goal: The goal is to maximize the accuracy of O&M forecasts, maximize shareholder value and enhance cost awareness, cost effectiveness and cost management.</p> <p>Definition: Operations and Maintenance costs incurred by the business unit such as payroll & payroll loads, contract labor, outside services, materials, etc. and is designed to enhance the site's business acumen by effectively managing O&M costs for both the current year and the long-term sustainability of the plant.</p>	<p>Our YTD Variance is (\$8.29M) under budget for O&M. The station's current actuals show the site under budget for year-end based on an in-depth review of risk and opportunities for all departments. YTD exclusions include 2019 Load True-Ups and 2020 Load Rate Change.</p> <p>(\$26.47) is savings, primarily driven by insurance rebates, prior year outage restocks, and 2R22 scope and contractor headcount control/reduction</p> <p>\$18.18 is impacts, primarily driven by short notice outages, COVID-19 Support, and 1R22 Outage rescheduling and Condenser Divider Plate Support.</p>
Industry Standards	Action Plan :
No industry standards exist for incentive indicators.	



Indicator Owner

TODD MIONSKE

Performance Manager

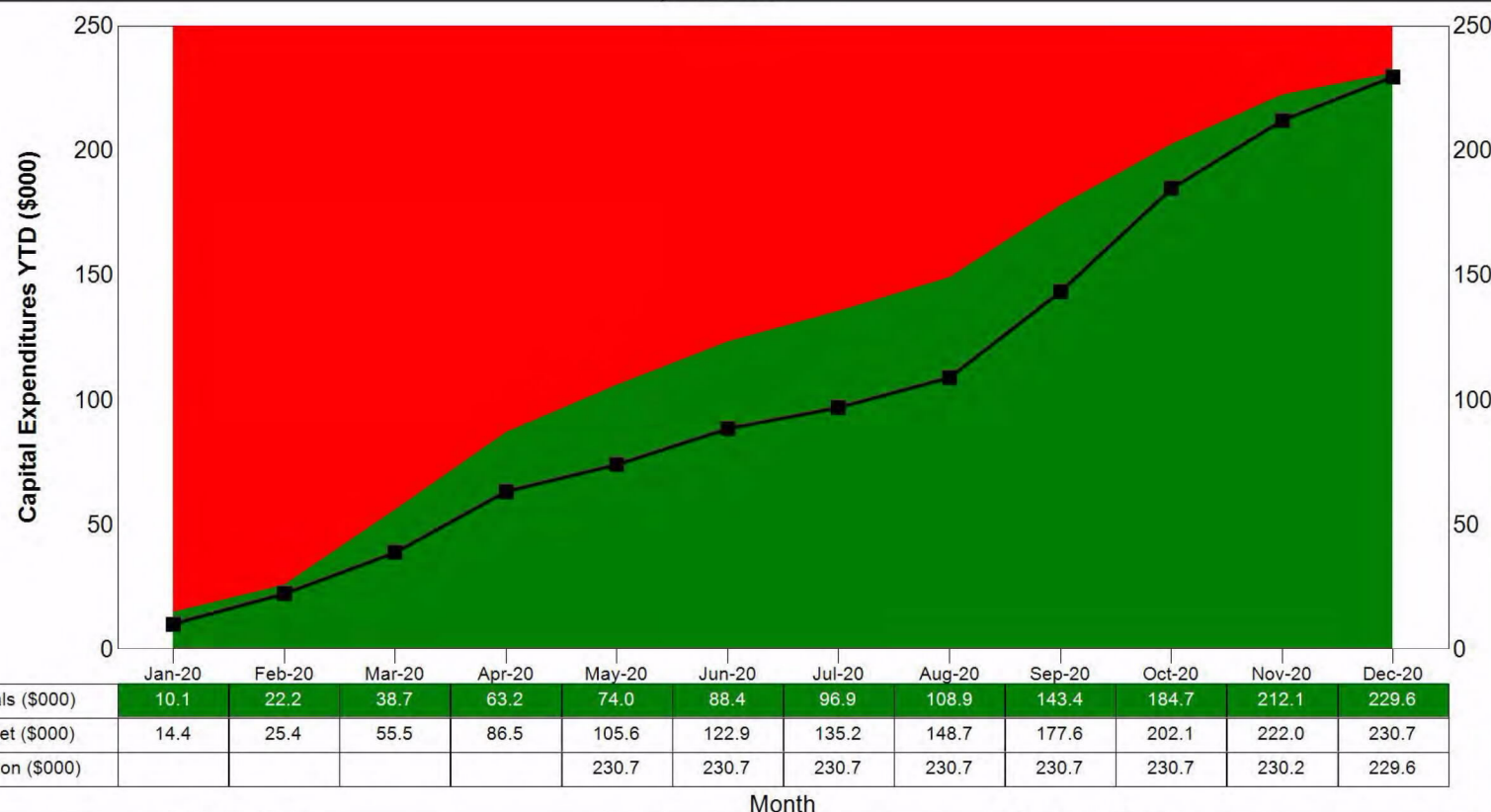
TODD HORTON

Created: Jan 7, 2021 @ 2:00 PM

Dec-20

Employee Incentive Capital Budget (Excluding Incentives)

Goal/Definition	Analysis/Actions
<p>Goal: The goal is to maximize the accuracy of the Capital budget cash flows, maximize shareholder value and enhance cost awareness, cost effectiveness and cost management.</p> <p>Definition: Metric is designed to maximize shareholder value by enhancing the effectiveness of capital project implementation, cost management and alignment of budget to the site's Long Range Plan and Business Plan.</p>	<p>Our YTD Variance is (\$1.10) under budget for Capital. YTD exclusions include the 2019 Load True-Ups and 2020 Load Rate Change.</p> <p>(\$44.12) is savings driven primarily by the LPFW Heater Repl. 2R22 (Scope was removed from 2R22 due to COVID-19) (\$10.28) and the Clarifiers Life Extension T6 (Project deferred to our years to support other emergent WRF projects) (\$7.48)</p> <p>\$41.05 is impacts driven primarily by the RCP 1A Motor Repl [Change in 1R22 Motor repl. scope] \$5.46, and the LP Feedwater Heater Repl 1R22 [Scope added for the Fall outage] \$11.10</p>
Industry Standards	
No industry standards exist for incentive indicators.	
	Action Plan :



Indicator Owner

TODD MIONSKE

Performance Manager

TODD HORTON

Created: Jan 7, 2021 @ 2:00 PM

Dec-20

Metric	2020 TRUE PERFORMANCE			Total Plant Dollars	EPE Dollars
	YTD Performance	Year End Performance	Metric Payout	Year End Performance	Year End Performance
Reactivity Management	97.1	97.1	15.00%	\$ 3,712,084.83	\$ 586,509.40
Site Safety Index	12	12	10.00%	\$ 2,474,723.22	\$ 391,006.27
OSHA Recordable Incidents - YTD	9	9	15.00%	\$ 3,712,084.83	\$ 586,509.40
OSHA Recordable Incidents - 3/31 (3.75%)	0	0	7.50%		
OSHA Recordable Incidents - 6/30 (3.75%)	2	2	0.00%		
OSHA Recordable Incidents - 9/30 (3.75%)	0	0	7.50%		
OSHA Recordable Incidents - 12/31 (3.75%)	7	7	0.00%		
Operations Accreditation (7.5%)	Virtual Board	Virtual Board	15.00%	\$ 3,712,084.83	\$ 586,509.40
Radiological Safety Focus Index	100	100	10.00%	\$ 2,474,723.22	\$ 391,006.27
Site Capacity Factor	91.2%	91.2%	0.00%	\$ -	\$ -
Summer Reliability Capacity Factor	100.0%	100.0%	35.00%	\$ 8,661,531.26	\$ 1,368,521.94
PI&R Performance Index - YTD	6 G/W > 5 Green	8 G/W > 5 Green	6.88%	\$ 1,702,609.57	\$ 269,012.31
PI&R Performance Index - 3/31 (1.25%)			1.25%		
PI&R Performance Index - 6/30 (1.25%)			0.63%		
PI&R Performance Index - 9/30 (1.25%)			2.50%		
PI&R Performance Index - 12/31 (1.25%)			2.50%		
Site Operational Focus Indicator - YTD	8 G/W > 5 Green	8 G/W > 5 Green	5.00%	\$ 1,237,361.61	\$ 195,503.13
Site Operational Focus Indicator - 6/30 (1.25%)			2.50%		
Site Operational Focus Indicator - 12/31 (1.25%)			2.50%		
Plant Health Committee (PHC) Actions	98	98	5.00%	\$ 1,237,361.61	\$ 195,503.13
O&M Budget	\$582,900,000.00	\$574,572,472.90	30.00%	\$ 7,424,169.66	\$ 1,173,018.81
Capital Budget	\$230,700,000.00	\$229,594,346.45	10.00%	\$ 2,474,723.22	\$ 391,006.27

O&M Budget		156.88%	\$ 38,823,457.85	\$ 6,134,106.34
Threshold = Budget	\$582,900,000.00			
Target = \$3M < Budget	\$579,900,000.00			
Maximum = \$6M < Budget	\$576,900,000.00			
Capital Budget				
Budget	\$230,700,000.00			

Resource Category	Resource Category Description	Account	Account Description	Sub Budget	2016	2017	2018	2019	2020
132	Non-Loading Payroll	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$1,886,553.81	\$2,036,251.34	\$1,320,861.40	\$1,652,120.03	\$1,316,336.31
902	Payroll Tax load	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$132,058.77	\$142,537.59	\$92,460.30	\$115,648.40	\$92,143.54
913	A&G Load	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$301,848.61	\$325,800.21	\$211,337.89	\$280,860.40	\$223,777.17
Total Plant Capital					\$2,320,461.19	\$2,504,589.14	\$1,624,659.59	\$2,048,628.83	\$1,632,257.02
EPE Capital					\$366,632.87	\$395,725.08	\$256,696.22	\$323,683.36	\$257,896.61

132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$0.00	\$176,681.14	\$0.00	\$22,101.79	\$240,957.41
902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$0.00	\$12,367.68	\$0.00	\$1,547.13	\$16,867.02
132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$3,124,043.78	\$3,309,092.78	\$2,257,397.30	\$2,815,187.84	\$2,724,749.58
902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$218,683.06	\$231,636.50	\$158,017.82	\$197,063.16	\$190,732.48
132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$30,871,156.09	\$33,679,991.80	\$22,822,891.31	\$29,073,618.02	\$24,528,612.57
902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$2,160,980.90	\$2,357,599.41	\$1,597,602.41	\$2,035,153.27	\$1,717,002.87
889	Allocations and Clearing	5560000	Sys Control & Load Dispatching	ONLN OPRTN	\$284,838.23	\$286,178.15	\$385,714.39	\$251,096.58	\$256,469.45
889	Allocations and Clearing	9302000	Misc General Expenses	ONLN OPRTN	\$70,998.77	\$74,280.40	\$101,396.60	\$68,381.13	\$79,179.81
913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	\$8,498,799.98	\$9,647,188.95	\$6,520,875.02	\$8,296,835.99	\$7,436,629.64
Total Plant O&M					\$45,229,500.84	\$49,775,016.81	\$33,843,894.85	\$42,760,984.91	\$37,191,200.83
EPE O&M					\$7,146,261.13	\$7,864,452.66	\$5,347,335.39	\$6,756,235.62	\$5,876,209.73

Attachment 7
Page 2 of 4

Year	Resource C	Resource Category Description	Account	Account Description	Sub Budget	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2016	132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	(\$4,905.31)	\$0.00	\$0.00	\$0.00	\$0.00	\$692.48	(\$0.01)	\$0.00	\$0.00	\$3,128,256.62
2016	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$454,000.00	(\$33,870.00)	\$28.88	\$900,000.00	\$0.00	\$63,255.37	\$6,232.28	\$0.00	\$0.00	\$1,327,200.00	\$28,154,309.56
2016	889	Allocations and Clearing	5560000	Sys Control & Load Dispatching	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$284,838.23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	889	Allocations and Clearing	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$70,998.77	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	899	Other Exps-General	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.02)	\$0.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	(\$343.37)	\$0.00	\$0.00	\$0.00	\$0.00	\$48.47	\$0.00	\$0.00	\$0.00	\$218,977.96
2016	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$31,780.00	(\$2,370.91)	\$2.02	\$63,000.00	\$0.00	\$4,427.88	\$436.25	\$0.00	\$0.00	\$92,904.00	\$1,970,801.66
2016	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$113,500.00	(\$9,693.84)	\$7.22	\$225,000.00	\$0.00	\$15,813.84	\$1,731.21	\$0.00	\$0.00	\$331,800.00	\$7,820,641.55
Total Plant 2016						\$0.00	\$599,280.00	(\$51,183.43)	\$38.12	\$1,187,999.98	\$355,837.01	\$83,497.09	\$9,140.69	(\$0.01)	\$0.00	\$1,751,904.00	\$41,292,987.35
EPE 2016						\$0.00	\$94,686.24	(\$8,086.98)	\$6.02	\$187,704.00	\$56,222.25	\$13,192.54	\$1,444.23	(\$0.00)	\$0.00	\$276,800.83	\$6,524,292.00
2017	132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$0.00	\$0.00	\$176,681.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	(\$13,755.49)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,322,848.27
2017	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$436,000.00	(\$127,599.45)	\$600.00	\$1,743,156.86	\$800.00	\$0.00	\$424,800.00	\$0.00	\$0.00	\$1,296,000.00	\$29,906,234.39
2017	889	Allocations and Clearing	5560000	Sys Control & Load Dispatching	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$286,178.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	889	Allocations and Clearing	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$74,280.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$0.00	\$0.00	\$12,367.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	(\$962.88)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$232,599.38
2017	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$30,520.00	(\$8,931.98)	\$42.00	\$122,020.98	\$56.00	\$0.00	\$29,736.00	\$0.00	\$0.00	\$90,720.00	\$2,093,436.41
2017	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$113,360.00	\$9,184.82	\$156.00	\$196.78	\$208.00	\$0.00	\$110,448.00	\$0.00	\$453,024.00	\$336,960.00	\$8,623,651.35
Total Plant 2017						\$0.00	\$579,880.00	\$46,983.84	\$798.00	\$2,225,833.17	\$1,064.00	\$0.00	\$564,984.00	\$0.00	\$453,024.00	\$1,723,680.00	\$44,178,769.80
EPE 2017						\$0.00	\$91,621.04	\$7,423.45	\$126.08	\$351,681.64	\$168.11	\$0.00	\$89,267.47	\$0.00	\$71,577.79	\$272,341.44	\$6,980,245.63
2018	132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	(\$38,960.46)	\$0.00	\$2,232.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,294,125.26
2018	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$418,600.00	(\$339,095.39)	\$2,147.12	\$1,290,892.54	(\$41,364.93)	\$0.00	\$0.00	\$965.42	\$19.27	(\$0.05)	\$21,490,727.33
2018	889	Allocations and Clearing	5560000	Sys Control & Load Dispatching	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$385,714.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	889	Allocations and Clearing	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$101,396.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	(\$2,727.23)	\$0.00	\$156.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160,588.77
2018	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$29,302.00	(\$23,736.67)	\$150.30	\$90,362.48	(\$2,895.55)	\$0.00	\$0.00	\$67.58	\$1.35	\$0.00	\$1,504,350.92
2018	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$108,836.00	(\$98,294.53)	\$58.25	\$36,212.52	(\$10,754.88)	\$0.00	\$0.00	\$251.01	\$5.01	(\$0.01)	\$6,184,061.65
Total Plant 2018						\$0.00	\$556,738.00	(\$502,814.28)	\$2,855.67	\$2,206,967.31	(\$55,015.36)	\$0.00	\$0.00	\$1,284.01	\$25.63	(\$0.06)	\$31,633,853.93
EPE 2018						\$0.00	\$87,964.60	(\$79,444.66)	\$451.20	\$348,700.83	(\$8,692.43)	\$0.00	\$0.00	\$202.87	\$4.05	(\$0.01)	\$4,998,148.92
2019	132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$0.00	\$0.00	\$22,101.79	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2019	132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	\$751.96	\$0.00	\$0.00	\$0.00	(\$345.61)	\$0.00	\$0.00	\$0.00	\$0.00	\$2,814,781.49
2019	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$0.00	\$418,567.69	\$327.57	\$1,684,000.00	\$0.00	(\$3,110.59)	\$407,800.00	\$0.00	\$0.00	\$1,221,000.00	\$25,345,033.35
2019	889	Allocations and Clearing	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$10,676.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2019	889	Allocations and Clearing	5560000	Sys Control & Load Dispatching	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$251,096.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2019	889	Allocations and Clearing	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$68,381.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2019	902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$0.00	\$0.00	\$1,547.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2019	902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	\$52.64	\$0.00	\$0.00	\$0.00	(\$24.19)	\$0.00	\$0.00	\$0.00	\$0.00	\$197,034.71
2019	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$0.00	\$29,299.74	\$22.93	\$117,880.00	\$0.00	(\$217.74)	\$28,546.00	\$0.00	\$0.00	\$85,470.00	\$1,774,152.34
2019	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$0.00	\$114,769.57	\$85.17	\$437,840.00	\$0.00	(\$898.62)	\$106,028.00	\$0.00	\$0.00	\$317,460.00	\$7,321,551.87
Total Plant 2019						\$0.00	\$0.00	\$587,090.52	\$11,111.85	\$2,559,197.71	\$0.00	(\$4,596.75)	\$542,374.00	\$0.00	\$0.00	\$1,623,930.00	\$37,452,553.76
EPE 2019						\$0.00	\$0.00	\$92,760.30	\$1,755.67	\$404,353.24	\$0.00	(\$726.29)	\$85,695.09	\$0.00	\$0.00	\$256,580.94	\$5,917,503.49
2020	132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$0.00	\$0.00	\$240,957.41	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2020	132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	\$8,538.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,716,211.45
2020	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$0.00	\$76,843.24	\$0.00	\$0.00	\$0.00	\$4,878.43	\$0.00	\$0.00	\$0.00	\$0.00	\$24,446,890.90
2020	889	Allocations and Clearing	5560000	Sys Control & Load Dispatching	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$256,469.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2020	889	Allocations and Clearing	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$0.00	\$0.00	\$0.00	\$79,179.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2020	902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$0.00	\$0.00	\$16,867.02	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2020	902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00	\$0.00	\$597.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190,134.81
2020	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$0.00	\$5,379.02	\$0.00	\$0.00	\$0.00	\$341.49	\$0.00	\$0.00	\$0.00	\$0.00	\$1,711,282.36
2020	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	\$0.00	\$0.00	\$88,111.47	\$0.00	\$0.00	\$0.00	\$1,317.18	\$0.00	\$0.00	\$0.00	\$0.00	\$7,347,200.99
Total Plant 2020						\$0.00	\$0.00	\$437,293.96	\$0.00	\$335,649.26	\$0.00	\$6,537.10	\$0.00	\$0.00	\$0.00	\$0.00	\$36,411,720.51
EPE 2020						\$0.00	\$0.00	\$69,092.45	\$0.00	\$53,032.58	\$0.00	\$1,032.86	\$0.00	\$0.00	\$0.00	\$0.00	\$5,753,051.84

Resource Category	Resource Category Description	Account	Account Description	Sub Budget	2020
902	Payroll Tax load	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$92,143.54
				Total Plant Capital	\$92,143.54
				EPE Capital	\$14,558.68
902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrg	ONLN OPRTN	\$16,867.02
902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$190,732.48
902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$1,717,002.87
				Total Plant O&M	\$1,924,602.37
				EPE O&M	\$304,087.17

SOAH DOCKET NO. 473-21-2606
PUC DOCKET NO. 52195

APPLICATION OF EL PASO	§	BEFORE THE STATE OFFICE
ELECTRIC COMPANY TO CHANGE	§	OF
RATES	§	ADMINISTRATIVE HEARINGS

EL PASO ELECTRIC COMPANY'S RESPONSE TO
CITY OF EL PASO'S TENTH REQUEST FOR INFORMATION
QUESTION NOS. CEP 10-1 THROUGH CEP 10-20

CEP 10-19:

Palo Verde: For each long-term incentive compensation plan and stock based incentive plan for which any expense is included in El Paso Electric's pro forma cost of service, please provide the information for Palo Verde's long-term and stock-based plans:

- a. Please provide a description of each plan.
- b. Provide a description of each of the goals or performance measures for each plan.
- c. Provide the amount awarded in the test year for each goal or performance measure, by plan.
- d. Provide the amount included in pro forma operating expense for each goal or performance measure for each plan.
- e. Provide the amount included in operating expenses for each plan for each year 2016 through 2020.
- f. Provide the amount capitalized for each plan for each year 2016 through 2020.
- g. For each plan, show the amounts and dates of each incentive award or payment for each year 2016 through 2020.
- h. For each month 2016 through 2020, provide the amount included in operating expenses for each plan.
- i. Provide the amount of any adjustments related to each plan.
- j. Provide the jurisdictional allocation factors for each plan.
- k. Please provide the amount of payroll taxes associated with each plan in the test year.

RESPONSE:

- a. Pinnacle West Capital Corporation grants long-term incentive awards under the 2012 Long-Term Incentive Plan (Rev 2017) in the form of Stock Grants, Restricted Stock Units and Performance Shares and may grant restricted stock, stock units, dividend equivalents, performance share units, performance cash, incentive and non-qualified stock options, and stock appreciation rights. Please refer to CEP 10-19 Attachments 1 through 5 Confidential.

- b. Performance share awards contain two performance element criteria that affect the number of shares received after the end of a three-year performance period if performance criteria conditions are met. The performance share grant criteria is based 50% upon the percentile ranking of Pinnacle West Capital Corporation's total shareholder return at the end of the three-year performance period, as compared with the total shareholder return of all relevant companies in a specified utility index and the other 50% is based upon six non-financial separate performance metrics. The exact number of shares issued will vary from 0% to 200% of the target award. Please refer to CEP 10-19 Attachments 1 through 5 Confidential.
- c. Test Year amount rewarded for the test year is included by FERC and Resource Category, a detailed breakdown by plan is not available. Please see CEP 10-19, Attachment 6, page 1 of 5.
- d. EPE included the test year actual amount in operating expenses and no adjustments were made.
- e. Please refer to CEP 10-19, Attachment 6, page 2 of 5.
- f. Please refer to CEP 10-19, Attachment 6, page 2 of 5.
- g. Please refer to CEP 10-19, Attachment 6, page 3 of 5.
- h. Please refer to CEP 10-19, Attachment 6, page 4 of 5.
- i. No adjustments were made related to each plan.
- j. PV is allocated with D1PROD (81.161%).
- k. Please refer to CEP 10-19, Attachment 6, page 5 of 5.

Preparer: Victor Martinez

Title: Manager – Resource Planning, Resource
Management Regulatory & Quality
Assurance

Sponsor: Todd A. Horton

Title: Senior Vice President –Site Operations
(Palo Verde Generating Station)

Resource Category	Resource Category Description	Account	Account Description	Sub Budget	2020
132	Non-Loading Payroll	1070000	Construction Work in Prog	NA	\$0.00
132	Non-Loading Payroll	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$29,256.99
132	Non-Loading Payroll	1070003	Const Work in Prog-Const Dist	NA	\$89,630.88
902	Payroll Tax load	1070000	Const Work in Prog-Const Ovhd	CONST OH	\$0.00
913	A&G Load	1070000	Const Work in Prog-Const Ovhd	CONST OH	\$0.00
902	Payroll Tax load	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$2,047.99
913	A&G Load	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$4,973.69
902	Payroll Tax load	1070003	Const Work in Prog-Const Ovhd	CONST OH	\$6,274.16
913	A&G Load	1070003	Const Work in Prog-Const Ovhd	CONST OH	\$15,237.25
				Total Plant Capital	\$147,420.96
				EPE Capital	\$23,292.51

132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrg	ONLN OPRTN	\$0.00
902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrg	ONLN OPRTN	\$0.00
132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00
902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$0.00
132	Non-Loading Payroll	5200000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00
902	Payroll Tax load	5200000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00
132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$4,719,242.71
902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$330,346.99
132	Non-Loading Payroll	5280000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00
902	Payroll Tax load	5280000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00
913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	\$1,274,195.53
				Total Plant O&M	\$6,323,785.23
				EPE O&M	\$999,158.07

Resource Category	Resource Category Description	Account	Account Description	Sub Budget	2016	2017	2018	2019	2020
132	Non-Loading Payroll	1070000	Construction Work in Prog	NA	\$12,304.21	\$2,462.71	\$0.00	\$0.00	\$0.00
132	Non-Loading Payroll	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$22,380.41	\$21,891.69	\$8,855.58	\$25,924.60	\$29,256.99
132	Non-Loading Payroll	1070003	Const Work in Prog-Const Dist	NA	\$53,091.99	\$82,763.21	\$65,425.93	\$82,362.90	\$89,630.88
902	Payroll Tax load	1070000	Const Work in Prog-Const Ovhd	CONST OH	\$861.29	\$172.39	\$0.00	\$0.00	\$0.00
913	A&G Load	1070000	Const Work in Prog-Const Ovhd	CONST OH	\$1,968.67	\$394.03	\$0.00	\$0.00	\$0.00
902	Payroll Tax load	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$1,566.63	\$1,532.42	\$619.89	\$1,814.72	\$2,047.99
913	A&G Load	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$3,580.87	\$3,502.67	\$1,416.89	\$4,407.18	\$4,973.69
902	Payroll Tax load	1070003	Const Work in Prog-Const Ovhd	CONST OH	\$3,716.44	\$5,793.42	\$4,579.82	\$5,765.40	\$6,274.16
913	A&G Load	1070003	Const Work in Prog-Const Ovhd	CONST OH	\$8,494.72	\$13,242.11	\$10,468.15	\$14,001.69	\$15,237.25
Total Plant Capital					\$107,965.23	\$131,754.66	\$91,366.26	\$134,276.50	\$147,420.96
EPE Capital					\$17,058.51	\$20,817.24	\$14,435.87	\$21,215.69	\$23,292.51

132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$3,511,939.68	\$3,594,890.83	\$0.00	\$0.00	\$0.00
902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	\$245,835.78	\$251,642.36	\$0.00	\$0.00	\$0.00
132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$2,377.08	\$0.00	\$0.00	\$0.00	\$0.00
902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	\$166.40	\$0.00	\$0.00	\$0.00	\$0.00
132	Non-Loading Payroll	5200000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$13,779.40	\$0.00	\$0.00	\$0.00
902	Payroll Tax load	5200000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$0.00	\$964.56	\$0.00	\$0.00	\$0.00
132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$1,065,943.47	\$594,641.02	\$4,048,084.74	\$4,149,803.74	\$4,719,242.71
902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$74,616.04	\$41,624.87	\$283,365.93	\$290,486.26	\$330,346.99
132	Non-Loading Payroll	5280000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$59,711.81	\$84,933.11	\$0.00	\$0.00	\$0.00
902	Payroll Tax load	5280000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$4,179.83	\$5,945.32	\$0.00	\$0.00	\$0.00
913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	\$1,159,993.01	\$1,114,943.53	\$1,052,502.03	\$1,078,948.97	\$1,274,195.53
Total Plant O&M					\$6,124,763.09	\$5,703,365.00	\$5,383,952.70	\$5,519,238.97	\$6,323,785.23
EPE O&M					\$967,712.57	\$901,131.67	\$850,664.53	\$872,039.76	\$999,158.07

Year	Resource Category	Resource Category Description	Account	Account Description	Sub Budget	Fiscal Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2016	132	Non-Loading Payroll	1070000	Construction Work In Prog.	NA	2016	\$0.00	\$0.00	\$1,514.12	\$1,347.51	\$1,347.51	\$2,059.24	\$1,455.03	\$1,455.03	\$1,103.14	\$1,364.02	\$1,364.02	(\$705.41)
2016	132	Non-Loading Payroll	1070002	Const Work In Prog-Const Ouhd	CONST OH	2016	\$458.82	\$1,300.03	\$26,534.63	\$230.21	\$230.21	\$5,556.67	\$248.58	\$248.58	\$1,715.28	\$152.70	\$233.04	\$1,097.78
2016	132	Non-Loading Payroll	1070003	Const Work In Prog-Const Dist	NA	2016	\$2,530.83	\$3,716.62	\$42,818.22	\$3,124.13	\$3,124.13	\$16,559.88	\$3,373.40	\$3,373.40	\$3,389.03	\$2,849.09	\$3,162.42	(\$34,929.16)
2016	902	Payroll Tax load	1070000	Const Work In Prog-Const Ouhd	CONST OH	2016	\$0.00	\$0.00	\$105.99	\$94.33	\$94.33	\$144.15	\$101.85	\$101.85	\$77.22	\$95.48	\$95.48	(\$46.38)
2016	913	A&G Load	1070000	Const Work In Prog-Const Ouhd	CONST OH	2016	\$0.00	\$0.00	\$242.26	\$215.60	\$215.60	\$329.48	\$322.80	\$232.80	\$176.50	\$218.24	\$218.24	(\$112.87)
2016	902	Payroll Tax load	1070002	Const Work In Prog-Const Ouhd	CONST OH	2016	\$32.12	\$91.00	\$1,837.42	\$16.11	\$16.11	\$389.97	\$17.40	\$17.40	(\$120.07)	\$10.69	\$16.31	(\$776.84)
2016	913	A&G Load	1070002	Const Work In Prog-Const Ouhd	CONST OH	2016	\$73.41	\$208.00	\$4,245.54	\$36.83	\$36.83	\$889.07	\$39.77	\$39.77	\$274.44	\$24.43	\$37.29	(\$1,775.64)
2016	902	Payroll Tax load	1070003	Const Work In Prog-Const Ouhd	CONST OH	2016	\$177.16	\$260.16	\$2,997.28	\$218.69	\$218.69	\$1,159.19	\$236.14	\$236.14	\$237.23	\$199.44	\$221.37	(\$2,445.04)
2016	913	A&G Load	1070003	Const Work In Prog-Const Ouhd	CONST OH	2016	\$404.93	\$594.66	\$6,850.92	\$499.86	\$499.86	\$2,649.58	\$539.74	\$539.74	\$542.24	\$455.85	\$505.99	(\$5,588.67)
2016	132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2016	\$121,514.52	\$191,225.70	\$2,976,363.20	\$184,877.13	\$184,877.13	\$1,075,446.62	\$115,064.71	\$192,460.56	\$96,150.36	\$186,360.01	\$205,058.38	(\$2,019,660.64)
2016	132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	2016	\$534.56	\$1,842.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2016	\$37,781.18	\$52,863.06	\$537,371.01	\$89,800.39	\$89,800.39	\$287,525.61	\$96,965.77	\$96,965.77	\$19,728.77	\$87,136.37	\$91,358.34	(\$421,353.19)
2016	132	Non-Loading Payroll	5280000	Nuc Pwr-Maint Supv and Engrng	ONLN MAINT	2016	\$3,886.06	\$6,391.32	\$23,818.56	\$53,821.81	\$53,821.81	\$1,840,402.02	\$6,288.51	\$6,288.51	\$4,742.00	\$5,372.28	\$6,175.68	(\$33,402.75)
2016	902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2016	\$8,506.02	\$13,385.80	\$208,499.42	\$2,841.40	\$2,841.40	\$75,281.40	\$8,054.53	\$13,472.24	\$6,730.53	\$13,045.20	\$14,354.09	(\$541,376.24)
2016	902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	2016	\$37.42	\$128.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2016	\$2,444.68	\$3,700.41	\$37,615.97	\$6,286.03	\$6,286.03	\$20,126.79	\$6,787.60	\$6,787.60	\$1,381.01	\$6,099.55	\$6,395.08	(\$25,494.72)
2016	902	Payroll Tax load	5280000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2016	\$279.02	\$447.39	\$1,667.30	\$407.67	\$407.67	\$1,288.28	\$440.20	\$440.20	\$331.94	\$376.06	\$432.30	(\$2,338.19)
2016	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	2016	\$40,954.08	\$63,080.65	\$884,938.19	\$70,125.33	\$70,125.33	\$345,344.56	\$54,579.75	\$73,928.71	\$30,155.28	\$66,717.17	\$75,648.10	(\$616,604.15)
Total Plant 2016							\$219,914.81	\$399,236.31	\$4,759,640.03	\$376,045.03	\$376,045.03	\$1,853,155.51	\$294,425.79	\$396,588.31	\$162,635.47	\$373,476.58	\$405,276.13	(\$3,328,710.68)
EPE 2016							\$34,746.54	\$59,599.34	\$752,023.12	\$59,415.11	\$59,415.11	\$292,798.57	\$46,519.27	\$62,660.95	\$25,696.40	\$50,009.30	\$64,033.63	(\$525,146.29)
2017	132	Non-Loading Payroll	1070000	Construction Work In Prog.	NA	2017	\$1,215.88	\$1,246.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	132	Non-Loading Payroll	1070002	Const Work In Prog-Const Ouhd	CONST OH	2017	\$168.39	\$193.31	\$18,728.56	\$84.09	\$84.09	\$442.56	\$84.09	\$84.09	\$130.57	\$827.39	\$84.09	\$979.46
2017	132	Non-Loading Payroll	1070003	Const Work In Prog-Const Dist	NA	2017	\$2,587.71	\$2,631.35	\$27,732.95	\$4,545.67	\$4,535.07	\$5,099.34	\$4,534.13	\$4,534.13	\$4,833.36	\$9,318.41	\$4,551.28	\$7,829.81
2017	902	Payroll Tax load	1070000	Const Work In Prog-Const Ouhd	CONST OH	2017	\$85.11	\$87.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	913	A&G Load	1070000	Const Work In Prog-Const Ouhd	CONST OH	2017	\$194.54	\$199.49	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	902	Payroll Tax load	1070002	Const Work In Prog-Const Ouhd	CONST OH	2017	\$11.79	\$13.53	\$1,311.00	\$5.89	\$5.89	\$31.05	\$5.89	\$5.89	\$9.14	\$57.92	\$5.89	\$68.56
2017	913	A&G Load	1070002	Const Work In Prog-Const Ouhd	CONST OH	2017	\$26.94	\$30.93	\$2,996.57	\$13.45	\$13.45	\$70.97	\$13.45	\$13.45	\$20.89	\$132.38	\$13.45	\$156.71
2017	902	Payroll Tax load	1070003	Const Work In Prog-Const Ouhd	CONST OH	2017	\$181.14	\$184.19	\$1,941.31	\$318.20	\$317.45	\$336.95	\$318.79	\$318.79	\$338.34	\$651.59	\$318.59	\$548.09
2017	913	A&G Load	1070003	Const Work In Prog-Const Ouhd	CONST OH	2017	\$414.03	\$421.02	\$4,437.77	\$727.31	\$725.61	\$815.89	\$728.66	\$728.66	\$773.34	\$1,489.35	\$728.20	\$1,252.77
2017	132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2017	\$111,218.05	\$114,226.66	\$1,442,987.65	\$121,104.77	\$120,454.06	\$3,900,900.61	\$121,435.71	\$121,435.71	\$123,844.22	\$276,875.08	\$98,244.66	\$283,982.49
2017	132	Non-Loading Payroll	5200000	Nuclear Pwr-Stream Expenses	ONLN OPRTN	2017	\$0.00	\$0.00	\$1,315.88	\$1,315.88	\$1,320.04	\$1,325.22	\$1,325.22	\$1,325.22	\$1,475.13	\$1,322.07	\$1,322.07	\$1,342.01
2017	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2017	\$40,396.75	\$41,475.43	\$268,111.16	\$21,266.33	\$21,266.33	\$24,975.41	\$21,266.33	\$21,266.33	\$22,369.08	\$47,839.36	\$21,266.33	\$43,144.18
2017	132	Non-Loading Payroll	5280000	Nuc Pwr-Maint Supv and Engrng	ONLN MAINT	2017	\$4,060.81	\$4,189.97	\$6,477.17	\$6,286.23	\$6,286.23	\$6,888.98	\$6,337.85	\$6,337.85	\$9,953.43	\$10,515.93	\$6,799.42	\$10,812.04
2017	902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2017	\$7,785.26	\$7,995.87	\$136,009.13	\$8,477.33	\$8,438.78	\$10,703.04	\$8,500.50	\$8,500.50	\$9,089.10	\$19,381.26	\$6,882.73	\$19,878.86
2017	902	Payroll Tax load	5200000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	2017	\$0.00	\$0.00	\$92.11	\$92.11	\$92.11	\$106.40	\$92.77	\$92.77	\$103.26	\$92.54	\$92.54	\$107.94
2017	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2017	\$2,827.77	\$2,903.14	\$1,767.78	\$1,488.64	\$1,488.64	\$1,748.28	\$1,488.64	\$1,488.64	\$1,565.84	\$3,348.76	\$1,488.64	\$3,020.09
2017	902	Payroll Tax load	5280000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2017	\$286.36	\$293.30	\$463.40	\$440.04	\$440.04	\$462.23	\$443.65	\$443.65	\$566.74	\$736.12	\$475.96	\$756.84
2017	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	2017	\$40,483.46	\$41,571.42	\$376,011.87	\$39,899.03	\$39,898.72	\$46,434.11	\$39,094.89	\$39,094.89	\$42,546.38	\$97,503.63	\$33,205.24	\$58,265.30
Total Plant 2017							\$211,974.00	\$217,661.71	\$3,008,273.78	\$205,158.97	\$204,356.57	\$254,576.87	\$205,690.61	\$205,690.61	\$223,749.31	\$460,081.78	\$175,559.10	\$462,346.36
EPE 2017							\$33,491.89	\$34,930.55	\$475,307.26	\$32,415.12	\$32,288.34	\$40,229.15	\$32,499.12	\$32,499.12	\$35,362.39	\$72,692.92	\$27,738.34	\$73,050.72
2018	132	Non-Loading Payroll	1070002	Const Work In Prog-Const Ouhd	CONST OH	2018	\$84.09	(\$365.48)	\$6,171.25	\$138.32	\$138.32	\$430.99	\$139.64	\$139.64	\$468.92	\$137.25	\$137.25	\$1,235.39
2018	132	Non-Loading Payroll	1070003	Const Work In Prog-Const Dist	NA	2018	\$4,275.45	\$2,449.22	\$16,851.28	\$4,338.70	\$4,338.70	\$4,626.19	\$4,362.66	\$4,362.66	\$5,826.74	\$4,355.47	\$4,580.12	\$5,018.74
2018	902	Payroll Tax load	1070000	Const Work In Prog-Const Ouhd	CONST OH	2018	\$5.89	(\$25.38)	\$431.99	\$9.68	\$9.68	\$30.17	\$9.77	\$9.77	\$32.82	\$9.61	\$9.61	\$86.48
2018	913	A&G Load	1070000	Const Work In Prog-Const Ouhd	CONST OH	2018	\$13.45	(\$58.48)	\$887.40	\$22.13	\$22.13	\$68.96	\$22.34	\$22.34	\$75.03	\$21.96	\$21.96	\$197.66
2018	902	Payroll Tax load	1070002	Const Work In Prog-Const Ouhd	CONST OH	2018	\$299.28	\$171.45	\$1,179.59	\$305.11	\$305.11	\$323.83	\$305.39	\$305.39	\$407.87	\$304.88	\$300.68	\$334.31
2018	913	A&G Load	1070002	Const Work In Prog-Const Ouhd	CONST OH	2018	\$684.07	\$391.88	\$2,696.20	\$697.39	\$697.39	\$997.39	\$698.03	\$698.03	\$932.28	\$696.88	\$732.82	\$903.00
2018	132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2018	\$103,422.25	\$33,250.43	\$1,688,856.23	\$128,678.44	(\$1,974,207.35)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	2018	\$0.00	\$0.00	\$51,835.21	\$2,569.24	(\$54,434.45)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	132	Non-Loading Payroll	5200000	Nuclear Pwr-Stream Expenses	ONLN OPRTN	2018	\$1,325.33	\$822.59	\$2,758.88	\$2,606.25	(\$7,513.05)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2018	\$14,171.07	\$2,236.14	\$628,353.43	\$8,031.54	\$2,186,843.32	\$168,547.92	\$14					

Year	Resource Category	Resource Category Description	Account	Account Description	Sub Budget	Fiscal Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2016	132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2016	\$121,514.52	\$191,225.70	\$2,978,563.20	\$184,877.13	\$184,877.13	\$1,075,448.62	\$115,064.71	\$192,460.56	\$96,150.36	\$186,360.01	\$205,058.38	(\$2,019,660.64)
2016	132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	2016	\$534.56	\$1,842.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2016	\$37,781.18	\$52,863.06	\$537,371.01	\$89,800.39	\$89,800.39	\$287,525.61	\$96,965.77	\$96,965.77	\$19,728.77	\$87,136.37	\$91,358.34	(\$421,353.19)
2016	132	Non-Loading Payroll	5280000	Nuc Pwr-Maint Supv and Engrng	ONLN MAINT	2016	\$3,986.06	\$6,391.32	\$23,818.56	\$5,823.81	\$5,823.81	\$18,404.02	\$6,288.51	\$6,288.51	\$4,742.00	\$5,372.28	\$6,175.68	(\$33,402.75)
2016	902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2016	\$8,506.02	\$13,385.80	\$208,499.42	\$12,941.40	\$12,941.40	\$75,281.40	\$8,054.53	\$13,472.24	\$6,730.53	\$13,045.20	\$14,354.09	(\$141,376.24)
2016	902	Payroll Tax load	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	2016	\$37.42	\$128.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2016	\$2,644.68	\$3,700.41	\$37,615.97	\$6,286.03	\$6,286.03	\$20,126.79	\$6,787.60	\$6,787.60	\$1,381.01	\$6,099.55	\$6,395.08	(\$29,494.72)
2016	902	Payroll Tax load	5280000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2016	\$279.02	\$447.39	\$1,667.30	\$407.67	\$407.67	\$1,288.28	\$440.20	\$440.20	\$331.94	\$376.06	\$432.30	(\$2,338.19)
2016	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	2016	\$40,954.08	\$63,080.65	\$884,938.19	\$70,125.33	\$70,125.33	\$345,344.56	\$54,579.75	\$73,928.71	\$30,155.28	\$69,717.17	\$75,648.10	(\$618,604.15)
Total Plant 2016							\$216,237.54	\$333,065.83	\$4,672,473.66	\$370,261.76	\$370,261.76	\$1,823,419.29	\$288,181.07	\$390,343.59	\$159,219.89	\$368,106.63	\$399,421.97	(\$3,266,229.89)
EPE 2016							\$34,165.53	\$52,624.40	\$738,250.84	\$58,501.36	\$58,501.36	\$288,100.25	\$45,532.61	\$61,674.29	\$25,156.74	\$58,160.85	\$63,108.67	(\$516,064.32)
2017	132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2017	\$111,218.05	\$114,226.66	\$1,942,987.61	\$121,104.77	\$120,554.06	\$152,900.61	\$121,435.71	\$121,435.71	\$129,844.22	\$276,875.08	\$98,324.66	\$283,983.69
2017	132	Non-Loading Payroll	5200000	Nuclear Pwr-Steam Expenses	ONLN OPRTN	2017	\$0.00	\$0.00	\$1,315.88	\$1,315.88	\$1,315.88	\$1,520.04	\$1,325.22	\$1,325.22	\$1,475.13	\$1,322.07	\$1,322.07	\$1,542.01
2017	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2017	\$40,396.75	\$41,473.43	\$268,111.16	\$21,266.33	\$21,266.33	\$24,975.41	\$21,266.33	\$21,266.33	\$22,369.08	\$47,839.36	\$21,266.33	\$43,144.18
2017	132	Non-Loading Payroll	5280000	Nuc Pwr-Maint Supv and Engrng	ONLN MAINT	2017	\$4,090.81	\$4,189.97	\$6,477.17	\$6,286.23	\$6,243.43	\$6,888.98	\$6,337.85	\$6,337.85	\$9,953.43	\$10,515.93	\$6,799.42	\$10,812.04
2017	902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2017	\$7,785.26	\$7,995.87	\$136,009.13	\$8,477.33	\$8,438.78	\$10,703.04	\$8,500.50	\$8,500.50	\$9,089.10	\$19,381.26	\$6,882.73	\$19,878.86
2017	902	Payroll Tax load	5200000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	2017	\$0.00	\$0.00	\$92.11	\$92.11	\$92.11	\$106.40	\$92.77	\$103.26	\$92.54	\$92.54	\$107.94	\$107.94
2017	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2017	\$2,827.77	\$2,903.14	\$18,767.78	\$1,488.64	\$1,488.64	\$1,748.28	\$1,488.64	\$1,488.64	\$1,565.84	\$3,348.76	\$1,488.64	\$3,020.09
2017	902	Payroll Tax load	5280000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2017	\$286.36	\$293.30	\$453.40	\$440.04	\$437.04	\$482.23	\$443.65	\$443.65	\$696.74	\$736.12	\$475.96	\$756.84
2017	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	2017	\$40,483.46	\$41,571.42	\$576,911.87	\$38,993.03	\$38,838.72	\$48,434.11	\$39,094.93	\$39,094.93	\$42,546.88	\$87,503.63	\$33,205.24	\$88,265.30
Total Plant 2017							\$207,088.46	\$212,653.78	\$2,951,126.12	\$199,464.37	\$198,675.00	\$247,759.10	\$199,985.60	\$199,985.60	\$217,643.67	\$447,614.75	\$169,857.60	\$451,510.95
EPE 2017							\$32,719.98	\$33,599.30	\$466,277.93	\$31,515.37	\$31,390.65	\$39,145.94	\$31,597.72	\$31,597.72	\$34,387.70	\$70,723.13	\$26,837.50	\$71,338.73
2018	132	Non-Loading Payroll	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2018	\$103,422.25	\$53,250.43	\$1,688,856.23	\$128,678.44	(\$1,974,207.35)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	132	Non-Loading Payroll	5190000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	2018	\$0.00	\$0.00	\$51,835.21	\$2,599.24	(\$54,434.45)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	132	Non-Loading Payroll	5200000	Nuclear Pwr-Steam Expenses	ONLN OPRTN	2018	\$1,325.33	\$822.59	\$2,758.88	\$2,606.25	(\$7,513.05)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2018	\$14,171.07	\$2,236.14	\$628,353.43	\$8,031.54	\$2,188,843.32	\$168,547.92	\$142,051.43	\$142,051.43	\$233,680.01	\$141,804.43	\$144,387.90	\$233,926.12
2018	132	Non-Loading Payroll	5280000	Nuc Pwr-Maint Supv and Engrng	ONLN MAINT	2018	\$6,020.91	\$4,752.09	\$0.00	\$0.00	(\$10,773.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	902	Payroll Tax load	5170000	Nuclear Power-Supv and Engrng	ONLN OPRTN	2018	\$7,239.56	\$3,727.53	\$118,219.94	\$9,007.49	(\$138,194.51)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	902	Payroll Tax load	5200000	Nuclear Pwr-Coolants and Water	ONLN OPRTN	2018	\$0.00	\$0.00	\$3,628.46	\$181.95	(\$3,810.41)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2018	\$92.77	\$57.58	\$193.12	\$182.44	(\$525.91)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	902	Payroll Tax load	5280000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2018	\$991.97	\$156.53	\$43,984.74	\$562.21	\$153,219.03	\$11,798.35	\$9,943.60	\$9,943.60	\$16,357.60	\$9,926.31	\$10,107.15	\$16,374.83
2018	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	2018	\$32,484.29	\$15,875.93	\$616,668.98	\$36,898.02	\$36,898.02	\$43,822.46	\$36,933.37	\$36,933.37	\$60,756.80	\$36,869.15	\$37,540.85	\$60,820.79
Total Plant 2018							\$165,748.15	\$80,878.82	\$3,154,498.99	\$188,747.58	\$189,501.69	\$224,168.73	\$188,928.40	\$188,928.40	\$310,794.41	\$188,599.89	\$192,035.91	\$311,121.74
EPE 2018							\$26,188.21	\$12,778.85	\$498,410.84	\$29,822.12	\$29,941.27	\$35,418.66	\$29,850.69	\$29,850.69	\$49,105.52	\$29,798.78	\$30,341.67	\$49,157.23
2019	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2019	\$112,190.24	\$142,390.64	\$2,810,486.80	(\$19,647.17)	\$112,205.88	\$114,802.89	\$111,812.55	\$111,812.56	\$253,365.07	\$228,556.77	\$112,243.52	\$59,583.99
2019	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2019	\$7,853.32	\$9,967.34	\$196,734.08	(\$1,375.30)	\$7,854.41	\$8,036.20	\$7,826.88	\$7,826.88	\$17,735.55	\$15,998.97	\$7,857.05	\$4,170.88
2019	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	2019	\$29,169.46	\$37,021.57	\$730,726.57	(\$5,108.26)	\$29,173.53	\$29,848.75	\$29,071.26	\$29,071.27	\$65,874.92	\$59,424.76	\$29,183.32	\$15,491.84
Total Plant 2019							\$149,213.02	\$189,379.55	\$3,737,947.44	(\$26,130.74)	\$149,233.82	\$152,687.84	\$148,710.69	\$148,710.70	\$336,975.54	\$303,980.50	\$149,283.88	\$79,246.71
EPE 2019							\$23,575.66	\$29,921.97	\$590,595.70	(\$4,128.66)	\$23,578.94	\$24,124.68	\$23,496.29	\$23,496.29	\$53,242.14	\$48,028.92	\$23,586.85	\$12,520.98
2020	132	Non-Loading Payroll	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2020	\$85,657.01	\$154,992.75	\$2,821,212.10	(\$28,311.36)	\$125,351.44	\$73,370.27	\$124,011.67	\$122,257.81	\$152,247.25	\$123,322.91	\$486,255.83	\$478,875.03
2020	902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	2020	\$5,995.99	\$10,849.49	\$197,484.85	(\$1,981.80)	\$8,774.60	\$5,135.92	\$8,680.82	\$8,558.05	\$10,657.31	\$8,632.60	\$34,037.91	\$33,521.25
2020	913	A&G Load	9302000	Misc General Expenses	ONLN OPRTN	2020	\$23,127.39	\$41,848.04	\$761,727.27	(\$7,644.07)	\$33,844.89	\$19,809.97	\$33,483.15	\$33,009.61	\$41,106.76	\$33,297.19	\$131,289.07	\$129,296.26
Total Plant 2020							\$114,780.39	\$207,690.29	\$3,780,424.21	(\$37,937.22)	\$167,970.93	\$98,316.16	\$166,175.64	\$163,825.47	\$204,011.32	\$165,252.70	\$651,582.81	\$641,692.54
EPE 2020							\$18,135.30	\$32,815.07	\$597,307.03	(\$5,994.08)	\$26,539.41	\$15,533.95	\$26,255.75	\$25,884.42	\$32,233.79	\$26,109.93	\$102,950.08	\$101,387.42

Resource Category	Resource Category Description	Account	Account Description	Sub Budget	2020
902	Payroll Tax load	1070002	Const Work in Prog-Const Ovhd	CONST OH	\$2,047.99
902	Payroll Tax load	1070003	Const Work in Prog-Const Ovhd	CONST OH	\$6,274.16
				Total Plant Capital	\$8,322.15
				EPE Capital	\$1,314.90
902	Payroll Tax load	5240000	Nuclear Power-Misc Nuclear Pwr	ONLN OPRTN	\$330,346.99
				Total Plant O&M	\$330,346.99
				EPE O&M	\$52,194.82

EL PASO ELECTRIC COMPANY

SOAH Docket No. 473-21-2606

PUC Docket No. 52195

CEP's 10th, Q. No. CEP 10-19

Attachments 1 to 5

Page 1 of 1

PUBLIC

CEP 10-19 Attachments 1 to 5 are CONFIDENTIAL or HIGHLY SENSITIVE PROTECTED MATERIALS attachments.

SOAH DOCKET NO. 473-21-2606
PUC DOCKET NO. 52195

APPLICATION OF EL PASO	§	BEFORE THE STATE OFFICE
ELECTRIC COMPANY TO CHANGE	§	OF
RATES	§	ADMINISTRATIVE HEARINGS

EL PASO ELECTRIC COMPANY'S RESPONSE TO
CITY OF EL PASO'S TENTH REQUEST FOR INFORMATION
QUESTION NOS. CEP 10-1 THROUGH CEP 10-20

CEP 10-20:

Palo Verde: To what extent is the payment of incentive compensation to employees at the discretion of Palo Verde's management or management of the operator's parent company?

RESPONSE:

The Human Resources Committee of the Pinnacle West Board of Directors has the sole discretionary authority to interpret, apply and administer the plan and to amend or terminate the plan at any time. The Human Resources Committee of the Board of Directors may adjust plan targets or incentive results and may make other changes to the plan deemed necessary or appropriate due to unanticipated events that arise during the performance period or unusual or nonrecurring adjustments on actual earnings that arise during the performance period, including without limitation, ACC rate-related impacts on earnings. El Paso Electric Company made no adjustments to incentive compensation in its adjusted cost of service.

Preparer: Victor Martinez

Title: Manager – Resource Planning, Resource
Management Regulatory & Quality
Assurance

Sponsor: Todd A. Horton

Title: Senior Vice President –Site Operations
(Palo Verde Generating Station)

SOAH DOCKET NO. 473-21-2606
DOCKET NO. 52195

APPLICATION OF EL PASO	§	BEFORE THE STATE OFFICE
ELECTRIC COMPANY TO	§	OF
CHANGE RATES	§	ADMINISTRATIVE HEARINGS

CONFIDENTIALITY STATEMENT UNDER
SECTION 4 OF THE PROTECTIVE ORDER

The undersigned attorney for El Paso Electric Company (EPE) submits this statement under the section 4 of the Protective Order entered in this case. Material provided in the response to CEP 10-8, Attachment 2 and CEP 10-19, Attachments 1 through 5 is exempt from public disclosure pursuant to sections 552.101 and 552.110 of the Public Information Act (PIA). The responses contain information on business operations and financial information that is commercially sensitive and not otherwise readily available to the public. The undersigned counsel for EPE has reviewed the information described above sufficiently to state in good faith that the information is exempt from disclosure under the PIA and merits the confidential designation given to it.

Respectfully Submitted,

Matthew K. Behrens
State Bar No. 24069356
Senior Attorney
matthew.behrens@epelectric.com
El Paso Electric Company
100 N. Stanton
El Paso, Texas 79901
(915) 543-5882
(915) 521-4412 (fax)
Bret J. Slocum
State Bar No. 18508200
bslocum@dwmrlaw.com
Casey Bell
State Bar No. 24012271
cbell@dwmrlaw.com
Laura B. Kennedy
State Bar No. 24041234

lkennedy@dwmrlaw.com
Duggins Wren Mann & Romero, LLP
P.O. Box 1149
Austin, Texas 78767
(512) 744-9300
(512) 744-9399 (fax)

By: 
Matthew K. Behrens

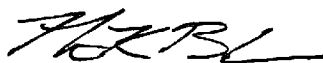
**ATTORNEYS FOR EL PASO ELECTRIC
COMPANY**

CERTIFICATE OF SERVICE

I certify that a true and correct copy of this document was served by email on all parties of record on September 16, 2021.



Matthew K. Behrens



Matthew K. Behrens
State Bar No. 24069356
Senior Attorney
matthew.behrens@epelectric.com
El Paso Electric Company
P.O. Box 982
El Paso, Texas 79960
Telephone: (915) 543-5882
Facsimile: (915) 521-4747

The following files are not convertible:

CEP 10-08_Attachment 01.xlsx
CEP 10-18_Attachment 06.xlsx
CEP 10-18_Attachment 07.xlsx
CEP 10-19_Attachment 06.xlsx

Please see the ZIP file for this Filing on the PUC Interchange in order to access these files.

Contact centralrecords@puc.texas.gov if you have any questions.