Date Filed: October 23, 2026

Witness: Marianne H. Eichler and Erin M. Travassos
Request from: Public Utilities Regulatory Authority

Question:

(HEADCOUNT MOVEMENT) Application, Sch. G-2.14; Interrog. Resp. OCC-042, Att. 1; Decision, Apr. 18, 2018, Docket No. 17-10-46, Application of The Connecticut Light and Power Company d/b/a Eversource Energy to Amend its Rate Schedules (17-10-46 Decision), Order No. 8. Regarding CL&P and EESCO headcount and the movement of positions between them:

a. Provide an exhibit that shows full-time equivalents by organization, as presented on Schedule G-2.14, for CL&P and for EESCO at the end of each quarter of calendar years 2021 through 2025 and on June 30, 2026.
b. Identify each function transferred from CL&P to EESCO or to an affiliate since January 1, 2018, and each position moved from a CL&P cost center to an EESCO cost center between December 31, 2025, and June 30, 2026, during which CL&P distribution full-time equivalents fell from 1,417 to 1,401 and EESCO rose from 4,493 to 4,568 according to the responses to OCC-322 and OCC-325. For each function transferred and each CL&P cost center from which positions were moved, state the number of positions, the date, the annual cost before and after transfer, the allocation percentage now applied to CL&P, and the schedule and line on which the allocated cost appears.
c. Reconcile the 1,266 CL&P positions used in the 2018 Rate Settlement to the 1,554 full-time equivalents on Schedule G-2.14. State the number of transmission full-time equivalents included in the 1,554 on Schedule G-2.14 and reconcile the remainder to the 1,447 total and 1,417 filled distribution positions in the response to OCC-322.
d. Explain the staff reductions on Schedule G-2.14 in Fleet Operations from 77 to 24 positions, in Training and Compliance from 95 to 51, and in Customer Operations from 30 to 8. Identify the offsetting cost for each and the schedule and line on which it appears.

Response:

a. Please refer to RRU-049, Attachment 1, for full-time equivalents by organization, as presented on Schedule G-2.14, for CL&P and for EESCO at the end of each quarter of calendar years 2021 through 2025 and on June 30, 2026.

b. Please refer to RRU-049, Attachment 2.
As reflected in RRU-049, Attachment 2, two functions with a total of five (5) positions were transferred from CL&P to EESCO. An additional 62 positions were transferred from

CL&P to EESCO or another affiliate during the period identified; these changes did not impact cost of service.

The change in reported full-time equivalents between December 31, 2025, and June 30, 2026, is primarily attributable to routine workforce activity, including normal attrition, hiring, and employee movement among affiliates. Accordingly, the decrease in CL&P headcount and increase in EESCO headcount over this period does not reflect the transfer of positions from CL&P cost centers to EESCO cost centers.

c. Please refer to RRU-049, Attachment 3, for a reconciliation of positions between 2018 and 2025. The number of transmission full-time equivalents in 2025 is 137; these are indicated in column D on RRU-049, Attachment 3.

d. The headcount shifts reflected in G-2.14 were primarily the result of organizational design changes rather than staff reductions. More specifically, the company made an organizational design change at the end of 2024 to drive standardization and efficiency within Operations that affected Fleet and Training and Compliance as follows:

- A total of 53 Fleet employees were transferred, with 46 employees transferred to the Service Company in a change from state-based support to discipline-based support. An additional four employees remained within CL&P, with two transferring to Transmission and two transferring to Material Logistics. The remaining 3 employees separated through normal attrition.

- Training and Compliance staffing changes reflect the progression of apprentices into field operations positions, including 41 transfers to CL&P Electric Field Operations, two to WMECO Electric Field Operations, and one to Station Operations.

Additionally, at the end of 2024, 22 Customer Operations employees were transferred to a Meter Operations area through an organizational redesign within the Customer Operations & Digital Strategy area; these employees all remained with CL&P.

It should be noted that none of the changes discussed in (d) impacted cost of service.