

Portland General Electric
Labor Loading Rates

Updated: 1/20/2023
CONFIDENTIAL

		10/15/2019	2/10/2020		10/19/2020	3/1/2021	1/20/2022		4/28/2021	11/30/2021	1/18/2023	10/31/2022	1/20/2023	11/30/2022	
CE		2020 BOD Budget	2020 Budget	2020 Final	2021 BOD Budget	2021 Base Budget	2021 Final		2022 GRC	2022 Budget	2022 Final	2023 BOD Budget	2023 Base Budget	2024 GRC	
Pension Service Cost [2], [3]	5101	6.62%	6.61%	6.62%	7.29%	7.29%	7.62%		6.71%	6.04%	5.96%	3.34%	3.51%	3.21%	
Employee Support	5102	1.20%	1.19%	0.97%	1.07%	1.25%	0.75%		1.22%	1.03%	0.77%	0.74%	0.91%	0.75%	
Incentives (PGE Only) [6]	5103	4.38%	4.38%	4.98%	4.11%	4.17%	5.53%		4.16%	5.48%	5.80%	5.27%	5.63%	5.41%	
Vacation (PTO)	5104	17.12%	17.15%	16.67%	17.95%	17.88%	17.07%		17.76%	17.18%	17.49%	17.13%	17.93%	18.04%	
Employee Benefits	5105	29.92%	29.87%	30.62%	32.06%	32.09%	30.06%		32.40%	29.54%	29.90%	28.14%	29.54%	32.21%	
Payroll Taxes	5106	9.36%	9.35%	9.97%	9.28%	10.28%	10.87%		10.14%	10.40%	10.86%	10.67%	11.19%	11.37%	
PGE I&D (PGE Only)	5107	5.15%	5.15%	5.06%	13.24%	10.47%	5.55%		7.25%	6.73%	6.05%	6.19%	6.57%	6.64%	
Other Post-Employment Benefits (OPEB) Service Cost	5112	0.74%	0.74%	0.63%	0.74%	0.74%	0.76%		0.73%	0.44%	0.46%	0.28%	0.29%	0.29%	
Other Post-Employment Benefits (OPEB) Non-Service Cost	5117	0.27%	0.27%	0.01%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.39%	0.01%	0.38%	
Net Periodic Pension Cost [3], [4]	5108	See [7]	See [7]	See [7]	See [7]	See [7]	See [7]		See [7]	See [7]	See [7]	See [7]	See [7]	See [7]	
Pension Svc Cost Net of CE 5101 PSC (PGE only)	5111	6.58%	6.57%	6.50%	6.94%	7.28%	7.52%		6.70%	6.03%	5.87%	3.24%	3.50%	3.11%	
Pension Non-Service Cost	5118	4.01%	4.01%	1.57%	1.99%	2.12%	1.40%		0.34%	-2.04%	-1.54%	-2.63%	-2.88%	-2.45%	
All Labor Loadings (for PGE-only facilities, excludes CE 5101)		78.73%	78.67%	76.98%	87.40%	86.28%	79.51%		80.70%	74.79%	75.65%	69.43%	72.70%	75.74%	
All Labor Loadings (for co-owned facilities, excludes CE 5108)		74.76%	74.71%	75.53%	85.75%	84.17%	78.21%		80.37%	76.85%	77.28%	72.16%	75.59%	78.29%	
Projects & O&M w/ Union Labor or PAD/DOSE (excludes CE 5101)		78.73%	78.67%	76.98%	87.40%	86.28%	79.51%		80.70%	74.79%	75.65%	69.43%	72.70%	75.74%	
Above w/ Removal of PTO Loading (if using with annual salary)		61.61%	61.53%	60.31%	69.45%	68.40%	62.44%		62.94%	57.61%	58.16%	52.29%	54.77%	57.70%	
General Calculations (No Capital, PAD, DOSE) (excludes CEs 5101, 5107)		73.58%	73.53%	71.92%	74.16%	75.81%	73.96%		73.45%	68.06%	69.60%	63.24%	66.13%	69.10%	
Above w/ Removal of PTO Loading (if using with annual salary)		56.46%	56.38%	55.25%	56.21%	57.93%	56.89%		55.69%	50.87%	52.11%	46.11%	48.20%	51.06%	
Product Loadings (excludes CEs 5107, 5108)		69.61%	69.56%	70.47%	72.51%	73.70%	72.66%		73.12%	70.11%	71.23%	65.97%	69.02%	71.65%	
Above w/ Removal of PTO Loading (if using with annual salary)		52.49%	52.41%	53.80%	54.57%	55.82%	55.59%		55.36%	52.93%	53.74%	48.84%	51.09%	53.61%	

[2] Pension Service Cost posts to co-owners, billing accounts 1860001 & 1860039 only, and non-utility accounts without service provider AWO's.
[3] For external billing purposes, use ~~Net Periodic Pension Service Cost~~ for calculating billing rates and fully loaded labor costs. ~~For rate calculations involving Non-Utility accounts, use the higher of Pension Service Cost or Net Periodic Pension Cost.~~ (updated 12/30/14 to be consistent with APPD's. cdf)
[4] NPPC posts to non-co-owner accounts: all balance sheet accts except 1860001 and 1860039, all income stmt accts with service provider AWO's.
[6] Effective 1/1/2015, the incentive loading no longer includes the incentive related to the financial portion, i.e. "EPS", of the calculation.
[7] Effective in 2018, the former CE 5108 Net Periodic Pension Cost loading was split between Service Cost (net of CE 5101 co-owner allocation) and Non-Service Cost per ASCxxxxx. See CEs 5111 & 5118 above.

Loading Description	GL Journal Category	Source Cost Elements	Source Cost Elements		Account
		1101-1103 5501-5503	1101-1103 1201-1202 1401-1403 1501, 1601 5501-5510	Allocation	Offset
Corporate Incentives	LL_INCENTIVES	Yes		5103	9220003
Employee Benefits	LL_EMP_BENEFITS	Yes		5105	9260015
Employee Support	LL_EMP_SUPPORT	Yes		5102	9220002
Injuries & Damages	LL_INJURIES_DAMAGES		Yes; excl A&G / Office labor	5107	9250004
Net Periodic Pension Cost – Non-Service Cost	LL_PENS_NON_SVC_COST	Yes		5118	9260027
Net Periodic Pension Cost – Service Cost	LL_PENS_SVC_COST_PGE	Yes		5111	9260026
Other Post-Employment Benefits – Non-Service Cost	LL_OPEB_NON_SVC_COST	Yes		5117	9260037
Other Post-Employment Benefits – Service Cost	LL_OPEB_SVC_COST	Yes		5112	9260036
Paid Time Off	LL_PTO	Yes		5104	1840017
Payroll Taxes	LL_PAYROLL_TAXES		Yes	5106	4081009
Pension Service Cost	LL_PENS_SVC_COST	Yes		5101	9260024

Portland General Electric
Labor Loadings

Updated: 12/31/2014 **NEEDS UPDATING**
I&D: Added source labor criteria; corrected rpt to include 5510 (prev. only showed 5501-5509) - no change to allocation.

New CE	Offset Acct	Offset CE	Loading Description	Labor CE's Used in Allocation	Loadings Allocated to		
					PGE	Co-Owners	Hydro Projects Maintained by PGE (OU's 94xxx, 95xxx)
5101	9260024	5498	Pension Service Cost	1101-1103 5501-5503	Bal Sheet: Billing accts 1860001 & 1860039; I/S: Non-utility accts without Service Provider AWO's.	Bal Sheet: calculations based on capital labor are booked to 9260024; I/S: 9260024 and accts with Service Provider AWO's.	Bal Sheet: calculations based on capital labor are booked to 9260024; I/S: 9260024.
5102	9210016	5498	Employee Support	1101-1103 5501-5503	Bal Sheet: all accts except 1860002 CS Billing; I/S: utility accts with Service Provider AWO's & non-utility accts.	Not allocated to Coy Springs 2. For all others - Bal Sheet: all accounts; I/S: 9210016 and accts with Service Provider AWO's.	Bal Sheet: all accounts; I/S: 9210016.
5103	9200017	5498	Incentives (PGE, Trojan, Hydros Only)	1101-1103 5501-5503	Bal Sheet: all accts; I/S: utility accts with Service Provider AWO's & non-utility accts.	Allocated to Trojan Only - Bal sheet accounts only.	Bal Sheet: all accounts; I/S: 9210017.
5104	9260012	5498	Vacation (PTO)	1101-1103 5501-5503	All accounts	All accounts	All accounts
5105	9260015	5498	Employee Benefits	1101-1103 5501-5503	Bal Sheet: all accts; I/S: utility accts with Service Provider AWO's & non-utility accts.	Bal Sheet: all accounts; I/S: 9260015 and accts with Service Provider AWO's.	Bal Sheet: all accounts; I/S: 9210015.
5106	4081009	5498	Payroll Taxes	1101-1103 1201,1202 1401-1403 1501 1601 5501-5510	Bal Sheet: all accts; I/S: utility accts with Service Provider AWO's & non-utility accts.	Bal Sheet: all accounts; I/S: 4081009 and accts with Service Provider AWO's.	Bal Sheet: all accounts; I/S: 4081009.
5107	9250004 (formerly 9250001 in 2011/mid-2012)	5498	PGE I&D (PGE & Hydros Only) <i>(source labor base excludes RCLCAG, OU 16100 Coy Springs Unit 1, 1840002 Helicopter, 1840004 IT Svc Prov, 1840006 Print Svcs, Svc Prov AWO's, accts 9xxxxxx, 1430001-1469999, & non-utility 4150000-4266000)</i>	1101-1103 1201,1202 1401-1403 1501 1601 5501-5510	Posts only to balance sheet except for accounts 1070003, 1840001- 1849999, 1430001- 1469999.	Not included in allocation.	Bal Sheet: all accounts; I/S: 9250004.
5108	9260025	5498	Net Periodic Pension Cost (PGE Only - OU's starting with "1" excl. 16100 CS Unit 1)	1101-1103 5501-5503	Bal Sheet: all accts except 1860001 & 1860039; I/S: utility & non-utility accts with Service Provider AWO's only.	Not included in allocation.	Not included in allocation.

Note: Labor in income statement accounts with the following AWO's receive loadings:
Service Provider:
7000000151 Service Provider
7000000154 Service Provider
7000000383 Service Provider
7000000384 Service Provider
7000000546 Service Provider
7000000770 Service Provider
7000000667 Trojan - ISFSI Ops (only used with Decommissioning accounts)

**Note: Effective 4/1/2011, allocations will be calculated on a YTD basis in PowerPlant.
Rates will not be available until year-end close.**
5/27/14: Removed high-time & premium time CE's 1201,1202 and related 5503 & 5504 (allocated labor CE's) from most loadings. Differential portion of wages posted to CE 12xx, which should be treated like overtime for loading purposes.