

OPEB

O&M Program Financial Summary

Expense Category	2010/11 Actual	2011/12 Budget	2012/13 Budget	2013/14 Proposed	2011/12 vs 2012/13	2012/13 vs 2013/14
Benefits	0	0	5,000,000	10,000,000	5,000,000	5,000,000
% Change	—	—	NA	100.0%	—	—

Note – Totals may not foot due to rounding

Reasons for Changes

2011/12 vs 2012/13:

Salaries and Benefits – Reflects merit increases for qualified employees, and anticipated increases in employee benefits costs, primarily medical insurance.

2012/13 vs 2013/14:

Salaries and Benefits – Reflects merit increases for qualified employees with associated benefits costs, partially offset by an increase in capital work associated with resuming upgrades of the Oracle financial system.