

**Ameren Missouri
 Response to Unions Data Request
 MPSC Case No. ER-2011-0028
 In the Matter of Union Electric Company d/b/a AmerenUE for Authority to File
 Tariffs Increasing Rates for Electric Service Provided to Customers in the
 Company's Missouri Service Area**

Data Request No.: Union 9-Sherrie Schroder

Separately by bargaining unit classification, summarize the training provided by Ameren Missouri, or required by Ameren Missouri, to its employees, indicating the current years of required training to reach journeyman status; the current years of additional on-the-job experience necessary to become a crew lead; the current cost of training in terms of staff compensation, training equipment, and lost time; and the current attrition rate.

RESPONSE

**Prepared By: Gary Weisenborn
 Title: Manager
 Date: December 23, 2010**

Listed below are the Ameren Missouri and Local 148 mutually agreed upon timelines for apprentice to journeyman status. These timelines have class room, instructor lead performance training and skilled craft on the job training built in. Once these timelines are completed no additional on the job training is required. At this time a crew lead position is not utilized.

TERM OF APPRENTICESHIP	MONTHS	HOURS
Certified Repairman Apprentice	42	7,000
Repairman Apprentice	30	5,000
Electrical Repairman Apprentice	30	5,000
Machinist Repairman Apprentice	30	5,000
POE - Electrical Repairman Apprentice	30	5,000
POE – Machinist Repairman Apprentice	30	5,000
POE – Repairman Apprentice	30	5,000
Master Technician Apprentice	30	5,000

The current cost of training in terms of staff compensation:
 Annual management compensation including benefits: \$2,421,831.70

- Management Staff:
- 3 Technician Training Supervisors
 - 3 Electrician Training Supervisors
 - 3 Repairmen Training Supervisors
 - 2 Machinist Training Supervisors
 - 2 Operations Training Supervisors
 - 1 Training Facility Supervisor

- 1 Training Personnel Administrator
- 1 General Supervisor of Training
- 1 Superintendent of Training

Local 1455 Training Records Clerk annual salary with benefits = \$75,819.74

Temporary Staff:

10 temp employees were utilized in 2010 approx comp to date: 12/21/2010 = \$277,993.00

148 Journeymen logged approximately 5,849 hrs upgraded as instructional aids in 2010

Approximate hour and cost listed below:

- 440 Hrs Certified Repairmen = \$26663.56
- 1,489 Hrs Repairmen = \$86,024.13
- 1,040 Hrs Machinist = \$60,084.02
- 2,400 Hrs Electrician = \$138,655.44
- 480 Hrs Master Technicians = \$30,772.89
- (Dollar amounts include benefits)

Training equipment, and lost time, and current attrition rate:

The POSTC O&M budget, not including labor, for 2010 = \$1,263,920.00

The POSTC Capital budget for 2010 = \$797,000.00 of which \$200,000.00 is rate case funded

Lost time: No lost time documented in 2010

Attrition Rate Data
 Provided by Betsy Finnegan
 Supervisor, Workforce Planning and Development
 12/23/2010

	702 Physical (BA)	702 Clerical (CA)	2 (FA)	1439 (IA)	1455 (JA/JB)	148 (OA)	1455 West (TA/TB)	1439 South (WA)
Attrition rate 2010	6.65%	0.00%	5.41%	4.40%	2.76%	5.22%	5.98%	12.31%

The attrition rate is for 2010 only and is calculated based on the average number of employees in each union code (e.g., BA, CA, FA, etc.) from January 2010-November 2010 and the number of exits from 1/1/2010 through 11/30/2010.