



**CPS ENERGY  
SOURCES OF REVENUE  
FY2012 - FY2024**

<b>Sources of Revenue</b>													
<i>Fiscal Year</i>	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
<b>Retail Electric</b>													
Residential	\$903.5	\$851.7	\$912.2	\$970.4	\$1,012.4	\$1,015.0	\$1,058.2	\$1,096.9	\$1,068.7	\$1,105.4	\$1,251.5	\$1,359.5	\$1,410.5
Commercial and industrial	696.7	684.8	739.9	765.0	805.6	831.7	867.0	884.0	854.6	834.7	842.5	936.2	969.7
Public authorities	189.8	183.3	197.6	204.2	213.0	220.9	229.6	229.5	219.3	209.0	210.6	234.1	242.4
Sales for resale	28.6	28.5	30.7	31.8	32.6	32.4	28.0	27.2	21.5	20.6	0.0	0.0	0.0
Street lighting and ANSL	16.9	19.6	19.5	20.3	20.8	21.1	21.9	22.2	22.1	22.5	23.4	25.3	25.7
Other	10.8	9.5	14.8	11.7	13.7	17.8	16.8	17.2	22.3	23.8	19.6	55.9	57.9
<b>Total Retail Electric</b>	<b>\$1,846.4</b>	<b>\$1,777.3</b>	<b>\$1,914.7</b>	<b>\$2,003.5</b>	<b>\$2,098.1</b>	<b>\$2,138.8</b>	<b>\$2,221.6</b>	<b>\$2,276.9</b>	<b>\$2,208.6</b>	<b>\$2,216.0</b>	<b>\$2,347.8</b>	<b>\$2,611.0</b>	<b>\$2,706.3</b>
<b>Distribution Gas</b>													
Residential	\$107.4	\$90.8	\$109.1	\$125.8	\$96.0	\$87.9	\$92.9	\$93.4	\$82.6	\$82.9	\$80.9	\$85.8	\$87.0
Commercial and industrial	81.0	66.1	76.4	87.3	68.7	65.8	63.5	61.3	47.4	55.7	\$97.8	\$107.7	\$110.9
Public authorities	17.5	14.0	17.0	19.8	13.3	13.0	16.7	14.5	10.5	12.1	\$24.5	\$26.9	\$27.7
Other	1.5	1.3	1.5	1.6	-3.5	1.8	6.7	1.5	2.4	2.9	3.1	3.2	3.4
<b>Distribution Gas</b>	<b>\$207.3</b>	<b>\$172.2</b>	<b>\$204.0</b>	<b>\$234.5</b>	<b>\$174.4</b>	<b>\$168.5</b>	<b>\$179.8</b>	<b>\$170.7</b>	<b>\$142.9</b>	<b>\$153.6</b>	<b>\$206.3</b>	<b>\$223.7</b>	<b>\$229.1</b>
<b>Wholesale Electric</b>	<b>\$219.8</b>	<b>\$236.6</b>	<b>\$295.3</b>	<b>\$410.0</b>	<b>\$223.4</b>	<b>\$166.9</b>	<b>\$198.9</b>	<b>\$325.7</b>	<b>\$216.3</b>	<b>\$132.9</b>	<b>\$145.4</b>	<b>\$196.9</b>	<b>\$173.9</b>
<b>Non-Operating</b>	22.6	21.7	21.0	18.4	18.7	19.9	24.1	34.9	34.4	8.7	16.2	12.7	17.2
<b>Total Sources</b>	<b>\$2,296.1</b>	<b>\$2,207.9</b>	<b>\$2,435.0</b>	<b>\$2,666.4</b>	<b>\$2,514.7</b>	<b>\$2,494.1</b>	<b>\$2,624.4</b>	<b>\$2,808.3</b>	<b>\$2,602.2</b>	<b>\$2,511.2</b>	<b>\$2,715.7</b>	<b>\$3,044.3</b>	<b>\$3,126.5</b>

<b>SALES</b>													
<i>Fiscal Year</i>	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
<b>Retail Electric (MWh)</b>													
Residential	9,770,589	9,215,167	9,261,181	9,543,648	9,469,946	9,442,880	9,634,693	9,913,513	10,038,081	10,394,484	10,336,282	10,350,523	10,368,157
Commercial and industrial	8,917,799	8,912,486	8,957,746	8,992,774	9,126,056	9,389,924	9,416,836	9,584,259	9,714,043	9,228,300	10,009,488	10,398,296	10,730,007
Public authorities	2,772,423	2,695,445	2,700,156	2,709,140	2,710,034	2,832,861	2,813,559	2,792,584	2,781,803	2,571,431	2,502,372	2,599,574	2,682,502
Sales for resale	452,782	444,698	457,551	472,834	464,790	462,027	460,061	441,601	370,396	341,753	0	0	0
Street lighting and ANSL	109,094	112,445	108,020	97,044	95,927	95,806	93,208	90,460	87,470	84,615	87,623	87,833	88,188
Unbilled	(5,970)	73,443	147,318	(84,247)	(16,867)	(62,124)	101,360	(37,910)	(75,000)	87,911	0	0	0
<b>Total Retail Electric</b>	<b>22,016,718</b>	<b>21,453,684</b>	<b>21,631,972</b>	<b>21,731,193</b>	<b>21,849,886</b>	<b>22,161,374</b>	<b>22,519,717</b>	<b>22,784,507</b>	<b>22,916,793</b>	<b>22,708,494</b>	<b>22,935,764</b>	<b>23,436,226</b>	<b>23,868,854</b>
<b>Gas (thousands of MCF)</b>													
Residential	9,730	8,584	10,798	11,672	10,308	8,533	9,126	10,488	10,533	10,038	10,542	10,483	10,560
Commercial and industrial	10,650	10,244	11,164	11,535	11,024	11,119	11,315	12,218	13,033	12,385	12,748	13,161	13,457
Public authorities	2,421	2,244	2,635	2,755	2,553	2,390	3,049	2,885	3,306	2,943	3,187	3,290	3,364
Unbilled	(636)	290	819	(309)	30	(540)	286	145	(421)	280	0	0	0
<b>Total Gas</b>	<b>22,165</b>	<b>21,362</b>	<b>25,416</b>	<b>25,653</b>	<b>23,915</b>	<b>21,502</b>	<b>23,776</b>	<b>25,736</b>	<b>26,451</b>	<b>25,646</b>	<b>26,477</b>	<b>26,935</b>	<b>27,382</b>
<b>Wholesale Electric (MWh)</b>	<b>6,426,177.2</b>	<b>7,277,785.7</b>	<b>7,685,346.5</b>	<b>10,163,267.0</b>	<b>5,978,458.0</b>	<b>4,942,094.0</b>	<b>5,497,113.0</b>	<b>8,556,100.0</b>	<b>5,688,461.0</b>	<b>4,817,862.0</b>	<b>4,051,000.0</b>	<b>5,262,000.0</b>	<b>4,778,000.0</b>

<b>NUMBER OF CUSTOMERS (at year-end, not avg)</b>													
<i>Fiscal Year</i>	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Electric	728,307	741,467	756,545	771,603	786,455	804,675	821,675	840,750	860,934	884,811	898,087	914,789	931,024
Gas	328,300	331,192	334,023	336,645	338,951	343,754	347,408	352,585	358,495	366,709	371,857	375,330	380,022
											13,276		



**CPS ENERGY  
USES OF REVENUE  
FY2012 - FY2024**

<b>Uses of Revenue</b>													
<i>Fiscal Year</i>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY2024</b>
Operating Expenses	\$1,411.3	\$1,375.0	\$1,528.3	\$1,608.9	\$1,484.7	\$1,489.7	\$1,587.9	\$1,608.4	\$1,497.2	\$1,555.5	\$1,712.8	\$1,822.1	\$1,836.8
Debt Requirements	387.2	392.6	372.7	392.6	379.8	395.1	397.7	419.7	393.8	394.1	410.3	469.4	486.1
R&R 6% of Revenue	137.8	132.5	146.1	160.0	150.9	149.6	157.5	168.5	156.1	150.7	162.9	182.7	187.6
City Payment	286.9	271.6	296.7	320.9	320.5	324.5	338.5	361.4	343.0	330.6	360.3	399.5	412.5
R&R Remaining	72.9	36.2	91.2	184.0	178.8	135.2	142.8	250.3	212.1	80.3	69.4	170.6	203.5
<b>Total Uses</b>	<b>\$2,296.1</b>	<b>\$2,207.9</b>	<b>\$2,435.0</b>	<b>\$2,666.4</b>	<b>\$2,514.7</b>	<b>\$2,494.1</b>	<b>\$2,624.4</b>	<b>\$2,808.3</b>	<b>\$2,602.2</b>	<b>\$2,511.2</b>	<b>\$2,715.7</b>	<b>\$3,044.3</b>	<b>\$3,126.5</b>

<b>Total Operating Expenses</b>													
<i>Fiscal Year</i>	<b>FY2012</b>	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>	<b>FY2024</b>
Non-Fuel O&M	\$551.3	\$551.2	\$543.7	\$564.1	\$570.7	\$598.7	\$581.0	\$606.9	\$647.1	\$654.9	\$687.5	\$729.0	\$764.2
Electric Fuel Expense	712.0	678.6	799.0	844.8	770.0	741.3	837.6	850.0	722.0	747.5	844.2	906.1	889.1
Distribution Gas	105.9	86.1	113.2	118.9	75.5	72.8	83.0	63.8	43.7	54.1	102.0	103.1	96.9
Regulatory / Other	42.2	59.0	72.4	81.1	68.5	76.9	86.3	87.7	84.4	99.0	79.1	83.9	86.7
<b>Total</b>	<b>\$1,411.3</b>	<b>\$1,375.0</b>	<b>\$1,528.3</b>	<b>\$1,608.9</b>	<b>\$1,484.7</b>	<b>\$1,489.6</b>	<b>\$1,587.9</b>	<b>\$1,608.4</b>	<b>\$1,497.2</b>	<b>\$1,555.5</b>	<b>\$1,712.8</b>	<b>\$1,822.1</b>	<b>\$1,836.8</b>



**CPS ENERGY  
O & M BREAKOUT  
FY2012 - FY2024**

<b>O&amp;M Breakout</b>													
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Labor	\$ 253.82	\$ 258.69	\$ 258.58	\$ 266.03	\$ 244.72	\$ 285.93	\$ 262.96	\$ 279.09	\$ 319.00	\$ 315.44	\$ 286.73	\$ 343.66	\$ 374.85
Materials	35.60	33.53	34.80	41.85	35.87	29.71	33.61	29.36	26.58	25.75	27.65	29.89	29.24
Contracts and Services	123.34	119.08	123.37	143.14	170.94	172.97	182.89	178.13	196.36	208.42	248.54	254.85	267.05
Insurance	9.98	5.85	8.65	5.23	9.43	12.84	8.74	9.75	9.54	4.34	16.27	17.24	17.72
Other	128.52	134.06	118.33	107.82	109.74	97.42	92.78	110.55	95.71	100.94	108.32	83.26	75.28
<b>Total CPS O&amp;M</b>	<b>\$ 551.26</b>	<b>\$ 551.21</b>	<b>\$ 543.72</b>	<b>\$ 564.08</b>	<b>\$ 570.70</b>	<b>\$ 598.88</b>	<b>\$ 580.98</b>	<b>\$ 606.89</b>	<b>\$ 647.19</b>	<b>\$ 654.88</b>	<b>\$ 687.51</b>	<b>\$ 728.90</b>	<b>\$ 764.15</b>
	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total O&amp;M w/STP</b>	<b>\$ 551.26</b>	<b>\$ 551.21</b>	<b>\$ 543.72</b>	<b>\$ 564.08</b>	<b>\$ 570.70</b>	<b>\$ 598.88</b>	<b>\$ 580.98</b>	<b>\$ 606.89</b>	<b>\$ 647.19</b>	<b>\$ 654.88</b>	<b>\$ 687.51</b>	<b>\$ 728.90</b>	<b>\$ 764.15</b>



**CPS Energy Y-2 Labor  
FY2016 - FY2023**

Line Number	Description	Actual FY2016	Actual FY2017	Actual FY2018	Actual FY2019	Actual FY2020	Actual FY2021	Budget FY2022	Budget FY2023
1	<b>Total Authorized Headcount</b>	<b>3297</b>	<b>3370</b>	<b>3379</b>	<b>3,377</b>	<b>3,370</b>	<b>3370</b>	<b>3370</b>	<b>3370</b>
2	<b>Year Over Year Change</b>	<b>0%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
3	<b>Total Headcount Actual</b>	<b>3038</b>	<b>3163</b>	<b>3163</b>	<b>3153</b>	<b>3,110</b>	<b>3,003</b>	<b>0</b>	<b>0</b>
4	<b>Year Over Year Change</b>	<b>1%</b>	<b>4%</b>	<b>0%</b>	<b>0%</b>	<b>-1%</b>	<b>-3%</b>		
5	Wage Scale	1,407	1,404	1,361	1,343	1,309	1,221	0	0
6	Salary	1,545	1,658	1,689	1,699	1,684	1,657	0	0
7	Executive	86	101	113	111	117	125	0	0
8	Fill Rate	92.1%	93.9%	93.6%	93.4%	92.3%	89.1%		
9	<b>Base Labor</b>	<b>218,769,933</b>	<b>233,154,635</b>	<b>243,043,620</b>	<b>254,170,604</b>	<b>260,295,602</b>	<b>265,862,304</b>	<b>275,325,352</b>	<b>287,654,489</b>
10	<b>Year Over Year Change</b>	<b>-9%</b>	<b>7%</b>	<b>4%</b>	<b>5%</b>	<b>2%</b>	<b>2%</b>	<b>-3%</b>	<b>4%</b>
11	Regular Labor-Wage Scale Employees	90,895,062	95,023,479	95,209,162	97,822,446	98,851,246	99,188,210	101,199,812	102,831,708
12	Regular Labor-Salaried Employees	109,855,167	119,606,539	125,871,622	133,023,893	137,159,459	141,491,133	148,235,175	151,374,553
13	Regular Labor-Executive Employees	17,632,701	17,952,410	21,373,608	22,742,048	23,696,258	25,114,600	25,850,381	26,741,209
14	Regular Labor Part-Time Salaried	0	29,577	62,388	50,365	50,974	22,871	0	0
15	Regular Labor-Temporary Employees	387,004	542,631	526,841	531,851	537,666	45,491	0	0
16	Planning Merit Increases	0	0	0	0	0	0	0	3,582,084
17	Planning COLA Increases	0	0	0	0	0	0	0	3,084,951
18	Planning Progression Increases	0	0	0	0	0	0	39,984	39,984
19	Budget Labor Adjustments	0	0	0	0	0	0	0	0
20	<b>Overtime</b>	<b>19,336,034</b>	<b>18,771,804</b>	<b>21,587,328</b>	<b>17,565,254</b>	<b>20,304,403</b>	<b>19,451,988</b>	<b>18,303,015</b>	<b>18,675,606</b>
21	<b>Year Over Year Change</b>	<b>24%</b>	<b>-3%</b>	<b>15%</b>	<b>-19%</b>	<b>16%</b>	<b>-4%</b>	<b>4%</b>	<b>2%</b>
22	Wage Scale Employees OT	15,471,738	14,992,116	17,341,841	13,896,506	16,450,678	15,839,099	14,452,438	14,776,680
23	Salaried Employees OT	3,860,791	3,779,109	4,243,672	3,667,432	3,853,717	3,612,649	3,850,576	3,898,926
24	Temporary Employees OT	3,506	579	1,815	1,317	8	240	0	0
44	<b>Employee Expenses</b>	<b>24,523,404</b>	<b>26,548,854</b>	<b>28,811,431</b>	<b>29,232,567</b>	<b>30,609,923</b>	<b>33,496,972</b>	<b>31,245,020</b>	<b>33,556,384</b>
45	<b>Year Over Year Change</b>	<b>0%</b>	<b>8%</b>	<b>9%</b>	<b>1%</b>	<b>5%</b>	<b>9%</b>	<b>-5%</b>	<b>7%</b>
50	<b>Labor Incentives</b>	<b>7,499,165</b>	<b>8,056,271</b>	<b>6,073,005</b>	<b>11,361,283</b>	<b>13,495,393</b>	<b>15,827,163</b>	<b>0</b>	<b>12,703,758</b>
51	<b>Labor Subtotal</b>	<b>270,128,537</b>	<b>286,531,565</b>	<b>299,515,384</b>	<b>312,329,708</b>	<b>324,705,321</b>	<b>334,638,428</b>	<b>324,873,387</b>	<b>352,590,237</b>
52	<b>Year Over Year Change</b>	<b>-6%</b>	<b>6%</b>	<b>5%</b>	<b>4%</b>	<b>4%</b>	<b>3%</b>	<b>-6%</b>	<b>9%</b>



CPS Energy Y-2 Labor  
FY2016 - FY2023

Line Number	Description	Actual FY2016	Actual FY2017	Actual FY2018	Actual FY2019	Actual FY2020	Actual FY2021	Budget FY2022	Budget FY2023
53	Group Insurance**	31,419,127	33,193,853	37,923,692	39,415,229	39,359,803	39,464,398	40,841,629	44,214,931
54	OPEB Cost	13,655,000	16,012,084	-13,215,650	3,619,437	3,292,144	801,679	-4,264,140	-4,290,646
55	Pension	44,257,480	45,671,460	56,494,302	59,597,754	53,787,314	54,772,689	61,533,503	67,655,811
56	Employee Benefits Subtotal	89,331,607	94,877,397	81,202,344	102,632,420	96,439,261	95,038,765	98,110,992	107,580,097
57	Year Over Year Change	0%	6%	-14%	26%	-6%	-1%	-18%	10%
60	GASB Benefits Invest. /Add. Mkt. Expense Subtotal	-1,492,525	29,583,106	-2,100,055	-29,812,900	22,555,426	5,588,316	-2,304,992	35,194,200
61	Total Benefits	87,839,082	124,460,503	79,102,289	72,819,520	118,994,687	100,627,081	95,806,000	142,774,297
62	Year Over Year Change	2%	42%	-36%	-8%	63%	-15%	-36%	49%
63	<b>Total Labor</b>	<b>357,967,618</b>	<b>410,992,068</b>	<b>378,617,673</b>	<b>385,149,228</b>	<b>443,700,008</b>	<b>435,265,509</b>	<b>420,679,387</b>	<b>495,364,534</b>
64	<b>Year Over Year Change</b>	<b>-4%</b>	<b>15%</b>	<b>-8%</b>	<b>2%</b>	<b>15%</b>	<b>-2%</b>	<b>-15%</b>	<b>18%</b>
65	O&M Labor	244,719,118	285,931,081	262,955,565	279,090,809	318,997,522	315,435,664	286,729,340	343,663,931
66	% O&M Labor to Total Labor	68%	70%	69%	72%	72%	72%	68%	69%
67	<b>Salary Statistics:</b>								
68	Base Labor per Employee	72,201	75,199	76,840	80,485	83,122	78,891	81,687	85,346
69	Base Labor Change from Year to Year	1.2%	4.2%	2.2%	4.7%	3.3%	-5.1%	-2.2%	4.5%
70	Compounded Annual Growth Rate - Base Labor & Benefits (before volatility)	2.9%	3.3%	3.0%	3.4%	3.4%	1.5%	1.8%	2.1%
71	Employee Benefits per Employee (before Mkt Volatility)	29,482	30,601	25,673	32,499	30,797	31,094	29,113	31,923
72	Employee Benefits Change from Year to Year	1.4%	3.8%	-16.1%	26.6%	-5.2%	1.0%	-18.2%	9.7%
73	Compounded Annual Growth Rate --Employee Benefits	5.5%	4.9%	-0.8%	4.2%	2.5%	0.9%	-0.2%	1.0%
74	Benefits as % Base Labor	40.8%	40.7%	33.4%	40.4%	37.0%	39.4%	35.6%	37.4%
75	EIP as % of Base Labor	3.4%	3.5%	2.4%	4.2%	4.9%	5.8%	0.0%	4.2%
79	*Includes O&M and Capital/Fuel allocation								