

**BEFORE THE
FLORIDA PUBLIC SERVICE COMMISSION**

In re: Petition of Tampa Electric Company)
for an increase in its base rates and service)
charges and approval of a fair and)
reasonable rate of return)

DOCKET NO. 080317-EI
FILED: SEPTEMBER 15, 2008

REDACTED

**TAMPA ELECTRIC COMPANY'S
ANSWERS TO FIRST SET OF INTERROGATORIES (NOS. 1 - 2)
OF
FLORIDA PUBLIC SERVICE COMMISSION STAFF**

Tampa Electric files this its Answers to Interrogatories (Nos. 1 - 2) propounded and served on August 15, 2008, by the Florida Public Service Commission Staff.

COM _____
ECR 1
GCL _____
OPC _____
RCP _____
SSC _____
SGA _____
ADM _____
CLK _____

DOCUMENT NUMBER-DATE

08631 SEP 15 08

FPSC-COMMISSION CLERK

**TAMPA ELECTRIC COMPANY
DOCKET NO. 080317-EI
INDEX TO STAFF'S FIRST SET OF INTERROGATORIES (NOS. 1-2)**

| <u>Number</u> | <u>Witness</u> | <u>Subject</u> | <u>Bates Stamped Page</u> |
|---------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| 1 | MERRILL | <p>For each officer of TECO Energy, Inc. for 2007, 2008 and 2009, please provide the name and title of the officer and the actual or projected compensation amounts for the following:</p> <ul style="list-style-type: none"> a. Base Salary b. Stock Awards c. Option Awards d. Non-Equity Incentive Plan Compensation e. All Other Compensation f. Total Compensation g. Amount of Total Compensation Allocated to Tampa Electric Company h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 | 1 |
| 2 | MERRILL | <p>For each officer of Tampa Electric Company for 2007, 2008 and 2009, please provide the name and title of the officer and the actual or projected compensation amounts for the following:</p> <ul style="list-style-type: none"> a. Base Salary b. Stock Awards c. Option Awards d. Non-Equity Incentive Plan Compensation e. All Other Compensation f. Total Compensation g. Amount of Total Compensation Allocated to Tampa Electric Company h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 | 6 |

Dianne Merrill
 Director, Staffing & Development
 Tampa Electric Company
 702 N. Franklin Street
 Tampa, Florida 33602

DOCUMENT NUMBER-DATE

08631 SEP 15 8

FPSC-COMMISSION CLERK

**TAMPA ELECTRIC COMPANY
DOCKET NO. 080317-EI
STAFF'S FIRST SET OF
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INTERROGATORY NO. 1
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1. For each officer of TECO Energy, Inc. for 2007, 2008 and 2009, please provide the name and title of the officer and the actual or projected compensation amounts for the following:
 - a. Base Salary
 - b. Stock Awards
 - c. Option Awards
 - d. Non-Equity Incentive Plan Compensation
 - e. All Other Compensation
 - f. Total Compensation
 - g. Amount of Total Compensation Allocated to Tampa Electric Company
 - h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3

- A. See the attached tables for the name and title of the TECO Energy officer and the actual or projected compensation amounts for 2007, 2008 and 2009, where:
 - a. Base salary is the fixed portion of each officer's total compensation package;
 - b. Stock awards represent the dollar amounts expensed by the company for restricted stock awards and are not necessarily the amount of compensation received by the officers;
 - c. Option awards represent the dollar amounts expensed by the company for stock option awards and are not necessarily the amount of compensation received by the officers;
 - d. Non equity incentive plan compensation is the annual cash bonuses earned by the officers. Corporate and individual goals are established at the beginning of the year for each officer and results are measured at the end of that year;
 - e. All other compensation includes perquisites such as, premiums paid by the company in behalf of the officers for executive supplemental life insurance and the company's 401k retirement savings plan match;
 - f. Total Compensation is the sum of (a), (b), (c), (d) and (e);
 - g. Amount of Total Compensation Allocated to Tampa Electric Company represents Total Compensation allocations from TECO

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Energy. It also includes Total Compensation at Tampa Electric Company less amounts chargeable to non-O&M projects; and,

- h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 Allocated to Tampa Electric Company is calculated by multiplying row (g) times the jurisdictional separation factor for Other O&M on MFR C-1, Pages 1, 2 or 3.

| Year: 2007 | SHERRILL W. HUDSON | JOHN B. RAMIL | GORDON L. GILLETTE | | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------|----------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Chairman of the Board & Chief Executive Officer | President TECO Energy & Chief Operating Officer | Executive VP TECO Energy & Chief Financial Officer | | | | | | | |
| a. Base Salary | \$798,250 | \$515,000 | \$439,810 | \$265,000 | \$214,066 | \$302,400 | \$220,000 | \$162,000 | \$206,250 | \$189,000 |
| b. Stock Awards | \$2,341,958 | \$796,046 | \$607,018 | \$103,782 | \$83,730 | \$246,836 | \$83,730 | \$26,606 | \$44,462 | \$36,108 |
| c. Option Awards | \$84,217 | \$126,641 | \$76,412 | \$16,377 | \$12,378 | \$37,499 | \$12,378 | \$13,622 | \$22,989 | \$18,699 |
| d. Non Equity Incentive Plan Compensation | \$850,360 | \$469,227 | \$339,515 | \$141,150 | \$91,147 | \$175,081 | \$95,218 | \$49,273 | \$69,399 | \$66,893 |
| e. All Other Compensation | \$90,070 | \$14,322 | \$9,594 | \$9,881 | \$9,662 | \$8,923 | \$8,679 | \$1,512 | \$9,284 | \$7,263 |
| f. Total Compensation | \$4,164,856 | \$1,921,236 | \$1,372,349 | \$536,190 | \$410,973 | \$769,738 | \$420,006 | \$251,912 | \$352,364 | \$307,863 |
| g. Amount of Total Compensation Allocated to Tampa Electric Company | \$2,286,983 | \$1,053,798 | \$741,712 | \$293,273 | \$224,460 | \$422,393 | \$229,890 | \$63,306 | \$192,399 | \$90,801 |
| h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 Allocated to Tampa Electric Company | \$2,231,464 | \$1,028,216 | \$723,706 | \$286,163 | \$219,002 | \$412,139 | \$224,309 | \$62,011 | \$187,728 | \$88,596 |

| Year: 2008 Projected | SHERRILL W. HUDSON | JOHN B. RAMIL | GORDON L. GILLETTE | | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------|----------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Chairman of the Board & Chief Executive Officer | President TECO Energy & Chief Operating Officer | Executive VP TECO Energy & Chief Financial Officer | | | | | | | |
| a. Base Salary | \$826,189 | \$634,000 | \$466,500 | \$287,526 | \$222,618 | \$228,800 | \$313,000 | \$169,000 | \$216,000 | \$196,000 |
| b. Stock Awards | \$1,972,070 | \$878,318 | \$642,633 | \$107,213 | \$96,116 | \$96,116 | \$309,647 | \$36,860 | \$62,703 | \$46,043 |
| c. Option Awards | \$11,993 | \$42,162 | \$24,216 | \$6,318 | \$3,951 | \$3,961 | \$12,916 | \$4,022 | \$6,768 | \$6,686 |
| d. Non Equity Incentive Plan Compensation | \$660,961 | \$373,800 | \$273,300 | \$116,010 | \$77,916 | \$80,080 | \$140,850 | \$42,260 | \$64,600 | \$48,760 |
| e. All Other Compensation | \$92,035 | \$14,996 | \$9,035 | \$9,395 | \$9,835 | \$8,601 | \$8,735 | \$5,512 | \$9,395 | \$8,883 |
| f. Total Compensation | \$3,663,238 | \$1,843,266 | \$1,304,684 | \$524,461 | \$410,435 | \$417,647 | \$785,048 | \$266,444 | \$368,366 | \$304,261 |
| g. Amount of Total Compensation Allocated to Tampa Electric Company | \$2,414,027 | \$1,247,980 | \$885,281 | \$354,563 | \$276,716 | \$282,300 | \$532,201 | \$170,846 | \$241,608 | \$204,980 |
| h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 Allocated to Tampa Electric Company | \$2,358,996 | \$1,219,532 | \$866,101 | \$346,471 | \$270,408 | \$275,866 | \$520,070 | \$166,961 | \$236,100 | \$200,306 |

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| Year: 2009 Projected | SHERRILL W. HUDSON Chairman of the Board & Chief Executive Officer | JOHN B. RAMIL President TECO Energy & Chief Operating Officer | GORDON L. GILLETTE Executive VP TECO Energy & Chief Financial Officer | | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------------------------------------------|--------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| a. Base Salary | \$859,237 | \$555,360 | \$473,720 | \$299,026 | \$231,523 | \$237,952 | \$325,520 | \$175,760 | \$223,600 | \$202,800 |
| b. Stock Awards | \$1,881,535 | \$988,478 | \$626,328 | \$117,827 | \$115,808 | \$116,808 | \$374,453 | \$47,631 | \$84,894 | \$59,876 |
| c. Option Awards | \$0 | \$6,564 | \$3,624 | \$806 | \$603 | \$603 | \$2,052 | \$603 | \$1,006 | \$806 |
| d. Non Equity Incentive Plan Compensation | \$687,389 | \$388,752 | \$284,232 | \$119,610 | \$81,033 | \$83,283 | \$146,484 | \$43,940 | \$67,080 | \$50,700 |
| e. All Other Compensation | \$92,035 | \$14,996 | \$9,035 | \$9,395 | \$9,835 | \$8,801 | \$8,735 | \$6,012 | \$9,396 | \$8,943 |
| f. Total Compensation | \$3,520,196 | \$1,954,149 | \$1,396,939 | \$546,664 | \$438,801 | \$446,247 | \$857,244 | \$273,946 | \$385,976 | \$323,125 |
| g. Amount of Total Compensation Allocated to Tampa Electric Company | \$2,349,686 | \$1,303,920 | \$934,139 | \$364,214 | \$291,651 | \$297,378 | \$572,745 | \$179,725 | \$256,553 | \$214,564 |
| h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 Allocated to Tampa Electric Company | \$2,280,484 | \$1,265,518 | \$906,626 | \$353,488 | \$283,062 | \$288,621 | \$555,878 | \$174,432 | \$248,997 | \$208,245 |

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**TAMPA ELECTRIC COMPANY
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- 2.** For each officer of Tampa Electric Company for 2007, 2008 and 2009, please provide the name and title of the officer and the actual or projected compensation amounts for the following:
- a. Base Salary
 - b. Stock Awards
 - c. Option Awards
 - d. Non-Equity Incentive Plan Compensation
 - e. All Other Compensation
 - f. Total Compensation
 - g. Amount of Total Compensation Allocated to Tampa Electric Company
 - h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3
- A.** See the attached tables for the name and title of the Tampa Electric officer and the actual or projected compensation amounts for 2007, 2008 and 2009, where:
- a. Base salary is the fixed portion of each officer's total compensation package;
 - b. Stock awards represent the dollar amounts expensed by the company for restricted stock awards and are not necessarily the amount of compensation received by the officers;
 - c. Option awards represent the dollar amounts expensed by the company for stock option awards and are not necessarily the amount of compensation received by the officers;
 - d. Non equity incentive plan compensation is the annual cash bonuses earned by the officers. Corporate and individual goals are established at the beginning of the year for each officer and results are measured at the end of that year;
 - e. All other compensation includes perquisites such as, premiums paid by the company in behalf of the officers for executive supplemental life insurance and the company's 401k retirement savings plan match;
 - f. Total Compensation is the sum of (a), (b), (c), (d) and (e);
 - g. Amount of Total Compensation Allocated to Tampa Electric Company represents Total Compensation allocations from TECO

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- Energy. It also includes Total Compensation at Tampa Electric Company less amounts chargeable to non-O&M projects; and,
- h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 Allocated to Tampa Electric Company is calculated by multiplying row (g) times the jurisdictional separation factor for Other O&M on MFR C-1, Pages 1, 2 or 3.

| Year: 2007 | CHARLES R BLACK | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------|-----------|-----------|-----------|-----------|
| | President Tampa Electric | | | | | |
| a. Base Salary | \$356,000 | \$215,000 | \$218,000 | \$246,000 | \$196,500 | \$241,000 |
| b. Stock Awards | \$307,251 | \$65,220 | \$91,814 | \$132,834 | \$72,402 | \$119,373 |
| c. Option Awards | \$48,335 | \$17,102 | \$15,028 | \$20,793 | \$14,451 | \$18,968 |
| d. Non Equity Incentive Plan Compensation | \$250,898 | \$99,247 | \$95,292 | \$112,266 | \$69,643 | \$111,038 |
| e. All Other Compensation | \$8,311 | \$8,307 | \$8,513 | \$3,669 | \$9,080 | \$7,535 |
| f. Total Compensation | \$970,795 | \$404,876 | \$428,647 | \$515,562 | \$362,076 | \$497,914 |
| g. Amount of Total Compensation Allocated to Tampa Electric Company | \$968,819 | \$371,379 | \$335,556 | \$512,205 | \$298,600 | \$496,714 |
| h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 Allocated to Tampa Electric Company | \$837,619 | \$322,667 | \$205,348 | \$421,775 | \$291,350 | \$473,441 |

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| Year: 2008 Projected | CHARLES R BLACK President Tampa Electric | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-----------|-----------|-----------|-----------|-----------|
| a. Base Salary | \$370,240 | \$222,525 | \$225,630 | \$254,610 | \$203,378 | \$249,435 |
| b. Stock Awards | \$306,431 | \$94,448 | \$94,448 | \$125,386 | \$72,706 | \$122,895 |
| c. Option Awards | \$16,279 | \$5,073 | \$5,073 | \$6,627 | \$3,951 | \$6,414 |
| d. Non Equity Incentive Plan Compensation | \$202,653 | \$78,400 | \$79,450 | \$89,600 | \$61,050 | \$89,600 |
| e. All Other Compensation | \$8,311 | \$8,307 | \$8,513 | \$3,669 | \$9,080 | \$7,535 |
| f. Total Compensation | \$903,914 | \$408,753 | \$413,114 | \$479,892 | \$350,164 | \$475,879 |
| g. Amount of Total Compensation Allocated to Tampa Electric Company | \$901,938 | \$406,017 | \$298,032 | \$476,535 | \$298,915 | \$474,679 |
| h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 Allocated to Tampa Electric Company | \$729,454 | \$357,202 | \$180,995 | \$440,791 | \$292,101 | \$451,670 |

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| Year: 2009 Projected | CHARLES R BLACK | [REDACTED] | | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|------------|-----------|-----------|-----------|-----------|
| | President Tampa Electric | [REDACTED] | | | | |
| a. Base Salary | \$383,198 | \$231,426 | \$234,655 | \$264,794 | \$211,513 | \$259,412 |
| b. Stock Awards | \$299,287 | \$93,155 | \$93,155 | \$121,844 | \$69,850 | \$121,844 |
| c. Option Awards | \$2,496 | \$806 | \$806 | \$1,006 | \$603 | \$1,006 |
| d. Non Equity Incentive Plan Compensation | \$210,759 | \$81,536 | \$82,628 | \$93,184 | \$63,492 | \$93,184 |
| e. All Other Compensation | \$8,311 | \$8,307 | \$8,513 | \$3,669 | \$9,080 | \$7,535 |
| f. Total Compensation | \$904,051 | \$415,230 | \$419,757 | \$484,497 | \$354,538 | \$482,981 |
| g. Amount of Total Compensation Allocated to Tampa Electric Company | \$902,075 | \$379,382 | \$300,162 | \$481,140 | \$301,329 | \$481,781 |
| h. Amount of Total Compensation Included in Adjusted Jurisdictional Other O&M Expenses on MFR Schedule C-1, Pages 1, 2 and 3 Allocated to Tampa Electric Company | \$719,313 | \$327,347 | \$177,450 | \$410,431 | \$292,454 | \$455,003 |

A F F I D A V I T

STATE OF FLORIDA)
)
COUNTY OF HILLSBOROUGH)

Before me the undersigned authority personally appeared J. Denise Jordan who deposed and said that she is Director Rates and Planning, Tampa Electric Company, and that the individuals listed in Tampa Electric Company's response to Staff's First Set of Interrogatories, (Nos. 1-2) prepared or assisted with the responses to these interrogatories to the best of her information and belief.

Dated at Tampa, Florida this 12th day of September, 2008.

J. Denise Jordan

Sworn to and subscribed before me this 12th day of September, 2008.

Paula K. Brown

My Commission expires 12-4-08

