

Year	(Note 1)	(Note 2)	Electric Output / Labor Input	Annual % Change	Annual Compounded % Rate from 2010	Annual Compounded % Rate from 2014	Annual Compounded % Rate from 2017
	Weather Normalized Billed Electric Sales (MWh)	Electric Labor Expense (@ 2020 dollars)					
2010	33,307,031	339,132,201	0.09821				
2011	32,477,088	350,201,344	0.09274	-5.57%	-5.57%		
2012	30,686,153	350,930,145	0.08744	-5.71%	-5.64%		
2013	30,919,531	335,744,015	0.09209	5.32%	-2.12%		
2014	31,515,545	331,205,080	0.09515	3.32%	-0.79%		
2015	30,734,346	343,390,360	0.08950	-5.94%	-1.84%	0.78%	
2016	30,412,061	307,788,127	0.09881	10.40%	0.10%	3.10%	
2017	30,343,471	307,011,404	0.09883	0.03%	0.09%	2.48%	
2018	30,554,580	301,960,390	0.10119	2.38%	0.37%	2.46%	4.17%
2019	31,029,343	318,016,092	0.09757	-3.57%	-0.07%	1.58%	2.18%
2020	32,803,652	318,891,517	0.10287	5.43%	0.46%	2.05%	2.82%

Note 1 Source: Electric Databank file provided by Energy and Demand Forecasting (Billed Electric Sales per Month totals), less Non-Requirements Sales for Resale.

Note 2 Source: FERC Form 1 "Distribution of Salaries and Wages" applicable to the Electric System, and FERC Form 1 "Electric Operations and Maintenance Expenses" with respect to Pension and Benefit amounts.

Public Service Company of Colorado
 Electric Wages and Benefits
 From 2010 to 2020

(2)

Year	Total Electric Operation and Maintenance (page 354, In 28(b), FERC Form 1)	Construction Electric Plant (page 355, In 68(b), FERC Form 1)	Plant Removal Electric Plant (page 355, In 73(b), FERC Form 1)	Electric Pension and Benefits (page 323, In 187(b), FERC Form 1)	Total Electric Labor Costs	CPI (BASE = 2020) (1)	Total Electric Labor Costs (2020 Dollars)	Natural Gas Labor Expense
2010	\$178,448,868	\$46,438,105	\$3,528,115	\$57,303,791	\$285,718,879	0.84250	\$339,132,201	81,263,430
2011	\$187,778,465	\$48,702,880	\$3,189,438	\$64,689,205	\$304,359,988	0.86910	\$350,201,344	87,835,062
2012	\$179,022,344	\$53,306,187	\$3,658,174	\$75,323,427	\$311,310,132	0.88710	\$350,930,145	93,167,333
2013	\$181,599,774	\$52,380,616	\$2,948,876	\$65,273,922	\$302,203,188	0.90010	\$335,744,015	
2014	\$186,619,160	\$56,284,670	\$2,925,902	\$57,123,555	\$302,953,287	0.91470	\$331,205,080	
2015	\$191,307,895	\$60,525,444	\$3,145,316	\$59,498,237	\$314,476,892	0.91580	\$343,390,360	
2016	\$188,137,969	\$39,495,171	\$4,337,139	\$53,441,651	\$285,411,930	0.92730	\$307,788,127	
2017	\$192,693,691	\$40,240,180	\$5,945,877	\$51,890,753	\$290,770,501	0.94710	\$307,011,404	
2018	\$190,690,048	\$49,548,722	\$2,258,660	\$50,464,540	\$292,961,970	0.97020	\$301,960,390	
2019	\$201,170,303	\$58,420,972	\$4,712,553	\$49,832,468	\$314,136,296	0.98780	\$318,016,092	
2020	\$204,514,109	\$61,810,018	\$4,401,214	\$48,166,176	\$318,891,517	1.00000	\$318,891,517	

(1) Derived from Attachment No. DAB-15, page 3 of 3.

CPI-All Urban Consumers (Current Series)
Original Data Value

Series Id: CUUR0000SA0
Not Seasonally Adjusted
Series Title: All items in U.S. city average, all urban consumers,
Area: U.S. city average
Item: All items
Base Period: 1982-84=100
Years: 2000 to 2020

Year	1982-84=100	2020=1.0
2000	172.2	0.6654
2001	177.1	0.6843
2002	179.9	0.6951
2003	184.0	0.7109
2004	188.9	0.7299
2005	195.3	0.7546
2006	201.6	0.7789
2007	207.342	0.8011
2008	215.303	0.8319
2009	214.537	0.8289
2010	218.056	0.8425
2011	224.939	0.8691
2012	229.594	0.8871
2013	232.957	0.9001
2014	236.736	0.9147
2015	237.017	0.9158
2016	240.007	0.9273
2017	245.120	0.9471
2018	251.107	0.9702
2019	255.657	0.9878
2020	258.811	1.0000

Source: Bureau of Labor Statistics

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Normalized weather, megawatts.
 Total customers billed per month

Month	Year	Sales WN Bill Total	Customer Billed Total
Jan	2010	3,511,491	1,325,460
Feb	2010	2,968,284	1,328,454
Mar	2010	3,183,294	1,503,001
Apr	2010	2,965,393	1,422,244
May	2010	2,722,595	1,309,413
Jun	2010	2,883,483	1,448,133
Jul	2010	3,188,381	1,371,802
Aug	2010	3,288,504	1,450,667
Sep	2010	3,059,397	1,367,864
Oct	2010	2,768,196	1,384,899
Nov	2010	2,770,525	1,319,596
Dec	2010	2,946,322	1,322,583
Jan	2011	3,315,878	1,378,237
Feb	2011	2,916,049	1,325,497
Mar	2011	2,981,361	1,486,162
Apr	2011	2,583,137	1,324,431
May	2011	2,731,182	1,389,944
Jun	2011	2,937,020	1,429,935
Jul	2011	3,041,092	1,306,147
Aug	2011	3,349,299	1,538,697
Sep	2011	3,050,472	1,381,896
Oct	2011	2,715,436	1,382,504
Nov	2011	2,629,322	1,320,845
Dec	2011	2,977,516	1,312,414
Jan	2012	3,255,369	1,402,454
Feb	2012	2,860,060	1,382,156
Mar	2012	2,706,220	1,432,406
Apr	2012	2,520,044	1,322,412
May	2012	2,552,618	1,455,498
Jun	2012	2,571,156	1,385,691
Jul	2012	2,830,851	1,390,681
Aug	2012	3,018,488	1,513,907
Sep	2012	2,652,143	1,260,470
Oct	2012	2,700,466	1,519,190
Nov	2012	2,408,120	1,316,437
Dec	2012	2,811,140	1,269,760
Jan	2013	3,154,610	1,471,078
Feb	2013	2,654,253	1,340,349
Mar	2013	2,566,847	1,351,298
Apr	2013	2,712,932	1,442,575
May	2013	2,544,727	1,463,090
Jun	2013	2,405,668	1,318,477

Normalized weather, megawatts.
Total customers billed per month

Month	Year	Sales WN Bill Total	Customer Billed Total
Jul	2013	3,081,116	1,482,616
Aug	2013	3,052,518	1,459,738
Sep	2013	2,788,842	1,322,892
Oct	2013	2,834,231	1,546,380
Nov	2013	2,372,564	1,280,218
Dec	2013	2,828,775	1,340,322
Jan	2014	3,248,027	1,498,034
Feb	2014	2,616,254	1,261,121
Mar	2014	2,690,014	1,409,769
Apr	2014	2,599,375	1,505,620
May	2014	2,327,138	1,370,314
Jun	2014	2,524,829	1,416,274
Jul	2014	2,939,195	1,489,757
Aug	2014	2,879,594	1,429,938
Sep	2014	2,773,725	1,394,570
Oct	2014	2,687,643	1,530,957
Nov	2014	2,440,419	1,249,244
Dec	2014	3,003,459	1,448,246
Jan	2015	3,058,553	1,425,603
Feb	2015	2,457,526	1,255,083
Mar	2015	2,688,057	1,520,816
Apr	2015	2,366,488	1,499,488
May	2015	2,280,401	1,350,322
Jun	2015	2,521,384	1,487,992
Jul	2015	2,895,708	1,514,088
Aug	2015	2,865,828	1,437,825
Sep	2015	2,827,325	1,410,745
Oct	2015	2,722,694	1,509,169
Nov	2015	2,512,699	1,293,799
Dec	2015	3,043,077	1,448,340
Jan	2016	3,066,324	1,395,594
Feb	2016	2,789,943	1,363,903
Mar	2016	2,806,362	1,574,953
Apr	2016	2,679,255	1,439,951
May	2016	2,405,818	1,439,951
Jun	2016	2,788,641	1,519,319
Jul	2016	2,959,833	1,392,092
Aug	2016	3,268,689	1,575,298
Sep	2016	2,965,189	1,458,280
Oct	2016	2,702,517	1,439,944
Nov	2016	2,823,553	1,393,483
Dec	2016	2,888,662	1,351,020
Jan	2017	3,354,792	1,511,759
Feb	2017	2,850,911	1,337,947
Mar	2017	3,057,818	1,569,329
Apr	2017	2,653,639	1,397,459

Month	Year	Sales WN Bill Total	Customer Billed Total
May	2017	2,963,562	1,517,194
Jun	2017	3,047,511	1,530,382
Jul	2017	3,023,209	1,404,831
Aug	2017	3,365,091	1,597,776
Sep	2017	2,841,752	1,414,160
Oct	2017	2,856,893	1,529,636
Nov	2017	3,030,066	1,397,697
Dec	2017	3,069,731	1,367,304
Jan	2018	3,728,394	1,523,164
Feb	2018	3,680,474	1,349,516
Mar	2018	3,677,920	1,578,831
Apr	2018	3,410,964	1,460,973
May	2018	3,236,938	1,539,346
Jun	2018	3,255,110	1,486,979
Jul	2018	3,687,471	1,494,462
Aug	2018	3,763,143	1,605,400
Sep	2018	3,216,797	1,377,236
Oct	2018	3,352,043	1,627,687
Nov	2018	3,224,078	1,410,327
Dec	2018	3,506,563	1,387,030
Jan	2019	4,237,320	1,533,368
Feb	2019	3,843,552	1,368,019
Mar	2019	3,701,557	1,509,140
Apr	2019	3,716,684	1,585,976
May	2019	3,224,372	1,549,310
Jun	2019	3,277,998	1,441,603
Jul	2019	3,694,033	1,574,597
Aug	2019	3,690,521	1,559,733
Sep	2019	3,235,244	1,393,706
Oct	2019	3,770,428	1,645,731
Nov	2019	3,498,352	1,415,650
Dec	2019	3,978,597	1,510,048
Jan	2020	3,848,093	1,566,851
Feb	2020	2,867,697	1,361,127
Mar	2020	3,124,413	1,650,649
Apr	2020	2,857,574	1,539,752
May	2020	2,600,208	1,445,647
Jun	2020	2,879,023	1,607,995
Jul	2020	3,480,414	1,584,925
Aug	2020	3,184,957	1,524,643
Sep	2020	3,256,677	1,526,011
Oct	2020	2,868,220	1,588,837
Nov	2020	2,677,130	1,396,589
Dec	2020	3,315,934	1,536,207

Normalized weather, megawatts.
Total customers billed per month

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Year	Non-Requirements Sales for Resale	FERC Form 1, page 401a.24.b
2010	2,948,833	Resubmission 1/29/13
2011	2,750,676	Resubmission 1/18/13
2012	2,200,523	
2013	2,077,552	
2014	1,214,127	
2015	1,505,394	
2016	3,732,725	
2017	5,771,504	
2018	11,185,315	
2019	12,839,314	
2020	4,156,688	