

項 目 名 稱	決 算 數														
	正式員額 薪 資	臨時人員 薪 資	超時工作 報 酬	津 貼	獎 金			退休、卹償金		資遣費	福 利 費				
					績效獎金	考核獎金	其他獎金	退 休 金	卹 償 金		分擔保險費	傷病醫藥費	提撥福利金	體育活動費	其他福利費
營業總支出部分	19,927,027,468		2,759,232,178	875,381,300	3,886,733,693	3,238,944,744	5,876,065	2,224,198,961	112,624,716	311,368	2,070,913,221	89,869,309	774,923,575	73,523,312	138,971,633
營業成本部分	16,592,570,933		2,487,431,040	828,903,100	3,229,177,571	2,689,628,484	4,561,487	1,841,184,165	101,720,131	311,368	1,701,560,340	80,461,121	671,094,789	24,849,768	101,544,756
銷售成本	16,302,294,956		2,454,276,642	781,825,602	3,179,908,593	2,648,589,252	4,450,115	1,805,858,218	98,269,627	311,368	1,671,530,904	77,119,380	670,417,870	24,790,404	100,000,580
水力發電費用	978,490,087		106,622,846	36,109,300	192,036,207	159,065,200	280,313	104,522,663	8,993,221		100,743,800	3,493,591	35,097,861	297,193	6,117,865
職員	516,254,350														
工具	462,235,737														
火力發電費用	4,745,151,729		866,905,367	144,829,422	923,138,830	766,818,282	1,265,432	549,507,669	19,247,928		476,133,554	17,446,574	176,989,083	9,081,367	27,557,579
職員	2,768,738,979														
工具	1,976,412,750														
核能發電費用	2,188,251,883		239,555,018	441,324,072	421,986,232	353,341,044	874,802	295,616,501	12,458,292		228,259,437	31,479,915	72,840,037	263,309	14,350,427
職員	1,494,462,618														
工具	693,789,265														
再生能源發電費用	132,676,846		8,824,017	401,424	26,652,376	21,862,765	15,463	17,949,003			12,640,349	160,897	8,354,943	3,007	1,019,665
職員	109,074,045														
工具	23,602,801														
輸電費用	2,387,109,325		229,311,627	28,299,460	470,403,946	393,071,328	359,528	260,970,387	35,329,934		236,348,733	5,097,667	115,217,086	748,488	15,252,144
職員	1,378,785,773														
工具	1,008,323,552														
配電費用	5,870,615,086		1,003,057,767	130,861,924	1,145,691,002	954,430,633	1,654,577	577,291,995	22,240,252	311,368	617,405,031	19,440,736	261,918,860	14,397,040	35,702,900
職員	2,125,335,266														
工具	3,745,279,820														
其他營業成本	290,275,977		33,154,398	47,077,498	49,268,978	41,039,232	111,372	35,325,947	3,450,504		30,029,436	3,341,741	676,919	59,364	1,544,176
職員	162,447,954														
工具	127,828,023														
行銷或業務部分	2,359,013,320		219,825,982	29,912,028	464,893,486	382,657,126	559,597	250,862,057	10,904,585		250,498,689	5,655,177	77,226,654	14,352,602	15,464,920
行銷費用	2,359,013,320		219,825,982	29,912,028	464,893,486	382,657,126	559,597	250,862,057	10,904,585		250,498,689	5,655,177	77,226,654	14,352,602	15,464,920
職員	1,221,434,907														
工具	1,137,578,413														
管理部分	689,821,770		35,245,282	5,907,970	136,681,039	119,937,207	691,777	92,162,446			86,482,695	3,175,008	17,849,197	34,303,062	20,578,414
管理費用	689,821,770		35,245,282	5,907,970	136,681,039	119,937,207	691,777	92,162,446			86,482,695	3,175,008	17,849,197	34,303,062	20,578,414
董監事	4,133,146														
職員	606,212,517														
工具	79,476,107														
研究發展及員工訓練	285,621,445		16,729,874	10,658,202	55,981,597	46,721,927	63,204	39,990,293			32,371,497	578,003	8,752,935	17,880	1,383,543
研究發展費用	146,330,607		6,372,530	40,224	28,870,895	23,887,963	16,004	20,302,405			13,418,603	396,857	4,891,939	13,200	957,183
職員	133,155,919														
工具	13,174,688														
員工訓練費用	139,290,838		10,357,344	10,617,978	27,110,702	22,833,964	47,200	19,687,888			18,952,894	181,146	3,860,996	4,680	426,360
職員	123,026,401														
工具	16,264,437														
合計	19,927,027,468		2,759,232,178	875,381,300	3,886,733,693	3,238,944,744	5,876,065	2,224,198,961	112,624,716	311,368	2,070,913,221	89,869,309	774,923,575	73,523,312	138,971,633
資本支出部分	2,853,922,297		255,806,215	29,567,978	548,619,864	457,183,220	713,800	327,448,827	18,915,974		281,711,433	6,669,503		615,948	18,285,600
合 計	22,780,949,765		3,015,038,393	904,949,278	4,435,353,557	3,696,127,964	6,589,865	2,551,647,788	131,540,690	311,368	2,352,624,654	96,538,812	774,923,575	74,139,260	157,257,233

註：一、國外部分用人費用預(決)算數說明如下：

- (一)預算數：

正式員額薪資2,643,000元，超時工作報酬142,000元，津貼4,251,000元，績效獎金244,000元，考核獎金407,000元，退休及卹償金349,000元，分擔保險費248,000元，其他福利費146,000元，合計8,430,000元。
- (二)決算數：

正式員額薪資3,131,131元，超時工作報酬230,333元，津貼5,880,272元，績效獎金554,071元，考核獎金485,799元，退休金447,946元，分擔保險費381,244元，其他福利費1,140元，合計11,111,936元。
- 二、退休金決算數2,551,647,788元係包括營業支出2,224,198,961元及資本支出部分327,448,827元。說明如下：

(一)職員退休金：參酌「經濟部所屬事業人員退休、撫卹及資遣辦法」規定及精算師精算，按職員薪資總額8.00%提列，計1,345,069,552元，其中營業支出1,164,475,720元，資本支出180,593,832元。

- (二)員工退休金：

1.參酌精算師精算，按員工工資總額2.01%提列員工退休金66,815,245元，其中營業支出55,377,729元，資本支出11,437,516元。

2.參酌勞動基準法規定按員工工資總額6%提列勞退新制退休金729,365,219元，其中營業支出646,837,940元，資本支出82,527,279元。
- (三)職員公保超額年金：參酌「公教人員保險法」規定及精算師精算，108年度精算假設折現率1.20%、待遇調整之公保保俸增加率0.60%，計410,397,772元，其中營業支出357,507,572元，資本支出52,890,200元。
- 三、本年度退休金未提列因應民營化增提員工退休準備金。
- 四、提撥福利金決算數774,923,575元(全為營業支出)，說明如下：

(一)按扣除政府補助收入及101年以後電價調整增收電費後之決算營業收入576,024,693,666元，乘計法定預算福利金提撥率0.11%，計得福利金633,627,163元。

(二)按下腳變賣收入353,241,029元，乘計法定預算福利金提撥率40%，計得福利金141,296,412元。

份 有 限 公 司 彙 計 表 108 年 度																			單位:新臺幣元	
		算 數																		
提繳工資 墊償費用	合 計	正式員額 薪 資	臨時人員 薪 資	超時工作 報 酬	津 貼	預 金			退 休、卹 償 金		資遣費	福 利 費					提繳工資 墊償費用	合 計		
						績 效 獎 金	考 核 獎 金	其 他 獎 金	退 休 金	卹 償 金		分 擔 保 險 費	傷 病 醫 藥 費	提 撥 福 利 金	體 育 活 動 費	其 他 福 利 費				
1,891,908	36,180,423,451	21,923,899,000		3,056,280,000	883,996,000	2,139,287,000	3,565,477,000	2,688,000	2,147,397,000	225,617,000	6,000,000	2,203,679,000	139,939,000	728,290,000	73,527,000	142,106,000	1,858,000	37,240,040,000		
1,612,410	30,356,611,463	18,511,086,000		2,723,725,000	849,346,000	1,802,862,000	3,004,772,000	2,599,000	1,802,461,000	191,913,000	5,088,000	1,866,472,000	126,821,000	619,490,000	33,279,000	107,215,000	1,615,000	31,648,744,000		
1,590,373	29,821,233,884	18,214,223,000		2,675,221,000	817,690,000	1,774,521,000	2,957,537,000	2,292,000	1,767,770,000	188,910,000	5,047,000	1,836,317,000	122,651,000	609,795,000	33,072,000	105,383,000	1,594,000	31,112,023,000		
100,378	1,731,970,525	1,102,087,000		117,183,000	36,247,000	108,042,000	180,070,000	138,000	109,152,000	11,465,000	307,000	112,633,000	5,256,000	37,008,000	789,000	6,231,000	92,000	1,826,700,000		
	516,254,350	592,225,000																592,225,000		
	462,235,737	509,862,000																509,862,000		
400,038	8,724,472,854	5,117,241,000		873,341,000	142,799,000	495,380,000	825,633,000	608,000	511,249,000	51,065,000	1,373,000	506,666,000	22,905,000	164,835,000	11,904,000	27,711,000	386,000	8,753,096,000		
	2,768,738,979	2,873,294,000																2,873,294,000		
	1,976,412,750	2,243,947,000																2,243,947,000		
147,992	4,300,748,961	2,546,474,000		329,892,000	476,663,000	246,928,000	411,547,000	290,000	299,457,000	24,303,000	705,000	247,394,000	57,109,000	78,450,000	1,673,000	15,876,000	158,000	4,736,919,000		
	1,494,462,618	1,715,842,000																1,715,842,000		
	693,789,265	830,632,000																830,632,000		
8,109	230,568,864	257,013,000		7,411,000	867,000	25,955,000	43,259,000	75,000	25,540,000	2,947,000	81,000	30,400,000	1,453,000	9,513,000	203,000	1,604,000	17,000	406,338,000		
	109,074,045	192,139,000																192,139,000		
	23,602,801	64,874,000																64,874,000		
212,350	4,177,732,003	2,487,124,000		235,819,000	28,961,000	244,621,000	407,702,000	303,000	244,305,000	25,423,000	681,000	250,727,000	9,268,000	82,066,000	1,750,000	13,873,000	199,000	4,032,822,000		
	1,378,785,773	1,419,224,000																1,419,224,000		
	1,008,323,552	1,067,900,000																1,067,900,000		
721,506	10,655,740,677	6,704,284,000		1,111,575,000	132,153,000	653,595,000	1,089,326,000	878,000	578,067,000	73,707,000	1,900,000	688,497,000	26,660,000	237,923,000	16,753,000	40,088,000	742,000	11,356,148,000		
	2,125,335,266	2,311,696,000																2,311,696,000		
	3,745,279,820	4,392,588,000																4,392,588,000		
22,037	535,377,579	296,863,000		48,504,000	31,656,000	28,341,000	47,235,000	307,000	34,691,000	3,003,000	41,000	30,155,000	4,170,000	9,695,000	207,000	1,832,000	21,000	536,721,000		
	162,447,954	183,887,000																183,887,000		
	127,828,023	112,976,000																112,976,000		
238,688	4,082,064,911	2,366,808,000		272,119,000	29,438,000	233,268,000	388,779,000	20,000	230,864,000	24,359,000	647,000	237,335,000	9,059,000	78,631,000	13,357,000	13,249,000	203,000	3,898,136,000		
238,688	4,082,064,911	2,366,808,000		272,119,000	29,438,000	233,268,000	388,779,000	20,000	230,864,000	24,359,000	647,000	237,335,000	9,059,000	78,631,000	13,357,000	13,249,000	203,000	3,898,136,000		
	1,221,434,907	1,202,650,000																1,202,650,000		
	1,137,578,413	1,164,158,000																1,164,158,000		
32,069	1,242,867,936	689,177,000		38,650,000	4,454,000	67,889,000	113,147,000	16,000	74,660,000	6,268,000	177,000	66,703,000	2,341,000	20,235,000	26,679,000	19,970,000	28,000	1,130,394,000		
32,069	1,242,867,936	689,177,000		38,650,000	4,454,000	67,889,000	113,147,000	16,000	74,660,000	6,268,000	177,000	66,703,000	2,341,000	20,235,000	26,679,000	19,970,000	28,000	1,130,394,000		
	4,133,146	4,695,000																4,695,000		
	606,212,517	584,893,000																584,893,000		
	79,476,107	99,589,000																99,589,000		
8,741	498,879,141	356,828,000		21,786,000	758,000	35,268,000	58,779,000	53,000	39,412,000	3,077,000	88,000	33,169,000	1,718,000	9,934,000	212,000	1,672,000	12,000	562,766,000		
4,211	245,502,621	199,513,000		8,981,000	33,000	19,878,000	33,130,000	35,000	22,367,000	1,708,000	49,000	18,565,000	731,000	5,516,000	118,000	929,000	6,000	311,559,000		
	133,155,919	184,691,000																184,691,000		
	13,174,688	14,822,000																14,822,000		
4,530	253,376,520	157,315,000		12,805,000	725,000	15,390,000	25,649,000	18,000	17,045,000	1,369,000	39,000	14,604,000	987,000	4,418,000	94,000	743,000	6,000	251,207,000		
	123,026,401	136,587,000																136,587,000		
	16,264,437	20,728,000																20,728,000		
1,891,908	36,180,423,451	21,923,899,000		3,056,280,000	883,996,000	2,139,287,000	3,565,477,000	2,688,000	2,147,397,000	225,617,000	6,000,000	2,203,679,000	139,939,000	728,290,000	73,527,000	142,106,000	1,858,000	37,240,040,000		
263,605	4,799,724,264	3,256,777,000		342,957,000	31,891,000	317,672,000	529,453,000	396,000	310,876,000	33,110,000	2,000,000	325,221,000	9,983,000		2,273,000	16,832,000	259,000	5,179,700,000		
2,155,513	40,980,147,715	25,180,676,000		3,399,237,000	915,887,000	2,456,959,000	4,094,930,000	3,084,000	2,458,273,000	258,727,000	8,000,000	2,528,900,000	149,922,000	728,290,000	75,800,000	158,938,000	2,117,000	42,419,740,000		

五、108年度派遣人力外包費預算215,830,000元(全為資本支出部分)，實績220,270,637元(全為資本支出部分)，主要係配合工程業務需要，辦理購建固定資產、採購及履約等工作。

六、108年度勞務承攬外包費預算451,509,000元(含資本支出部分98,281,000元)，實績458,593,594元(含資本支出部分95,079,308元)，主要係各單位之辦公室勤務員、炊事員、話務員、駕駛員等勞(服)務性人力。

七、各項獎金之編列項目、依據(核准文號或規定)、人數及預(決)算金額：

(一)績效獎金：依經濟部訂頒「經濟部所屬事業經營績效獎金實施要點」規定，108年度按1.2個月薪給編列績效獎金預算計2,456,959,000元，其中營業支出計編列2,139,287,000元(25,878人)，資本支出計編列317,672,000元(3,791人)；惟按調整各項政策因素之總盈餘申算結果，108年度決算提列2.4個月薪給總額之績效獎金計4,435,353,557元，其中營業支出計提列3,886,733,693元(24,229人)，資本支出計提列548,619,864元(3,377人)。資本支出績效獎金未包含107年度資本支出績效獎金核發數與提列數之差額5,689,231元於108年度減列之數(若加計上述差異金額，資本支出績效獎金為542,930,633元)。

(二)考核獎金：依經濟部訂頒「經濟部所屬事業經營績效獎金實施要點」規定，108年度按2個月薪給編列考核獎金預算計4,094,930,000元，其中營業支出編列3,565,477,000元(25,878人)，資本支出編列529,453,000元(3,791人)；108年度決算提列2個月薪給總額之考核獎金計3,696,127,964元，

其中營業支出3,238,944,744元(24,229人)，資本支出457,183,220元(3,377人)。資本支出考核獎金未包含107年度資本支出考核獎金核發數與提列數之差額4,539,606元於108年度減列之數及以前年度差異調整數7,949元於108年度補列之數(若加計上述差異金額，資本支出考核獎金為452,651,563元)。

(三)其他獎金：依經濟部101年3月12日經人字第10103656730號函核定之「經濟部所屬事業機構職員服務獎章(或工員紀念章)及獎勵金發給處理原則」編列之獎勵金計3,084,000元，其中營業支出及資本支出分別編列2,688,000元及396,000元，決算實績則分別為5,876,065元及713,800元。