

**BLACK HILLS POWER, INC.**  
**SD PUC DOCKET: EL14-026**  
**RATE CASE**

REQUEST DATE : April 29, 2014  
RESPONSE DATE : May 20, 2014  
REQUESTING PARTY: SDPUC Staff

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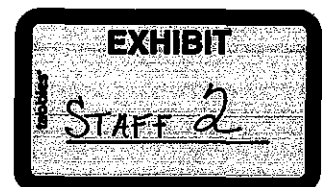
**SDPUC Request No. 2-5:**

Provide copies of all union contracts in effect during the test year and to date.

**Response to SDPUC Request No. 2-5:**

Please see Confidential Attachment 2-5.

**Attachments:** 2-5 – Confidential BHP Union Contract (4.1.12 to 3.31.17)



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**SDPUC Request No. 2-6:**

Provide copies of all salary studies utilized by BHP mentioned in Company witness Laura A. Patterson's direct testimony, including: Towers Watson, Aon Hewitt, Mercer, the Edison Electric Institute (EEI), ECI, the EAPDIS, LLC, Ed Powell, and other surveys, including several specific to wages by state. Also, provide any other surveys not mentioned that BHP used to determine compensation levels for each labor group (union, non-union, executive, etc.) during the test year and to date.

**Response to SDPUC Request No. 2-6:**

**CONFIDENTIAL RESPONSE:**

Please see Confidential Attachments 2-6A through 2-6AAX.

**Attachments:**

2-6A Confidential 2012 IEHRA 2012 Energy Industry Compensation Survey Results  
2-6B Confidential 2012 Variable Compensation Measurement Report  
2-6C Confidential ERCCS\_2013 (Ed Powell)  
2-6D Confidential 2012 Aon Hewitt US TCM Executive Compensation Policies and Programs  
2-6E Confidential Exec Asst Ad Hoc Survey  
2-6F Confidential 2012 ETCCS (Ed Powell)  
2-6G Confidential ETCCS\_2011  
2-6H Confidential SOS Summary  
2-6I Confidential 2013 ECI National Trend\_13\_14  
2-6J Confidential 2012 ECI National Trend\_12\_13  
2-6K Confidential SOS Results-SOS-LR-27-12-Bargaining Unit Contracts and Base Salary Percentage Increases  
2-6L Confidential TW Union Wage Study Participant Report 3.7.12  
2-6M Confidential ECI National Trend\_10\_11  
2-6N Confidential EAPDIS 2010-2011 MERITBUDGET  
2-6O Confidential 2011 Pearl Meyer & Partners Comp Planning Survey  
2-6P Confidential 2012-2013 US Compensation Planning Report  
2-6Q Confidential Mercer-compensation-planning  
2-6R Confidential 2011-2012 Compensation Policies and Practices  
2-6S Confidential 2011 US Compensation Planning Report Update  
2-6T Confidential May 2013 TW Integrys Energy Gen Wage Increase v. Meritl  
2-6U Confidential TW 2013 merit budget preview  
2-6V Confidential 2012 Avista Incentive Design Study

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2-6W Confidential SHRM Employee Recognition Programs, Fall 2012  
2-6X Confidential 2011 Colo Dept of Labor Report on Green Jobs  
2-6Y Confidential 2012-2012 Kenexa Pay for Performance Survey  
2-6Z Confidential 2013 Kenexa Compensation Outlook Report  
2-6AA Confidential Buck's Compensation Planning for 2014  
2-6AB Confidential Ed Powell 2013 Engineer Levels  
2-6AC Confidential 2013-compensation-best-practices-report  
2-6AD Confidential Career Progression Survey Results  
2-6AE Confidential Ed Powell 2013 MERITBUDGET  
2-6AF Confidential Ed Powell 2014 MERITBUDGET  
2-6AG General Industry Salary Budget Survey Results Preview  
2-6AH Confidential 2012\_Variable\_Comp AON  
2-6AI Confidential 2013-2014\_US\_Salary\_Increase\_Survey\_Results\_Participant\_List  
2-6AJ Confidential AonHewitt 2011 Performance Bonus Review  
2-6AK Confidential 2013\_Variable\_Compensation\_Measurement\_Survey\_Results  
2-6AL Confidential Preli\_Hewitt\_2013-2014\_US\_Salary\_Increase\_Survey\_Results (1)  
2-6AM Confidential World at Work Metrics Survey 2012  
2-6AN Confidential 2011-2012 World at Work Salary Budget Survey Results  
2-6AO Confidential 2012-2013 Salary Budget Survey Executive Report & Analysis  
2-6AP Confidential World at Work Utilities COLA Report  
2-6AQ Confidential 2012 Work at Work Salary Structure Policies and Practices  
2-6AR Confidential 2013 Salary Budget Survey Insights and Analysis  
2-6AS Confidential 2013-2014 World at Work Job Evaluation and Market Pricing  
Policies  
2-6AT Confidential 2013-2014 World at Work Salary Budget Survey  
2-6AU Confidential World at Work 2012 Salary Budget Survey  
2-6AV Confidential 2013-2014 World at Work Salary Budget Survey Top Level Results  
2-6AW Confidential World at Work 2012 Compensation Program and Practices  
2-6AX Confidential 2014\_US\_Compensation Policies and Practices\_National  
2-6AY 2013-2014 US Compensation Planning Survey  
2-6AZ Confidential Mercer IT Workforce Practices Survey  
2-6AAA Confidential 2014\_US\_Compensation Policies and Practices\_Detailed  
2-6AAB Confidential 130924\_WB\_Compensation\_planning\_2014\_US\_forecast  
\_and\_trends  
2-6AAC Confidential 2012 Mercer Rewards and Career Communication Survey  
2-6AAD Confidential 2012-2013 US Incentive Plan Design - Overview  
2-6AAE Confidential Mercer 2012 US Incentive Plan Design -- Overview  
2-6AAF Confidential Mercer 2012-2013 US Comp Planning Report  
2-6AAG Confidential 2013-2014 US Compensation Planning Preliminary Report  
2-6AAH Confidential Mercer 2012 US National Short-term Incentive Plan Design  
2-6AAI Confidential Mercer 2012-2013 US National Short-term Incentive Plan Design

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2-6AAJ Confidential MERCER\_CompPlanning2012\_SEC[1]  
2-6AAK Confidential Mercer 2012 employee attraction retention engagement  
2-6AAL Confidential Mercer 2012 GlobalLeveling  
2-6AAM Confidential Mercer 2011 Exec Comp Perf  
2-6AAN Confidential Mercer 2012 exec comp talent mgmt.  
2-6AAO Confidential Mercer 2012 hr\_mobility\_challenges  
2-6AAP Confidential Mercer 2012 us car policies  
2-6AAQ Confidential Summary of SOS-LR-9-14-Bargaining Unit Contracts and Base  
Salary  
2-6AAR Confidential Participant Report-State of South Dakota 2013  
2-6AAS Confidential Electric Utility FLSA & Good PracticesSURVEY 01-24-14  
2-6AAT Confidential Participant\_letter\_Gill  
2-6AAU Confidential 2013 SD Benefits Markets Prevalence Participant Report  
2-6AAV Confidential Comp Survey Contact List  
2-6AAW Confidential Critical Infrastructure Protection Pay Policies  
2-6AAX Confidential 2014 Incentive Pay Practices Survey Publicly Traded Companies

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**SDPUC Request No. 2-7:**

Provide wage studies comparing BHP employee wages to employees of other utilities in the area such as Rushmore Electric Power Cooperative, Black Hills Electric Power Cooperative, Butte Electric Cooperative, and Basin Electric Power Cooperative.

**Response to SDPUC Request No. 2-7:**

**CONFIDENTIAL RESPONSE**

Please see Confidential Attachment 2-7.

**Attachments:** 2-7 – Confidential Exhibit 1250 Div B and Div A contract union comparisons