

**Union Wage Increase Summary - REVISED**

Docket No. EL14-058  
 SDPUC Data Request No. 4-32  
 Attachment C - Page 1 of 3

Description

2013 Base O&M Union Wage	142,908,172	a	As originally filed in PF44-4
Less: NSPM Gas and Non-Utility Wages	11,056,082	b	Included inadvertently in original calculation
Plus: NSPM Electric Fuel Handling Base Wage	4,719,267	c	Excluded inadvertently from original calculation
Revised 2013 Base O&M Union Wages	136,571,357	d = a - b + c	Revised for gas and fuel handling labor
2014 Actual % Increase per contract	<b>2.60%</b>	e	
Estimated 2014 Actual Merit Increase	3,550,855	f = d * e	
2014 Base O&M Union Wage	140,122,212	g = d + f	
2015 Actual % Increase per contract	<b>2.50%</b>	h	
Estimated 2015 Actual Merit Increase	3,503,055	i = g * h	
State of SD Avg Allocation Factor	6.30%	j	Weather normalized jurisdictional allocator
State of SD 2014 O&M Merit Increase (Union)	223,704	k = f * j	
State of SD 2015 O&M Merit Increase (Union)	220,692	l = i * j	
Total State of SD 2014-15 O&M Merit Increase (Union)	<b>\$444,396</b>	m = k + l	

**Non-Union Wage Increase Summary - REVISED**

Docket No. EL14-058  
 SDPUC Data Request No. 4-32  
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Description

2013 Base O&M Non-Union Wage	196,858,997	a	As originally filed in PF44-5
Less: NSPM Gas and Non-Utility Labor	16,617,922	b	Included incorrectly in original calculation
Plus: Fuel Handling Labor	4,532,504	c	Excluded incorrectly from original calculation
Revised 2013 Base O&M Non-Union Wage	184,773,579	d = a - b + c	Revised for gas and fuel handling, but before annualization
2013 Annualization Adjustment	827,906	e	Amount of 2013 wage increase paid in 2014 (see Attachment C page 3)
Annualized 2013 Actual Base O&M Non-Union Wage	185,601,485	f = d + e	With all revisions
2014 Average Actual % Increase	<b>3.00%</b>	g	
Total 12 Months Merit Increase for 2014	5,568,045	h = f * g	12 months of 2014 merit increase (paid in 2014 and 2015)
Estimated 2014 Actual Merit Increase (10 / 12ths)	4,640,037	i = h / 12 * 10	Amount of 2014 wage increase paid in 2014
2014 Annualized Increase	827,906	j	Amount of 2013 wage increase paid in 2014 (see Attachment C page 3)
<b>Total 2014 Merit Increase</b>	<b>5,467,943</b>	k = i + j	Total amount of wage increase (from 2013 and 2014) paid in 2014 calendar year
2014 Base O&M Union Wage	190,241,522	l = d + k	
2015 Budgeted % Increase	<b>0.00%</b>	m	No guaranteed wage increase in 2015 for non-union employees
<b>Estimated 2015 Actual Merit Increase (2/12th)</b>	<b>928,007</b>	n = h / 12 * 2	2014 wage increase would be in effect for 2 months of 2015
State of SD 2013 Actual Labor Allocators	6.30%	m	Weather normalized jurisdictional allocator
State of SD 2014 O&M Merit Increase (Non Union)	344,480	n = k * m	
State of SD 2015 O&M Merit Increase (Non Union)	58,464	o = n * m	
Total State of SD 2014-15 O&M Merit Increase (Non Union)	<u>\$402,944</u>	p = n + o	

**Non-Union Wage Increase Summary - PROPOSED ANNUALIZATION**

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Description

2013 Base O&M Union Wage	196,858,997	a	As originally filed
Less: NSPM Gas and Non-Utility Productive/Non-Prod Labor	16,617,922	b	Included inadvertently in original calculation
Plus: Fuel Handling Productive and Non-Productive Labor	4,532,504	c	Excluded inadvertently from original calculation
2013 Base O&M Non-Union Wage - Revised	184,773,579	d = a - b + c	From Attachment C page 2
1 plus 10/12 of 2.75% Non-Union annual increase	1.02292	e	
2013 base wage before 2.75% Non-Union annual increase	180,634,049	f = d / e	
2/12 of the 2013 2.75% Non-Union annual increase	0.004583	g	
Annualization adjustment for the 2013 2.75% annual increase	827,906	h = f * g	Carry forward to Attachment C page 2