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September 2, 2005

William A. Bonnet  
Vice President  
Government & Community Affairs

The Honorable Chairman and Members of  
the Hawaii Public Utilities Commission  
Kekuanaoa Building  
465 South King Street  
Honolulu, Hawaii 96813

FILED  
2005 SEP -2 P 3:50  
PUBLIC UTILITIES  
COMMISSION

Dear Commissioners:

Subject: Docket No. 04-0113  
HECO 2005 Test Year Rate Case  
Corrections to HECO's Responses to DOD-RIR-66 and DOD-RIR-73

Attached are the following corrections to HECO's responses to the Department of Defense's ("DOD") rebuttal information requests:

1. DOD-RIR-66: Pages 3 to 6 were inadvertently omitted from HECO's response to DOD-RIR-66. Please insert these missing pages to complete the response. Please note that the electronic file for these missing pages (file name: PD-Administrator Employee Benefit Systems.doc) was previously provided to the DOD and the Consumer Advocate ("CA"), and the Commission on August 26, 2005 and August 29, 2005, respectively.
2. DOD-RIR-73: Corrected page 4 of HECO's response to DOD-RIR-73 which shows the calculation of "Purchase Power as Percentage of Base-load Generation". Please replace page 4 of the previously filed response with the attached sheet. The electronic file for this corrected page 4 (file name: "DOD-RIR-73 pages 3-4.xls) was provided to the DOD and the CA, and the Commission on August 26, 2005, and August 29, 2005, respectively.

Sincerely,

Attachments

cc: Dr. Kay Davoodi  
Larkin and Associates  
Hill Associates  
Division of Consumer Advocacy  
Utilitech, Inc.  
Sawvel and Associates  
David Parcell

**HAWAIIAN ELECTRIC COMPANY  
MERIT  
POSITION DESCRIPTION**

**Position Title:** Administrator, Employee Benefit Systems  
**Department:** Compensation and Benefits  
**Reports to:** Manager, Compensation and Benefits

**Job Code:**   
**Role:**

**FLSA:**   
**Date:**

**Primary Role/Function**

Responsible for the operation, maintenance and enhancements of systems to support employee benefit plans and programs to meet the company's business objectives.

**Job Responsibilities**

\* 50% Administers systems that support employee benefit programs including flexible benefits, pension, 401K, workers' compensation and integrated disability. Maintains applicable tables to insure integrity of the system. Coordinates system modifications and problem resolution with HRIS and ISD personnel. Provides

## Benefits Systems Administrator

### **Minimum Qualifications**

#### **Knowledge Requirements:**

- Thorough knowledge of contracts, plan provisions, and benefits administration.
- Technical knowledge of benefit laws and government regulations.
- Working knowledge of the principles of general accounting normally acquired through successful completion of college level courses or equivalent experience.
- Working knowledge of data processing acquired through college level courses or several years of work experience with mainframe and PC software/hardware.
- Thorough knowledge of word processing, spreadsheets and data base programs.
- Knowledge of trends, statistical analyses and available resources in benefits administration and company data resources.

#### **Skills Requirements**

- Ability to effectively communicate system specifications to programmers, users, and other resources.
- Strong analytical, organizational and conceptual skills to handle various projects and programs.
- Demonstrated ability to remain flexible in a demanding work environment and adapt to changing priorities; provide a high level of customer services as required by users.
- Ability to handle confidential information while maintaining strategic focus.
- Ability to meet schedules and deadlines with thorough, accurate and professional work products.
- Ability to develop business plans, diagnose system problems, and provide problem-solving expertise.

#### **Experience Requirements**

Multiple years (5-7) experience with benefits administration systems.

Few years (1-2) experience working with data base design, and electronic data processing.

Requirements are representative of minimum levels of knowledge, skills, and abilities. To perform the position successfully, the incumbent will need to demonstrate the use of these knowledge, skills, and abilities at an "Effective" level.

This position description in no way states or implies that these are the only duties/functions to be performed by the incumbent. Employee will be required to follow any other job-related duties/functions assigned by the supervisor

**Benefits System Administrator**

Positions Supervised
None

This position description in no way states or implies that these are the only duties/functions to be performed by the incumbent. Employee will be required to follow any other job-related duties/functions assigned by the supervisor

## Benefits Systems Administrator

### Physical Requirements

Only items that are necessary to perform the "fundamental" responsibilities of the position are indicated.

"F" for Frequently: Daily, several times a week, weekly  
 "O" for Occasionally: Monthly, Couple times a year

F	Standing
F	Walking
F	Sitting
O	Climbing Ascending or descending ladders, stairs, or other objects.
	Balancing on narrow, slippery, or erratically moving surfaces.
	Stooping, kneeling, crouching, crawling, and/or squatting
F	Handling Working with hands, arms or fingers.
	Feeling Perceiving attributes such as size, shape, temperature or texture.
F	Ability to follow written/oral instructions

O	Lifting/Carrying below 25 lbs.	
	<input type="checkbox"/>	26 to 50 lbs.
	<input type="checkbox"/>	above 50 lbs.
O	Vision acuity the ability to see clearly 20 feet or more	
O	Color vision the ability to identify and distinguish different colors.	
	Night vision the ability to perform work at night with the use of portable lighting.	
F	Talking	
F	Hearing	
F	Ability to perform simple, repetitive tasks for an extended period of time	
O	Ability to perform complex and varied tasks for an extended period	

### Environmental Conditions

The employee will be exposed to the following environmental conditions in performing the

GWH net generated and purchased

<u>HECO Consolidated</u>		<u>2004</u>	<u>2003</u>	<u>2002</u>
Purchased	(A)	4,067	4,054	3,830
Net generated and purchased	(B)	10,639	10,335	10,079
Purchased GWH/Net generated and purchased GWH [(A)/(B)]		38.23%	39.23%	38.00%

Source: 2004 HEI Form 10-K, page 4.

<u>HECO Only</u>				
Purchased	(C)	3,208	3,240	3,120
Net generated and purchased	(D)	8,127	7,909	7,758
Purchased GWH/Net generated and purchased GWH [(C)/(D)]		39.47%	40.97%	40.22%

Source: Year to date totals per December monthly financial report submitted to PUC

Purchased Power as Percentage of Base-load Generation

<u>HECO Only</u>			
Purchased Power Obligations	(E)	406	
Base-load Generation	(F)	835	
Purchased Power MW/Base-load generation MW [(E)/(F)]		48.62%	

Source: Purchased power MW from 2004 HEI Form 10-K, page 5. Base-load generation represents the MW provided by the base-load units.