

**DRA DATA REQUEST**  
**DRA-SCG-132-MCL**  
**SOCALGAS 2012 GRC – A.10-12-006**  
**SOCALGAS RESPONSE**  
**DATE RECEIVED: JULY 20, 2011**  
**DATE RESPONDED: AUGUST 2, 2011**

**Exhibit Reference:** SCG-21-WP

**Subject:** Human Resources, Disability & Worker's Compensation

**Please provide the following:**

1. Referring to page 118, please provide a breakdown of the additional non-labor amount of \$250,000 requested for the expansion of Post Offer Testing.
  - a. Please provide a detailed explanation and supporting supplemental documentation of what this expansion of the Post Offer Testing entails and how it differs from current testing.
  - b. Why is the expansion for this test necessary?
  - c. How does this benefit ratepayers?
  - d. What year did SCG began offering this test?
  - e. Provide historical cost (2005-2010) of SCG's Post Offer Testing. Provide this data in constant 2009 dollars

**SoCalGas Response:**

- a. The expansion of post offer testing to physical ability screening entails expanding our current post offer assessments (drug screening and background checks) to include screening for the physical capacity to perform the job. This screening is distinct from current testing as it is performed by medical specialists who are also familiar with our job functions and who screen post-offer candidates for conditions that would prohibit or impact their ability to perform the job in a safe, non-injurious manner.
- b. Many of our jobs have physical components which, if not performed properly, can pose a risk to employees and potentially others, such as customers or the public. Screening for the physical capacity to perform the job is aimed at identifying and mitigating this risk and helps ensure the health and safety of our employees and those they serve.
- c. Decreased exposure to risk because screened employees are better able to perform all aspects of their jobs without risk of injury.
- d. We have not yet implemented the post offer physical screening process.
- e. Post-offer testing is a new program, so there are no historical costs for 2005-2010.

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2. Referring to page 118, please provide a description and what entails “Physical Screening” under the Post Offer Testing.

**SoCalGas Response:**

Physical screening entails utilizing a process known as functional capacity analysis to ascertain whether otherwise screened job candidates have the physical capacity to perform a job. The process is highly specialized and performed by medical personnel who are co-trained in job analysis as well. Key or critical job functions are indentified which require more extreme physical exertion. These requirements are then simulated in a controlled setting under the observation of medical personnel and an assessment is made of a job candidate’s ability to perform essential job functions without risk of injury. The process is compliant with all state and federal guidelines in that accommodations are suggested that would allow performance of the job without risk of injury.

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3. Referring to SCG-21 page SEE-17, line 30, for Employee Care Services (ECS), SCG states that ECS managed in excess of 7,000 cases in 2009:
- a. Provide total number of cases ECS managed for years 2006 – 2010, please provide this information per year.
  - b. How many of the 7,000 cases handled in 2009 were allocated to Sempra Corporation?
  - c. How many were allocated to SCG?
  - d. How many cases in 2010 handled by ECS were allocated to SCG?
  - e. How many cases in 2010 handled by ECS were allocated to Sempra Corporation?

**SoCalGas Response:**

The statement “ECS managed in excess of 7,000 cases in 2009” in SEE-21 page SEE-17, line 30 is a typographical error and should read, “ECS managed in excess of 5,700 cases in 2009”.

- a. ECS managed the following:

<b>Year</b>	<b>Total # of Cases</b>
2006	4,539
2007	4,416
2008	5,199
2009	5,709
2010	5,851

- b. In 2009, ECS handled 66 cases that were allocated to Sempra Corporation.
- c. In 2009, ECS handled 4,177 cases that were allocated to SoCalGas.
- d. In 2010, ECS handled 4,248 cases that were allocated to SoCalGas.
- e. In, 2010, ECS handled 52 cases that were allocated to Sempra Corporation.