

BEFORE THE  
WASHINGTON UTILITIES & TRANSPORTATION COMMISSION

UG-\_\_  
GENERAL RATE APPLICATION  
OF  
NORTHWEST NATURAL GAS COMPANY

December 18, 2020

**Direct Exhibit of Melinda B. Rogers**

**COMPENSATION & BENEFITS**

**Exh. MBR-2**

Exhibit MBR-2 Base Pay Analysis

2019 Salary Structure - Base Pay Analysis

2019 Salary Structure		
NWN Grade	NWN 2019 Midpoint	NWN Midpoint vs. Market Median
14	\$54,550	124.7%
15	\$59,400	113.8%
16	\$64,750	108.9%
17	\$70,550	104.9%
18	\$76,900	107.7%
19	\$83,950	103.3%
20	\$91,400	102.7%
21	\$99,600	100.7%
22	\$114,700	101.9%
23	\$126,400	96.5%
24	\$139,350	96.7%
25	\$152,600	93.8%
26	\$167,950	106.3%
	<b>Overall</b>	<b>104.8%</b>

Data Source: NW Natural Market Review 2019