

**EXHIBIT NO. TMH-18C  
DOCKET NOS. UE-090704/UG-090705  
2009 PSE GENERAL RATE CASE  
WITNESS: THOMAS M. HUNT**

**BEFORE THE  
WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND  
TRANSPORTATION COMMISSION,**

**Complainant,**

**v.**

**PUGET SOUND ENERGY, INC.,**

**Respondent.**

**Docket No. UE-090704  
Docket No. UG-090705**

**NINTH EXHIBIT (CONFIDENTIAL) TO THE  
PREFILED REBUTTAL TESTIMONY OF  
THOMAS M. HUNT  
ON BEHALF OF PUGET SOUND ENERGY, INC.**

**REDACTED  
VERSION**

**DECEMBER 17, 2009**

## Historic Merit Increases

Survey	Actuals							2010** Projected		
	2001	2002	2003	2004	2005	2006	2007		2008	2009
<b>Mercer</b>										
Executive:										
Management:										
Tech/Professional:										
NonExempt Clerical/Tech:										
Nonunion:										
<b>Milliman</b>										
All Companies:										
Utility Companies:										
<b>Hewitt (Power Industry)</b>										
Executive:										
Salaried/Exempt:										
Salaried/NonExempt:										
Nonunion Hourly:										
<b>World @ Work Merit Budget</b>										
Executives:										
Exempt:										
NonExempt Salary:										
NonExempt Hrly:										
<b>Compensation Resources</b>										
Executive:										
Exempt:										
NonExempt:										
<b>Compdata Survey's Pacific Northwest</b>										
All Industries										
Utilities										

REDACTED

**Notes:**  
 \* Only survey data available for Hewitt Power Industry (2009 actual & 2010 projected) included companies with 0% merit budget increases.  
 \*\* 2010 Projected presents forecasted wage increases.