

**Exh. AMT-4
Dockets UE-230172 and UE-210852
Witness: Alex M. Tellez**

**BEFORE THE WASHINGTON
UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION,**

Complainant,

v.

**PACIFICORP d/b/a PACIFIC POWER
AND LIGHT COMPANY,**

Respondent.

**DOCKETS UE-230172 and
UE-210852 (Consolidated)**

In the Matter of

**ALLIANCE OF WESTERN ENERGY
CONSUMERS'**

**Petition for Order Approving Deferral of
Increased Fly Ash Revenues**

EXHIBIT TO TESTIMONY OF

ALEX M. TELLEZ

**STAFF OF
WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION**

Wage Expenses for Non-Union Employees from 2013-2023

September 14, 2023

Wage Expenses for Non-union Employees 2013-2023

Year	% approved	\$ approved	% paid	\$ paid	\$ difference	relative difference between % approved and % paid
2013	2.25%	\$4,719,475	2.19%	\$4,790,332	\$70,857	2.63%
2014	2.50%	\$5,493,640	2.41%	\$5,264,112	-\$229,528	3.56%
2015	2.50%	\$5,271,307	2.42%	\$5,329,268	\$57,961	3.31%
2016	2.19%	\$4,700,139	2.07%	\$4,523,868	-\$176,271	5.62%
2017	2.34%	\$4,978,166	2.21%	\$4,690,931	-\$287,235	5.67%
2018	2.54%	\$5,228,211	2.30%	\$4,814,329	-\$413,882	9.33%
2019	2.70%	\$5,705,637	2.65%	\$5,626,118	-\$79,519	1.96%
2020	2.80%	\$6,177,884	2.77%	\$6,117,951	-\$59,933	0.98%
2021	1.50%	\$3,363,101	1.47%	\$3,309,172	-\$53,929	1.88%
2022	3.69%	\$7,904,685	3.48%	\$7,455,092	-\$449,593	5.62%
2023	3.50%	\$7,892,683	3.42%	\$7,722,541	-\$170,141	2.23%
TOTAL		\$61,434,927		\$59,643,716	-\$1,791,212	Average 3.89%