

**EXHIBIT NO. \_\_\_(TMH-3C)  
DOCKET NO. UE-06 \_\_\_/UG-06 \_\_\_  
2006 PSE GENERAL RATE CASE  
WITNESS: TOM M. HUNT**

**BEFORE THE  
WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND  
TRANSPORTATION COMMISSION,**

**Complainant,**

**v.**

**PUGET SOUND ENERGY, INC.,**

**Respondent.**

**Docket No. UE-06 \_\_\_  
Docket No. UG-06 \_\_\_**

**SECOND EXHIBIT (CONFIDENTIAL) TO THE  
PREFILED DIRECT TESTIMONY OF  
TOM M. HUNT  
ON BEHALF OF PUGET SOUND ENERGY, INC.**

**REDACTED  
VERSION**

**FEBRUARY 15, 2006**

### Historic Merit Increases

Survey	Actuals					Forecasted
	2001	2002	2003	2004	2005	2006*

**Mercer**

Executive:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
Management:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
Tech/Professional:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
NonExempt Clerical/Tech:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
Nonunion:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%

**Milliman**

All Companies:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
Utility Companies:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%

**Hewitt**

Executive:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
Salaried/Exempt:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
Salaried/NonExempt:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
Nonunion Hourly:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%

**World @ Work Merit Budget**

Executives:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
Exempt:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
NonExempt Salary:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
NonExempt Hourly:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%

**Compensation Resources**

Executive:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
Exempt:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
NonExempt:	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%

**Compdata Survey's Pacific Northwest**

All Industries	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%	X.XX%
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\*2001 To 2005 Data represents Actual increases to companies wages

\*\*2006 Represents Forecasted wage increases

**REDACTED  
VERSION**