

**Exh. JH-4  
Docket UG-200568  
Witness: Joanna Huang**

**BEFORE THE WASHINGTON STATE  
UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND  
TRANSPORTATION COMMISSION,**

**Complainant,**

**v.**

**CASCADE NATURAL GAS  
CORPORATION,**

**Respondent.**

**DOCKET UG-200568**

**EXHIBIT TO  
TESTIMONY OF**

**Joanna Huang**

**STAFF OF  
WASHINGTON UTILITIES AND  
TRANSPORTATION COMMISSION**

*Company's Response to UTC Staff Data  
Request No. 13*

**November 19, 2020**

**Due Date: August 11**

**Request No. 13**

Date prepared: August 7, 2020

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**UTC STAFF DATA REQUEST NO. 13:**

**Re: Wages**

Please provide explanation and rationale for the 2020 non-union wage increases of 4 percent.

**Response:**

The overall budget approved is 4 percent for the 2020 salary review. Non-Union employees are typically eligible for a pay increase once a year during the end of year salary review. Managers will be given 3 percent of the budget to work with. The remaining 1 percent will be used to address compression, equity issues, affirmative action items and promotions, as well as the 2020 mid-year review.