

**BEFORE THE WASHINGTON  
UTILITIES & TRANSPORTATION COMMISSION**

WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION,

Complainant,

v.

CASCADE NATURAL GAS CORPORATION,

Respondent.

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DOCKET UG-210755

**ON BEHALF OF THE  
WASHINGTON STATE OFFICE OF THE ATTORNEY GENERAL  
PUBLIC COUNSEL UNIT**

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**EXHIBIT MEG-15**

Cascade Natural Gas Corp. Response to Public Counsel Data Request No. 22

**April 25, 2022**

**BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION**

**Docket UG-210755  
Cascade Natural Gas Corporation  
2021 General Rate Case**

**PUBLIC COUNSEL DATA REQUEST NO. 022:**

Re: Payroll

Please provide the Company's policy regarding pay increases, and explain if the Company grants general pay increases, if the general pay increases are granted on the same date for all qualifying employees, an explanation of the alternative dates if that is used instead of a uniform increase date, if the individual increases are based on merit, and the different methods are used to determine the amount pay increases for each payroll group (contract, management's decision, etc.).

**Response:**

Cascade Natural Gas Corporation's ("Cascade") policy regarding pay increases is explained in the Direct Testimony of James E. Kaiser, Exh. JEK-1T, Section III (Cascade's Compensation Philosophy) and the Third Exhibit to Mr. Kaiser's Direct Testimony, Exh. JEK-4, filed in this proceeding on September 30, 2021.

Cascade adds that pay increase dates for union employees are negotiated and awarded per the collective bargaining agreement. Annual pay increases typically take place every April 1 for all union job classifications, with the exception being contract years where the negotiated effective date can vary.

Annual pay increases for executives are targeted for a January 1 effective date each year. Annual merit-based pay increases occur for eligible non-union employees every December at yearend aligned with the first pay date in the subsequent calendar year.

Additionally, depending on budget availability, there may be a mid-year increase in June to address some individual non-union employees where there are equity concerns, very limited promotional opportunities, or for employees that were not eligible during the previous year-end salary review. Under extremely rare circumstances, a pay increase may occur out of the year-end or mid-year cycle where a high-performing individual may be at risk to join another organization or in the event of a departmental reorganization.