

REDACTED

BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

DOCKET NO. UE-11 _____

DOCKET NO. UG-11 _____

EXHIBIT NO. ____ (KSF-2)

KAREN S. FELTES

REPRESENTING AVISTA CORPORATION

Salary Increase Budget Comparison 2010/2011

Survey	Month Results Published	Non-Exempt		Exempt		Executive		All Groups Combined	
		2010 Granted	2011 Projected	2010 Granted	2011 Projected	2010 Granted	2011 Projected	2010 Granted	2011 Projected
NATIONAL:									
Conference Board	May	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%
Compensation Resources	August	2.3%	2.8%	2.2%	2.8%	2.1%	2.8%	2.2%	2.8%
Hewitt	November	2.4%	2.7%	2.4%	2.8%	2.4%	2.7%	2.4%	2.7%
Mercer	November	2.3%	2.8%	2.3%	2.8%	2.3%	2.7%	2.3%	2.8%
Towers Watson Data Services	August	2.6%	3.0%	2.6%	3.0%	2.6%	3.1%	2.6%	3.0%
WorldatWork	August	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%
Average		2.4%	2.9%	2.4%	2.9%	2.4%	2.9%	2.4%	2.9%
REGIONAL: West Coast									
Compensation Resources WA OR ID	August	2.3%	2.7%	2.3%	2.7%	2.3%	2.6%	2.3%	2.6%
Hewitt	August	2.3%	2.9%	2.3%	2.8%	2.4%	2.9%	2.3%	2.9%
Mercer	July	2.4%	2.8%	2.4%	2.8%	2.4%	2.9%	2.4%	2.8%
Milliman M&P	Oct			2.3%	2.7%			2.3%	2.7%
WorldatWork	August	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%
Towers Watson Data Services	August	2.8%	3.1%	2.8%	3.1%	2.5%	2.9%	2.7%	3.0%
Average		2.5%	2.9%	2.4%	2.8%	2.4%	2.9%	2.4%	2.8%
UTILITIES & ENERGY									
Conference Board	May	2.9%	3.0%	3.0%	3.0%	3.0%	3.0%	2.9%	3.0%
Compensation Resources	August	2.3%	2.9%	2.2%	2.9%	1.9%	3.0%	2.2%	2.9%
Hewitt	November	2.5%	2.9%	2.5%	3.0%	2.6%	3.0%	2.5%	3.0%
Mercer	July	2.8%	3.0%	2.8%	3.0%	2.7%	3.1%	2.8%	3.0%
Milliman NW Utilities	Sept	2.8%	2.7%	2.5%	2.7%			2.7%	2.7%
EAPDIS West Coast	Sept	2.8%	2.9%	2.8%	2.9%	2.8%	2.8%	2.8%	2.9%
WorldatWork	August	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%
Towers Watson Data Services	August	2.8%	2.9%	2.9%	3.0%	2.9%	3.0%	2.9%	3.0%
Average		2.7%	2.9%	2.7%	2.9%	2.6%	3.0%	2.7%	2.9%
LOCAL SECTOR: Spokane									
Milliman Spokane Area	August	1.7%	2.4%	1.6%	2.4%			1.7%	2.4%
Average		1.7%	2.4%	1.6%	2.4%			1.7%	2.4%

Salary Increase Budget Comparison 2010/2011

Utilities Northwest		Union		Non-Union		Notes			
		2010 Contract	2011 Contract	2010 Granted	2011 Projected				
	Black Hills								
	Bureau of Reclamation - Idaho								
	Bureau of Reclamation - Portland, Vancouver, Beaverton								
	Bureau of Reclamation - Rest of Washington & Oregon								
	Bureau of Reclamation - Seattle, Tacoma, Olympia								
	City of Seattle								
	City of Tacoma								
	Colorado Springs Utilities								
	Coop Flathead Electric								
	Idaho Power	non-union		2.50%	2.75%	all employees get increases equal to structure change			
	Northwestern	5.00%	5.00%	3.00%	3.00%				
	NW Natural Gas	1.60%	1.75%	2.70%	3.00%				
	Pacific Gas & Electric (PG&E)	3.75%	4.00%	3.50%					
	Pacificorp			1.50%	2.00%	Non-union 2010 employees with less than \$100,000 received 1.5%; Union - 2010 in negotiations			
	Portland General Electric (PGN or PGE)		3.60%	3.00%	2.5 - 3.5%	In 2009, froze exempt wages and granted 2.5% adjustments to nonexempt. For 2011, projecting a 2.5% for nonexempt and a 3.5 or 4% for exempt due to 2009 wage freeze.			
	PUD Chelan	3.00%	3.00%	2.25%	3.00%	Non-union - 2010 budgeted an additional 0.75% for adjustments and promos; 2011 budgeting 1.00% for adjustments and promos. Union - 2010 budgeted an additional 0.75% for steps and promos; 2011 budgeting .75% for steps and promos; 2012 budgeting 1.25% effective 1/2/12 -3/31/12 for contract expiration			
	PUD Clark	2.00%	3.00%	0.00%		Non-union 2010 wage freeze; Union - 2012 budgeted 4.0%			
	PUD Cowlitz								
	PUD Emerald								
	PUD Eugene Water & Electric								
	PUD Franklin								

Salary Increase Budget Comparison 2010/2011

PUD Grant		3.50%		2.00%				
PUD Pacific								
PUD Snohomish		4.50%	3.50%	3.00%	3.50%	Union - 2010 budgeted 1% effective 1/1/10 and 3.5% 4/1/10		
PUD Springfield								
Puget Sound Energy (PSE)				0.00%		Non-union 2010 wage freeze; Union - 2010 in negotiations		
Sempra (So Cal Gas & San Diego Gas & Elec)		3.50%		0.00%		Non-union - 2010 wage freeze; Union - 2010 budgeted 3.5% for both So Cal Gas and San Diego Gas & Elec		
Vera Water & Power								
Average		3.36%	3.41%	2.0%	2.9%			

CONFIDENTIAL per WAC 480-07-160

Historical Lineman Wages in the NW

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