

BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

DOCKET NO. UE-090134

DOCKET NO. UG-090135

DOCKET NO. UG-060518

(consolidated)

EXHIBIT NO. ____ (EMA-8)

ELIZABETH M. ANDREWS

REPRESENTING AVISTA CORPORATION

AVISTA UTILITIES

REVISED - LABOR ADJUSTMENT INFORMATION

Summary

Twelve Months Ended September 30, 2008

<u>Washington Electric</u>	Non-Exec 2008 to 2010 Pro Forma Incr	Net 2010 Exec Pro Forma Adjustment	Total Pension Pro Forma	Total Medical Pro Forma
Total Production	661,120	(25,778)	472,554	89,782
Total Transmission	173,671	0	136,560	0
Total Production & Transmission	834,791	(25,778)	609,114	89,782
Total Distribution	740,790	0	486,354	0
Customer Accounts	265,717	0	205,836	0
Cust Service & Info	13,510	0	11,791	0
Sales & Marketing	21,056	0	18,373	0
Total Admin & General	511,530	216,173	500,381	943,053
Total WA Electric Expense	2,387,394	190,395	1,831,849	1,032,835

REVISED - LABOR ADJUSTMENT INFORMATION
 AVISTA UTILITIES
 Adjusted Electric Labor Dollars - Washington
 Twelve Months Ended September 30, 2008
 REVISED

Production	Total WA	Remove Officers	2008 Increase		2009 Increase		2010 Increase		Adjusted for 2010 Increase	Total Increase 2008, 2009, 2010	Add Back 2010	Total 2010	Net 2010
			Admin 1.519%	Union 1.698%	Admin 2.500%	Union 4.000%	Admin 2.300%	Union 2.900%					
500 Supervision & Eng.	100,189		1,522	101,711	2,543	104,254	2,398	106,652	6,463	106,652		106,652	0
501 Fuel	429,552		7,294	436,846	17,474	454,320	13,175	467,495	37,943	467,495		467,495	0
502 Steam Expense	248,961		4,227	253,188	10,128	263,316	7,636	270,952	21,991	270,952		270,952	0
505 Electric Expense	278,581		4,730	283,311	11,332	294,643	8,545	303,188	24,607	303,188		303,188	0
506 Misc. Steam Pwr. Exp.	82,275		1,397	83,672	3,347	87,019	2,524	89,543	7,268	89,543		89,543	0
510 Supervision & Eng.	43,118		655	43,773	1,094	44,867	1,032	45,899	2,781	45,899		45,899	0
511 Structures	2,329		40	2,369	95	2,464	71	2,535	206	2,535		2,535	0
512 Boiler Plant	236,566		4,017	240,583	9,623	250,206	7,256	257,462	20,896	257,462		257,462	0
513 Electric Plant	59,587		1,012	60,599	2,424	63,023	1,828	64,851	5,264	64,851		64,851	0
514 Misc. Steam Plant	43,024		731	43,755	1,750	45,505	1,320	46,825	3,801	46,825		46,825	0
Total Steam	1,524,182	0	25,625	1,549,807	59,810	1,609,617	45,785	1,655,402	131,220	1,655,402	0	1,655,402	0
Hydro	630,434		9,576	640,010	16,000	656,010	15,088	671,098	40,664	671,098		671,098	0
535 Supervision & Eng.	4,987		85	5,072	203	5,275	153	5,428	441	5,428		5,428	0
536 Water For Power	201,780		3,426	205,206	8,208	213,414	6,189	219,603	17,823	219,603		219,603	0
537 Hydraulic Expense	2,053,338		34,866	2,088,204	83,528	2,171,732	62,980	2,234,712	181,374	2,234,712		2,234,712	0
538 Electric Expense	193,205		3,281	196,486	7,859	204,345	5,926	210,271	17,066	210,271		210,271	0
539 Misc. Hydro Expense	92,201		1,401	93,602	2,340	95,942	2,207	98,149	5,948	98,149		98,149	0
541 Supervision & Eng.	91,574		1,555	93,129	3,725	96,854	2,809	99,663	8,089	99,663		99,663	0
542 Structures	255,208		4,333	259,541	10,382	269,923	7,828	277,751	22,543	277,751		277,751	0
543 Res., Dams & Wtrways	728,112		12,363	740,475	29,619	770,094	22,333	792,427	64,315	792,427		792,427	0
544 Electric Plant	80,318		1,364	81,682	3,267	84,949	2,464	87,413	7,095	87,413		87,413	0
545 Misc. Hydro Plant	4,331,157	0	72,230	4,403,407	165,131	4,568,538	127,977	4,696,515	365,358	4,696,515	0	4,696,515	0
Total Hydro	126,245		1,918	128,163	3,204	131,367	3,021	134,388	8,143	134,388		134,388	0
Other Generation	0		0	0	0	0	0	0	0	0		0	0
546 Supervision & Eng.	126,769		2,153	128,922	5,157	134,079	3,888	137,967	11,198	137,967		137,967	0
548 Generation Expense	75,450		1,281	76,731	3,069	79,800	2,314	82,114	6,664	82,114		82,114	0
549 Misc. Other Gen.	58,489		888	59,377	1,484	60,861	1,400	62,261	3,772	62,261		62,261	0
551 Supervision & Eng.	1,156		20	1,176	47	1,223	35	1,258	102	1,258		1,258	0
552 Structures	103,919		1,765	105,684	4,227	109,911	3,187	113,098	9,179	113,098		113,098	0
553 Gen. & Elec. Equip.	43,699		742	44,441	1,778	46,219	1,340	47,559	3,860	47,559		47,559	0
554 Misc. Other Gen. Plant	535,727	0	8,767	544,494	18,966	563,460	15,185	578,645	42,918	578,645	0	578,645	0
Total Other Generation	160,960		2,445	163,405	4,085	167,490	3,852	171,342	10,362	171,342		171,342	0
Other Power Supply	1,843,660	(119,048)	26,197	1,750,809	43,770	1,794,579	41,275	1,835,854	111,242	93,270	1,929,124	(25,778)	0
556 Sys. Control & L.d. Disp.	2,004,620	(119,048)	28,642	1,914,214	47,855	1,962,069	45,127	2,007,196	121,624	93,270	2,100,466	(25,778)	0
557 Other Expense	8,395,686	(119,048)	135,284	8,411,922	291,762	8,703,684	234,074	8,937,758	661,120	93,270	9,031,028	(25,778)	0
Total Production	727,913		11,057	738,970	18,474	757,444	17,421	774,865	46,952	774,865		774,865	0
560 Supervision & Eng.	813,174		12,352	825,526	20,638	846,164	19,462	865,626	52,452	865,626		865,626	0
561 Load Dispatching	61,978		1,052	63,030	2,521	65,551	1,901	67,452	5,474	67,452		67,452	0
562 Station Expense	62,541		1,062	63,603	2,544	66,147	1,918	68,065	5,524	68,065		68,065	0
563 Overhead Line Exp.	0		0	0	0	0	0	0	0	0		0	0
564 Underground Line Exp.	173,751		2,950	176,701	7,068	183,769	5,329	189,098	15,347	189,098		189,098	0
566 Misc. Trans. Exp.	344		6	350	14	364	11	375	31	375		375	0
567	164,356		2,497	166,853	4,171	171,024	3,934	174,958	10,602	174,958		174,958	0
568 Supervision & Eng.	74,666		1,268	75,934	3,037	78,971	2,290	81,261	6,595	81,261		81,261	0
569 Structures	302,682		5,140	307,822	12,313	320,135	9,284	329,419	26,737	329,419		329,419	0
570 Station Equip.	30,200		513	30,713	1,229	31,942	926	32,868	2,668	32,868		32,868	0
571 Overhead Lines	2,647		81	2,728	108	2,836	81	2,917	234	2,917		2,917	0
572 Underground Lines	11,942		203	12,145	486	12,631	366	12,997	1,055	12,997		12,997	0
573 Misc. Trans. Plant	2,426,194	0	38,145	2,464,339	72,603	2,536,942	62,923	2,599,865	173,671	0	2,599,865	0	0
Total Transmission	727,913		11,057	738,970	18,474	757,444	17,421	774,865	46,952	774,865		774,865	0

AVISTA UTILITIES
Adjusted Electric Labor Dollars - Washington
Twelve Months Ended September 30, 2008
REVISED

REVISED - LABOR ADJUSTMENT INFORMATION

	Total WA	Remove Officers	2008 Increase		2009 Increase		2010 Increase		Total Increase 2008-2009-2010	Add Back 2010	Total 2010	Net 2010
			Adjusted Total WA	Admin 1.691%	Admin 2.500%	Admin 4.000%	Admin 2.500%	Admin 2.500%				
Distribution	600,639	0	9,124	609,763	15,244	625,007	14,375	639,382	38,743	0	639,382	0
580 Supervision & Eng.	0	0	0	0	0	0	0	0	0	0	0	0
581 Load Dispatching	187,653	0	3,186	190,839	7,634	198,473	5,756	204,229	16,576	0	204,229	0
582 Station Expense	1,100,282	0	18,683	1,118,965	44,759	1,163,724	33,748	1,197,472	97,190	0	1,197,472	0
583 Overhead Line Exp.	535,265	0	9,089	544,354	21,774	566,128	16,418	582,546	47,281	0	582,546	0
584 Undergrad. Line Exp.	18,642	0	317	18,959	758	19,717	572	20,289	1,647	0	20,289	0
585 St. L. & Signl. Sys.	855,301	0	14,523	869,824	34,793	904,617	26,234	930,851	75,550	0	930,851	0
586 Meter Expense	231,968	0	3,939	235,907	9,436	245,343	7,115	252,458	20,490	0	252,458	0
587 Cust. Install. Expense	1,952,760	0	33,158	1,985,918	79,437	2,065,355	59,895	2,125,250	172,490	0	2,125,250	0
588 Misc. Dist. Expense	949	0	16	965	39	1,004	29	1,033	84	0	1,033	0
589 Rent	342,593	0	5,204	347,797	8,695	356,492	8,199	364,691	22,098	0	364,691	0
590 Supervision & Eng.	48,999	0	832	49,831	1,993	51,824	1,503	53,327	4,328	0	53,327	0
591 Structures	305,043	0	5,180	310,223	12,409	322,632	9,356	331,988	26,945	0	331,988	0
592 Station Equipment	1,294,950	0	21,988	1,316,938	52,678	1,369,616	39,719	1,409,335	114,385	0	1,409,335	0
593 Overhead Lines	443,724	0	7,594	451,318	18,050	469,368	13,610	482,918	39,194	0	482,918	0
594 Undergrad. Lines	310,557	0	5,273	315,830	12,633	328,463	9,525	337,988	27,431	0	337,988	0
595 Line Transformers	187,819	0	3,189	191,008	7,640	198,648	5,761	204,409	16,590	0	204,409	0
596 St. L. & Signl. Sys.	56,013	0	951	56,964	2,279	59,243	1,718	60,961	4,948	0	60,961	0
597 Meters	167,765	0	2,849	170,614	6,825	177,439	5,146	182,585	14,820	0	182,585	0
598 Misc. Dist. Expense	8,640,922	0	145,035	8,785,957	337,076	9,123,033	238,679	9,361,712	740,790	0	9,361,712	0
Total Distribution	221,076	0	3,358	224,434	5,611	230,045	5,291	235,336	14,260	0	235,336	0
Customer Accounts	1,251,744	0	21,255	1,272,999	50,920	1,323,919	38,394	1,362,313	110,569	0	1,362,313	0
901 Supervision	2,124,985	0	32,279	2,157,264	53,932	2,211,196	50,858	2,262,054	137,069	0	2,262,054	0
902 Meter Reading Exp.	59,208	0	899	60,107	1,503	61,610	1,417	63,027	3,819	0	63,027	0
903 Cust. Records & Coll.	3,657,013	0	57,791	3,714,804	111,966	3,826,770	95,960	3,922,730	265,717	0	3,922,730	0
905 Misc. Cust. Accts.	0	0	0	0	0	0	0	0	0	0	0	0
Total Cust Accounts	198,765	0	3,019	201,784	5,045	206,829	4,757	211,586	12,821	0	211,586	0
Cust Service & Info	10,617	0	161	10,778	269	11,047	254	11,301	684	0	11,301	0
907 Supervision	87	0	88	175	2	190	2	192	5	0	192	0
908 Cust. Assistance Exp.	209,469	0	3,181	212,650	5,316	217,966	5,013	222,979	13,510	0	222,979	0
909 Advertising	0	0	0	0	0	0	0	0	0	0	0	0
910 Miscellaneous	179,975	0	2,734	182,709	4,568	187,277	4,307	191,584	11,609	0	191,584	0
Total Cust Svc & Info	146,454	0	2,225	148,679	3,717	152,396	3,505	155,901	9,447	0	155,901	0
Sales	326,429	0	4,959	331,388	8,285	339,673	7,812	347,485	21,056	0	347,485	0
911 Supervision	7,181,131	(1,250,450)	90,087	6,020,768	150,519	6,171,287	141,940	6,313,227	382,546	1,466,623	7,779,850	216,173
912 Demonstrating & Selling	20,490	20,490	311	20,801	520	21,321	490	21,811	1,321	0	21,811	0
913 Advertising	1,739	1,739	26	1,765	44	1,809	42	1,851	112	0	1,851	0
916 Misc Cust Serv & Info	120,821	120,821	1,835	122,656	3,066	125,722	2,892	128,614	7,793	0	128,614	0
Admin & General	506,923	0	7,700	514,623	12,866	527,489	12,132	539,621	32,698	0	539,621	0
920 Salaries	272,019	0	4,132	276,151	6,904	283,055	6,510	289,565	17,546	0	289,565	0
921 Office Supplies & Exp.	786,972	786,972	13,363	800,335	32,013	832,348	24,138	856,486	69,514	0	856,486	0
922 Outside Services	8,890,095	(1,250,450)	117,454	7,757,099	205,932	7,963,031	188,144	8,151,175	511,530	1,466,623	9,617,798	216,173
923 Property Ins. Premium	32,545,808	(1,369,498)	501,849	31,678,159	1,032,940	32,711,099	852,605	33,563,704	2,387,394	1,559,893	35,123,597	190,395
925 Injuries & Damages	0	0	0	0	0	0	0	0	0	0	0	0
926 Empl. Pensions & Bene.	0	0	0	0	0	0	0	0	0	0	0	0
927 Franchise Requirements	0	0	0	0	0	0	0	0	0	0	0	0
928 Reg. Comm. Expenses	0	0	0	0	0	0	0	0	0	0	0	0
930 Misc. General Exp.	0	0	0	0	0	0	0	0	0	0	0	0
931 Rents	0	0	0	0	0	0	0	0	0	0	0	0
935 Mfnc. of Gen. Plant	0	0	0	0	0	0	0	0	0	0	0	0
Total Admin & General	32,545,808	(1,369,498)	501,849	31,678,159	1,032,940	32,711,099	852,605	33,563,704	2,387,394	1,559,893	35,123,597	190,395
Total Electric Labor	32,545,808	(1,369,498)	501,849	31,678,159	1,032,940	32,711,099	852,605	33,563,704	2,387,394	1,559,893	35,123,597	190,395

AVISTA UTILITIES

REVISED - LABOR ADJUSTMENT INFORMATION

Summary

Twelve Months Ended September 30, 2008

<u>Washington Gas</u>	Non-Exec 2008 to 2010 Pro Forma Incr	Net 2010 Exec Pro Forma Adjustment	Total Pension Pro Forma	Total Medical Pro Forma
Total Production	22,383	(7,971)	21,602	26,261
Total Underground Storage	439	0	383	0
Total Distribution	291,431	0	189,802	0
Customer Accounts	156,429	0	121,060	0
Cust Service & Info	8,364	0	7,298	0
Sales & Marketing	12,952	0	11,302	0
Total Admin & General	133,402	59,749	132,387	246,535
Total WA Gas Expense	625,400	51,778	483,834	272,796

REVISED - LABOR ADJUSTMENT INFORMATION

AVISTA UTILITIES
Adjusted Natural Gas System Labor Dollars - Washington
Twelve Months Ended September 30, 2008
REVISED

	Total WA	Remove Officers	Adjusted Total WA	2008 Increase Admin 1.519%	Adjusted for 2008 Increase	2009 Increase Admin 2.500%	Adjusted for 2009 Increase	2010 Increase Admin 2.900%	Adjusted for 2010 Increase	Total Increase 2008,2009,2010	Add Back Pro Forma 2010 Exec	Total 2010 Pro Forma Labor	Net 2010 Exec Pro Forma Adjustment
Production													
807-Administrative Expenses	0	0	0	0	0	0	0	0	0	0	0	0	0
807-Purchased Gas Expenses	383,809	(36,815)	346,994	5,271	352,265	8,807	361,072	8,305	369,377	22,383	28,844	398,221	(7,971)
813-Other Gas Expenses	383,809	(36,815)	346,994	5,271	352,265	8,807	361,072	8,305	369,377	22,383	28,844	398,221	(7,971)
Total Production													
Underground Storage													
814-Oper. supervision & engineering	6,811	0	6,811	103	6,914	173	7,087	163	7,250	439	0	7,250	0
820-Meas. & reg. station expenses	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Underground Storage	6,811	0	6,811	103	6,914	173	7,087	163	7,250	439	0	7,250	0
Distribution													
870-Oper. supervision & engineering	270,437	0	270,437	4,108	274,545	6,864	281,409	6,472	287,881	17,444	0	287,881	0
871-Distribution Load Dispatching	0	0	0	0	0	0	0	0	0	0	0	0	0
874-Maint. & services expenses	563,374	0	563,374	9,566	572,940	22,918	595,858	17,280	613,138	49,764	0	613,138	0
875-Meas. & reg. station exp.-General	32,650	0	32,650	554	33,204	1,328	34,532	1,001	35,533	2,883	0	35,533	0
876-Meas. & reg. station exp.-Industrial	3,253	0	3,253	55	3,308	132	3,440	100	3,540	287	0	3,540	0
877-Meas. & reg. station exp.-City gate	33,186	0	33,186	563	33,749	1,350	35,099	1,018	36,117	2,931	0	36,117	0
878-Meter & house regulator expenses	331,556	0	331,556	5,630	337,186	13,487	350,673	10,170	360,843	29,287	0	360,843	0
879-Customer installations expenses	416,487	0	416,487	7,072	423,559	16,942	440,501	12,775	453,276	36,789	0	453,276	0
880-Other expenses	568,799	0	568,799	9,638	578,437	23,138	601,595	17,446	619,041	50,242	0	619,041	0
885-Maint. supervision & engineering	60,094	0	60,094	1,020	61,114	2,445	63,559	1,843	65,402	5,308	0	65,402	0
886-Structures & Improvements	0	0	0	0	0	0	0	0	0	0	0	0	0
887-Maint. of mains	449,493	0	449,493	7,632	457,125	18,285	475,410	13,787	489,197	39,704	0	489,197	0
889-Maint. meas. & reg. st. equip.-General	44,427	0	44,427	754	45,181	1,807	46,988	1,363	48,351	3,924	0	48,351	0
890-Maint. meas. & reg. st. equip.-Indust	72,127	0	72,127	1,225	73,352	2,934	76,286	2,212	78,498	6,371	0	78,498	0
891-Maint. meas. & reg. st. equip.-City gate	10,338	0	10,338	176	10,514	421	10,935	317	11,252	914	0	11,252	0
892-Maint. of services & lines	246,018	0	246,018	4,177	250,195	10,008	260,203	7,546	267,749	21,731	0	267,749	0
893-Maint. meters & house regulators	263,936	0	263,936	4,482	268,418	10,737	279,155	8,095	287,250	23,314	0	287,250	0
894	6,089	0	6,089	103	6,192	248	6,440	187	6,627	538	0	6,627	0
Total Distribution	3,372,264	0	3,372,264	56,775	3,429,039	133,044	3,562,083	101,612	3,663,695	291,431	0	3,663,695	0
Customer Accounts													
901-Supervision	136,815	0	136,815	2,078	138,893	3,472	142,365	3,274	145,639	8,824	0	145,639	0
902-Meter reading expenses	742,416	0	742,416	12,606	755,022	30,201	785,223	22,771	807,994	65,578	0	807,994	0
903-Customer records & collection exp	1,235,082	0	1,235,082	18,761	1,253,843	31,346	1,285,189	29,559	1,314,748	79,666	0	1,314,748	0
905-Misc. customer accounts expenses	36,622	0	36,622	556	37,178	929	38,107	876	38,983	2,361	0	38,983	0
Total Cust Accounts	2,150,935	0	2,150,935	34,001	2,184,936	65,948	2,250,884	56,480	2,307,364	156,429	0	2,307,364	0
Cust Service & Info													
908-Customer assistance expenses	123,032	0	123,032	1,869	124,901	3,123	128,024	2,945	130,969	7,937	0	130,969	0
909-Advertising	6,578	0	6,578	100	6,678	167	6,845	157	7,002	424	0	7,002	0
910-Misc Customer Service & Info Exp	54	0	54	54	108	1	162	1	316	3	0	316	0
Total Cust Svc & Info	129,664	0	129,664	1,970	131,634	3,291	134,925	3,103	138,028	8,364	0	138,028	0
Sales													
911-Supervision	0	0	0	0	0	0	0	0	0	0	0	0	0
912-Demonstrating & selling expenses	111,401	0	111,401	1,692	113,093	2,827	115,920	2,666	118,586	7,185	0	118,586	0
913-Advertising	0	0	0	0	0	0	0	0	0	0	0	0	0
916-Misc Sales Expense	89,414	0	89,414	1,358	90,772	2,269	93,041	2,140	95,181	5,767	0	95,181	0
Total Sales	200,815	0	200,815	3,050	203,865	5,096	208,961	4,806	213,767	12,952	0	213,767	0
Admin & General													
920-Administrative & general salaries	1,904,927	(345,620)	1,559,307	23,686	1,582,993	39,575	1,622,568	37,319	1,659,887	100,580	405,369	2,065,256	59,749
921	3,340	0	3,340	57	3,397	136	3,533	102	3,635	295	0	3,635	0
923-Outside services employed	368	0	368	6	374	9	383	9	392	24	0	392	0
924-Property insurance	0	0	0	0	0	0	0	0	0	0	0	0	0
925-Injuries & damages	32,270	0	32,270	490	32,760	819	33,579	772	34,351	2,081	0	34,351	0
928-Regulatory commission expenses	182,180	0	182,180	2,767	184,947	4,624	189,571	4,360	193,931	11,751	0	193,931	0
930-Misc. general expenses	65,522	0	65,522	995	66,517	1,663	68,180	1,568	69,748	4,226	0	69,748	0
935-Maintenance of general plant	163,525	0	163,525	2,777	166,302	6,652	172,954	5,016	177,970	5,016	0	177,970	0
Total Admin & General	2,352,132	(345,620)	2,006,512	30,778	2,037,290	53,478	2,090,768	49,146	2,139,914	133,402	405,369	2,545,283	59,749
Total WA, Gas Labor	8,596,430	(382,435)	8,213,995	131,948	8,345,943	269,837	8,615,780	223,615	8,839,395	625,400	431,213	9,273,608	51,778

REVISED LABOR ADJUSTMENT INFORMATION

Salary Increase Budgets Comparison

	Non-Exempt		Exempt		Executive		All Employee Groups Combined	
	2008 Granted	2009 Granted	2008 Granted	2009 Granted	2008 Granted	2009 Granted	2008 Granted	2009 Granted
TOTAL SAMPLE:								
Hewitt Associates preliminary	3.5%	1.7%	2.8%	2.7%	3.8%	1.6%	3.6%	1.7%
Conference Board	3.7%	2.5%	3.0%	3.0%	3.8%	1.5%	3.8%	2.2%
Compensation Resources	3.6%	3.6%	3.6%	3.7%	3.7%		3.6%	
Mercer	3.6%	2.2%	2.6%	2.2%	4.1%	1.9%	3.8%	2.1%
Watson Wyatt preliminary	3.5%	2.3%	2.7%	2.2%	3.7%	2.1%	3.6%	2.2%
WorldatWork	3.8%	2.3%	2.8%	2.2%	4.0%	2.0%	3.9%	2.2%
Average	3.6%	2.2%	2.8%	2.2%	3.9%	1.8%	3.7%	2.1%
REGION SECTOR: West Coast								
Hewitt Associates	3.8%				3.9%		3.8%	
Compensation Resources-WAORID	3.7%				3.8%		3.8%	
Mercer*		3.0%	2.9%	3.1%	2.9%	3.4%		3.2%
Watson Wyatt	3.8%				4.4%		4.0%	
WorldatWork	3.8%	2.2%	2.9%	2.1%	4.0%	1.8%	3.9%	2.1%
Average	3.8%	2.6%	2.9%	2.6%	4.0%	2.6%	3.9%	2.6%
INDUSTRY SECTOR: Utilities & Energy								
Hewitt Associates	3.7%				3.9%		3.7%	
Conference Board	3.7%	2.5%	3.1%	2.5%	3.6%	2.0%	3.6%	2.3%
Compensation Resources	3.7%				3.7%		3.7%	
Mercer*		3.1%	3.0%	3.3%	3.1%	4.1%		3.5%
Milliman NW Utilities	3.8%				3.9%		3.9%	
EAPDIS Custom (44 Utilities)	3.5%				3.5%		3.6%	
AGA	3.4%	3.2%	3.2%	3.3%	4.2%	3.5%	3.7%	3.3%
Watson Wyatt	3.7%				3.8%		3.9%	
WorldatWork					4.3%		4.1%	3.0%
Average	3.6%	2.9%	3.1%	3.0%	3.9%	3.2%	3.8%	3.0%
LOCAL SECTOR: Spokane								
Spokane Area Comp	3.5%				3.5%		3.5%	
City of Coeur d'Alene								5.0%
City of Spokane								4.0%
Spokane County								3.5%
Average	3.5%	#DIV/0!	#DIV/0!	#DIV/0!	3.5%	#DIV/0!	3.5%	4.2%

References: Miscellaneous 2009/2010 salary planning surveys

Historical Lineman Wages in the NW

	Puget Power	Central PUD's	Avista Utilities	Idaho Power	Montana Power (NWE)	Average *	\$+/-	%+/-
2000	26.68	25.97	26.00	26.66	25.26	26.14	-0.14	-0.53
2001	27.48	26.62	26.65	27.50	25.77	26.84	-0.19	-0.71
2002	28.59	27.42	27.72	28.31	26.79	27.78	-0.06	-0.22
2003	29.45	28.24	28.55	29.16	27.87	28.68	-0.13	-0.46
2004	30.33	29.09	29.55	29.16	28.43	29.25	0.30	1.02
2005	31.24	30.60	30.60	30.18	28.72	30.19	0.41	1.34
2006	33.65	31.52	31.52	32.28	30.03	31.87	-0.35	-1.11
2007	34.83	32.47	32.47	33.25	31.87	33.11	-0.64	-1.91
2008	35.96	33.77	33.61	34.31	33.46	34.38	-0.77	-2.29
2009	37.13	34.95	34.95	35.35	35.14	35.64	-0.69	-1.97
2010	38.24	36.17	36.17	36.89	36.89	37.1	-0.15	-0.41
	3.0%	3.5%	3.0%	5.0%	5.0%	37.1	(prelim-prior to Avista increase)	(prelim-prior to Avista increase)
						(prelim)		

Avista Utilities

REVISED - LABOR ADJUSTMENT INFORMATION

Pro Forma 2010 Officer Compensation
By Utility Jurisdiction

Employee	Notes 7 & 4 Acct 920	Note 1 Acct 557	Notes 8 & 10 Acct 813	Note 10 Total	Electric		Gas			Total
					WA 64.590%	ID 35.410%	WA 67.505%	ID 32.495%	OR 100.000%	
00188	198,977	0	0	198,977	93,208	49,975	25,762	12,401	17,629	198,975
00365	219,696	0	0	219,696	102,914	55,179	28,445	13,693	19,465	219,696
03512	253,551	0	0	253,551	118,773	63,682	32,828	15,803	22,465	253,551
02565	239,648	0	0	239,648	112,260	60,190	31,028	14,936	21,233	239,647
11290	157,518	0	0	157,518	73,787	39,563	20,395	9,817	13,956	157,518
45464	176,546	0	0	176,546	82,701	44,342	22,858	11,003	15,642	176,546
46832	138,006	0	0	138,006	64,647	34,662	17,868	8,601	12,227	138,005
61582	526,046	0	0	526,046	246,420	132,123	68,110	32,786	46,608	526,047
64690	164,896	0	0	164,896	77,244	41,416	21,350	10,277	14,610	164,897
88740	232,343	0	0	232,343	108,838	58,356	30,083	14,481	20,586	232,344
83984	0	123,422	53,662	177,084	79,718	43,704	24,653	11,922	17,088	177,085
93110	174,909	0	0	174,909	81,934	43,930	22,646	10,901	15,497	174,908
94440	193,829	0	0	193,829	90,797	48,682	25,096	12,080	17,173	193,828
Total	2,675,965	123,422	53,662	2,853,049	1,333,241	715,804	371,122	178,701	254,179	2,853,047
Payroll Loading for Paid Time Off (PL)					1.1700	1.1700	1.1700	1.1700	1.1700	1.1700
Total Pro Forma Impact					1,559,892	837,491	434,213	209,080	297,389	3,338,065
Labor Broken Out by Account										
				920	1,253,524	672,100	346,469	166,785	237,088	2,675,966
				557	79,718	43,704				123,422
				813			24,653	11,922	17,088	53,663
					1,333,242	715,804	371,122	178,707	254,176	2,853,051
Loaded for Time Off										
				920	1,466,623	786,357	405,369	195,138	277,393	3,130,880
				557	93,270	51,134	0	0	0	144,404
				813	0	0	28,844	13,949	19,993	62,786
					1,559,893	837,491	434,213	209,087	297,386	3,338,070

INFORMATION SERVICES
REVISED ADJUSTMENT INFORMATION

PRO FORMA INFORMATION SERVICES - (INCREMENTAL 2009 EXPENSE - 2010 excluded)
Increases due to support of existing applications customers already receive benefit from these projects.

Description	Non-Labor	Labor	Idaho Only	TOTAL	Expense started in 2009 (employee or EDS contract employee hired)	Efficiency - estimated	Revised Expense for known expenses plus efficiencies	Expense starts in 2010 Excluded	Allocation
Mobile Dispatch Application - Gas (Technical Support)	\$ -	\$80,000	\$ -	\$80,000	\$80,000	0%	\$80,000		Common Gas All
Outage Mgmt & Construction Design Application Support	\$ -	\$160,000	\$ -	\$160,000	\$160,000	0%	\$160,000		Common All
WEB Application Support	\$ -	\$320,000	\$ -	\$320,000	\$320,000	0%	\$320,000		Common All
Crew Call Out Application Hosting Fees	\$120,000	\$ -	\$ -	\$120,000	\$120,000	0%	\$120,000		Common All
Enterprise Vice Portal Application Hosting Fees	\$331,000	\$ -	\$ -	\$331,000	\$331,000	0%	\$331,000		Common All
New Work Management System	\$800,000	\$320,000	\$ -	\$1,120,000	0	20%	\$0	\$1,120,000	Common All
New Mobile Dispatch Application - Electric	\$235,000	\$160,000	\$ -	\$395,000	\$395,000	0%	\$395,000		Common Electric
Infrastructure Growth/Expansion (hardware, network, etc.)	\$138,000	\$ -	\$ -	\$138,000	\$138,000	0%	\$138,000		Common All
New Software License Fees (Ultimate, IEE, etc.)	\$131,000	\$ -	\$ -	\$131,000	\$131,000	0%	\$131,000		Common All
New Hardware Maintenance Fees	\$120,000	\$ -	\$ -	\$120,000	\$120,000	0%	\$120,000		Common All
Annual Increases for Existing Software License/Maintenance Fees	\$146,000	\$ -	\$ -	\$146,000	\$146,000	0%	\$146,000		Common All
Annual Increases for Existing Hardware Maintenance Fees	\$141,000	\$ -	\$ -	\$141,000	\$141,000	0%	\$141,000		Common All
New Spokane Valley Call Center Recurring Costs	\$51,000	\$ -	\$ -	\$51,000	\$51,000	0%	\$51,000		Common All
Automated Meter Reading Network - ID only	\$ -	\$ -	\$50,400	\$50,400	\$0	0%	\$0		ID only - E&G
Wireless Wide-Area-Network	\$174,000	\$ -	\$ -	\$174,000	\$174,000	20%	\$139,200		Common All
Security/Compliance	\$80,000.00	\$160,000	\$ -	\$240,000	\$240,000	0%	\$240,000		Common All
Additional Efficiencies for 2009 known savings - Technology & Electronics Payment Service Providers					\$0				Common All
TOTAL	\$2,467,000	\$1,200,000	\$50,400	\$3,717,400	\$2,547,000		\$2,233,200	\$1,120,000	

(1) - starts early 2010, however, will be EDS contract employee, contract amount from EDS contract, amount known.

Total Projects to include for 2009 (adjusted for efficiencies

	Common Electric	Common Gas	Common All
(Note 4)	\$316,000	\$80,000	\$1,837,200
(Note 8; 4)			\$2,233,200

WAVID Allocation (note 4) - Electric

WA	65.097%	205,707
ID	34.903%	110,293

WAVID Allocation (note 4) - Gas

WA	67.505%	
ID	32.495%	

Common Gas Allocation (note 8)

Electric	0.000%	
Gas North	68.157%	54,526
OR Gas	31.843%	25,474

Common All Allocation (note 7)

Electric	71.960%	
Gas North	19.180%	
OR Gas	8.860%	

REVISIONS

	REVISD ADJUSTMENT	Originally Filed	Reduction for savings or efficiencies	Rev. Req. Net Reduction
(in 000s)				
Total Electric WA	1,066	1,752	(686)	(717)
Total Electric ID	572	450		
Total Gas WA	275		(175)	(182)
Total Gas ID	132			
Total OR	188			
	2,233			

Avista Corporation
 Colstrip Mercury Emission O and M Expense Adj.
 REVISED

Exhibit No.__(EMA-8)

2010 - REVISED REQUEST	<u>Total System Adjustment</u>	<u>Total Washington Adjustment</u>	<u>Total Idaho Adjustment</u>
<u>P/T Allocation Percentages</u>		<u>64.59%</u>	<u>35.41%</u>
<u>Colstrip Mercury Emission</u>			
Operating & Maintenance Expense	\$ 1,500,000	<u>968,850</u>	531,150
Net Income Before Taxes		968,850	531,150
Idaho State Income Taxes	1.2216%		<u>6,489</u>
Net Income before FIT		\$ 968,850	\$ 524,661
Federal Income Tax	35%	<u>\$ 339,098</u>	<u>\$ 183,632</u>
Net Reduction to Income		<u>\$ 629,753</u>	<u>\$ 341,030</u>

REVISED DUES
INCLUDED IN RESTATEMENT ADJUSTMENT

2008

	Percent Allocated to Non- Utility Costs (1)	Invoice Amount	Acct. 426400 Non-Utility Amount	Acct. 930200 Utility Amount	Originally Recorded to CDAA (1)
Edison Electric Institute:					
Regular Activities	20%	230,473	46,095	184,378	
Industry Structure Assessment	40%	23,047	9,219	13,828	
Mutual Assistance	0%	5,000	-	5,000	
		<u>258,520</u>	<u>55,313</u>	<u>203,207</u>	
Contribution	0%	5,000	-	5,000	
		<u>5,000</u>	<u>-</u>	<u>5,000</u>	
Other Dues on separate invoice		7,500	7,500	-	
Grand Total		271,020	62,813	208,207	

(1) EEI - Percent allocated to non-utility per invoice

Proposed Adjustment :

	Total Utility	Electric	Gas	WA Electric	WA Gas
2008 (1)					
Allocation % Per Results		71.960%	28.040%	65.097%	67.505%
Originally Recorded	203,207	146,228	56,979	95,190	38,464
Correctly Recorded	203,207	203,207	-	132,281	-
Adjustment				<u>37,092</u>	<u>(38,464)</u>
2008 (2)					
Originally Recorded	5,000	-	5,000	-	3,375
Correctly Recorded	5,000	5,000	-	3,255	-
Adjustment				<u>3,255</u>	<u>(3,375)</u>

(Shown during discovery through PC_DR_481-Attachment A.xls)

NET \$	40,346	\$	(41,839)
	ELECTRIC		GAS
	REVISED EXPENSE ADJ		

NET \$	42,166	\$	(43,716)
	ELECTRIC		GAS
	REVISED REVENUE REQUIREMENT		

Public Counsel AGA Adj	Accepte \$	(22,394)
------------------------	------------	----------

NET \$	42,166	\$	(66,109)
	ELECTRIC		GAS
	REVISED REVENUE REQUIREMENT		

AVISTA UTILITIES
SPOKANE RIVER RELICENSING REVISED ADJUSTMENT

	System		Washington Allocated	
	Filed	Revised	Filed	Change
Amortization Expense (1)	882,598	791,300	593,594	516,629 (76,965) (3)
Annual 4(e) Payment/IPA Interest	2,113,025	2,113,025	1,364,803	1,364,803 0
Current Period PM&E Expenses	2,740,558	3,303,153	1,677,483	2,040,863 363,380 (1)
Total Expense Adjustment	5,736,181	6,207,478	3,635,880	3,922,295 286,415
Federal Income Taxes	2,007,663	2,172,617	1,272,558	1,372,803 100,245
Net Operating Income	3,728,518	4,034,861	2,363,322	2,549,492 186,170
Rate Base (EOP)	30,011,315	28,729,338	19,384,308	18,556,279 (828,029) (2)
Process Costs (ER6104) - Thru 6/30/09	10,055,000	10,555,000	6,494,525	6,494,525 0
4(e) Agreement (Payment 30 Days after License - 7/30/09)	40,066,315	39,284,338	25,878,833	25,050,804 (828,029)
Total Costs				
Rate Base - AMA 2010			26,702,474	25,823,641 (878,833)
Cost			(560,009)	(487,636) 72,373
Accumulated Depreciation			(2,817,656)	(2,805,884) 11,772
DFIT			23,324,809	22,530,121 (794,688)
Net Rate Base				

(1) Actual annual labor costs had been capitalized, which will be recorded as PM&E costs in the future, computed as follows:

Annual Labor Costs:	
2008	\$ 520,863
2009 (Annualized using 5/31/09 actual costs)	604,328
2008 & 2009	\$ 1,125,191
Average Annual Labor Costs	\$ 562,595
WA Allocation factor	64.59%
WA Share of Annual Labor	\$ 363,380

(2) The filing, prepared in January 2009, used estimated costs. Costs have been updated for actual costs.

(3) Amortization decreased due to amortizing license over 50 years (rather than 45 years as estimated) and the reduction to final license cost, noted in (2) above.

ASSET MANAGEMENT
(ALTERNATIVE) FOR INFORMATION PURPOSES ONLY

	<u>System</u>	<u>WA Share</u>	<u>WA</u>
Transmission Vegetation Increase - due to Compliance requirements	\$ 371,537	64.59%	\$ 239,976
Distribution Vegetation Management (current req. \$2.8 increase to \$4 or by \$1.2m currently required by Docket No. UE-050482	\$ 2,176,410	66.821%	\$ 1,454,299
Wood Pole - tracked spending of capital & expenses - per Docket # UE-070804 (2010 required level \$872k vs \$852 for 2010)	\$ 206,917	64.59%/66.821%	\$ 135,175
Asset management \$1,589,388			
* Most projects included in Asset Mgmt program provide for future reductions to required Capital; safety issues			
Substation (maintenance on transformers, circuit breakers, circuit switchers, reclosers, relays	\$ 616,000	66.821%	\$ 411,617
Substation Efficiency estimate 10%-built in for settlement purposes	\$ (123,200)	66.821%	\$ (82,323)
Distribution: Animal guards, underground cable, exacter testing reclosers, relays	\$ 458,000	66.821%	\$ 306,040
Animal Guards (\$44k savings in 2010 estimated)	\$ (44,000)	66.821%	\$ (29,401)
Additional distribution efficiency estimate 20%-built in for settlement purposes	\$ (100,400)	66.821%	\$ (67,088)
Transmission: Fire retardent coatings on poles	\$ 401,000	64.590%	\$ 259,006
Additional transmission efficiency estimate 20%-built in for settlement purposes	\$ (80,200)	64.590%	\$ (51,801)
Network - Vaults, manholes/handholes - this work being completed for safety purposes	\$ 114,000	100.000%	\$ 114,000
	\$ 3,996,064	WA share-Excl. Eff. (E)	\$ 2,689,500
Total electric-before efficiencies	\$ 4,343,864	Total after efficiencies	\$ 2,920,113
		Net Reductions	\$ (230,613)
		Net overall % reductions	-21.14%
Gas Vegetation management - add to required level of spend with electric distribution.	\$ 142,028	62.019%	\$ 88,084.35
Total	\$ 4,485,892	WA share-Excl. Eff. (E/G)	\$ 2,777,584.35

WA E&G after alternative efficiencies

For Information Purposes Only

INJURIES DAMAGES RESERVE
PROVIDED FOR INFORMATIONAL PURPOSES ONLY

Service	Ferc Acct	Jurisdiction	200709		200710		200711		200712		200801		200802	
			Ending Balance	SUM	Ending Balance	SUM	Ending Balance	SUM	Ending Balance	SUM	Ending Balance	SUM	Ending Balance	SUM
AMA														
ED	228200	AN	(7,625,605.47)	(7,534,344.66)	(7,541,293.74)	(7,543,679.79)	(7,556,839.37)	(7,559,779.75)	(7,570,365.94)					
	228210	ID	2,136,208.21	2,107,831.55	2,111,998.42	2,126,274.91	2,131,294.21	2,131,294.21	2,133,152.05					
	228210	WA	5,236,494.05	5,204,313.11	5,207,095.32	5,220,204.88	5,228,345.16	5,231,285.54	5,237,225.42					
Net Reserve			(252,903.21)	(222,200.00)	(222,200.00)	(197,200.00)	(197,200.00)	(197,200.00)	(199,988.47)					
Allocation % to WA			65.097%	65.097%	65.097%	65.097%	65.097%	65.097%	65.097%					
WA Reserve			(164,632.40)	(144,645.53)	(144,645.53)	(128,371.28)	(128,371.28)	(128,371.28)	(130,186.49)					
GD														
	228200	AN	(1,215,878.37)	(1,107,174.66)	(1,108,256.60)	(1,146,430.53)	(1,202,233.11)	(1,202,233.11)	(1,210,355.22)					
	228210	ID	548,473.50	446,636.35	447,497.02	485,349.77	541,065.47	541,065.47	547,808.19					
	228210	WA	538,340.62	534,908.31	535,559.58	535,880.76	535,967.64	535,967.64	536,191.03					
Net Reserve			(129,064.25)	(125,630.00)	(125,200.00)	(125,200.00)	(125,200.00)	(125,200.00)	(126,356.00)					
Allocation % to WA			67.505%	67.505%	67.505%	67.505%	67.505%	67.505%	67.505%					
WA Reserve			(87,124.82)	(84,806.53)	(84,516.26)	(84,516.26)	(84,516.26)	(84,516.26)	(85,296.62)					

Provided in response to PC_DR_480-Revised

INJURIES DAMAGES RESERVE
PROVIDED FOR INFORMATIONAL PURPOSES ONLY

Service	Ferc Acct	Jurisdiction	200803		200804		200805		200806		200807		200808		200809		
			Ending Balance	SUM	Ending Balance	SUM	Ending Balance	SUM	Ending Balance	SUM	Ending Balance	SUM	Ending Balance	SUM	Ending Balance	SUM	
ED	228200	AN	(7,628,522.45)	(7,636,118.08)	(7,646,930.30)	(7,703,788.67)	(7,719,918.71)	(7,735,586.90)	(7,794,539.12)								
	228210	ID	2,134,860.57	2,142,456.20	2,146,113.53	2,146,736.41	2,148,798.50	2,149,837.27	2,155,532.84								
	228210	WA	5,238,461.88	5,238,461.88	5,245,666.77	5,251,902.26	5,255,920.21	5,253,049.63	5,256,306.28								
Net Reserve			(255,200.00)	(255,200.00)	(255,150.00)	(305,150.00)	(315,200.00)	(332,700.00)	(382,700.00)								
Allocation % to WA			65.097%	65.097%	65.097%	65.097%	65.097%	65.097%	65.097%								
WA Reserve			(166,127.54)	(166,127.54)	(166,095.00)	(198,643.50)	(205,185.74)	(216,577.72)	(249,126.22)								
GD	228200	AN	(1,242,832.51)	(1,247,669.92)	(1,248,876.05)	(1,250,150.60)	(1,251,693.94)	(1,283,119.81)	(1,286,203.38)								
	228210	ID	579,952.60	583,479.23	583,915.42	584,715.42	585,083.75	585,233.61	586,395.70								
	228210	WA	537,679.91	538,990.69	539,760.63	540,235.18	541,410.19	542,686.20	544,607.68								
Net Reserve		(125,200.00)	(125,200.00)	(125,200.00)	(125,200.00)	(125,200.00)	(155,200.00)	(155,200.00)	(155,200.00)								
Allocation % to WA			67.505%	67.505%	67.505%	67.505%	67.505%	67.505%	67.505%								
WA Reserve			(84,516.26)	(84,516.26)	(84,516.26)	(84,516.26)	(84,516.26)	(104,767.76)	(104,767.76)								

Provided in response to PC_DR_480-Revised