

BEFORE THE WASHINGTON UTILITIES & TRANSPORTATION COMMISSION

WUTC v. VERIZON

DOCKET NO. UT-040788

DIRECT TESTIMONY OF STEVEN C. CARVER (SCC-1T)

ON BEHALF OF

PUBLIC COUNSEL, AARP AND WEBTEC

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PURSUANT TO THE PROTECTIVE ORDER IN THIS DOCKET.**

November 22, 2004

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 DIRECT TESTIMONY OF
 STEVEN C. CARVER**

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I. INTRODUCTION

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Q. Please state your name and business address.

A. My name is Steven C. Carver. My business address is 740 NW Blue Parkway, Suite 204, Lee's Summit, Missouri 64086.

Q. What is your present occupation?

A. I am a principal in the firm Utilitech, Inc., which specializes in providing consulting services for clients who actively participate in the process surrounding the regulation of public utility companies. Our work includes the review of utility rate applications, as well as the performance of special investigations and analyses related to utility operations, cost allocation and ratemaking issues.

Q. On whose behalf are you appearing in this proceeding?

A. I am appearing on behalf of the Washington Attorney General – Public Counsel Section (“Public Counsel”), AARP (formerly, the American Association of Retired Persons), and Washington Electronic Business & Telecommunications Coalition (“WeBTEC”), collectively referred to as “Consumers.” Utilitech was jointly retained by Consumers to review and respond to the certain revenue requirement issues related to the Application of Verizon Northwest Inc. (“Verizon” or “VZNW”) for an increase in its intrastate rates and revenues. The scope of work undertaken by Utilitech included submission of testimony with this Commission regarding the results of our review, regarding selected revenue requirement issues under the traditional approach to utility regulation.

Q. Have you previously testified in telecommunications proceedings or before this Commission?

1 A. Yes. I have previously filed testimony before this Commission in two proceedings
2 involving Qwest Corporation (formerly U S West Communications) in Docket Nos. UT-
3 930074 / UT-930307 (sharing plan) and UT-950200 (general rate case). I have also
4 prepared and presented revenue requirement recommendations in a number of
5 proceedings involving telecommunications providers in other jurisdictions, including:
6 GTE Hawaiian Telephone Company (currently Verizon Hawaii Inc.); Qwest Corporation
7 (four Arizona rate cases and one each in Utah and New Mexico); Southwestern Bell
8 Telephone Company (Missouri and Oklahoma); and SBC Pacific Bell (California).

9 Generally, my responsibilities in this docket encompass the review and evaluation
10 of certain specific rate base and operating income items proposed by Verizon. As a
11 result, I address and quantify several adjustments on behalf of Consumers identified on
12 the earlier table of contents. Because of the limited scope of our engagement, we are not
13 sponsoring or presenting an overall revenue requirement recommendation. Instead, the
14 rate base and operating income adjustments I sponsor are set forth in Exhibits SCC-7C,
15 SCC-8 and SCC-9.

16 **II. EDUCATION AND EXPERIENCE**

17 **Q. What is your educational background?**

18 A. I graduated from State Fair Community College, where I received an Associate of Arts
19 Degree with an emphasis in Accounting. I also graduated from Central Missouri State
20 University with a Bachelor of Science Degree in Business Administration, majoring in
21 Accounting.

22 **Q. Please summarize your professional experience in the field of utility regulation.**

23 A. From 1977 to 1987, I was employed by the Missouri Public Service Commission
24 (“MoPSC”) in various professional auditing positions associated with the regulation of

1 public utilities. In April 1983, I was promoted by the Missouri Commissioners to the
2 position of Chief Accountant and assumed overall management and policy
3 responsibilities for the Accounting Department. I provided guidance and assistance in
4 the technical development of Staff issues in major rate cases and coordinated the general
5 audit and administrative activities of the Department.

6 I commenced employment with the firm in June 1987. During my employment
7 with Utilitech, I have been associated with various regulatory projects on behalf of clients
8 in the States of Arizona, California, Florida, Hawaii, Kansas, Illinois, Iowa, Indiana,
9 Mississippi, Missouri, Nevada, New Mexico, New York, Oklahoma, Pennsylvania,
10 Texas, Utah, Washington, West Virginia and Wyoming. I have conducted revenue
11 requirement and special studies involving various regulated industries (i.e., electric, gas,
12 telephone and water). Since joining the firm, I have also appeared as an expert witness
13 before the MoPSC on behalf of various clients, including the Commission Staff.
14 Additional information regarding my professional experience and qualifications are
15 summarized in Exhibits SCC-2 and SCC-3.

16 **III. EXECUTIVE SUMMARY**

17 **Q. Do the Consumers have an overall revenue requirement recommendation for**
18 **VZNW's Washington intrastate regulated operations?**

19 A. No. Because our efforts and analyses were directed to specific areas of the Company's
20 filing, there are various VZNW adjustments that have not been analyzed with the same
21 degree of detail attributed to those issue areas on which Mr. Brosch or myself sponsor
22 adjustments. Since any calculation of overall revenue requirement would necessarily

1 start with VZNW's proposed rate base and operating income,¹ the inclusion of various
2 Company adjustments without modification or detailed review would not provide a true
3 measure of the overall recommendation that Consumers would necessarily endorse. As a
4 result, our efforts have been directed to the quantification of incremental adjustments to
5 Verizon's revised filing. The adjustments I do sponsor would reduce rate base by
6 approximately \$91.5 million (Exhibit SCC-8) and decrease operating expense (before
7 income tax) by \$3.8 million (Exhibits SCC-7C & SCC-9).

8 **Q. Do your Exhibits SCC-7C through SCC-9 provide calculation detail supporting**
9 **each Consumers adjustment?**

10 A. Yes. These Exhibits set forth the individual adjustments that I sponsor and show
11 quantification detail related to each rate base and operating income adjustment, with
12 footnote references to supporting documentation. Since virtually all information used in
13 developing these adjustments was supplied by VZNW in response to written discovery,
14 the individual adjustment exhibits refer to the relevant data sources, most of which is
15 already in the Company's possession.

16 **Q. Please describe how the remainder of your testimony is organized.**

17 A. The remainder of my testimony is arranged by topical section, following the table index
18 presented previously. This index identifies the specific areas I address in testimony and
19 references the testimony pages as well as any related adjustment support located in the
20 joint accounting schedules.

21 **IV. FAS106 OPEB COSTS**

22 **Q. Please describe the Consumers adjustment identified as Exhibit SCC-7C.**

1 Verizon's revised filing of October 4, 2004.

1 A. Exhibit SCC-7C modifies Verizon’s pro forma adjustments recognizing FAS106 other
2 postretirement benefits costs (“OPEB” costs) on an accrual basis to the pay-as-you-go
3 (“PAYGO”) or cash basis.

4 **Q. Please provide a brief overview of FAS106.**

5 A. In December 1990, the Financial Accounting Standards Board (FASB) issued Statement
6 of Financial Accounting Standard No. 106 (“FAS106”), Employers’ Accounting for
7 Postretirement Benefits Other Than Pensions, also known as “OPEBs” or “PBOPs”.
8 These benefits generally include health care and life insurance benefits provided outside a
9 pension plan to retirees and their spouses, dependents and beneficiaries.

10 In general, FAS106 requires employers to accrue the cost of OPEBs to expense
11 during the employees’ service period, thereby recognizing a balance sheet liability for
12 such obligations for financial reporting purposes. Since pay-as-you-go (“PAYGO”) or
13 cash basis was the predominant method of accounting for financial and regulatory
14 accounting for OPEBs prior to the issuance of FAS106, a major component of the
15 incremental cost of moving from the cash to accrual basis of accounting for OPEBs is the
16 transition obligation.

17 **Q. What is the “transition obligation”?**

18 A. Generally, the transition benefit obligation (“TBO”) represents the excess of the actuarial
19 present value of the cumulative benefits attributed to employee service over the fair value
20 of any plan assets, as of the date of plan adoption. In other words, the TBO is the
21 unrecognized liability to both active and retired employees attributable to services
22 rendered prior to the date of accrual accounting adoption. FAS106 provides two
23 alternative methods for recognizing this previously unrecognized TBO upon adoption:

- 1 • The immediate recognition of the cumulative effect of the change as a current period
2 charge; or
- 3
- 4 • The straight line amortization of the unrecognized obligation over the average
5 remaining life of employees, or twenty years if longer.
- 6

7 Verizon's response to Data Request PC-266 indicates that a TBO of \$30,296,000 is being
8 amortized over a 15-year period for Washington regulatory purposes.

9 **Q. Please summarize the Company's proposed adjustments related to OPEB costs.**

10 A. Verizon witness Heuring sponsors several adjustments that relate to OPEB costs. As
11 discussed at page 17 of Ms. Heuring's revised testimony,² Verizon recognizes that the
12 Commission's policy statement from Docket No. A-921197 requires the Company to
13 report OPEB costs on a PAYGO basis in calculating adjusted earnings. Consequently,
14 Verizon Adjustment WP R8-03 removes test year accrual basis OPEB costs and
15 recognizes cash basis accounting. Verizon Adjustments WP P15 and WP P12 then
16 reinstate test year accrual expense and recognize a "forecast" test period³ accrual estimate
17 for such costs. The following table summarizes the impact of the first two of

18 //

19 ///

20 ////

2 Heuring direct testimony, revised October 4, 2004.

3 Verizon quantifies escalation growth rates to apply to adjusted historical test year (ending September 2003) operating results to develop estimated results for the future test period (ending September 2004).

1 those Company adjustments:

Verizon OPEB Costs Total Washington (000's)				
Description	Adj. Ref.		Total State (Exp & Cap)	Intrastate Expense
<u>Adjust TY Accrual to PAYGO:</u>				
Remove TY Accrual	WP R8-03		(11,710)	(5,972)
Add TY PAYGO			<u>10,854</u>	<u>7,357</u>
Net Adjustment			(856)	1,385
<u>Reverse PAYGO to TY Accrual:</u>				
Add TY Accrual	WP P15		11,710	5,972
Reverse TY PAYGO			<u>(10,854)</u>	<u>(7,357)</u>
Net Adjustment			856	(1,385)
Source: Verizon adjustment workpapers WP R8-03 & WP P15.				

2
 3 In effect, the purpose of Verizon's restating adjustment (WP R8-03) is to remove book
 4 OPEB costs accrued during the test year (twelve months ended September 2003) and
 5 reflect PAYGO, pursuant to the Commission's order in Docket No. A-921197. Verizon
 6 then reverses the test year PAYGO amount and reinstates the original OPEB accrual (WP
 7 P15), which is further adjusted by an incremental pro forma adjustment (WP P12) to
 8 reflect estimated accrual basis costs for the test period (twelve month period ended
 9 September 2004).⁴

10 **Q. Referring to the above table, could you explain why Verizon Adjustment WP R8-03**
 11 **shows a reduction to expense on a Total State basis, but the intrastate adjustment**
 12 **actually increases expense?**

13 A. In the calculation of PAYGO intrastate expense, Verizon did not allocate the total
 14 PAYGO amount between expense and capital accounts unlike its FAS106 accounting,

4 Verizon response to Data Request PC-120.

1 which allocated the accrual amount about 75%/25% between expense and capital.
2 Instead, the intrastate regulated portion of PAYGO was assigned 100% to expense. As a
3 consequence, this inconsistent capitalization method caused the Company's intrastate
4 expense adjustment to be higher under PAYGO than under FAS106, when FAS106 is
5 actually the higher amount before allocation and separation. Verizon Adjustment WP
6 R8-03 should have allocated a portion of PAYGO to capital accounts, consistent with the
7 FAS106 accrual costs.

8 **Q. Why does this table not show comparable amounts associated with Verizon**
9 **Adjustment WP P12?**

10 A. Unlike more typical revenue requirement presentations, Verizon did not quantify and post
11 a specific, stand-alone adjustment to recognize the expense impact of its 2004 OPEB
12 estimate. Instead, Adjustment WP P12 uses various techniques to quantify pro forma
13 wage, salary and employee benefit expenses for purposes of developing an escalation
14 growth rate. This rate, which included the impact of OPEB costs, was used to forecast or
15 inflate the historic test year expenses (after restating adjustments) to the future test
16 period, ending September 2004. As a result, the quantification of the impact of Verizon's
17 OPEB accrual estimate is less than straight forward and is not easily summarized for
18 presentation purposes.

19 **Q. Referring to Exhibit SCC-7C, do you agree with the Company's PAYGO valuation**
20 **before allocation and separation?**

21 A. No. In the confidential response to Data Request PC-120, Verizon provide additional
22 support for the PAYGO costs used in quantifying Company Adjustments WP R8-03 and
23 WP P15. The PAYGO amount Verizon used in these adjustments represented "gross"

1 charges to the Company, before recognizing retiree contributions. As a result, the
2 \$10,854,033 of test year PAYGO costs would be reduced to \$[CONFIDENTIAL
3 BEGINS] ***** [CONFIDENTIAL ENDS] after recognizing retiree
4 contributions. Exhibit SCC-7C quantifies Consumers’ adjustment based on the lower
5 “net” cost to Verizon, which is then subject to allocation between regulated and
6 nonregulated operations and between regulated expense and capital accounts and then
7 subject to separation to intrastate operations.

8 **Q. If the Commission were to conclude that overall revenue requirement should**
9 **continue to recognize PAYGO as the basis for determining OPEB expense in this**
10 **proceeding, should the PAYGO amount be net of participant contributions?**

11 A. Yes. In response to Data Request PC-265, Verizon concurred that PAYGO should be
12 recognized net of retiree contributions in the even the Commission decided to continue
13 cash basis accounting for OPEB costs. I would note, however, that this oversight in the
14 Company’s filing was minimized because Verizon Adjustments WP R8-03 and WP P15
15 net to “zero”.

16 **Q. Why has the Company recognized OPEB costs on an accrual in test year expense?**

17 A. In direct testimony, Ms. Heuring provides the following explanation:

18 FAS 106 costs have been included in test period results because they
19 represent the ongoing level of costs associated with retiree medical and
20 life insurance payments. By recognizing these costs on an accrual basis,
21 current ratepayers are paying for the level of costs required to provide
22 service. If these costs were not recognized on an accrual basis, future
23 ratepayers would have to pay for the cost of benefits earned today.

24 [Heuring revised direct, p. 22]
25

26 According to the response to Data Request PC-121, the Company relied on generally
27 accepted accounting principles (“GAAP”) and FCC Part 36 (uniform system of accounts

1 or “USOA”) as the basis for proposing accrual accounting for OPEB costs pursuant to
2 FAS106. This response also states: “The objective of FAS 106 was to better match costs
3 with the events giving rise to the costs. By including FAS 106 cost, current rate payers
4 pay for current benefits earned.”

5 **Q. Do you agree?**

6 A. No. In the early to mid 1990’s, a number of regulatory issues arose with regard to cash
7 basis accounting or FAS106 adoption. State regulatory jurisdictions took various paths in
8 assessing the issue, typically leading to some form of accrual accounting being
9 recognized for regulatory purposes. Washington was no different. However, given the
10 absence of formal Verizon rate case activity in Washington since 1983,⁵ neither the
11 Company nor the Commission appear to have explicitly considered OPEB accrual
12 accounting for intrastate ratemaking purposes since FAS106 was issued and
13 implemented.

14 **Q. In deciding to recognize FAS106 accrual basis, rather than PAYGO, OPEB costs in**
15 **revenue requirement, did Verizon rely on any decision by the WUTC that modified**
16 **or reversed the policy statement issued in Docket No. A-921197?**

17 A. No.⁶

18
19 **Q. Why have you recommended that the Commission continue to recognize OPEB**
20 **costs on a pay-as-you-go basis, rather than the accrual accounting approach**
21 **recommended by Verizon?**

5 Verizon’s original response to Data Request PC-131.

6 Verizon response to Data Request PC-121.

1 A. Although Ms. Heuring cites to the WUTC policy statement in Docket No. A-921197 as
2 support for Adjustment WP R8-03, which Verizon promptly reverses with Adjustment
3 WP P15, the brief Company testimony on this issue does not appear to comply with the
4 requirements set forth by the Commission.

5 **Q. Please explain.**

6 A. Exhibit SCC-4 is a copy of the WUTC policy statement in Docket No. A-921197,
7 supplied by Verizon in response to Data Request PC-119. According to the Commission
8 policy statement, utility rates had been set using PAYGO prior to FAS106. In order to
9 substantiate claims for regulatory recovery of the higher accrual costs, the policy
10 statement set forth various criteria with which each company was required to comply,
11 including the following excerpts:

- 12 • Demonstrate in a general rate case that the higher FAS106 accrual basis expense
13 claimed for ratemaking purposes is reasonable, prudently incurred and determined
14 under conservative assumptions.
- 15
- 16 • Demonstrate that the requested expense is supported by prudent and safe funding
17 of the entire amount based on tax free asset transfers and fund income.
- 18
- 19 • Demonstrate that there is a benefit to ratepayers from reflecting the higher
20 FAS106 expenses in rates over time.
- 21
- 22 • Determine FAS106 expense under prudent, conservative, and reasonable
23 assumptions, including full tax deductible funding, regardless whether actual
24 contributions are fully tax deductible.
- 25

26 The WUTC policy statement also defined the word “conservative”, as used in this
27 context, as follows:

28 By “conservative”, the Commission intends that it be understood that the
29 lowest reasonable assumptions be used for inflation related matters and the
30 lowest reasonable costs be used. To the extent that this definition of
31 conservative differs from that which is meant for financial reporting

1 purposes, the Commission will accept its own definition for ratemaking
2 purposes in preference to that of the accounting community.
3

4 I am not aware of any testimony or other evidence filed by Verizon that attempts to meet
5 the requirements of the WUTC policy statement or demonstrates that the future period
6 estimated FAS106 costs were estimated in conformance with the Commission's
7 definition of "conservative" assumptions.

8 **Q. Does the Commission's policy statement require PAYGO regulatory accounting, as**
9 **indicated by Ms. Heuring?**

10 A. Yes. While the policy statement also established a framework to enable regulated
11 utilities to defer and potentially amortize the excess of FAS106 over PAYGO during a
12 transitional period, the last paragraph of Attachment A appended to the policy statement
13 contained the following requirements:

14 Any company not choosing to defer the incremental expense of SFAS 106,
15 and not intending to request the amount to be reflected for ratemaking
16 purposes, is encouraged to keep appropriate records. The company should
17 keep records which would indicate the amount of annual, incremental
18 SFAS 106 expense and, if it capitalizes a portion of the annual incremental
19 cost of SFAS 106, keep available the records and information which will
20 enable the restatement of plant and accumulated depreciation reserve
21 balances to eliminate the capitalized portion for future ratemaking
22 purposes. For Commission basis regulatory reporting purposes such
23 companies must reflect "pay-as-you-go" or cash basis in the calculation of
24 adjusted earnings.⁷
25

26 **Q. Have you previously submitted testimony addressing the issue of OPEB cost**
27 **recovery?**

28 A. Yes. I have testified opposing or modifying the quantification of FAS106 for ratemaking
29 purposes in various jurisdictions, including:

7 Verizon's filing did not quantify the cumulative effect of capitalized FAS106 accrued costs since adoption, in order to restate plant and accumulated depreciation reserve balances.

- 1 • Arizona: Docket E-1051-88-146 (U S West complaint), Docket E-1551-89-102
2 and 103 (Southwest Gas Corporation) and Dockets E-1051-93-183 and T-1051B-
3 03-0454 (U S West).
- 4
- 5 • Indiana: Dockets 39584 & 40003 (Public Service of Indiana).
- 6
- 7 • Utah: Docket 97-049-08 (U S West).
- 8

9 As indicated in the following excerpt from Decision No. 58927 (Docket No E-1051-93-
10 183), the Arizona Corporation Commission essentially adopted the recommendations of
11 Staff and Residential Utility Consumers Office (“RUCO”) and denied Qwest’s (formerly
12 U S West Communication) proposed adjustment to transition from PAYGO to accrual
13 accounting:

14 ...we are still not convinced that a change from the cash method to an
15 accrual method which includes past and current costs is appropriate at this
16 time. We are making this decision based upon an overall comparison of
17 the Paygo method versus an accrual method which includes the Transition
18 Costs. We share some of the Company’s concerns regarding
19 intergenerational inequities. Ideally, each generation of customers will
20 pay the OPEB costs that directly benefit them and not pay those costs
21 which directly benefit other generations of customers. The existence of
22 the Transition Costs demonstrates that the paygo method does not meet
23 the ideal situation of matching costs and benefits. A change to the accrual
24 method without consideration of the Transition Costs could provide a
25 better match of costs and benefits. Even though the Company for
26 financial purposes has written off the Transition Costs, the Company made
27 it clear it preferred the Paygo method over a straight accrual method
28 without Transition Costs. Based on all the above, we will not recognize
29 for ratemaking purposes the effect of the accounting change proposed by
30 the Company for post-retirement benefits.

31 ...

32 The Company’s real concern is whether, when and if it is placed in a
33 completely competitive, unregulated environment, it still will be able to
34 recover all of its OPEB costs and still be competitive. In our mind, such a
35 concern is not all bad since it forces the Company to closely monitor its
36 OPEB costs. Accordingly, we will not adopt the Company’s \$28 million
37 adjustment.

38 [ACC Decision No. 58927, pages 44-45 (Docket No E-1051-93-183)]

1 **Q. Since the 1993 Arizona rate case, have you filed testimony opposing Qwest's**
2 **proposed adoption of FAS106 accrual accounting in Arizona?**

3 A. No. In the 1997 time period, Staff and the Arizona Corporation Commission revised
4 their consideration of this issue and proposed or adopted accrual accounting in other
5 proceedings. In the pending Arizona Qwest rate case, the Company and I appear to
6 disagree on the calculation of the annual TBO amortization that should be recognized for
7 ratemaking purposes.

8 **Q. Are you opposing Verizon's proposed adoption of FAS106 for Washington**
9 **ratemaking purposes because PAYGO is more appropriate or because the Company**
10 **has failed to comply with the WUTC policy statement?**

11 A. While I do believe that PAYGO should be adopted for regulatory accounting and
12 ratemaking purposes instead of FAS106 accrual accounting, I have proposed adoption of
13 PAYGO in the current proceeding because Verizon has not complied with the
14 requirements of the WUTC policy statement issued in Docket No. A-921197. Further,
15 Verizon's test year approach uses a preliminary estimate of the 2004 FAS106 costs.
16 However, the 2004 actuary report, including revised FASB guidance on new Medicare
17 RX Plan, will not be available until mid-year 2005. I disagree with the Company's
18 forecast technique and oppose adoption of the estimated 2004 FAS106 expense, as
19 quantified by Verizon.

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V. FAS87 PENSION ASSET

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Q. Should the Commission adopt Verizon’s proposal to include the pension asset in rate base?

A. No. Exhibit SCC-8 represents Consumers adjustment eliminating Verizon’s proposed inclusion of the pension asset in rate base. This adjustment also removes the related accumulated deferred income tax reserve from rate base.

Q. Have you addressed this issue in past rate proceedings?

A. Yes. I have sponsored testimony in various jurisdictions opposing the inclusion of a pension asset in rate base, including:

<u>Jurisdiction</u>	<u>Case / Docket</u>
Arizona Corporation Commission	E-1051-93-183 (a) T-1051B-99-105 (a) T-1051B-03-0454 (c)
Public Utilities Commission of Hawaii	94-0298 (e)
Oklahoma Corporation Commission	PUD 001151 (d)
Utah Public Service Commission	97-049-08 (a)
Washington Utilities and Transportation Commission	UT-930074 (b)

Note (a): Qwest Corp. rate case.
Note (b): Qwest Corp. AFOR – sharing.
Note (c): Qwest price cap review.
Note (d): Oklahoma Natural Gas.
Note (e): GTE Hawaiian Telephone.

Q. In the proceedings identified in this table, did you recommend the complete elimination of the pension asset from rate base?

A. Yes, except for the most recent Arizona proceeding (ACC Docket No. T-1051B-03-0454). In the remaining dockets, my pension asset analysis was similar to the analysis prepared in the current proceeding and resulted in recommendations excluding the pension asset from rate base. However, in the recent Qwest proceeding in Arizona, the

1 update of my earlier analyses did support, for the first time, the inclusion of the pension
2 asset in rate base. Absent a demonstration that ratepayers had materially participated in
3 the cumulative pension credits comprising the pension asset, my analyses have fairly
4 consistently questioned whether the alleged benefits were instead enjoyed by investors,
5 not ratepayers.

6 **Pension Cost Accounting**

7 **Q. Please describe the events or circumstances giving rise to the pension asset.**

8 A. In December 1985, the Financial Accounting Standards Board (“FASB”) issued
9 Statement of Financial Accounting Standards No. 87 (“FAS87”), concerning employers’
10 accounting for pension costs. FAS87 was effective for fiscal year beginning after
11 December 15, 1986, for financial accounting purposes. Prior to FAS87, the amount of
12 pension costs distributed to expense and capital accounts was equal to the level of
13 contributions actually made to the pension fund. After the adoption of FAS87, pension
14 costs expensed/ capitalized and pension contributions began to diverge. Since the
15 adoption of FAS87, Verizon has recorded negative pension costs (a pension credit)
16 instead of positive pension costs since at least 1993.⁸ The pension asset balance
17 represents the accumulation of those pension “credits”.

18 **Consumers Approach**

19 **Q. Could you briefly outline the rate base concept?**

20 A. Rate base is commonly viewed as being comprised of net utility asset investments used
21 and useful in providing service to customers. When investors provide the funds
22

8 According to Verizon’s responses to Data Request PC-128 and PC-261. Thus far, Verizon has been unable to produce pension cost information prior to 1993.

1 necessary to support these company investments, those amounts are generally included in
2 rate base, allowing investors an opportunity to earn a return on invested capital.
3 Similarly, funds advanced, reimbursed, or otherwise paid for by customers are properly
4 excluded from rate base.

5 The direct testimony of Company witness Heuring (page 27) only makes passing
6 reference to the inclusion of the pension asset in Verizon's rate base. However, the most
7 succinct explanation of Verizon's rationale for rate base inclusion was provided in
8 response to Data Request PC-215(b), as follows:

9 Yes. The Company has passed back to the ratepayers the benefit of the
10 FAS 87 accounting change and the performance of the pension fund assets
11 by reducing its cost of service over the years through the recording of a
12 pension expense credit on its books. The ratepayer has received the full
13 benefit of reduced reported operating expense over the years, while the
14 Company has suffered an annual outlay of cash that has no other valid
15 way of being recognized. As such, the Company is seeking to earn a fair
16 return on these financial resources which have been so committed. If the
17 pension expenses had not been substantially reduced since 1987, the need
18 for rate relief would have been more acute. In addition, as shown in the
19 corrected response to PC-131, the ratepayers benefited from the negative
20 pension cost associated with the rate reduction ordered in Docket UT-
21 991164.

22
23 In Docket No. UT-950200, the Commission accepted US West's position
24 that the pension asset should be included in the rate base. "All of the
25 return earned in the fund is used to reduce the need for further investment
26 by the Company, and thus it works to reduce the pension expense."
27 [Data Request PC-215(b)]
28

29 **Q. Does the mere existence of pension credits result in an automatic and substantial**
30 **decrease to the cost of service benefiting ratepayers?**

31 A. No. Under traditional utility regulation, utility rates are based on a test year cost of
32 service, theoretically designed to balance the various components of the ratemaking
33 equation. Once determined, those rates are generally considered just and reasonable until

1 a moving party presents evidence that the utility is materially under, or over, earning the
2 authorized return in support of revised rates. In general terms, the utility is considered to
3 have recovered all costs recorded between rate cases and achieved a reasonable return on
4 its rate base investment.

5 However, it is not uncommon for regulators to be presented with various issues
6 associated with accounting changes (e.g., transition from pay-as-you-go to FAS106
7 accrual accounting for OPEB costs, adoption of FCC Part 32 capital to expense shifts),
8 cost deferrals (e.g., storm damage, demand-side management costs), amortization
9 requests (e.g., depreciation reserve deficiency, workforce reduction program costs) or
10 tracking mechanisms (fuel adjustment clause) that deviate from this general framework.
11 If the mere recording of a transaction meant that ratepayers symmetrically funded
12 increases and benefited from decreases in expense, there would seem to be no need for
13 the many deferral, cost tracker or amortization issues that arise in utility regulation. The
14 fact is that such issues do arise and have existed for many years. Rather than
15 dismissively reject these requests, regulators typically review the facts and circumstances
16 unique to each situation and determine whether the regulatory treatment requested by the
17 utility should be accepted, rejected or modified.

18 The pension asset is no different. While negative pension credits have been
19 recorded by some utilities since the late 1980's, the question is whether Verizon's
20 Washington ratepayers have adequately participated in the reduced expense to support
21 rate base inclusion of the pension asset. In other words, have negative pension costs been
22 included in the cost of service or somehow separately flowed through to customers "as
23 recorded" each year since the adoption of FAS87? If the ratepayers are not the

1 beneficiaries of those pension credits, then the Company and its investors are the only
2 remaining parties that could have benefited from the cost reductions through higher
3 earnings than would have otherwise been achieved.

4 While Verizon has alleged that the Company “has suffered an outlay of cash that
5 has no other valid way of being recognized”, but for rate base inclusion of the pension
6 asset, Verizon has provided no factual support that a cash “outlay” has indeed occurred in
7 support of the proposed pension asset treatment. Rate base inclusion is appropriate only
8 if it is reasonably demonstrated that a comparable level of cumulative pension credits
9 have been flowed through to the benefit of Verizon’s Washington ratepayers.

10 **Q. Do you believe that ratepayers receive the benefit of pension credits merely as a**
11 **result of recording the negative pension costs?**

12 A. No. The mere act of recording costs or credits does not conclusively demonstrate “who”
13 may have funded, or benefited from, the pension credits. Since Verizon has sought rate
14 base treatment of the pension asset, the Company should bear some burden to
15 demonstrate that such inclusion is proper. When rate base inclusion is premised on the
16 “as recorded” concept (i.e., the company recorded credits so ratepayers have benefited) or
17 the “cash outlay” concept (i.e., somehow translating a non-cash accrual entry into an
18 expenditure of cash), I disagree with reliance only on those theories for determining
19 ratepayer benefit and rate base inclusion. Absent some attempt to assess ratepayer
20 participation in those cumulative pension credits, Verizon’s rate base proposal would
21 charge ratepayers with a rate base return on funds they may have never received –
22 unnecessarily benefiting Verizon and its investors.

23 **Q. Does Verizon concur that the pension credits have resulted in higher earnings?**

1 A. Yes. Data Request PC-215(e) sought confirmation that the Company agreed that the
2 recording of negative pension costs pursuant to FAS87 had the cumulative effect of
3 increasing Verizon's net operating income above levels that would have been realized
4 absent FAS87. The Company responded as follows:

5 The pension asset balance is the accumulation of the recording of net
6 pension income since the adoption of FAS 87 that has resulted in the
7 Company increasing its net operating income.
8

9 **Q. By attempting to assess ratepayer participation in the pension credits recorded by**
10 **the Company over the years, are you suggesting that the Commission engage in**
11 **retroactive ratemaking?**

12 A. No, absolutely not. I do not propose or suggest that Verizon should pay back past
13 excessive profits or recoup past operating losses, as implied by that concept. Instead, the
14 retrospective analysis or review that I propose would solely be used to gauge the extent
15 of benefits received by ratepayers or retained by investors in determining whether the
16 pension asset balance is includable in rate base.

17 **Q. Please explain.**

18 A. Prior to FAS87, the pension costs charged to expense/capital accounts and contributed to
19 the pension fund were equal. Subsequent to FAS87, the Company has recorded negative
20 pension costs, since at least 1993,⁹ and has made no pension fund contributions, since
21 **[CONFIDENTIAL BEGINS] ****.CONFIDENTIAL ENDS]**¹⁰ In order to establish
22 whether ratepayers have inappropriately benefited to the investors' detriment, neither the

9 According to the response to Data Requests PC-128 and PC-261, Verizon has been unable to locate any
accounting records showing the amount of any pension costs recorded during calendar years 1987-1992.

10 Verizon's confidential responses to Data Request PC-129 and 130, indicate that the last pension
contributions were made in **[CONFIDENTIAL BEGINS] *******.
[CONFIDENTIAL ENDS] No contributions are expected in 2004.

1 act of recording costs nor making contributions necessarily establish the pension cost
2 amount ratepayers have “invested” in or “benefited” from through cost of service.

3 In assessing whether these pension credits have inured to the benefit of ratepayers
4 to the detriment of investors, Verizon would need to demonstrate that the cumulative
5 pension credits reasonably flowed through to its Washington intrastate customers equal
6 or exceed the pension asset it proposes to include in rate base. If analytical results cannot
7 demonstrate substantial ratepayer benefits, Verizon’s proposal to include the pension
8 asset in rate base should be rejected.

9 **Q. Has your approach been used for any other element of rate base?**

10 A. No, it has not. However, such a criticism fails to address the key points of concern
11 relative to this issue:

- 12 • Have ratepayers benefited from the pension credits?
- 13
- 14 • If so, by how much?
- 15
- 16 • Is the cumulative extent of any benefits enjoyed by ratepayers sufficient to include
- 17 the pension asset in rate base?
- 18

19 The implementation of FAS87 resulted in a significant shift in accounting method from a
20 cash basis to an accrual basis – a shift implemented by the Company for accounting
21 purposes outside the context of a rate proceeding.¹¹ This shift resulted in Verizon
22 recording negative expenses (i.e., pension credits) since at least 1993. Because the
23 existence of these pension credits are the sole cause of a pension asset being recorded, I
24 believe that it is responsible and reasonable for regulators to question the extent to which

11 The original response to Data Request PC-131 indicated that the Company’s “last formal rate review” was in 1983, Docket Nos. U-82-12 and U-82-48.

1 ratepayers, not the Company and its investors, have enjoyed the benefits of those annual
2 pension credits.¹²

3 All components of the ratemaking equation change over time – revenues,
4 expenses and investment. As each component changes, a utility should have a reasonable
5 opportunity to achieve its authorized return (i.e., not materially over or under earn), so
6 long as the components remain in relative balance or changes to one component are
7 mitigated or offset by changes to the others. I generally agree that the prohibition against
8 retroactive ratemaking presumes that recorded costs are assumed to be recovered,
9 regardless of explicit inclusion in cost of service. This presumption holds the utility
10 accountable for incurred costs and prevents a potentially abusive process of collecting
11 past earnings deficiencies from current and future ratepayers.

12 Since adoption of FAS87, the amount of pension credits recorded by Verizon has
13 varied significantly from year to year.¹³ In the absence of rate case activity or some
14 mechanism to flow the volatile annual pension credits through to benefit ratepayers,
15 FAS87 pension accounting may have resulted in large pension credits increasing utility
16 income and investor returns. Contrary to implications otherwise, the evaluation of this
17 issue is not designed, intended nor does it result in a retrospective inquiry of past earnings
18 to impose a surcharge for past under-recoveries or a refund for past over-recoveries.
19 Instead, my approach is designed to evaluate, based on available information, whether it
20 is reasonable to assume that ratepayers have sufficiently enjoyed the benefits of the ever
21 fluctuating pension credits (supporting rate base inclusion of some portion of the pension

12 See discussion of the “benefit-burden test” in the incentive compensation testimony section.

13 The amount of annual pension credits recorded since 1993 have ranged from about \$(6.9) million to \$(14) million, before jurisdictional separation – Verizon non-confidential response to Data Request PC-128.

1 asset) or whether the resulting earnings benefits have been retained by investors
2 (supporting the rate base exclusion). Exhibit SCC-5C compares the annual pension
3 credits for the periods for which available information has been provided.

4 **Q. Since Verizon's adoption of FAS87, how does the amount of pension costs included**
5 **in cost of service compare to the pension credits recorded by the Company?**

6 A. Although it is not possible to precisely quantify the amount of accumulated net pension
7 recoveries from or benefits provided to ratepayers over the decades predating or
8 following the adoption of FAS87, I have prepared a series of calculations which attempt
9 to estimate the level of pension credit benefits ratepayers might have received since the
10 adoption of FAS87. Relying on Company's responses to Data Requests PC-131 and PC-
11 262, the last formal rate review in Washington occurred in 1983 (WUTC Docket Nos. U-
12 82-45 and U-82-48). Since the adoption of FAS87, Verizon identified a series of rate
13 reductions implemented in 2000 and 2001 that did not result from a fully litigated or
14 formal rate review proceeding.¹⁴ According to the corrected response to Data Request
15 PC-131, Verizon's financial results for calendar year 1998 served as the basis for Staff's
16 informal review, which included pension credits of about \$7.9 million, before
17 jurisdictional separation, or \$5.3 million intrastate.¹⁵

18 Based on this information, Exhibit SCC-6 represents an analysis of the net
19 pension credits that might have been flowed through to ratepayers, under several
20 conservatively generous assumptions. First, this analysis assumes that 100% of the
21 pension credits recorded in 1998 was directly flowed through to the benefit of ratepayers

14 Docket No. UT-991164 (informal earnings-review investigation initiated by WUTC Staff), UT-981367 (Verizon merger) and UT-990672 (access charge complaint) were resolved by an "omnibus" Settlement Agreement that resolved all three dockets and implemented a four-step rate reduction: \$7 million by May 1,

1 via the 2000-2001 rate reductions. Second, although it is likely that the 1983 rate case
2 would have included positive pension expense, this analysis assumes “zero” pension
3 expense in all calendar years prior to 2000 – the first year of the four-step rate reductions.
4 Finally, Exhibit SCC-6 assumes that the negative pension costs included in the 1998
5 financials would continue to flow through to the benefit of ratepayers until the “next” rate
6 case, which is the current proceeding. Such conservative assumptions would indicate that
7 ratepayers may have received no more than \$15.5 million cumulative pension credits, as
8 compared to the negative \$138 million of cumulative pension credits, gross of
9 accumulated deferred income tax reserves, Verizon proposes to include in rate base.

10 **Q. Why have you characterized these assumptions as “conservatively generous”?**

11 A. It may not be possible to accurately or precisely quantify the exact amount of cumulative
12 net pension recoveries from or benefits provided to ratepayers, particularly over the
13 decades predating the adoption of FAS87. However, it is reasonable to consider all
14 relevant information available to assess regulatory intent and estimate the amount of
15 cumulative pension credits that might have been reasonably flowed through to the benefit
16 of ratepayers, in the context of Verizon’s proposed rate base treatment and theories
17 regarding the flow through of those pension credits to ratepayers. The assumptions
18 underlying Exhibit SCC-6 are conservatively generous in that, in the aggregate, they
19 maximize the cumulative value of pension credits provided to ratepayers.

20 If any positive value is assigned to the pension cost included in the 1983 rate
21 proceeding, the amounts shown for years 1987-1999 would increase above “zero”,
22 resulting in the cumulative pension credits approaching “zero” and possibly swinging

2000; \$8 million by July 1, 2000; \$8 million by January 1, 2001; and \$7 million by July 1, 2001.

1 positive. Similarly, if only a portion of the \$5.3 million intrastate pension credits
2 recorded in 1998 is attributed to the 2000-2001 rate reductions, the cumulative pension
3 credits would also approach “zero”. As a consequence, the \$15.5 million of cumulative
4 pension credits set forth on Exhibit SCC-6 represents a maximum credit value –
5 conservatively and generously.

6 Under alternative assumptions, it is reasonable to expect that the cumulative
7 amount could be positive, not negative, given the regulatory history and cost information
8 unique to Verizon’s Washington operations. In any event, Exhibit SCC-6 supports
9 cumulative pension credits of only \$15.5 million, far short of the Company’s \$138
10 million pension asset, indicating that ratepayers have not yet received substantial
11 cumulative benefits from the pension credits to support rate base inclusion of the pension
12 asset. Therefore, the Commission should reject Verizon’s proposed rate base treatment.

13 **Q. Exhibit SCC-6 relies on a series of rate reductions implemented in calendar years**
14 **2000 and 2001 that resulted from a negotiated settlement. Have you previously filed**
15 **testimony that you were unable to determine what amount of pension credits may**
16 **have been flowed through to ratepayers as a result of the settlement process?**

17 A. Yes. I have taken the position that, in assessing the amount of pension credits flowed
18 through to ratepayers, only those orders which specifically address the various
19 components of cost of service be considered. Settlements are typically non-specific, by
20 design, and entail any number of compromises in the interest of reaching an acceptable
21 resolution. By its very nature, a settlement agreement reflects a compromise that can

1 often be valued in various ways, not necessarily reflecting the filed positions of any
2 particular party.

3 However, on further reflection, the amount of pension credits included in
4 negotiated settlements may not change, even if the rate case were litigated, provided
5 pension cost valuations were uncontested. With regard to Verizon's specific situation,
6 the pension credits recorded in 1998 that may have been recognized in quantifying these
7 negotiated reductions cannot be known with certainty. However, even assuming the
8 maximum credit does not support Verizon's rate base treatment. As a result, Exhibit
9 SCC-6 is conservative in quantifying possible ratepayer participation in the Washington
10 pension credits.

11 **Q. Do you believe that all elements of the cost of service included in past rates should**
12 **be reconciled with current cost levels to determine prospective rate treatment for**
13 **each item?**

14 A. No. As a matter of ratemaking policy, I do not recommend that the Commission rely
15 solely on or otherwise reconcile past decisions in establishing cost of service for future
16 periods. However, the consideration of past rate orders is indeed relevant in assessing
17 whether investors have some claim to inclusion of the pension asset in rate base. As
18 discussed above, I am not recommending the inclusion of the pension in rate base.

19 **VI. INCENTIVE COMPENSATION**

20 **Q. Is an adjustment to the test year amount of incentive compensation expense Verizon**
21 **has included in revenue requirement being proposed by Consumers?**

22 A. Yes. In quantifying its overall revenue requirement, Verizon's revised Adjustment WP
23 P12 appears to increase the amount of incentive compensation accrued during the test

1 year to reflect the estimated impact of pro forma wage and salary increases.¹⁶ Exhibit
2 SCC-9 quantifies a Consumers adjustment representing a partial disallowance of test
3 period incentive compensation expense Verizon has included in overall revenue
4 requirement. This Consumers adjustment eliminates the incentive costs associated with
5 the financial components of Verizon's incentive compensation plan, while allowing
6 ratemaking recovery of test period expense associated with nonfinancial components.

7 **Q. How has the amount of incentive bonuses paid to employees charging costs to**
8 **VZNW's Washington operations changed over the years?**

9 A. In response to WUTC Data Request 459, Verizon provided the amount of regulated
10 incentive compensation for management and associates during the period 1998-2003:

Year	Amount
1998	\$ 4,067,565
1999	7,350,537
2000	9,473,178
2001	7,320,428
2002	5,451,674
Test Year	5,118,770
2003	5,013,611

Source: Data Request PC-111.

11
12 Q. Please describe the incentive programs offered by the Company during the test year.

13 A. During the test year, the Company offered various long-term and short-term incentive
14 plans, including: Verizon Incentive Plan ("VIP"); Senior Manager Verizon Short-Term
15 Incentive Plan ("STI"); Verizon Long-Term Incentive Plan ("LTI"); and Verizon Team
16 Performance Award ("TPA"). Verizon's response to Data Request PC-111 contained
17 non-confidential copies of various Company incentive programs, as summarized below:

16 Verizon revised WP P12.1.3 & WP P12.1.4.

1 **Verizon VIP:**
2

- 3 • Regular general management employees, Executive Director & lower.
4
5 • VIP objectives linked to corporate, business unit and individual/team
6 performance:
7
8 • Corporate & business unit performance objectives include
9 financial measures (EPS, revenue growth, net income) and non-
10 financial measures (e.g., customer service); and
11 • Individual: objectives set with supervisor. Team: relative
12 performance compared to other teams in same organization.
13
14 • Target ranges from 10%-34% of pay, with possible payout awards
15 ranging from 0%-200% of target.
16

17 **Verizon STI:**
18

- 19 • Available to Senior Managers.
20
21 • Primary STI measures: 70% financial (EPS, revenue growth, net
22 income) and 30% non-financial (customer service, diversity).
23 • Individual ratings adjust the financial/non-financial rating +/-20% based
24 on performance against individual work objectives.
25
26 • Incentive maximum ranges from [CONFIDENTIAL
27 BEGINS]***** [CONFIDENTIAL ENDS] of base salary,
28 depending on salary band of individual¹⁷
29
30

31 **Verizon LTI:**
32

- 33 • All employees and Non-Employee Directors are eligible for the plan,
34 subject to selection and award by the Human Resources Committee or
35 other designated committee of the Board¹⁸.
36
37 • Performance measures, at the Company or subsidiary or operating unit
38 level, include: income measures (gross profit, operating income,
39 earnings before or after taxes, or earnings per share); return measures
40 (return on assets, investment, equity or sales), cash flow return on

17 Verizon's confidential response to WUTC Data Request 459a.

18 Verizon's confidential response to WUTC Data Request 459a identified plan participants as
[CONFIDENTIAL BEGINS] ***** [CONFIDENTIAL ENDS]

investment, gross revenues, marked valued added, economic value added, and share price (growth measures and total shareholder return).

- Awards include stock options, restricted stock, performance shares or other awards.
- LTI objectives include optimizing the profitability and growth of the Company through long-term incentives consistent with Company goals and linking the interests of participants to those of the Company’s shareholders.

Verizon TPA:

- All full-time and part-time regular hourly employees – bargaining employees.
- Performance objectives include, but are not limited to: quality/ value of service delivered, productivity, expense budget, and revenue.
- Target ranges from 0%-4% of pay, with possible maximum payout of 120% of target.

Q. How does the amount of incentive compensation expense breakdown between these incentive plans in recent years?

A. The following table provides a comparison of accrued incentive compensation expense recorded to Verizon-Washington regulated accounts:

	2002	Test Year	2003
VIP	\$ 1,787,175	\$ 1,804,870	\$ 1,747,708
STI	15,194	111,262	107,063
LTI		31,368	31,368
TPA	2,004,577	1,374,086	1,048,611
Total	\$ 3,806,946	\$ 3,321,586	\$ 2,934,750

Source: Verizon nonconfidential response Data Request PC-111.

Q. How did you quantify Exhibit SCC-9?

A. As indicated by the earlier excerpts from the various incentive plan documents provided in the non-confidential response to Data Request PC-111, certain Verizon incentive plans

1 are heavily weighted to financial targets and objectives. Based on this information,
2 Exhibit SCC-9 removes 50% (allowing 50%) of VIP, 70% of STI and 100% of LTI
3 incentive compensation expense recorded during the test year. Exhibit SCC-9 does not
4 eliminate any of the test year costs associated with TPA.

5 **Q. Why have you proposed to disallow a portion of the test year incentive plan cost?**

6 A. There are several reasons why this adjustment is appropriate. First, a significant portion
7 of certain Verizon incentive compensation plans focus on financial results. Those
8 Company employees directly or indirectly supporting the provision of
9 telecommunications service in the State of Washington may have limited ability or
10 opportunity to materially affect overall financial results.

11 Second, efforts to enhance targeted financial results may not be consistent with
12 the interests of Verizon's Washington customers or reasonable pricing of regulated
13 service offerings. The typical financial targets are not linked to customer service,
14 employee safety, cost reduction, or operational achievements or efficiencies in Verizon's
15 Washington service territory.

16 Third, to the extent that the inclusion of financial targets in the incentive plans
17 assist Verizon in achieving improved financial results, the cost of the Company's
18 discretionary incentive plans should be funded by the increased levels of net income, cash
19 flow and other financial resources, rather than through the revenue requirement used to
20 support prices charged to Verizon's Washington customers.

21 Obviously, a decision by management to incur incentive compensation costs is an
22 indication that such costs were viewed as reasonable by the Company, but regulators
23 need not allow above-the-line accounting for all discretionary costs incurred by

1 management absent a showing that such costs provide direct, tangible benefits to
2 ratepayers. With this in mind, Consumers propose recovery of test year incentive costs
3 reasonably allocable to service quality and other nonfinancial measures.

4 **Q. Earlier, you stated that “regulators need not allow above-the-line accounting for all**
5 **discretionary costs incurred by management absent a showing that such costs**
6 **provide direct, tangible benefits to ratepayers.” Could you further elaborate on this**
7 **statement?**

8 A. Yes. In considering amendments to Part 65 of the FCC rules prescribing the components
9 of rate base and net income for dominant carriers, the FCC discussed the framework
10 surrounding its proposed changes.

11 7. In developing our proposal, we were guided by two historically applied
12 principles – the “used and useful” standard and the benefit-burden test.
13 The “used and useful” standard denotes property dedicated to the efficient
14 conduct of a utility’s business, presently or within a reasonable period.
15 That standard reflects the principles that owners of public utilities must
16 receive an opportunity to be compensated for the use of their property in
17 providing a public service and that ratepayers must not be forced to pay a
18 return on investment that does not benefit them directly. The benefit-
19 burden test is based on the principle that the party who bears the financial
20 burden of a particular utility activity should also reap the benefits resulting
21 therefrom. We proposed to apply these two general principles to specific
22 assets and asset categories established in Part 32 of our Rules, which will
23 become effective January 1, 1988. [footnote omitted]¹⁹
24

25 Although incentive compensation is only partially allocable to the plant in service
26 component of rate base, Consumers’ approach follows the conceptual framework of the
27 “benefit-burden” test. In other words, the party who benefits from a particular
28 transaction or activity should bear the related financial burden. If ratepayers have not

19 CC Docket No. 86-497, FCC Report and Order, released December 24, 1987, par. 7.

1 benefited from the achievement of the incentive plan targets (e.g., financial results),
2 ratepayers should not be responsible for that portion of the cost of the incentive plans.

3 **Q. How does the amount of test year incentive compensation expense compare to**
4 **Verizon's basic wages and salaries, excluding incentive compensation?**

5 A. According to Company's revised Adjustment WP P12.1.3, Verizon's incentive
6 compensation expense represents additional employee compensation of about 3.5%
7 (management) and 3.4% (associate) of test year basic wages and salaries, on average.

8 Incentive compensation is a method of providing monetary awards to the work
9 force through unguaranteed bonus, or other payment program, in addition to base wages.
10 Incentive compensation plans are typically designed to attract, retain and motivate
11 employees, enhance teamwork and high levels of achievement, and to facilitate the
12 accomplishment of specific corporate, business unit and individual goals. By linking
13 employee compensation to predetermined targets or objectives, individual employees are
14 theoretically incited to perform well by directly influencing their day-to-day actions and
15 activities – because if they do not achieve the target levels, they will not receive incentive
16 compensation pay.

17 Based on this test year data, Verizon's cost of service recognizes that employees
18 could receive, on average, an additional 3.4% - 3.5% of at-risk, ratepayer funded
19 compensation above and beyond their base wages/ salaries and overtime pay. The
20 potential for indirect shareholder incentives do not directly influence the day-to-day
21 actions and activities of individual employees. Instead, it is, or should be, the risk of
22 losing the additional 3.4 – 3.5% of compensation that will sufficiently incent an
23 employee to help the Company achieve its targets and goals.

1 **Q. If employees fail to achieve the corporate targets or individuals goals, will**
2 **shareholders be required to forego all benefits associated with the incentive plans?**

3 A. No. Since incentive compensation is “at-risk” to the employee, the amount of such
4 compensation from year to year is not fixed, regular nor even certain to occur. In the
5 event that minimum targets are not met, employees do not receive incentive payments
6 and the amount of incentive compensation included in rates would contribute to
7 increasing utility profits. In other words, ratepayers would be placed at-risk to fund
8 incentive plan costs regardless of payout while employees are at-risk because targets
9 might not be achieved for any number of reasons. At the same time, neither the
10 Company nor its shareholders would necessarily be at-risk with respect to the amount of
11 total incentive pay included in test year expense, because the allowed expenses would be
12 recovered through rates, regardless of future payouts.

13
14 **Q. Has the Commission previously addressed incentive compensation for regulated**
15 **telecommunications providers?**

16 A. Yes. The Commission addressed incentive compensation plan costs in rate proceedings
17 involving Qwest Corporation, then US West Communications, in the early 1980’s
18 (consolidated Docket Nos. U-81-44 and U-82-19) as well as both the 1995 and 1997
19 general rate case proceedings (Docket Nos. UT-950200 and UT-970766). Although well
20 before the more recent increased reliance on incentive compensation plans, the
21 Commission’s Second Supplemental Order (page 19) in Docket No. U-82-19 determined
22 that one-time bonuses (i.e., lump sum payments awarded to managers) were allowable on
23 an actual basis, but pro forma annualization was not appropriate, observing that:

1 “Bonuses are one-time payments which may or may not be repeated in subsequent
2 periods; annualizing their amounts distorts their effect on operating results.”

3 In the 1995 rate case (Docket No. UT-950200), the Commission disallowed
4 discretionary bonus payments, as the amounts paid are not certain at any level. The
5 Commission also disallowed team and merit awards, indicating that such “awards have
6 not been shown to benefit the ratepayer.” While a portion of the incentives were directly
7 tied to service-related elements, the heavy weighting of financial goals could fully offset
8 any lost bonuses due to service quality deficiencies. Citing to its 1993 Washington
9 Natural Gas Company order,²⁰ the Commission observed:

10 ...there is a potential tension between service quality and earnings.
11 A firm can concentrate on financial elements so heavily that it can lose
12 sight of the importance of providing customer service. In a public utility
13 service, where many customers have no reasonably substitutable
14 alternatives, the Commission must substitute for the competitive market in
15 assuring that customer service remains a priority to the business.
16 Financial goals are at best a very crude way to measure specific
17 efficiencies that employees can accomplish.

18
19 The Commission finds that the Company’s team award plan is not
20 acceptable because, with a structure allowing financial awards to eclipse
21 customer service failures, it sends the message to employees that service
22 quality is much less important than financial performance. This provides
23 motivation to choose cost saving measures that unduly compromise
24 service quality. The Company plan fails to tie payments to goals that
25 clearly and directly benefit ratepayers. The Company’s service quality
26 clearly failed to meet acceptable standards during the test period, as
27 discussed above, while the Company exceeded its financial goals.
28 Whether or not the structure of the team awards contributed to this
29 circumstance, it is certainly consistent with the circumstance.
30

31 In Docket No. UT-970766, the Commission disallowed certain incentive compensation
32 costs because of the continued reliance on achieving financial targets and poor service

20 WUTC Docket No. UG-920840, 4th Supp. Order (1993).

1 quality performance.²¹ While the facts and circumstance for then- US West
2 Communications is admittedly different than currently exists for Verizon, the
3 Commission’s concern about tension between financial and service quality considerations
4 is well placed and applicable today. Similarly, the Commission’s observation that
5 “financial goals are at best a very crude way to measure specific efficiencies that
6 employees can accomplish” was aptly said. For incentive plans to properly motivate
7 employees of regulated enterprises, it is important that employee actions can influence
8 the achievement of the target goals and objectives and that those objectives not place
9 heavy reliance on financial parameters.

10 VII. INTEREST SYNCHRONIZATION

11 **Q. How should the Commission quantify the interest expense deduction in computing**
12 **income tax expense in the current proceeding?**

13 A. The Commission should quantify the interest deduction for income tax purposes by
14 multiplying the weighted cost of debt included in the capital structure times the rate base
15 investment. This method of annualizing interest expense is commonly referred to as
16 interest synchronization.

17 **Q. Please describe and define the concept of interest synchronization, as applied in the**
18 **ratemaking process.**

19 A. Generally, the concept of interest synchronization refers to the process of setting the
20 amount of interest expense used as a deduction in computing income tax expense for
21 ratemaking equal to the result of multiplying the weighted cost of debt included in the
22 regulatory capital structure times the investment in rate base. In other words, interest

21 WUTC Docket No. UT-970766, Tenth Supplemental Order, pp. 13-16.

1 synchronization is a method which provides for the allocation of an interest expense
2 deduction for income tax purposes to ratepayers equal to the ratepayers' contribution to
3 the Company for interest expense, regardless of the Company's actual or estimated
4 interest payments to its creditors.

5 Since revenue requirement is partially driven by the application of a rate of return
6 to the rate base investment, the Company will theoretically recover from ratepayers an
7 amount of interest expense equal to the effective weighted cost of debt embedded in that
8 rate of return. Thus, ratemaking interest can be quite different from the actual interest
9 expense which might otherwise be deductible on a company's consolidated or stand-alone
10 corporate tax return. Interest synchronization merely "synchronizes" the ratemaking tax
11 deduction for interest with the interest expense ratepayers are required to provide the
12 Company in utility rates.

13 **Q. Did the Company propose the use of interest synchronization in quantifying its**
14 **proforma level of income tax expense?**

15 A. No. In direct testimony (page 33), Company witness Heuring briefly identifies and
16 describes three areas in the current case that are inconsistent with the development of
17 revenue requirement in Docket No. U-82-45, including the following statement: "Also,
18 the Company did not include an interest synchronization adjustment because it believes
19 the actual interest paid should be used." WUTC Data Request 235 sought all reasons and
20 all documents relied upon in support of the position that actual interest should be used, to
21 which Verizon responded as follows:

22 Actual interest expense should be used in determining revenue
23 requirement because it reflects the interest expense paid and recorded on
24 the books of the Company to service its debt obligations.
25

1 However, if interest synchronization is calculated using the Company's
2 proposed capital structure, it would have resulted in lower interest
3 expense, higher income taxes, lower net operating income and a higher
4 revenue deficiency. Interest synchronization calculation was provided as
5 Schedule C6.1.2 on Book 2, Tab 5.

6
7 Verizon reserves the right to submit detailed testimony on this issue if
8 necessary.
9

10 **Q. If the Company did not employ interest synchronization in developing its revenue**
11 **requirement and claims that such method would have increased overall revenue**
12 **requirement, why should the Commission adopt this methodology for ratemaking**
13 **purposes?**

14 A. There are several reasons that interest synchronization should be adopted for ratemaking
15 purposes. First, as noted previously, it matches the interest expense used to calculate
16 income tax expense with the amount of interest required of ratepayers through the
17 ratemaking equation. Second, this method has been widely accepted and adopted for
18 many years. Third, the Company's characterization of the method increasing its overall
19 revenue deficiency is misleading in its brevity.

20 **Q. Have you previously testified on this issue?**

21 A. Yes. I have sponsored testimony on this issue for many years, dating back to the early
22 1980's before concerns with its compatibility with Internal Revenue Code restrictions
23 were favorably and finally resolved. In fact, I proposed this methodology in the 1995 US
24 West Communications rate case (Docket No. UT-950200), which the Commission
25 adopted.

26 **Q. Please elaborate on your comment that the Company's characterization of the**
27 **revenue requirement impact of this issue is misleading.**

1 A. The quoted response to WUTC Data Request 235 was accurate, in the sense that response
 2 was tied to the Company’s original proposed capital structure and rate base investment.
 3 However, Verizon’s original proposed capital structure was heavily equity weighted
 4 (75%), which significantly diminished the debt ratio (25%). By comparison, Public
 5 Counsel witness Parcell sponsors a capital structure that is approximately 55.1% debt
 6 (short-term and long-term) and 44.9% equity. The following table illustrates the
 7 significant difference in the calculation of interest synchronization, using the original
 8 Verizon and Public Counsel capital structure recommendations and the Company’s
 9 proposed rate base for illustrative purposes:

(000’s)	Description	Verizon	Public Counsel
	Intrastate Rate Base	\$ 932,894	\$ 932,894
	Proposed Weighted Cost of Debt	1.570%	3.550%
	Annualized Interest Expense	14,646	33,118
	Less: Intrastate Book Interest	19,987	19,987
	Pro Forma Interest Adjustment	\$ (5,341)	\$ 13,131
Source: Verizon Schedule C6.1.2 & Direct Testimony of Public Counsel witness Parcell.			

10
 11 Even though Verizon’s proposed capital structure and cost rates generate a higher
 12 weighted cost of capital (original 12.03% revised to 11.79% per Verizon witness Vander
 13 Weide, page 33) than proposed by Public Counsel (8.26%), the thin debt ratio
 14 recommended by Verizon dramatically reduces the amount of pro forma interest expense.
 15 So, in the context of Verizon’s rate filing, the response to WUTC Data Request 235 was
 16 accurate. However, the impact of the interest synchronization methodology on overall
 17 revenue requirement shifts significantly using the capital structure proposed by Public
 18 Counsel – as depicted by the \$18.5 million increase in tax deductible interest.

1 **Q. If Verizon had employed interest synchronization in developing overall revenue**
2 **requirement, would it still be necessary for Commission to quantify an adjustment**
3 **for interest synchronization?**

4 A. Yes. Had the parties concurred in the valuation of both rate base and cost of capital, a
5 separate adjustment for interest synchronization would not have been necessary.
6 However, when Public Counsel or Staff proposes, or the Commission ultimately orders, a
7 different valuation of rate base or weighted cost of debt, it is necessary to quantify a
8 separate incremental adjustment to recognize the impact of such changes on the
9 ratemaking deduction for interest expense. Once the Commission ultimately adopts and
10 approves a rate base and capital cost valuations in this proceeding, interest
11 synchronization should be recalculated using those Commission findings, thereby
12 appropriately synchronizing these revenue requirement elements. Consequently, the
13 amount of pro forma interest expense ultimately recognized for ratemaking purposes
14 should simply “roll out” from the Commission’s final decisions on allowable values of
15 jurisdictional rate base and weighted cost of debt.

16 **Q. Does this conclude your direct testimony?**

17 A. Yes.