

REDACTED

BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

DOCKET NO. UE-10 _____

DOCKET NO. UG-10 _____

EXHIBIT NO. ____ (KSF-2)

KAREN S. FELTES

REPRESENTING AVISTA CORPORATION

Salary Increase Comparison
2009/2010

Exhibit No.__(KSF-2)

	Non-Exempt		Exempt		Executive		All Groups Combined	
	2009 Granted	2010 Projected	2009 Granted	2010 Projected	2009 Granted	2010 Projected	2009 Granted	2010 Projected
NATIONAL:								
Hewitt Oct	2.0%	2.5%	1.8%	2.5%	1.4%	2.4%	1.7%	2.5%
Conference Board Oct	2.5%	2.8%	2.5%	2.8%	1.5%	2.8%	2.2%	2.8%
Mercer Nov	2.2%	2.4%	2.2%	2.4%	1.9%	2.2%	2.1%	2.3%
Watson Wyatt May	2.3%	2.7%	2.2%	2.8%	2.1%	2.8%	2.2%	2.8%
WorldatWork Oct	2.3%	2.5%	2.2%	2.5%	2.0%	2.4%	2.2%	2.5%
Towers Perrin Oct	2.0%	2.8%	2.0%	2.8%	0.0%	2.5%	1.3%	2.7%
Average	2.2%	2.6%	2.2%	2.6%	1.5%	2.5%	2.0%	2.6%
REGIONAL: West Coast								
Hewitt June	1.8%	2.5%	1.9%	2.6%	1.3%	2.6%	1.7%	2.6%
Milliman M&P May			2.1%	2.6%			2.1%	2.6%
WorldatWork Oct	2.2%	2.5%	2.1%	2.5%	1.8%	2.5%	2.0%	2.5%
Towers Perrin July	1.5%	3.0%	0.8%	3.0%	0.0%	3.0%	0.8%	3.0%
Average	1.8%	2.7%	1.7%	2.7%	1.0%	2.7%	1.6%	2.7%
UTILITIES & ENERGY								
Hewitt Oct	3.0%	2.9%	2.8%	2.8%	2.3%	2.6%	2.7%	2.8%
Conference Board Oct	2.5%	3.0%	2.5%	2.7%	2.0%	2.5%	2.3%	2.7%
Milliman NW Utilities July	3.3%	3.0%	3.2%	2.8%			3.3%	2.9%
EAPDIS August	3.0%	3.0%	2.9%	3.0%	0.0%	0.0%	2.0%	2.0%
WorldatWork July	3.2%	3.3%	3.1%	3.2%	2.7%	3.3%	3.0%	3.3%
Towers Perrin July	3.0%	3.0%	3.0%	3.0%	2.5%	3.0%	2.8%	3.0%
Average	3.0%	3.0%	2.9%	2.9%	1.9%	2.3%	2.7%	2.8%
LOCAL SECTOR: Spokane								
Spokane Area Comp May	2.4%	2.5%	2.1%	2.5%			2.3%	2.5%
City of Coeur d'Alene							5.0%	
City of Spokane							4.0%	
Spokane County							3.5%	
Average	2.4%	2.5%	2.1%	2.5%			3.7%	2.5%

**Salary Increase Comparison
2009/2010**

Exhibit No.__(KSF-2)

	Union		Non-Union		Notes
	2009 Contract	2010 Contract	2009 Granted	2010 Projected	
Utilities Northwest					
Snohomish PUD		4.5%	4.0%	3.0%	union 1.0% 1/1/10 & 3.5% 4/1/10
Clark PUD	3.0%		3.0%		
Cowlitz PUD					
Chelan PUD	3.0%			3.0%	
Franklin PUD					
Pacific PUD(5)					
Emerald PUD(5)					
Springfield PUD(5)					
Vera Water & Power(5)					
ation - Rest of Washington & Oregon			3.5%		
Bureau of Reclamation - Idaho			3.5%		
ion - Portland, Vancouver, Beaverton			3.8%		
lamation - Seattle, Tacoma, Olympia			4.0%		
Eugene Water & Electric PUD	4.0%	4.0%		3.0%	
Grant PUD	3.5%	3.5%	4.0%	3.0%	
Flathead Electric Coop					
Portland General Electric	2.5%		2.3%	3.0%	
Idaho Power (1)			3.8%	3.0%	Execs and Sr Mgmt 0 increase plus 0.5% for equity adjustments
NW Natural Gas			1.5%		
Pacificorp					
Puget Sound Energy					
Northwestern			3.5%	3.0%	
Black Hills			2.5%		
City of Seattle					
City of Tacoma					
Nebraska Public Power District					
Colorado Springs Utilities					
Average	3.2%	4.0%	3.3%	3.0%	
(1)has traditional wage schedule structure similar to union - no merit budget					
(5)COLA					

CONFIDENTIAL per WAC 480-07-160

Historical Lineman Wages in the NW

Page 3