

Cascade Natural Gas Corporation
Washington Utilities and Transportation Commission
WUTC v. Cascade Natural Gas Corporation (2017 General Rate Case)
Docket UG-170929

Request No. 43

Date prepared: 11/2/2017

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UTC STAFF DATA REQUEST NO. 43:

RE: WAGES

Please provide documentation for the following:

- a. All work papers supporting the proposed wage adjustment.
- b. What percent of wages are capitalized and how does this adjustment take capitalized wages into consideration?
- c. All supporting documentation related to the wage increases that were granted in 2016, 2017, and proposed for 2018.
- d. Please provide employee head count for the last 10 years as of December 31st from 2007 through 2016.
- e. Please provide the current employee head count.

Response:

- A. CNG Salary Changes 2016, 2017, 2018 (Attached). 2018 pay increases have not been determined. There is an approved budget of 3.5% for Non-Union salary changes for 2018. Non-Union employees can be identified by a blank space in the "Union Code" column.
- B. 24.23% of wages are capitalized, any adjustments would flow through to capitalized wages through individual standard labor distributions. The wage increase adjustment is only reflected on the expense portion of wages not on any amounts capitalized.
- C. Supporting documents for salary changes (Attached)
 - a. Compensation Information
 - b. CNG AON Report

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D. Please provide employee head count for the last 10 years, 2006 – 2016 (Below).

Employee Head Count	
2017 January	338
2016 January	320
2015 January	314
2014 January	302
2013 January	279
2012 January	277
2011 January	258
2010 January	325
2009 January	258
2008 January	376

E. The current employee headcount is 349.