

**EXH. TMH-5C
DOCKETS UE-22 ___/UG-22 ___
2022 PSE GENERAL RATE CASE
WITNESS: THOMAS M. HUNT**

**BEFORE THE
WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION,**

Complainant,

v.

PUGET SOUND ENERGY,

Respondent.

**Docket UE-22 ___
Docket UG-22 ___**

**FOURTH EXHIBIT (CONFIDENTIAL) TO THE
PREFILED DIRECT TESTIMONY OF**

THOMAS M. HUNT

ON BEHALF OF PUGET SOUND ENERGY

REDACTED VERSION

JANUARY 31, 2022

Salary Increase Budget Projections

Shaded information is designated as confidential per WAC 480-07-160

Survey	2020				Merit Projections			Overall Salary Increase Projections*		
	Mean/Avg	Median	Mean/Avg	Median	Actual 2021	Mean/Avg	Median	Mean/Avg	Median	
Aon Radford										
Total Sample (all employees, all industries)										
Energy (all reported)										
Pacific Northwest (all reported)										
Pacific Northwest (Washington)										
Milliman - Management & Professional										
All Categories Combined										
Private Sector										
Utilities										
Milliman - Puget Sound Area										
All Industries Combined										
Exempt										
Nonexempt										
Private Sector										
Exempt										
Nonexempt										
Milliman - Utilities										
All Participants										
Exempt										
Nonexempt										
Union Apprenticable Crafts										
Union Other										
Cooperative										
Exempt										
Nonexempt										
Union Apprenticable Crafts										
Union Other										
Investor Owned										
Exempt										
Nonexempt										
Union Apprenticable Crafts										
Union Other										
Municipality										
Exempt										
Nonexempt										
Union Apprenticable Crafts										
Union Other										
PUDs										

REDACTED VERSION

*Sum of merit, promotions and any adjustments.

Salary Increase Budget Projections

Shaded information is designated as confidential per WAC 480-07-160

Survey	2020						Merit Projections			Overall Salary Increase Projections*		
	2020		Actual 2021		Projected 2022		Actual 2021		Projected 2022		Projected 2022	
	Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median
Exempt												
Nonexempt												
Union Apprenticable Crafts												
Union Other												
Willis Towers Watson (excluding salary freezes)												
All (General Industry)												
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
Energy												
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
Energy Services & Utilities												
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
Oil and Gas												
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
High Tech												
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
WorldatWork (United States)												

REDACTED VERSION

Salary Increase Budget Projections

Shaded information is designated as confidential per WAC 480-07-160

Survey	Merit Projections						Overall Salary Increase Projections*		
	2020		Actual 2021		Projected 2022		Actual 2021	Projected 2022	
	Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median	
Nonexempt Salaried									
Exempt Salaried									
Officers/Executives									
All									
Payscale									
All Respondents									
Nonexempt									
Exempt									
Managers									
Officers & Executives									
Energy & Utilities									
Nonexempt									
Exempt									
Managers									
Officers & Executives									
Technology (including software)									
Nonexempt									
Exempt									
Managers									
Officers & Executives									

REDACTED VERSION