BEFORE THE
WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION,

Complainant,

v.

PUGET SOUND ENERGY,

Respondent.

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

**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 Apprenticeable Crafts**
  - **Union Other**
- **Cooperative**
  - **Exempt**
  - **Nonexempt**
  - **Union Apprenticeable Crafts**
  - **Union Other**
- **Investor Owned**
  - **Exempt**
  - **Nonexempt**
  - **Union Apprenticeable Crafts**
  - **Union Other**
- **Municipality**
  - **Exempt**
  - **Nonexempt**
  - **Union Apprenticeable Crafts**
  - **Union Other**
- **PUDs**

### Overall Salary Increase Projections*

*Sum of merit, promotions and any adjustments.

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*Shaded information is designated as confidential per WAC 480-07-160*
## Salary Increase Budget Projections

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

<table>
<thead>
<tr>
<th>Survey</th>
<th>Merit Projections</th>
<th>Overall Salary Increase Projections*</th>
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<tbody>
<tr>
<td></td>
<td>2020</td>
<td>Actual 2021</td>
</tr>
<tr>
<td></td>
<td>Mean/Avg</td>
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<tr>
<td>Exempt</td>
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<tr>
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<td></td>
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<tr>
<td>Union Other</td>
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### Willis Towers Watson (excluding salary freezes)

**All (General Industry)**

<table>
<thead>
<tr>
<th>Overall</th>
<th>Executive</th>
<th>Middle Mgmt &amp; Professional</th>
<th>Support</th>
<th>Production &amp; Manual Labor</th>
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### Energy

<table>
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### Energy Services & Utilities

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### Oil and Gas

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### High Tech

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### WorldatWork (United States)

Exh. TMH-5C
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## Salary Increase Budget Projections

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<thead>
<tr>
<th>Survey</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
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<tbody>
<tr>
<td>Mean/Avg</td>
<td>Median</td>
<td>Mean/Avg</td>
<td>Median</td>
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<tr>
<td>Nonexempt Salaried</td>
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<tr>
<td>Exempt Salaried</td>
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<tr>
<td>Officers/Executives</td>
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<tr>
<td>All</td>
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### Payscale

- **Nonexempt**
  - Exempt
  - Managers
  - Officers & Executives

- **Exempt**
  - Managers
  - Officers & Executives

- **Technology (including software)**
  - Nonexempt
  - Exempt
  - Managers
  - Officers & Executives

- **Energy & Utilities**
  - Nonexempt
  - Exempt
  - Managers
  - Officers & Executives

### Overall Salary Increase Projections

<table>
<thead>
<tr>
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<th>2022</th>
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