

WORK PAPERS

In support of

Exhibit Nos. 40, 41 and 42

Docket No. UE-991606

Docket No. UG-991607

Witness: Katherine E. Mitchell

WUTC		
DOCKET NO. <u>UE-991606</u>		
EXHIBIT # <u>369</u>		
ADMIT	W/D	REJECT
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AVISTA UTILITIES

Pro Forma Labor/Benefit - Summary

Twelve Months Ended December 31, 1998

	Non-Officer Labor/Benefit Adjustment	Officer Comp Adjustment	Total Labor/Benefit Adjustment
<u>Washington Electric</u>			
Total Production	284,145		284,145
Total Transmission	55,288		55,288
Total Production & Transmission	339,433	0	339,433
Total Distribution	268,637		268,637
Customer Accounts	118,680		118,680
Cust Service & Info	4,637		4,637
Sales & Marketing	3,752		3,752
Total Admin & General	276,243	(417,021)	(140,778)
Total Electric Expenses	1,011,382	(417,021)	594,361

AVISTA UTILITIES

Adjusted Electric Labor Dollars - Washington

Average Monthly Average Basis

Twelve Months Ended December 31, 1998

	<u>Total WA</u>	<u>Remove Officers</u>	<u>Adjusted Total WA</u>	<u>1998 Increase Admin. 0.737% Union 0.804%</u>	<u>Adjusted for 1998 Increase</u>	<u>1999 Increase Admin. 2.140% Union 3.000%</u>	<u>Total 1998 & 1999 Increase</u>	<u>Payroll Loading Adjustment</u>	<u>Non-Officer Labor/Benefit Adjustment</u>
Production									
Steam									
500 Supervision & Eng.	133,146		133,146	981	134,127	2,870	3,851	1,211	5,062
501 Fuel	347,795		347,795	2,796	350,591	10,518	13,314	3,162	16,476
502 Steam Expense	192,811		192,811	1,550	194,361	5,831	7,381	1,753	9,134
505 Electric Expense	191,399		191,399	1,539	192,938	5,788	7,327	1,740	9,067
506 Misc. Steam Pwr. Exp.	72,654		72,654	584	73,238	2,197	2,781	661	3,442
510 Supervision & Eng.	29,612		29,612	218	29,830	638	856	269	1,125
511 Structures	6,005		6,005	48	6,053	182	230	55	285
512 Boiler Plant	240,986		240,986	1,938	242,924	7,288	9,226	2,191	11,417
513 Electric Plant	58,314		58,314	469	58,783	1,763	2,232	530	2,762
514 Misc. Steam Plant	31,266		31,266	251	31,517	946	1,197	284	1,481
Total Steam	1,303,988	0	1,303,988	10,374	1,314,362	38,021	48,395	11,856	60,251
Hydro									
535 Supervision & Eng.	585,592		585,592	4,316	589,908	12,624	16,940	5,324	22,264
537 Hydraulic Expense	83,630		83,630	672	84,302	2,529	3,201	760	3,961
538 Electric Expense	1,588,557		1,588,557	12,772	1,601,329	48,040	60,812	14,443	75,255
539 Misc. Hydro Expense	75,570		75,570	608	76,178	2,285	2,893	687	3,580
541 Supervision & Eng.	163,346		163,346	1,204	164,550	3,521	4,725	1,485	6,210
542 Structures	79,143		79,143	636	79,779	2,393	3,029	720	3,749
543 Res., Dams & Wtrways	263,428		263,428	2,118	265,546	7,966	10,084	2,395	12,479
544 Electric Plant	415,582		415,582	3,341	418,923	12,568	15,909	3,778	19,687
545 Misc. Hydro Plant	5,466		5,466	44	5,510	165	209	50	259
Total Hydro	3,260,314	0	3,260,314	25,711	3,286,025	92,091	117,802	29,642	147,444
Other Generation									
546 Supervision & Eng.	0		0	0	0	0	0	0	0
547 Fuel	14,780		14,780	119	14,899	447	566	134	700
548 Generation Expense	114,956		114,956	924	115,880	3,476	4,400	1,045	5,445
549 Misc. Other Gen.	6,040		6,040	49	6,089	183	232	55	287
551 Supervision & Eng.	37,256		37,256	275	37,531	803	1,078	339	1,417
552 Structures	82		82	1	83	2	3	1	4
553 Gen. & Elec. Equip.	98,904		98,904	795	99,699	2,991	3,786	899	4,685
554 Misc. Other Gen. Plant	6,578		6,578	53	6,631	199	252	60	312
Total Other Generation	278,596	0	278,596	2,216	280,812	8,101	10,317	2,533	12,850

AVISTA UTILITIES

Adjusted Electric Labor Dollars - Washington

Average Monthly Average Basis

Twelve Months Ended December 31, 1998

	Total WA	Remove Officers	Adjusted Total WA	1998 Increase Admin. 0.737% Union 0.804%	Adjusted for 1998 Increase	1999 Increase Admin. 2.140% Union 3.000%	Total 1998 & 1999 Increase	Payroll Loading Adjustment	Non-Officer Labor/Benefit Adjustment
Other Power Supply									
556 Sys. Cntrl & Ld. Disp.	286,706		286,706	2,113	288,819	6,181	8,294	2,607	10,901
557 Other Expense	1,386,108		1,386,108	10,216	1,396,324	29,881	40,097	12,602	52,699
Total Other Power Supply	1,672,814	0	1,672,814	12,329	1,685,143	36,062	48,391	15,209	63,600
Total Production	6,515,712	0	6,515,712	50,630	6,566,342	174,275	224,905	59,240	284,145
Transmission									
560 Supervision & Eng.	486,154		486,154	3,583	489,737	10,480	14,063	4,420	18,483
561 Load Dispatching	369,507		369,507	2,723	372,230	7,966	10,689	3,359	14,048
562 Station Expense	107,046		107,046	861	107,907	3,237	4,098	973	5,071
563 Overhead Line Exp.	51,385		51,385	413	51,798	1,554	1,967	467	2,434
564 Underground Line Exp.	2,532		2,532	20	2,552	77	97	23	120
566 Misc. Trans. Exp.	7,652		7,652	62	7,714	231	293	70	363
568 Supervision & Eng.	60,679		60,679	447	61,126	1,308	1,755	552	2,307
569 Structures	2,602		2,602	21	2,623	79	100	24	124
570 Station Equip.	198,535		198,535	1,596	200,131	6,004	7,600	1,805	9,405
571 Overhead Lines	59,270		59,270	477	59,747	1,792	2,269	539	2,808
572 Underground Lines	2,349		2,349	19	2,368	71	90	21	111
573 Misc. Trans. Plant	305		305	2	307	9	11	3	14
Total Transmission	1,348,016	0	1,348,016	10,224	1,358,240	32,808	43,032	12,256	55,288
Distribution									
580 Supervision & Eng.	158,862		158,862	1,171	160,033	3,425	4,596	1,444	6,040
581 Load Dispatching	5,590		5,590	41	5,631	121	162	51	213
582 Station Expense	161,889		161,889	1,302	163,191	4,896	6,198	1,472	7,670
583 Overhead Line Exp.	637,155		637,155	5,123	642,278	19,268	24,391	5,793	30,184
584 Undergrd. Line Exp.	618,782		618,782	4,975	623,757	18,713	23,688	5,626	29,314
585 St. Lt. & Signl. Sys.	98,080		98,080	789	98,869	2,966	3,755	892	4,647
586 Meter Expense	467,119		467,119	3,756	470,875	14,126	17,882	4,247	22,129
587 Cust. Install. Expense	241,637		241,637	1,943	243,580	7,307	9,250	2,197	11,447
588 Misc. Dist. Expense	333,639		333,639	2,682	336,321	10,090	12,772	3,033	15,805
589 Rent	198		198	2	200	6	8	2	10
590 Supervision & Eng.	357,135		357,135	2,632	359,767	7,699	10,331	3,247	13,578
591 Structures	16,978		16,978	137	17,115	513	650	154	804
592 Station Equipment	355,217		355,217	2,856	358,073	10,742	13,598	3,230	16,828
593 Overhead Lines	1,317,101		1,317,101	10,589	1,327,690	39,831	50,420	11,975	62,395
594 Undergrd. Lines	430,614		430,614	3,462	434,076	13,022	16,484	3,915	20,399
595 Line Transformers	324,423		324,423	2,608	327,031	9,811	12,419	2,950	15,369

AVISTA UTILITIES

Adjusted Electric Labor Dollars - Washington

Average Monthly Average Basis

Twelve Months Ended December 31, 1998

	Total WA	Remove Officers	Adjusted Total WA	1998 Increase Admin. 0.737% Union 0.804%	Adjusted for 1998 Increase	1999 Increase Admin. 2.140% Union 3.000%	Total 1998 & 1999 Increase	Payroll Loading Adjustment	Non-Officer Labor/Benefit Adjustment
596 St. Lt. & Signl. Sys.	82,576		82,576	664	83,240	2,497	3,161	751	3,912
597 Meters	46,557		46,557	374	46,931	1,408	1,782	423	2,205
598 Misc. Dist. Expense	120,083		120,083	965	121,048	3,631	4,596	1,092	5,688
Total Distribution	5,773,635	0	5,773,635	46,071	5,819,706	170,072	216,143	52,494	268,637
Customer Accounts									
901 Supervision	147,255		147,255	1,085	148,340	3,174	4,259	1,339	5,598
902 Meter Reading Exp.	917,599		917,599	7,377	924,976	27,749	35,126	8,343	43,469
903 Cust. Records & Coll.	1,830,985		1,830,985	13,494	1,844,479	39,472	52,966	16,647	69,613
905 Misc. Cust. Accts.	7		7	0	7	0	0	0	0
Total Cust Accounts	2,895,846	0	2,895,846	21,956	2,917,802	70,395	92,351	26,329	118,680
Cust Service & Info									
907 Supervision	0		0	0	0	0	0	0	0
908 Cust. Assistance Exp.	120,632		120,632	889	121,521	2,601	3,490	1,097	4,587
909 Advertising	71		71	1	72	2	3	1	4
910 Miscellaneous	1,222		1,222	9	1,231	26	35	11	46
Total Cust Svc & Info	121,925	0	121,925	899	122,824	2,629	3,528	1,109	4,637
Sales									
912 Demonstrating & Selling	98,698		98,698	727	99,425	2,128	2,855	897	3,752
Total Sales	98,698	0	98,698	727	99,425	2,128	2,855	897	3,752
Admin & General									
920 Salaries	6,276,338	(1,221,088)	5,055,250	46,257	5,101,507	109,172	155,429	57,063	212,492
921 Office Supplies & Exp.	0		0	0	0	0	0	0	0
923 Outside Services	10,287		10,287	76	10,363	222	298	94	392
924 Property Ins. Premium	15,427		15,427	114	15,541	333	447	140	587
925 Injuries & Damages	99,512		99,512	733	100,245	2,145	2,878	905	3,783
926 Empl. Pensions & Bene.	0		0	0	0	0	0	0	0
927 Franchise Requirements	0		0	0	0	0	0	0	0
928 Reg. Comm. Expenses	171,164		171,164	1,261	172,425	3,690	4,951	1,556	6,507
930 Misc. General Exp.	689,128	(41,143)	647,985	5,079	653,064	13,976	19,055	6,265	25,320
935 Mtce. of Gen. Plant	573,452		573,452	4,611	578,063	17,342	21,953	5,209	27,162
Total Admin & General	7,835,308	(1,262,231)	6,573,077	58,131	6,631,208	146,880	205,011	71,232	276,243
Total Electric Labor	24,589,140	(1,262,231)	23,326,909	188,638	23,515,547	599,187	787,825	223,557	1,011,382

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AVISTA UTILITIES													
Washington Water Power Division													
Electric System Labor Dollars													
Average Monthly Average Basis													
Twelve Months Ended December 31, 1998													
	Total	Allocated	Direct Wash	Alloc Wash	Total Wash	Direct Idaho	Alloc Idaho	Total Idaho	Eliminate WA Account 926	Adjusted Total WA	Eliminate ID Account 926	Adjusted Total ID	
Production													
Steam													
500	191,962.21	191,962.21		128,269.15	128,269.15		63,693.06	63,693.06	4,876.36	133,145.51	2,246.01	65,939.07	
501	501,432.22	501,432.22		335,057.01	335,057.01		166,375.21	166,375.21	12,737.73	347,794.74	5,866.89	172,242.10	
502	277,984.33	277,984.33		185,749.13	185,749.13		92,235.20	92,235.20	7,061.55	192,810.68	3,252.49	95,487.69	
505	275,949.35	275,949.35		184,389.36	184,389.36		91,559.99	91,559.99	7,009.86	191,399.22	3,228.68	94,788.67	
506	104,748.06	104,748.06		69,992.65	69,992.65		34,755.41	34,755.41	2,660.88	72,653.53	1,225.58	35,980.99	
510	42,693.37	42,693.37		28,527.71	28,527.71		14,165.66	14,165.66	1,084.53	29,612.24	499.52	14,665.18	
511	8,657.49	8,657.49		5,784.93	5,784.93		2,872.56	2,872.56	219.92	6,004.85	101.30	2,973.86	
512	347,441.14	347,441.14		232,160.17	232,160.17		115,280.97	115,280.97	8,825.94	240,986.11	4,065.15	119,346.12	
513	84,073.62	84,073.62		56,177.99	56,177.99		27,895.63	27,895.63	2,135.70	58,313.69	983.68	28,879.31	
514	45,077.70	45,077.70		30,120.92	30,120.92		14,956.78	14,956.78	1,145.09	31,266.01	527.42	15,484.20	
Total Steam	1,880,019.49	1,880,019.49	0.00	1,256,229.02	1,256,229.02	0.00	623,790.47	623,790.47	47,757.56	1,303,986.58	21,996.72	645,787.19	
Hydro													
535	844,276.53	844,276.53		564,145.58	564,145.58		280,130.95	280,130.95	21,446.90	585,592.48	9,878.25	290,009.20	
537	120,573.69	120,573.69		80,567.34	80,567.34		40,006.35	40,006.35	3,062.90	83,630.24	1,410.74	41,417.09	
538	2,290,297.66	2,290,297.66		1,530,376.90	1,530,376.90		759,920.76	759,920.76	58,179.73	1,588,556.63	26,797.07	786,717.83	
539	108,953.17	108,953.17		72,802.51	72,802.51		36,150.66	36,150.66	2,767.70	75,570.21	1,274.78	37,425.44	
541	235,504.20	235,504.20		157,363.91	157,363.91		78,140.29	78,140.29	5,982.44	163,346.35	2,755.46	80,895.75	
542	114,104.90	114,104.90		76,244.89	76,244.89		37,860.01	37,860.01	2,898.57	79,143.46	1,335.06	39,195.07	
543	379,796.91	379,796.91		253,780.30	253,780.30		126,016.61	126,016.61	9,647.86	263,428.16	4,443.72	130,460.33	
544	599,165.04	599,165.04		400,362.08	400,362.08		198,802.96	198,802.96	15,220.41	415,582.49	7,010.38	205,813.34	
545	7,880.49	7,880.49		5,265.74	5,265.74		2,614.75	2,614.75	200.19	5,465.93	92.20	2,706.95	
Total Hydro	4,700,552.59	4,700,552.59	0.00	3,140,909.25	3,140,909.25	0.00	1,559,643.34	1,559,643.34	119,406.70	3,260,315.95	54,997.66	1,614,641.00	
Other Generation													
546	0.00	0.00		0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	
547	21,308.67	21,308.67		14,238.45	14,238.45		7,070.22	7,070.22	541.30	14,779.75	249.32	7,319.54	
548	165,737.49	165,737.49		110,745.79	110,745.79		54,991.70	54,991.70	4,210.18	114,955.97	1,939.17	56,930.87	
549	8,708.30	8,708.30		5,818.89	5,818.89		2,889.41	2,889.41	221.21	6,040.10	101.89	2,991.30	
551	53,713.77	53,713.77		35,891.54	35,891.54		17,822.23	17,822.23	1,364.47	37,256.01	628.46	18,450.69	
552	118.68	118.68		79.30	79.30		39.38	39.38	3.01	82.31	1.39	40.77	
553	142,594.97	142,594.97		95,281.96	95,281.96		47,313.01	47,313.01	3,622.30	98,904.26	1,668.40	48,981.41	
554	9,484.48	9,484.48		6,337.53	6,337.53		3,146.95	3,146.95	240.93	6,578.46	110.97	3,257.92	
Total Other Generation	401,666.36	401,666.36	0.00	268,393.46	268,393.46	0.00	133,272.90	133,272.90	10,203.40	278,596.86	4,699.60	137,972.50	

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AVISTA UTILITIES												
Washington Water Power Division												
Electric System Labor Dollars												
Average Monthly Average Basis												
Twelve Months Ended December 31, 1998												
	Total	Allocated	Direct Wash	Alloc Wash	Total Wash	Direct Idaho	Alloc Idaho	Total Idaho	Eliminate WA Account 926	Adjusted Total WA	Eliminate ID Account 926	Adjusted Total ID
Other Power Supply												
556	413,356.96	413,356.96		276,205.12	276,205.12		137,151.84	137,151.84	10,500.38	286,705.50	4,836.38	141,988.22
557	1,998,417.44	1,998,417.44		1,335,342.53	1,335,342.53		663,074.91	663,074.91	50,765.18	1,386,107.71	23,382.00	686,456.91
Total Other Power Supply	2,411,774.40	2,411,774.40	0.00	1,611,547.65	1,611,547.65	0.00	800,226.75	800,226.75	61,265.56	1,672,813.21	28,218.38	828,445.13
Total Production	9,394,012.84	9,394,012.84	0.00	6,277,079.38	6,277,079.38	0.00	3,116,933.46	3,116,933.46	238,633.22	6,515,712.60	109,912.36	3,226,845.82
Transmission												
560	700,911.22	700,911.22		468,348.88	468,348.88		232,562.34	232,562.34	17,805.03	486,153.91	8,200.84	240,763.18
561	532,736.08	532,736.08		355,974.25	355,974.25		176,761.83	176,761.83	13,532.93	369,507.18	6,233.15	182,994.98
562	154,333.97	154,333.97		103,125.96	103,125.96		51,208.01	51,208.01	3,920.50	107,046.46	1,805.75	53,013.76
563	74,083.85	74,083.85		49,502.83	49,502.83		24,581.02	24,581.02	1,881.93	51,384.76	866.80	25,447.82
564	3,650.75	3,650.75		2,439.43	2,439.43		1,211.32	1,211.32	92.74	2,532.17	42.71	1,254.03
566	11,032.26	11,032.26		7,371.76	7,371.76		3,660.50	3,660.50	280.25	7,652.01	129.08	3,789.58
568	87,483.36	87,483.36		58,456.38	58,456.38		29,026.98	29,026.98	2,222.31	60,678.69	1,023.58	30,050.56
569	3,750.85	3,750.85		2,506.32	2,506.32		1,244.53	1,244.53	95.28	2,601.60	43.89	1,288.42
570	286,237.28	286,237.28		191,263.75	191,263.75		94,973.53	94,973.53	7,271.20	198,534.95	3,349.05	98,322.58
571	85,452.31	85,452.31		57,099.23	57,099.23		28,353.08	28,353.08	2,170.72	59,269.95	999.81	29,352.89
572	3,387.06	3,387.06		2,263.23	2,263.23		1,123.83	1,123.83	86.04	2,349.27	39.63	1,163.46
573	439.57	439.57		293.72	293.72		145.85	145.85	11.17	304.89	5.14	150.99
Total Transmission	1,943,498.56	1,943,498.56	0.00	1,298,645.74	1,298,645.74	0.00	644,852.82	644,852.82	49,370.10	1,348,015.84	22,739.43	667,592.25
Distribution												
580	199,424.24	99,906.30	90,262.38	62,781.12	153,043.50	9,255.56	37,125.18	46,380.74	5,818.19	158,861.69	1,635.52	48,016.26
581	8,746.47	8,057.88	321.94	5,063.57	5,385.51	366.65	2,994.31	3,360.96	204.74	5,590.25	118.52	3,479.48
582	241,688.03	7,565.16	151,205.96	4,753.95	155,959.91	82,916.91	2,811.21	85,728.12	5,929.07	161,888.98	3,023.03	88,751.15
583	823,256.63	(17.89)	613,830.50	(11.24)	613,819.26	209,444.02	(6.65)	209,437.37	23,335.32	637,154.58	7,385.39	216,822.76
584	809,905.86	374.99	595,883.96	235.64	596,119.60	213,646.91	139.35	213,786.26	22,662.44	618,782.04	7,538.74	221,325.00
585	126,530.76	60.63	94,449.99	38.10	94,488.09	32,020.14	22.53	32,042.67	3,592.12	98,080.21	1,129.92	33,172.59
586	648,384.19	138,380.83	363,052.21	86,958.51	450,010.72	146,951.15	51,422.32	198,373.47	17,107.88	467,118.60	6,995.24	205,368.71
587	417,096.09	231,940.31	87,035.50	145,751.29	232,786.79	98,120.28	86,189.02	184,309.30	8,849.76	241,636.55	6,499.29	190,808.59
588	422,642.43	108,301.66	253,363.32	68,056.76	321,420.08	60,977.45	40,244.90	101,222.35	12,219.30	333,639.38	3,569.40	104,791.75
589	350.20	0.00	190.70	0.00	190.70	159.50	0.00	159.50	7.25	197.95	5.62	165.12
590	466,407.01	291,476.75	160,891.10	183,163.99	344,055.09	14,039.16	108,312.76	122,351.92	13,079.80	357,134.89	4,314.49	126,666.41
591	17,284.70	0.00	16,356.67	0.00	16,356.67	928.03	0.00	928.03	621.82	16,978.49	32.73	960.76
592	461,112.20	53,472.38	308,605.61	33,602.04	342,207.65	99,034.21	19,870.34	118,904.55	13,009.57	355,217.22	4,192.93	123,097.48
593	2,042,870.06	112,899.69	1,197,917.00	70,946.17	1,268,863.17	732,053.37	41,953.52	774,006.89	48,237.86	1,317,101.03	27,293.79	801,300.68
594	578,383.02	0.00	414,843.14	0.00	414,843.14	163,539.88	0.00	163,539.88	15,770.93	430,614.07	5,766.90	169,306.78
595	394,356.14	9,473.77	306,587.84	5,953.32	312,541.16	78,294.53	3,520.45	81,814.98	11,881.75	324,422.91	2,885.04	84,700.02
596	122,553.44	0.00	79,551.85	0.00	79,551.85	43,001.59	0.00	43,001.59	3,024.29	82,576.14	1,516.36	44,517.95
597	56,895.88	0.00	44,852.34	0.00	44,852.34	12,043.54	0.00	12,043.54	1,705.13	46,557.47	424.69	12,468.23
598	183,729.02	182,092.52	1,257.90	114,426.94	115,684.84	378.60	67,665.58	68,044.18	4,397.94	120,082.78	2,399.44	70,443.62
				781,770.16	5,562,180.07	1,997,171.48	462,264.82	2,459,436.30	211,455.16	5,773,635.23	86,727.04	2,546,163.34

EILabor\$ Wage&Salary.xls

AVISTA UTILITIES												
Washington Water Power Division												
Electric System Labor Dollars												
Average Monthly Average Basis												
Twelve Months Ended December 31, 1998												
	Total	Allocated	Direct Wash	Alloc Wash	Total Wash	Direct Idaho	Alloc Idaho	Total Idaho	Eliminate WA Account 926	Adjusted Total WA	Eliminate ID Account 926	Adjusted Total ID
Customer Accounts												
901	198,793.84	165,286.43	31,245.96	110,616.29	141,862.25	2,261.45	54,670.14	56,931.59	5,393.12	147,255.37	2,007.58	58,939.17
902	1,350,725.09	7,014.95	879,297.65	4,694.69	883,992.34	464,412.49	2,320.26	466,732.75	33,606.38	917,598.72	16,458.39	483,191.14
903	2,676,235.81	2,064,960.37	381,972.09	1,381,954.08	1,763,926.17	229,303.35	683,006.29	912,309.64	67,058.48	1,830,984.65	32,170.75	944,480.39
905	10.45	10.45	0.00	6.99	6.99	0.00	3.46	3.46	0.27	7.26	0.12	3.58
Total Cust Accounts	4,225,765.19	2,237,272.20	1,292,515.70	1,497,272.05	2,789,787.75	695,977.29	740,000.15	1,435,977.44	106,058.25	2,895,846.00	50,636.84	1,486,614.28
Cust Service & Info												
907	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
908	214,517.67	125,949.54	31,923.89	84,290.47	116,214.36	56,644.24	41,659.07	98,303.31	4,418.07	120,632.43	3,466.47	101,769.78
909	102.85	102.85	0.00	68.83	68.83	0.00	34.02	34.02	2.62	71.45	1.20	35.22
910	1,759.03	1,759.03	0.00	1,177.21	1,177.21	0.00	581.82	581.82	44.75	1,221.96	20.52	602.34
Total Cust Svc & Info	216,379.55	127,811.42	31,923.89	85,536.51	117,460.40	56,644.24	42,274.91	98,919.15	4,465.44	121,925.84	3,488.19	102,407.34
Sales												
912	161,074.57	137,048.23	3,364.97	91,718.16	95,083.13	20,661.37	45,330.07	65,991.44	3,614.74	98,697.87	2,327.05	68,318.49
Total Sales	161,074.57	137,048.23	3,364.97	91,718.16	95,083.13	20,661.37	45,330.07	65,991.44	3,614.74	98,697.87	2,327.05	68,318.49
Admin & General												
920	9,453,950.75	8,881,240.71	421,182.39	5,625,289.05	6,046,471.44	151,527.65	3,255,951.66	3,407,479.31	229,866.29	6,276,337.73	120,157.86	3,527,637.17
921	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
923	15,646.30	15,646.30	0.00	9,910.21	9,910.21	0.00	5,736.09	5,736.09	376.75	10,286.96	202.27	5,938.36
924	23,463.91	23,463.91	0.00	14,861.81	14,861.81	0.00	8,602.10	8,602.10	565.00	15,426.81	303.34	8,905.44
925	154,831.70	138,708.05	8,010.91	87,856.29	95,867.20	8,112.74	50,851.76	58,964.50	3,644.54	99,511.74	2,079.26	61,043.76
926	1,326,134.95	862,898.07	354,008.30	546,551.01	900,559.31	109,228.58	316,347.06	425,575.64	(900,559.31)	0.00	(425,575.64)	0.00
927	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
928	278,968.79	34,574.70	141,792.31	23,102.81	164,895.12	102,601.78	11,471.89	114,073.67	6,268.75	171,163.87	4,022.58	118,096.25
930	1,005,885.82	616,073.17	273,674.74	390,214.59	663,889.33	116,137.91	225,858.58	341,996.49	25,238.82	689,128.15	12,059.81	354,056.30
935	862,111.51	584,134.84	182,464.27	369,985.17	552,449.44	95,512.40	214,149.67	309,662.07	21,002.25	573,451.69	10,919.61	320,581.68
Total Admin & General	13,120,993.73	11,156,739.75	1,381,132.92	7,067,770.94	8,448,903.86	583,121.06	4,088,968.81	4,672,089.87	(613,596.91)	7,835,306.95	(275,830.91)	4,396,258.96
Total Electric Labor	37,083,340.81	26,240,367.98	7,489,397.39	17,099,742.94	24,589,140.33	3,353,575.44	9,140,625.04	12,494,200.48	0.00	24,589,140.33	0.00	12,494,200.48

AVISTA UTILITIES

Washington Water Power Division
1998 and 1999 Labor Adjustments
Percentage Increase Adjustments

Administrative

March 1, 1998 composite increase 4.420%

Factor to adjust January and February 1998

$2/12 = \underline{0.16666667}$

Adjustment % for 1998 adjustment 0.737%

March 1, 1999 composite increase
for 1999 adjustment

2.140%

Union

March 26, 1998 increase 3.000%

Factor to adjust Jan.-Mar. 1998

See worksheet $13.93/52 = \underline{0.267884615}$

Adjustment % for 1998 adjustment 0.804%

March 26, 1999 increase
for 1999 adjustment

3.000%

AVISTA UTILITIES**Pro Forma Labor/Benefit - Summary**

Twelve Months Ended December 31, 1998

<u>Washington Gas</u>	<u>Non-Officer Labor/Benefit Adjustment</u>	<u>Officer Comp Adjustment</u>	<u>Total Labor/Benefit Adjustment</u>
Total Production	3,579		3,579
Total Underground Storage	410		410
Total Distribution	120,247		120,247
Customer Accounts	62,660		62,660
Cust Service & Info	3,320		3,320
Sales & Marketing	4,930		4,930
Total Admin & General	76,528	(105,703)	(29,175)
Total Gas Expense	271,674	(105,703)	165,971

AVISTA UTILITIES

Washington Water Power Division

Adjusted Natural Gas System Labor Dollars - Washington

Average Monthly Average Basis

Twelve Months Ended December 31, 1998

	<u>Total WA</u>	<u>Remove Officers</u>	<u>Adjusted Total WA</u>	<u>1998 Increase Admin. 0.737% Union 0.804%</u>	<u>Adjusted for 1998 Increase</u>	<u>1999 Increase Admin. 2.140% Union 3.000%</u>	<u>Total 1998 & 1999 Increase</u>	<u>Payroll Loading Adjustment</u>	<u>Non-Officer Labor/Benefit Adjustment</u>
Production									
1807-Purchased gas expenses	94,110		94,110	694	94,804	2,029	2,723	856	3,579
Total Production	94,110	0	94,110	694	94,804	2,029	2,723	856	3,579
Underground Storage									
1814-Oper. supervision & engineering	10,703		10,703	79	10,782	231	310	97	407
1820-Meas. & reg. station expenses	61		61	0	61	2	2	1	3
Total Underground Storage	10,764	0	10,764	79	10,843	233	312	98	410
Distribution									
1870-Oper. supervision & engineering	128,918		128,918	950	129,868	2,779	3,729	1,172	4,901
1871-Distribution Load Dispatching	13,191		13,191	106	13,297	399	505	120	625
1874-Mains & services expenses	583,915		583,915	4,695	588,610	17,658	22,353	5,308	27,661
1875-Meas. & reg. station exp.-General	12,004		12,004	97	12,101	363	460	109	569
1876-Meas. & reg. station exp.-Industrial	761		761	6	767	23	29	7	36
1877-Meas. & reg. station exp.-City gate	21,207		21,207	171	21,378	641	812	193	1,005
1878-Meter & house regulator expenses	307,783		307,783	2,475	310,258	9,308	11,783	2,798	14,581
1879-Customer installations expenses	448,335		448,335	3,605	451,940	13,558	17,163	4,076	21,239
1880-Other expenses	249,781		249,781	2,008	251,789	7,554	9,562	2,271	11,833
1885-Maint. supervision & engineering	12,024		12,024	97	12,121	364	461	109	570
1887-Maint. of mains	377,084		377,084	3,032	380,116	11,403	14,435	3,428	17,863
1889-Maint. meas. & reg. st. equip.-General	43,597		43,597	351	43,948	1,318	1,669	396	2,065
1890-Maint. meas. & reg. st. equip.-Industrial	36,863		36,863	296	37,159	1,115	1,411	335	1,746
1891-Maint. meas. & reg. st. equip.-City gate	14,414		14,414	116	14,530	436	552	131	683
1892-Maint. of services & lines	114,337		114,337	919	115,256	3,458	4,377	1,039	5,416
1893-Maint. meters & house regulators	199,565		199,565	1,605	201,170	6,035	7,640	1,814	9,454
Total Distribution	2,563,779	0	2,563,779	20,529	2,584,308	76,412	96,941	23,306	120,247

AVISTA UTILITIES

Washington Water Power Division

Adjusted Natural Gas System Labor Dollars - Washington

Average Monthly Average Basis

Twelve Months Ended December 31, 1998

	<u>Total WA</u>	<u>Remove Officers</u>	<u>Adjusted Total WA</u>	<u>1998 Increase Admn. 0.737% Union 0.804%</u>	<u>Adjusted for 1998 Increase</u>	<u>1999 Increase Admn. 2.140% Union 3.000%</u>	<u>Total 1998 & 1999 Increase</u>	<u>Payroll Loading Adjustment</u>	<u>Non-Officer Labor/Benefit Adjustment</u>
Customer Accounts									
1901-Supervision	81,408		81,408	600	82,008	1,755	2,355	740	3,095
1902-Meter reading expenses	486,186		486,186	3,909	490,095	14,703	18,612	4,420	23,032
1903-Customer records & collection expenses	960,892		960,892	7,082	967,974	20,715	27,797	8,736	36,533
1905- Misc. customer accounts expenses	4		4	0	4	0	0	0	0
Total Cust Accounts	1,528,490	0	1,528,490	11,591	1,540,081	37,173	48,764	13,896	62,660
Cust Service & Info									
1908-Customer assistance expenses	87,312		87,312	643	87,955	1,882	2,525	794	3,319
1909-Inform. & instruct. advertising expenses	40		40	0	40	1	1	0	1
Total Cust Svc & Info	87,352	0	87,352	643	87,995	1,883	2,526	794	3,320
Sales									
1912-Demonstrating & selling expenses	129,652		129,652	956	130,608	2,795	3,751	1,179	4,930
Total Sales	129,652	0	129,652	956	130,608	2,795	3,751	1,179	4,930
Admin & General									
1920-Administrative & general salaries	1,629,714	(306,214)	1,323,500	12,011	1,335,511	28,580	40,591	14,816	55,407
1923-Outside services employed	2,575		2,575	19	2,594	56	75	23	98
1924-Property insurance	3,918		3,918	29	3,947	84	113	36	149
1925-Injuries & damages	25,135		25,135	185	25,320	542	727	229	956
1928-Regulatory commission expenses	154,213		154,213	1,137	155,350	3,324	4,461	1,402	5,863
1930-Misc. general expenses	161,942	(10,345)	151,597	1,194	152,791	3,270	4,464	1,472	5,936
1935-Maintenance of general plant	171,401		171,401	1,378	172,779	5,183	6,561	1,558	8,119
Total Admin & General	2,148,898	(316,559)	1,832,339	15,953	1,848,292	41,039	56,992	19,536	76,528
Total WWP Gas Labor	6,563,045	(316,559)	6,246,486	50,445	6,296,931	161,564	212,009	59,665	271,674

GasLabor\$ Wage&Salary.xls

AVISTA UTILITIES												
Washington Water Power Division												
Natural Gas System Labor Dollars												
Average Monthly Average Basis												
Twelve Months Ended December 31, 1998												
	Total	Allocated	Direct Wash	Alloc Wash	Total Wash	Direct Idaho	Alloc Idaho	Total Idaho	Eliminate WA Account 926	Adjusted Total WA	Eliminate ID Account 926	Adjusted Total ID
Customer Accounts												
1901	106,493.53	88,543.64	16,738.45	61,673.30	78,411.75	1,211.44	26,870.34	28,081.78	2,996.51	81,408.26	874.73	28,956.51
1902	703,481.93	3,247.20	466,028.53	2,261.77	468,290.30	234,206.20	985.43	235,191.63	17,895.77	486,186.07	7,326.05	242,517.68
1903	1,357,137.51	1,078,900.86	174,036.60	751,486.82	925,523.42	104,200.05	327,414.04	431,614.09	35,368.98	960,892.40	13,444.47	445,058.56
1905	5.60	5.60	0.00	3.90	3.90	0.00	1.70	1.70	0.15	4.05	0.05	1.75
Total Cust Accounts	2,167,118.57	1,170,697.30	656,803.58	815,425.79	1,472,229.37	339,617.69	355,271.51	694,889.20	56,261.41	1,528,490.78	21,645.30	716,534.50
Cust Service & Info												
1907	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1908	138,394.97	78,928.15	29,122.78	54,975.82	84,098.60	30,344.04	23,952.33	54,296.37	3,213.84	87,312.44	1,691.29	55,987.66
1909	55.10	55.10	0.00	38.38	38.38	0.00	16.72	16.72	1.47	39.85	0.52	17.24
1910	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Cust Svc & Info	138,450.07	78,983.25	29,122.78	55,014.20	84,136.98	30,344.04	23,969.05	54,313.09	3,215.31	87,352.29	1,691.81	56,004.90
Sales												
1912	158,282.35	73,596.29	73,617.80	51,262.02	124,879.82	11,068.26	22,334.27	33,402.53	4,772.30	129,652.12	1,040.46	34,442.99
Total Sales	158,282.35	73,596.29	73,617.80	51,262.02	124,879.82	11,068.26	22,334.27	33,402.53	4,772.30	129,652.12	1,040.46	34,442.99
Admin & General												
1920	2,278,024.97	2,191,667.72	70,055.71	1,499,670.55	1,569,726.26	16,301.54	691,997.17	708,298.71	59,987.26	1,629,713.52	22,063.00	730,361.71
1921	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1923	3,624.00	3,624.00	0.00	2,479.76	2,479.76	0.00	1,144.24	1,144.24	94.76	2,574.52	35.64	1,179.88
1924	5,515.56	5,515.56	0.00	3,774.08	3,774.08	0.00	1,741.48	1,741.48	144.23	3,918.31	54.25	1,795.71
1925	36,286.05	32,335.55	2,083.60	22,125.92	24,209.52	1,866.90	10,209.63	12,076.53	925.17	25,134.69	376.18	12,452.71
1926	325,415.73	194,884.93	108,223.67	133,351.96	241,575.63	22,307.13	61,532.97	83,840.10	(241,575.63)	0.00	(83,840.10)	0.00
1928	185,171.53	21,499.34	133,825.30	14,711.14	148,536.44	29,846.89	6,788.20	36,635.09	5,676.34	154,212.78	1,141.16	37,776.25
1930	228,645.00	144,272.46	57,261.34	98,719.87	155,981.21	27,111.20	45,552.59	72,663.79	5,960.84	161,942.05	2,263.43	74,927.22
1935	239,010.47	155,943.71	58,383.49	106,706.04	165,089.53	24,683.27	49,237.67	73,920.94	6,308.89	171,398.42	2,302.58	76,223.52
Total Admin & General	3,301,693.31	2,749,743.27	429,833.11	1,881,539.32	2,311,372.43	122,116.93	868,203.95	990,320.88	(162,478.14)	2,148,894.29	(55,603.86)	934,717.02
Total WWP Gas Labor												
	9,338,442.02	4,828,774.63	3,241,284.05	3,321,760.46	6,563,044.51	1,268,383.34	1,507,014.17	2,775,397.51	0.00	6,563,044.51	0.00	2,775,397.51

GasLabor\$ Wage&Salary.xls

AVISTA UTILITIES												
Washington Water Power Division												
Natural Gas System Labor Dollars												
Average Monthly Average Basis												
Twelve Months Ended December 31, 1998												
	Total	Allocated	Direct Wash	Alloc Wash	Total Wash	Direct Idaho	Alloc Idaho	Total Idaho	Eliminate WA Account 926	Adjusted Total WA	Eliminate ID Account 926	Adjusted Total ID
Production												
1807	142,441.58	142,441.58	0.00	90,645.55	90,645.55	0.00	51,796.03	51,796.03	3,464.03	94,109.58	1,613.41	53,409.44
Total Production	142,441.58	142,441.58	0.00	90,645.55	90,645.55	0.00	51,796.03	51,796.03	3,464.03	94,109.58	1,613.41	53,409.44
Underground Storage												
1814	13,864.09	13,864.09	0.00	10,309.34	10,309.34	0.00	3,554.75	3,554.75	393.97	10,703.31	110.73	3,665.48
1820	78.98	78.98	0.00	58.73	58.73	0.00	20.25	20.25	2.24	60.97	0.63	20.88
Total Underground Storage	13,943.07	13,943.07	0.00	10,368.07	10,368.07	0.00	3,575.00	3,575.00	396.21	10,764.28	111.36	3,686.36
Distribution												
1870	186,719.59	149,602.02	21,806.39	102,366.68	124,173.07	15,311.18	47,235.34	62,546.52	4,745.29	128,918.36	1,948.28	64,494.80
1871	13,707.66	3,347.75	10,359.91	2,345.67	12,705.58	0.00	1,002.08	1,002.08	485.55	13,191.13	31.21	1,033.29
1872	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1874	715,542.05	73,554.79	510,884.60	51,537.63	562,422.23	131,102.66	22,017.16	153,119.82	21,493.03	583,915.26	4,769.57	157,889.39
1875	18,761.83	0.00	11,562.40	0.00	11,562.40	7,199.43	0.00	7,199.43	441.86	12,004.26	224.26	7,423.69
1876	2,226.14	0.00	733.09	0.00	733.09	1,493.05	0.00	1,493.05	28.02	761.11	46.51	1,539.56
1877	37,516.78	0.00	20,426.45	0.00	20,426.45	17,090.33	0.00	17,090.33	780.60	21,207.05	532.35	17,622.68
1878	423,624.92	1,819.37	295,178.72	1,274.78	296,453.50	126,626.83	544.59	127,171.42	11,329.00	307,782.50	3,961.30	131,132.72
1879	704,621.37	136,185.14	336,411.97	95,420.84	431,832.81	232,024.26	40,764.30	272,788.56	16,502.54	448,335.35	8,497.17	281,285.73
1880	299,994.37	61,118.72	197,763.33	42,824.05	240,587.38	41,112.32	18,294.67	59,406.99	9,194.07	249,781.45	1,850.49	61,257.48
1881	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1885	12,047.19	1,554.88	10,492.31	1,089.46	11,581.77	0.00	465.42	465.42	442.60	12,024.37	14.50	479.92
1886	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1887	448,480.97	35,775.76	338,137.18	25,067.00	363,204.18	74,568.03	10,708.76	85,276.79	13,879.89	377,084.07	2,656.31	87,933.11
1888	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1889	62,046.35	1,532.71	40,918.02	1,073.92	41,991.94	19,595.62	458.79	20,054.41	1,604.73	43,596.67	624.68	20,679.09
1890	51,108.63	28,964.23	15,211.83	20,294.37	35,506.20	6,932.57	8,669.86	15,602.43	1,356.87	36,863.07	486.00	16,088.43
1891	23,786.02	0.00	13,883.85	0.00	13,883.85	9,902.17	0.00	9,902.17	530.57	14,414.42	308.45	10,210.62
1892	148,815.71	0.00	110,128.59	0.00	110,128.59	38,687.12	0.00	38,687.12	4,208.58	114,337.17	1,205.08	39,892.20
1893	267,513.49	105,914.50	118,008.14	74,211.11	192,219.25	43,590.85	31,703.39	75,294.24	7,345.68	199,564.93	2,345.36	77,639.60
1894	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Distribution	3,416,513.07	599,369.87	2,051,906.78	417,505.51	2,469,412.29	765,236.42	181,864.36	947,100.78	94,368.88	2,563,781.17	29,501.52	976,602.30

EXECUTIVE SUMMARY

March 1, 1999

MERIT INCREASES

	Total Annual Base Salaries	Total Dollar Increase to Base	Percent Increase to Base
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Managers and Supervisors

February 28, 1999	\$7,294,260		
March 1, 1999	\$7,422,432	\$128,172	1.76%

Exempt

February 28, 1999	\$18,356,043		
March 1, 1999	\$18,783,980	\$427,937	2.33%

Non-Exempt

February 28, 1999	\$6,744,566		
March 1, 1999	\$6,881,034	\$136,468	2.02%

Corporate Totals			
February 28, 1999	\$32,394,869		
March 1, 1999	\$33,087,446	\$692,577	2.14%

MARCH 1, 1998 SALARY INCREASES

	Base Annual Salaries	Annual Total Increase	Percent Increase
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MANAGERS AND SUPERVISORS

February-98	\$5,596,260		
March 98 Increase		\$273,288	4.88%

EXEMPT

February-98	\$15,946,812		
March 98 Increase		\$723,496	4.57%

NON-EXEMPT

February-98	\$9,128,076		
March 98 Increase		\$352,380	3.86%

CORPORATE TOTALS			
February-98	\$30,671,148		
March 98 Total Increase		\$1,354,164	4.42%
March 98 Total Base Annual Salaries			\$32,025,312

1998

JANUARY							MAY							SEPTEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3						1	2			1	2	3	4	5
4	5	6	7	8	9	10	3	4	5	6	7	8	9	6	7	8	9	10	11	12
11	12	13	14	15	16	17	10	11	12	13	14	15	16	13	14	15	16	17	18	19
18	19	20	21	22	23	24	17	18	19	20	21	22	23	20	21	22	23	24	25	26
25	26	27	28	29	30	31	24	25	26	27	28	29	30	27	28	29	30			
							31													
FEBRUARY							JUNE							OCTOBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6					1	2	3	
8	9	10	11	12	13	14	7	8	9	10	11	12	13	4	5	6	7	8	9	10
15	16	17	18	19	20	21	14	15	16	17	18	19	20	11	12	13	14	15	16	17
22	23	24	25	26	27	28	21	22	23	24	25	26	27	18	19	20	21	22	23	24
							28	29	30					25	26	27	28	29	30	31
MARCH							JULY							NOVEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7				1	2	3	4	1	2	3	4	5	6	7
8	9	10	11	12	13	14	5	6	7	8	9	10	11	8	9	10	11	12	13	14
15	16	17	18	19	20	21	12	13	14	15	16	17	18	15	16	17	18	19	20	21
22	23	24	25	26	27	28	19	20	21	22	23	24	25	22	23	24	25	26	27	28
29	30	31					26	27	28	29	30	31		29	30					
APRIL							AUGUST							DECEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4						1			1	2	3	4	5	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26
26	27	28	29	30			23	24	25	26	27	28	29	27	28	29	30	31		
							30	31												

Union increase March 26, 1998 3%

Expense is recorded when checks are paid.

14 weeks + 3 days recorded at old rate of pay for
 checks issued 1/2, 1/16, 1/30, 2/13, 2/27, 3/13, 3/27
 and 3 days (3/23-3/25) of 4/10 paycheck

13 weeks + 3 days recorded at old rate of pay for
 checks issued 1/9, 1/23, 2/6, ~~2/13, 2/27~~ 2/20, 3/6, 3/20
 and 1 week 3 days (3/23-3/25) of 4/3 paycheck.

Average of payroll closes = 13.93 weeks

AVISTA UTILITIES

Washington Water Power Division

Officer Compensation to be Excluded from Non-Officer Labor/Benefit Adjustment

Twelve Months Ended December 31, 1998

Employee	Notes 7&4	Notes 9&4	Notes 7&4	Total	EI Note 9 81.975%		Gas Note 9 18.025%	
	Acct 7920	Acct 9920	Acct 7930		EI Note 7 73.656%		Gas Note 7 17.314%	
					WA 63.973%	ID 36.027%	WA 68.426%	ID 31.574%
10300	108,559			108,559	51,153	28,807	12,861	5,935
11290	0			0	0	0	0	0
21269	119,830			119,830	56,464	31,798	14,197	6,551
21720	91,724			91,724	43,220	24,340	10,867	5,014
26355	173,309			173,309	81,663	45,989	20,532	9,474
00252	808,197			808,197	380,822	214,464	95,749	44,182
57704	123,266			123,266	58,083	32,710	14,604	6,739
00365	182,692			182,692	86,084	48,479	21,644	9,987
68605	92,398			92,398	43,538	24,519	10,947	5,051
68942	0			0	0	0	0	0
71860	129,353			129,353	60,951	34,325	15,325	7,071
85105	18,665		74,620	93,285	43,956	24,754	11,052	5,100
00375	12,462	80,462		92,924	48,068	27,070	11,400	5,260
94440	96,023			96,023	45,246	25,481	11,376	5,249
Charges Through Payroll	1,956,478	80,462	74,620	2,111,560	999,248	562,736	250,554	115,613
Apply PL(paid time off) Loading Rate					<u>117%</u>	<u>117%</u>	<u>117%</u>	<u>117%</u>
Payroll Loaded for Time Off					1,169,120	658,401	293,148	135,267
Include Severance Paid (not subject to PL)	197,604			197,604	93,111	52,436	23,411	10,802
Total to Remove from 1998 Labor \$					<u>1,262,231</u>	<u>710,837</u>	<u>316,559</u>	<u>146,069</u>
Breakout Account 930			80.00%		41,143	23,170	10,345	4,774
Breakout Account 920					1,221,088	687,667	306,214	141,295
Total					<u>1,262,231</u>	<u>710,837</u>	<u>316,559</u>	<u>146,069</u>

Allocations - Notes

Accounts 7920 and 7930 are allocated between Gas and Electric (and the WPNG division) by Note 7 and between Washington and Idaho by Note 4.

Account 9920 is allocated between Gas and Electric and between Washington and Idaho by Note 4.

AVISTA UTILITIES

Payroll Loading Adjustment

Twelve Months Ended December 31, 1998

	Amount Incurred	Amount Cleared	Difference
Payroll benefits	\$14,727,588	\$14,355,295	\$372,293
Payroll taxes	6,648,431	6,828,479	-180,048
Payroll time off	10,854,659	10,323,557	531,102
Stores	1,898,433	1,878,375	20,058
Total	\$34,129,111	\$33,385,706	\$743,405

1998 Washington Gas Labor	\$ 6,563,044.51	
1998 Total Company Labor	\$ 81,768,477.00	
% of total		8.026%
Payroll loading adjustment allocated to Washington Gas		\$59,666

PAYROLL REPORT

Month of

December 1998

PAYROLL DISTRIBUTION

	Current Month		12 Months Ended Current Month		
	This Year	Last Year	This Year	Last Year	
PAYROLL CHARGED TO OPERATIONS					
Electric					
Production	-Operation	323,087.56	361,359.45	4,911,931.68	4,867,406.46
	-Maintenance	89,411.92	124,375.99	2,070,306.76	2,198,877.10
	-Miscellaneous	142,667.64	140,200.90	2,411,774.40	2,250,235.32
Transmission	-Operation	125,759.82	107,345.12	1,476,748.13	1,377,404.57
	-Maintenance	47,109.61	35,107.93	466,750.43	429,014.76
Distribution	-Operation	321,530.33	234,205.91	3,698,024.90	3,395,278.98
	-Maintenance	389,527.56	234,649.50	4,323,591.47	4,734,320.69
Total Electric		1,439,094.44	1,237,244.80	19,359,127.77	19,252,537.88
Gas					
Production	-Operation	24,503.13	10,930.70	214,811.10	170,797.47
	-Maintenance	0.00	0.00	0.00	0.00
Transmission	-Operation	0.00	0.00	0.00	278.49
	-Maintenance	5,832.38	4,529.84	74,683.38	71,283.39
Distribution	-Operation	399,121.50	268,367.22	3,854,224.86	3,682,469.07
	-Maintenance	119,054.01	74,814.33	1,409,365.00	1,329,611.71
Total Gas		548,511.02	358,642.09	5,553,084.34	5,254,440.13
Customer Acctng & Collecting		743,306.78	523,258.23	7,435,525.98	7,306,577.77
Customer Svc & Information		44,931.18	20,387.62	386,605.63	310,861.46
Marketing Services		34,989.17	16,225.89	343,067.37	203,843.87
Administrative & General					
	-Operation	1,264,537.09	914,894.07	14,712,537.36	12,595,044.72
	-Maintenance	91,548.64	80,983.69	1,129,956.79	1,268,098.57
Total Admin & General		1,356,085.73	995,877.76	15,842,494.15	13,863,143.29
Total Chgd to Oper Expenses		4,166,918.32	3,151,636.39	48,919,905.24	46,191,404.40

OTHER PAYROLL CHARGES

Stores Expense-Clearing	84,688.27	81,186.59	1,102,404.29	1,061,548.56
Transportation Expense-Clearing	112,660.79	99,859.52	1,322,626.57	1,250,377.29
Other Clearing Accounts	85,366.08	64,031.21	1,964,867.73	6,167,891.74
Construction Work in Progress	2,194,304.80	1,498,925.37	22,162,083.98	19,635,952.47
Retirement Work in Progress	58,107.63	43,018.70	602,143.47	571,346.32
Other Work in Progress	0.00	0.00	0.00	0.00
Subsidiary Support	40,217.07	20,725.26	769,650.50	79,381.34
Avista Advantage Payroll-Clearing	172,384.51	123,651.05	1,264,467.95	750,347.00
Avista Energy Payroll-Clearing	764,269.04	378,674.91	9,211,009.92	2,092,631.58
Subsidiary Companies-Clearing	32,837.68	39,065.36	494,979.03	725,297.77
Equalization-Time Allowed	1,187,283.66	368,911.28	493,822.52	(731,303.31)
Other Accounts	17,340.23	300,238.54	5,200,623.95	4,964,831.74
TOTAL PAYROLL	8,916,378.08	6,169,924.18	93,508,585.15	82,759,706.90

Note: Subsidiary payroll is cleared / Less Subs Payroll → 11,740,108
 processed through corporate payroll, but
 is not subject to the Avista Utilities payroll, Company La
81,768,477

Avista Utilities

Proforma Officer Compensation

(with Adjustments)

Twelve Months Ended December 31, 1998

Employee	Notes 7&4 Acct 7920	Notes 9&4 Acct 9920	Notes 7&4 Acct 7930	Total	EI Note 9 81.975%		Gas Note 9 18.025%	
					EI Note 7 73.656%		Gas Note 7 17.314%	
					WA 63.973%	ID 36.027%	WA 68.426%	ID 31.574%
10300	(108,559)			(108,559)	(51,153)	(28,807)	(12,861)	(5,935)
11290	103,500			103,500	48,769	27,465	12,262	5,658
21269	22,730			22,730	10,710	6,032	2,693	1,243
21720	45,776			45,776	21,570	12,147	5,423	2,502
26355	19,511			19,511	9,194	5,178	2,312	1,067
00252	(99,115)			(99,115)	(46,703)	(26,301)	(11,742)	(5,418)
57704	28,565			28,565	13,460	7,580	3,384	1,562
00365	45,230			45,230	21,312	12,002	5,358	2,473
68605	24,602			24,602	11,593	6,528	2,915	1,345
68942	0			0	0	0	0	0
71860	(129,353)			(129,353)	(60,951)	(34,325)	(15,325)	(7,071)
85105	2,655		8,528	11,183	5,269	2,968	1,325	611
00375	14,548	100,290		114,839	59,449	33,480	14,094	6,503
94440	7,977			7,977	3,759	2,117	945	436
Total Officer Salary Proforma	(21,932)	100,290	8,528	86,886	46,278	26,064	10,783	4,976
Proforma impact on 7923 (for 00365)	(164,500)			(164,500)	(77,512)	(43,652)	(19,489)	(8,993)
Remove Severence Paid 7920	(218,600)			(218,600)	(103,004)	(58,008)	(25,898)	(11,950)
Remove Severence Accrual 7920	(360,000)			(360,000)	(169,632)	(95,530)	(42,650)	(19,680)
Adjust Officer Incentive Accounting	(240,135)			(240,135)	(113,151)	(63,722)	(28,449)	(13,128)
Total Proforma Impact					(417,021)	(234,848)	(105,703)	(48,775)
Breakout Account 930 (8,528/11,183)			76.26%		4,018	2,263	1,010	466
Breakout Account 923					(77,512)	(43,652)	(19,489)	(8,993)
Breakout Account 920					(343,527)	(193,459)	(87,224)	(40,248)
Total					(417,021)	(234,848)	(105,703)	(48,775)

Avista Utilities

Adjustments to Officer Compensation

Twelve Months Ended December 31, 1998

1998 Officer Salary Charges

Employee (1)	Charged Through Payroll System								Per Journal		Total 1998
	Acct 7920		Acct 9920		Acct 7930		Subsidiaries		Total & Dividends	Rest Stock	
10300	108,559	60%	0%		0%	70,994	40%		179,553		179,553
11290	0		0		0	0			0		0
21269	119,830	60%	0%		0%	79,800	40%		199,631		199,631
21720	91,724	50%	0%		0%	92,551	50%		184,275		184,275
26355	173,309	100%	0%		0%	0	0%		173,309		173,309
00252	808,197	60%	0%		0%	535,072	40%		1,343,269	210,588	1,553,857
57704	123,266	90%	0%		0%	13,679	10%		136,944		136,944
00365	182,692	70%	0%		0%	78,231	30%		260,923	9,645	270,568
68605	92,398	90%	0%		0%	9,872	10%		102,269		102,269
68942	0	0%	0%		0%	141,984	100%		141,984		141,984
71860	129,353	60%	0%		0%	86,870	40%		216,222		216,222
85105	18,665	20%	0%	74,620	78%	1,772	2%		95,057		95,057
00375	12,462	13%	80,462	87%	0%	0%	0%		92,923	1,042	93,965
94440	96,023	99%	0%		0%	771	1%		96,794		96,794
	<u>1,956,476</u>		<u>80,462</u>		<u>74,620</u>	<u>1,111,595</u>			<u>3,223,153</u>	<u>221,275</u>	<u>3,444,428</u>

(1) Includes signing bonuses of 1,000,000 - 00252, 200,000 - 00365, and 50,000 - 00375

Employee	Restricted Stock and Dividends Charged per Journal Entry								1998 Total
	Acct 7920		Acct 9920		Acct 7930		Subsidiaries		
10300	0	60%	0	0%	0	0%	0	40%	
11290	0	0%	0	0%	0	0%	0	0%	
21269	0	60%	0	0%	0	0%	0	40%	
21720	0	50%	0	0%	0	0%	0	50%	
26355	0	100%	0	0%	0	0%	0	0%	
00252	126,353	60%	0	0%	0	0%	84,235	40%	210,588
57704	0	90%	0	0%	0	0%	0	10%	
00365	6,752	70%	0	0%	0	0%	2,894	30%	9,645
68605	0	90%	0	0%	0	0%	0	10%	
68942	0	0%	0	0%	0	0%	0	100%	
71860	0	60%	0	0%	0	0%	0	40%	
85105	0	20%	0	0%	0	78%	0	2%	
00375	135	13%	907	87%	0	0%	0	0%	1,042
94440	0	99%	0	0%	0	0%	0	1%	
	<u>133,240</u>		<u>907</u>		<u>0</u>		<u>87,129</u>		<u>221,275</u>

Employee	All Salaries Expensed					1998 Total	
	Acct 7920		Acct 9920		Acct 7930		Subsidiaries
10300	108,559		0		0	70,994	179,553
11290	0		0		0	0	0
21269	119,830		0		0	79,800	199,631
21720	91,724		0		0	92,551	184,275
26355	173,309		0		0	0	173,309
00252	934,550		0		0	619,307	1,553,857
57704	123,266		0		0	13,679	136,944
00365	189,444		0		0	81,125	270,569
68605	92,398		0		0	9,872	102,269
68942	0		0		0	141,984	141,984
71860	129,353		0		0	86,870	216,222
85105	18,665		0	74,620		1,772	95,057
00375	12,597		81,369		0	0	93,965
94440	96,023		0		0	771	96,794
	<u>2,089,716</u>		<u>81,369</u>		<u>74,620</u>	<u>1,198,724</u>	<u>3,444,429</u>

Avista Utilities

Adjustments to Officer Compensation

Twelve Months Ended December 31, 1998

Current (Proforma) Compensation

Employee	Current Salaries	Include 1yrs Share Signing Bonus	Rest Stock & Dividends	Total Comp
10300	0			0
11290	115,000			115,000
21269	237,600			237,600
21720	275,000			275,000
26355	192,820			192,820
00252	750,000	200,000	442,392	1,392,392
57704	168,700			168,700
00365	240,000	40,000	55,248	335,248
68605	130,000			130,000
68942	0			0
71860	0			0
85105	106,600			106,600
00375	185,000	10,000	13,804	208,804
94440	130,000			130,000
	<u>2,530,720</u>	<u>250,000</u>	<u>511,444</u>	<u>3,292,164</u>

Employee	Allocation of Proforma Compensation					Total			
	Acct 7920	Acct 9920	Acct 7930	Subsidiaries					
10300	0	60%	0	0%	0	0%	0	40%	0
11290	103,500	90%	0	0%	0	0%	11,500	10%	115,000
21269	142,560	60%	0	0%	0	0%	95,040	40%	237,600
21720	137,500	50%	0	0%	0	0%	137,500	50%	275,000
26355	192,820	100%	0	0%	0	0%	0	0%	192,820
00252	835,435	60%	0	0%	0	0%	556,957	40%	1,392,392
57704	151,830	90%	0	0%	0	0%	16,870	10%	168,700
00365	234,674	70%	0	0%	0	0%	100,574	30%	335,248
68605	117,000	90%	0	0%	0	0%	13,000	10%	130,000
68942	0	0%	0	0%	0	0%	0	100%	0
71860	0	60%	0	0%	0	0%	0	40%	0
85105	21,320	20%	0	0%	83,148	78%	2,132	2%	106,600
00375	27,145	13%	181,659	87%	0	0%	0	0%	208,804
94440	104,000	80%	0	0%	0	0%	26,000	20%	130,000
	<u>2,067,784</u>	(2)	<u>181,659</u>		<u>83,148</u>		<u>959,573</u>	(2)	<u>3,292,164</u>

(2) Allocation percentages for several officers differ in Proforma from 1998 due to revisions in job responsibilities

Employee	To Adjust 1998 to Proforma				Total
	Acct 7920	Acct 9920	Acct 7930	Subsidiaries	
10300	(108,559)	0	0	(70,994)	(179,553)
11290	103,500	0	0	11,500	115,000
21269	22,730	0	0	15,240	37,969
21720	45,776	0	0	44,949	90,725
26355	19,511	0	0	0	19,511
00252	(99,115)	0	0	(62,350)	(161,465)
57704	28,565	0	0	3,192	31,756
00365	45,230	0	0	19,449	64,679
68605	24,602	0	0	3,128	27,731
68942	0	0	0	(141,984)	(141,984)
71860	(129,353)	0	0	(86,870)	(216,223)
85105	2,655	0	8,528	360	11,543
00375	14,548	100,290	0	0	114,839
94440	7,977	0	0	25,229	33,206
	<u>(21,932)</u>	<u>100,290</u>	<u>8,528</u>	<u>(239,151)</u>	<u>(152,265)</u>