EXH. TMH-4C DOCKETS UE-240004/UG-240005 2024 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-240004 Docket UG-240005

THIRD EXHIBIT (CONFIDENTIAL) TO THE PREFILED DIRECT TESTIMONY OF

THOMAS M. HUNT

ON BEHALF OF PUGET SOUND ENERGY

REDACTED VERSION

Shaded information is designated as CONFIDENTIAL per WAC 480-07-160 Redacted Version

Salary Increase Budget Projections

Shaded information is designated as confidential	1		Merit Pr	oiections			Ove	rall Salary Inc	rease Projecti	ons*
	Actua	l 2022		Merit Projections Actual 2023 Projected			Overall Salary Increase Projections* Actual 2023 Projected 2024			
Gurvey	Mean/Avg	Median	Actual 2023 Mean/Avg Media		Mean/Avg	Median	Mean/Avg Media			
Aon Radford	IVICUII/AVg	IVICUIUII	Wicuit/Avg	Wicalali	MicuityAvg	Wiculaii	Wicali/Avg	Wicalali	Wically Avg	IVICUIA
Total Sample (all employees, all industries)										
Energy (all reported) Pacific Northwest (all reported)										
Pacific Northwest (all reported)										
Pacific Northwest (Washington)										
							*Sum of mer	it, promotions	and any adjus	stments.
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										
Exempt										
Nonexempt										

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Salary Increase Budget Projections

Shaded information is designated as confident	tial per WAC 480-07-160)										
			Merit Projections					Overall Salary Increase Projections*				
		Actual 2022		Actual 2023		ed 2024		al 2023	Projected			
Survey	Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median		
Union Apprenticeable Crafts												
Union Other												
Willis Towers Watson (excluding salary freezes)												
All (General Industry)												
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
Troduction & Mandal East												
Energy & Natural Resources												
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
Electric, Gas, & Sanitary Services			-									
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
Dil & Gas Extraction												
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
echnology/Media/Telecommunications												
Overall												
Executive												
Middle Mgmt & Professional												
Support												
Production & Manual Labor												
WorldatWork (United States)												
Nonexempt Salaried												
Exempt Salaried												
Officers/Executives												
All												

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Salary Increase Budget Projections

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

	Shaded information is designated as confidential per WA	Merit Projections							Ove	all Salary Inc	rease Projectio	jected 2024			
		Actual 2022		Actual 2023		Projecte	ed 2024		Actual 2023						
Survey		Mean/Avg	Median	Mean/Avg	Median	Mean/Avg	Median	M	lean/Avg	Median	Mean/Avg	Median			
Payscale															
All Respo	ndents				_		_								
	Nonexempt														
	Exempt														
	Managers														
	Officers & Executives														
Energy &	Utilities				_		_					_			
	Nonexempt														
	Exempt														
	Managers														
	Officers & Executives														
Technolo	gy (including software)				_					_					
	Nonexempt														
	Exempt														
	Managers														
	Officers & Executives														