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BEFORE THE WASHINGTON UTILITIES &  
TRANSPORTATION COMMISSION

DOCKET NO. UE-991606  
DOCKET NO. UG-991607

Exhibit 396 (KEM-3)

Witness: Katherine E. Mitchell, Avista Corp.

<b>WUTC</b>		
DOCKET NO. <u>UE-991606</u>		
EXHIBIT # <u>396</u>		
ADMIT	W/D	REJECT
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Avista Utilities**  
**Analysis of Pro Forma Executive Officer Compensation**

	<u>Washington Electric</u>	<u>Source</u>
A&G Salaries as Proposed	9,725,000	Exhibit JL-RR-1
Remove		
PB (benefits)	1,076,679	Per Record Request 27 Public Counsel
PL (time-off)	775,896	Per Record Request 27 Public Counsel
PT (payroll taxes)	452,766	Per Record Request 27 Public Counsel
Team Incentives	1,695,000	Per WUTC Exhibit ____ (MPP-1) page 2 of 3
(Total adjustments)	<u>(4,000,341)</u>	
<b>A&amp;G Salaries - Adjusted</b>	<b>5,724,659</b>	
(to same basis as U-85-36)		
<b>Public Counsel Proposed A&amp;G Salaries</b>	<b><u>5,568,458</u></b>	Exhibit JL-RR-1
Difference	156,201	
% Variance	2.8%	