Date Filed: August 25, 2026

Witness: Sasha P. Lazor and Marianne H. Eichler
Request from: Office of Consumer Counsel

Question:

Payroll. Provide for each employee group, for each year 2021, 2022, 2023, 2024, 2025 and the rate year, the aggregate percentage increase in compensation granted and provide a breakdown of the aggregate percentage increase by type of increase (i.e., merit, promotion, step, etc.).

Response:

The Company has documented a consistent salary adjustment of 3.0% from 2021 through 2025. The Company demonstrates in its pre-filed testimony for Employee Compensation and Benefits, Exhibit CLP-EMPLOYEE-1, that it annually assesses the market to determine base salary adjustments for its non-union employees.

For union employees, their step increases are set by union contracts, which have been provided in EOE-041, Attachment 1.

Promotional increases are not recorded in the same category as aggregate (merit) increases because they vary from year to year depending on individual employee performance, business needs, and hiring patterns.

As such, the Company considers the aggregate percentage increases in compensation to be aligned with the confirmed and proposed merit increases.