Date Filed: September 01, 2026

Witness: Sasha P. Lazor, Brendan J. O'Brien and Garrett J. Murray
Request from: Office of Consumer Counsel

Question:

Payroll.
a. Please provide a description of the Company's merit and cost of living wage rate increase policies.
b. Provide the actual union and non-union wage increase percentages given in each of the years 2021, 2022, 2023, 2024, 2025 and forecasted in the rate year.
c. State when the rate year increases will be approved.

Response:

a. The Company does not provide a cost of living wage increase but rather on an annual basis, reviews the market movement in both the utility and general industry market sectors to determine an appropriate level of salary adjustment, known as the merit rate. In addition, as described in Exhibit CLP-EMPLOYEE-1, at page 20, each non-union employee is subject to the Company's annual performance review process, which can adjust individual merit increases both upwards and downwards depending on individual performance and the Company's performance rating ranges.

b. Non-Union Merit History:

Year	2021	2022	2023	2024	2025
Merit %	3.0%	3.0%	3.0%	3.0%	3.0%

For the rate year forecast, the Company is projecting 3.0%.

As discussed in Exhibit CLP-EMPLOYEE-1, at page 26, the Company's annual projected merit increases of 3.0% during the period beginning after the Test Year and through the Rate Year for non-union CL&P employees and ESC employees supporting CL&P are below the current market practices and historical averages.

Union contractual increases are presented in Exhibit CLP-EMPLOYEE-1, at pages 17-18.

c. Rate Year increases will be approved in Q1 2027. The Company will supplement this response with a Management Commitment letter once Rate Year merit increases are approved, and will do so prior to the record closing in this proceeding.