

SUMMARY OF COMPENSATION COST (\$'000)

Compensation category / program	2005 Actual	2006 Actual	2007 Forecast	2008 FOM	2009 Rate Cs
Benefit Compensation					
1 Health & Dental Plan	26,867	25,930	27,809	28,705	31,555
2 Employee Wellness Program	138	237	275	273	397
3 Health Reimbursement Account	1,203	1,454	1,615	1,815	1,531
4 Short Term Disability Insurance	227	314	404	476	634
5 Long Term Disability Benefits	1,487	(202)	1,505	1,365	1,358
6 Group Life Insurance	1,131	1,153	1,131	794	828
7 Employee Assistance Program	53	48	51	62	64
8 Retirement Savings Plan	14,593	12,224	13,620	14,228	14,656
9 Pension Plan	2	3,915	2,203	-	-
10 Education Plan	459	495	464	453	485
11 Recreation Program	23	19	13	25	26
12 Misc. Employee Benefits	191	163	319	395	544
13 Benefits Administration	347	409	497	341	427
14 Supp. Exec. Pension (SERP)	-	-	-	-	-
15 MDCP Pens/Savings Makeup	-	-	-	-	-
16 Benefit Compensation Total	46,722	46,158	49,904	48,923	52,505
17 Wages & Salaries					
18 Straight Time	164,989	172,818	181,765	198,410	209,610
19 Overtime	11,751	15,598	13,045	11,994	12,909
20 Wages & Salaries Total	176,741	188,416	194,810	210,404	222,519
21 Incentive Compensation					
22 Boardman Tmwrks (PGE share)	98	53	127	108	108
23 Coyote Springs (PGE Share)	193	286	141	168	174
24 Port Westward	-	-	349	277	285
25 Pelton CIP (PGE Share)	2	2	2	2	2
26 Trojan (PGE share of PGE O&M)	-	-	-	-	-
27 PGE CIP	3,563	3,720	6,606	5,150	5,983
28 Boardman ACI (PGE share)	55	36	69	60	60
29 Pelton ACI	21	54	(9)	17	17
30 Wholesale Marketing	588	751	1,583	906	933
31 PGE ACI	1,741	2,236	2,464	2,365	2,434
32 Officer ACI	1,357	1,087	4,260	1,686	1,737
33 Stock Incentive Plan	-	717	2,449	3,211	2,813
34 Notable Achievement Awards	193	256	314	200	200
35 Retention/Signing Awards	37	-	-	-	-
36 Miscellaneous Awards	-	-	365	27	27
37 Total Incentives	7,847	9,199	18,720	14,178	14,773
38 Total Compensation	231,310	243,774	263,435	273,506	289,797

← Officer ACI
← Stock Incentive Program