The following comment was submitted via PUCWeb:

Name: Theodore Turrentine Submission Time: Jul 18 2023 12:45PM Email: <u>ted\_turrentine@yahoo.com</u> Telephone: 760-333-8532 Address: 1135 W Shane Dr Coeur D Alene, ID 83815-9788

Name of Utility Company: Avista

Case ID: AVU-E-23-01

Comment: "Please give careful consideration to the portion that increased labor costs contribute to Avista's electrical rate increase request. It has been my experience and observation over many years that public utility and government employees are already well compensated for what they do, especially as compares with private sector employees in general, and whether they are union members. Please don't saddle ratepayers with all of the increased labor costs, if any, as is typically just accepted during negotiations these days, but ask Avista to make cuts to some of their excessive employee compensations(such as 12 paid sick days per year, used or not, generous paid family leave for almost any reason, etc.), as well. Thank you"

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