

# Board of Directors Meeting Agenda

Date: December 9, 2021  
Time: 5:30 p.m.  
Location: Virtual Meeting (online)



# **AGENDA**

## **SACRAMENTO MUNICIPAL UTILITY DISTRICT BOARD OF DIRECTORS MEETING**

Pursuant to Government Code section 54953(e) and the Emergency Board Meeting Procedures adopted by the SMUD Board of Directors, the regular Board meeting and other public meetings are currently conducted solely via virtual (online/teleconference) meeting to align with state, local, and federal guidelines for the containment of the coronavirus.

Live video streams and indexed archives of meetings are available at:  
[http://smud.granicus.com/ViewPublisher.php?view\\_id=16](http://smud.granicus.com/ViewPublisher.php?view_id=16)

Members of the public may register to provide verbal comments at an upcoming Board or Committee meeting by e-mailing a request to speak to [PublicComment@smud.org](mailto:PublicComment@smud.org). Please include the date of the meeting, name, and topic or agenda item the requestor wishes to speak on. The request may also be submitted while the meeting is in progress during the standard time for the agenda item or topic. **Pre-registration is strongly encouraged by no later than 3:00 p.m. on the day of the meeting.**

Members of the public may provide written public comments on a specific agenda item or on items not on the agenda (general public comment) by submitting comments via e-mail. Comments may be submitted to [PublicComment@smud.org](mailto:PublicComment@smud.org) and will be placed into the record of the meeting.

Members of the public that are listening to or watching the live stream of a Board meeting and wish to submit written comments on a specific agenda item as it is being heard may submit their comments, limited to 250 words or less, to [PublicComment@smud.org](mailto:PublicComment@smud.org), noting the agenda item number in the subject line. The Board President may read comments for items on the agenda into the record, in her discretion, based upon such factors as the length of the agenda or the number of e-mail comments received. General public comment for items not on the agenda will not be read into the record but will be provided to the Board and placed into the record of the Board meeting if it is received within two hours after the meeting ends.

***December 9, 2021 – 5:30 p.m.***

**Zoom Webinar Link: [Join SMUD Board of Directors Meeting Here](#)**

**Webinar/Meeting ID: 161 898 8741**

**Passcode: 196297**

**Phone Dial-in Number: 1-669-254-5252 or 1-833-568-8864 (Toll Free)**

Call to Order.

a. Roll Call.

1. Approval of the Agenda.

## **ANNOUNCEMENT OF CLOSED SESSION AGENDA**

### **1. Conference with Labor Negotiators.**

Pursuant to Section 54957.6 of the Government Code:

SMUD Designated Representative:  
Cheryl Spector, Manager, Employee Relations

Employee Organization:  
Organization of SMUD Employees (OSE).

## **OPEN SESSION AGENDA (cont.)**

### **2. Committee Chair Reports.**

- a. Committee Chair report of November 30, 2021, Strategic Development Committee
- b. Committee Chair report of December 1, 2021, Policy Committee
- c. Committee Chair report of December 7, 2021, Finance and Audit Committee

**Items 5 and 12 were reviewed by the November 9, 2021, Finance and Audit Committee. Items 6 and 7 were reviewed by the December 1, 2021, Policy Committee. Items 8 through 11 were reviewed by the December 7, 2021, Finance and Audit Committee.**

***Comments from the public are welcome when these agenda items are called.***

### **Consent Calendar:**

- 3. Approve Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of November 16, 2021, through December 9, 2021.
- 4. Approval of the minutes of the meeting of November 18, 2021.
- 5. Adopt **SMUD's Pay Schedule** and **Special Compensation** items for employees pursuant to California Code of Regulations, Title 2, sections 570.5 and 571(b). **Finance and Audit Committee 11/9. (Gary King)**
- 6. Accept the monitoring report for **Strategic Direction SD-11, Public Power Business Model**. **Policy Committee 12/1. (Laura Lewis)**
- 7. Make findings pursuant to Government Code section 54953(e) to continue holding meetings virtually during proclaimed state of emergency (recurring item, every 30 days). **Policy Committee 12/1. (Laura Lewis)**
- 8. Authorize the Chief Executive Officer and General Manager to award a contract to **Wilson Utility Construction Company** to construct **Station G Substation - Phase II Electrical** for a period of December 13, 2021, to June 30, 2023, in an amount not-to-exceed \$16,021,365. **Finance and Audit Committee 12/7. (Frankie McDermott)**



9. Adopt the **California Public Employees' Retirement System (CalPERS) "Resolution for Paying and Reporting the Value of Employer Paid Member Contributions"** for all "Classic Member" employees effective January 1, 2022, for each of the following applicable groups:
- Executive, Management, Professional, Administrative, and Supervisory (PAS) employees (including civil service exempt employees) and confidential employees (collectively, the "unrepresented employees"); and
  - Security employees of the SMUD Public Safety Officers' Association (PSOA).

**Finance and Audit Committee 12/7. (Gary King)**

10. Approve Contract Change No. 1 to Contract No. 4500128620 with **EPI-USE America, Inc.** to extend the contract expiration date by two years to March 31, 2024, increase the contract amount by \$6,876,612, from \$263,500 to \$7,140,112, and to add scope required for **Phase 1 Implementation** of the **SAP SuccessFactors** Human Experience Management modules and to start preparatory activities for **Phase 2 Implementation** under the **Talent and Technology Transformation (T3) Project**. **Finance and Audit Committee 12/7. (Gary King)**
11. Authorize SMUD's Accountant to defer recognition of \$35 million of 2021 operating revenues to offset future one-time specific expenditures in order to match such expenditures in the appropriate accounting period for rate-making purposes. **Finance and Audit Committee 12/7. (Jennifer Davidson)**

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### **Discussion Calendar:**

12. Adopt the following:
- 2022 Budget** which, among other things, establishes:
    - An Operations and Maintenance Budget of \$1,164 million (including Public Goods Charge of \$63.6 million);
    - A Debt Service budget of \$212.2 million;
    - A Capital and Reserve Budget of \$359.9 million; and
    - Authorized contingencies.
  - Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures, and Official Intent to reimburse for 2022 and 2021 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

**Finance and Audit Committee 11/9, 11/10, and 11/16. (Jennifer Davidson)**

**Presenter: Jennifer Restivo**

13. Discuss possible merit increase to the Chief Executive Officer and General Manager's base salary and/or performance bonus, pursuant to the Chief Executive Officer and General Manager's employment contract. **(President Bui-Thompson)**

**Presenter: President Bui-Thompson**

14. Approve a **Memorandum of Understanding** between **Sacramento Municipal Utility District** and the **Organization of SMUD Employees (OSE)** for the period January 1, 2022, through December 31, 2025. (Gary King)

*Presenter: Cheryl Spector*

\* \* \* \* \*

**Public Comment:**

15. Items not on the agenda.

**Board and CEO Reports:**

16. Directors' Reports.  
17. President's Report.  
18. CEO's Report.  
a. Board Video

**Summary of Board Direction**

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**FOLLOWING ADJOURNMENT OF THE FOREGOING SMUD BOARD OF DIRECTORS MEETING, THE SPECIAL MEETINGS OF THE FOLLOWING JOINT POWERS AGENCIES WILL CONVENE:**

**NORTHERN CALIFORNIA GAS AUTHORITY NUMBER 1  
SACRAMENTO MUNICIPAL UTILITY DISTRICT FINANCING AUTHORITY  
NORTHERN CALIFORNIA ENERGY AUTHORITY**

\* \* \* \* \*

**Board Committee Meetings and Special Meetings of the Board of Directors are held at the SMUD Headquarters Building, 6201 S Street, Sacramento**

***The SMUD Board of Directors is currently operating under Emergency Board Meeting Procedures. In accordance with findings made by the Board pursuant to Government Code section 54953(e), these meetings will be held virtually (online).***

December 7, 2021	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
January 11, 2022	Strategic Development Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
January 12, 2022	Policy Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.

January 18, 2022	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
January 19, 2022	Energy Resources & Customer Services Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.

**Regular Meetings of the Board of Directors are held at the SMUD Headquarters Building, 6201 S Street, Sacramento**

***The SMUD Board of Directors is currently operating under Emergency Board Meeting Procedures. In accordance with findings made by the Board pursuant to Government Code section 54953(e), these meetings will be held virtually (online).***

January 20, 2022	Virtual Meeting (online)	5:30 p.m.
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***Pursuant to Resolution No. 20-06-08 adopted on June 18, 2020, Emergency Board Meeting Procedures are in effect:***

***Members of the public may make either a general public comment or comment on a specific agenda item by submitting comments via email. Comments may be submitted to [PublicComment@smud.org](mailto:PublicComment@smud.org). Comments will be provided to the Board and placed into the record of the Board meeting if it is received within two hours after the meeting ends.***

***Members of the public that are listening or watching the live stream of a Board meeting and wish to comment on a specific agenda item as it is being heard, may submit their comments, limited to 250 words or less, to [PublicComment@smud.org](mailto:PublicComment@smud.org). The Board President may read the comments into the record, in her discretion, based upon such factors as the length of the agenda, the number of email comments received, and whether the Board is in danger of losing a quorum. Comments will be provided to the Board and placed into the record of the Board meeting if it is received within two hours after the meeting ends.***

***Members of the public may register to provide verbal comments at an upcoming Board or Committee meeting by emailing a request to speak to [PublicComment@smud.org](mailto:PublicComment@smud.org). Please include the date of the meeting, name, and topic or agenda item the requestor wishes to speak on. The request may also be submitted while the meeting is in progress during the standard time for the agenda item or topic. Pre-registration is strongly encouraged by no later than 3:00 p.m. on the day of the meeting.***

***ADA Accessibility Procedures: Upon request, SMUD will generally provide appropriate aids and services leading to effective communication for qualified persons with disabilities so that they can participate equally in this virtual meeting. If you need a reasonable auxiliary aid or service for effective communication to participate, please email [Toni.Stelling@smud.org](mailto:Toni.Stelling@smud.org), or contact by phone at (916) 732-7143, no later than 48 hours before this virtual meeting.***





RESOLUTION NO. \_\_\_\_\_

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby approves Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of November 16, 2021, through December 9, 2021.



Sacramento, California

November 18, 2021

The Board of Directors of the Sacramento Municipal Utility District met in regular session via virtual meeting (online) at 5:30 p.m.

Roll Call:

Presiding: President Bui-Thompson

Present: Directors Rose, Fishman, Herber, Kerth,  
Tamayo, and Sanborn

Present also were Paul Lau, Chief Executive Officer and General Manager; Laura Lewis, Chief Legal & Government Affairs Officer and General Counsel and Secretary, and members of SMUD's executive management; and SMUD employees and visitors.

Director Tamayo shared the environmental tip.

President Bui-Thompson announced that Agenda Item 6 would be moved from Consent Calendar to Discussion Calendar and then called for approval of the agenda, as revised. Director Kerth moved for approval of the agenda as revised, Director Herber seconded, and the agenda as revised was unanimously approved.

Director Herber, Chair, presented the report on the Finance and Audit Committee meeting held on November 16, 2021.

Director Sanborn, Chair, presented the report on the Policy Committee meeting held on November 17, 2021.

Vice President Rose, Chair, presented the report on the Energy Resources & Customer Services Committee meeting held on November 16, 2021.

President Bui-Thompson then called for public comment for items on the agenda, but none were forthcoming.

President Bui-Thompson then addressed the consent calendar consisting of Items 3 through 5 and 7 through 9. Director Fishman moved for approval of the consent calendar, Director Tamayo seconded, and Resolution Nos. 21-11-01 through 21-11-05 were unanimously approved.



**RESOLUTION NO. 21-11-01**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby approves Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of October 16, 2021, through November 15, 2021.

Approved: November 18, 2021

INTRODUCED: DIRECTOR FISHMAN				
SECONDED: DIRECTOR TAMAYO				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
BUI-THOMPSON	X			
ROSE	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN	X			

## **RESOLUTION NO. 21-11-02**

**WHEREAS**, by Resolution No. 08-12-19, adopted December 18, 2008, this Board authorized the General Manager and CEO to execute a contract with **Leading Resources, Inc. (Leading Resources)** to provide facilitation and consulting services to the SMUD Board, in an amount not to exceed \$200,000.00, for the two-year period from January 1, 2009, through December 31, 2011; and

**WHEREAS**, by Resolution No. 11-12-16, adopted December 15, 2011, this Board executed Change Order No. 1 to Contract No. 4500057661 extending the term of the contract through December 31, 2012, and increasing the contract amount by \$60,000.00 to a not to exceed amount of \$260,000.00; and

**WHEREAS**, by Resolution No. 12-10-06, adopted October 18, 2012, this Board executed Change Order No. 2 to Contract No. 4500057661 extending the term of the contract through December 31, 2013, with no increase in the contract amount; and

**WHEREAS**, by Resolution No. 13-11-04, adopted November 7, 2013, this Board executed Change Order No. 3 to Contract No. 4500057661 extending the term of the contract through December 31, 2015, with no increase in the contract amount; and

**WHEREAS**, by Resolution No. 15-09-02, adopted September 3, 2015, this Board executed Change Order No. 4 to Contract No. 4500057661 extending the term of the contract through December 31, 2018, with no increase in the contract amount; and

**WHEREAS**, by Resolution No. 18-12-17, adopted December 20, 2018, this Board executed Change Order No. 5 to Contract No. 4500057661 extending the term of the contract for three years from January 1, 2019, through December 31, 2021, and to increase the contract amount by \$400,000 for a not-to-exceed amount of \$660,000; and

**WHEREAS**, it is in the best interest of SMUD to extend the contract for an additional three-year period for continuity purposes; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby authorizes the Board President, or her designee, to execute Change Order No. 6 to Contract No. 4500057661 with **Leading Resources, Inc.** to extend the term of the contract for three years from December 31, 2021, to December 31, 2024, to allow for continuity of consulting support for the SMUD Board.

Approved: November 18, 2021

INTRODUCED: DIRECTOR FISHMAN				
SECONDED: DIRECTOR TAMAYO				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
BUI-THOMPSON	X			
ROSE	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN	X			

**RESOLUTION NO. 21-11-03**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board accepts the monitoring report for **Strategic Direction SD-16, Information Management and Security**, substantially in the form set forth in **Attachment A** hereto and made a part hereof.

Approved: November 18, 2021

INTRODUCED: DIRECTOR FISHMAN				
SECONDED: DIRECTOR TAMAYO				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
BUI-THOMPSON	X			
ROSE	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN	X			

## **SACRAMENTO MUNICIPAL UTILITY DISTRICT**

### **OFFICE MEMORANDUM**

**TO:** Board of Directors

**DATE:** November 9, 2021

**FROM:** Claire Rogers *CR 11/9/21*

**SUBJECT: Audit Report No. 28007346  
Board Monitoring Report; SD-16: Information Management and  
Security**

Audit and Quality Services (AQS) received the SD-16 *Information Management and Security* 2021 Annual Board Monitoring Report and performed the following:

- A review of the information presented in the report to determine the possible existence of material misstatements;
- Interviews with report contributors and verification of the methodology used to prepare the monitoring report; and
- Validation of the reasonableness of a selection of the report's statements and assertions.

During the review, nothing came to AQS' attention that would suggest the SD Board Monitoring report did not fairly represent the source data available at the time of the review.

**CC:**

- Paul Lau

# Board Monitoring Report 2021

## SD-16, Information Management and Security



### 1) Background

Strategic Direction Information Management and Security Policy states that:

Proper management of cyber and physical information, as well as physical security, is a core value. Robust information management and physical security practices are critical to effective risk management and to ensure regulatory compliance, business resiliency and customer satisfaction. SMUD shall take prudent and reasonable measures to accomplish the following:

- a) **Information Security:** SMUD will protect customer, employee and third-party information, and SMUD information systems are protected from unauthorized access, use, disclosure, disruption, modification, or destruction.
- b) **Physical Security:** SMUD will safeguard its employees while at work as well as customers and visitors at SMUD facilities. SMUD will also protect its facilities and functions that support the reliability of the electric system and overall operation of the organization from unauthorized access or disruption of business operations.
- c) **Customer Privacy:** SMUD will annually notify customers about the collection, use and dissemination of sensitive and confidential customer information. Except as provided by law or for a business purpose, SMUD will not disseminate sensitive and confidential customer information to a third party for non-SMUD business purposes unless the customer first consents to the release of the information. Where sensitive and confidential information is disseminated for a business purpose, SMUD will ensure: (i) the third party has robust information practices to protect the sensitive and confidential customer information, and (ii) use of the information by the third party is limited to SMUD's business purpose. SMUD will maintain a process that identifies the business purposes for which SMUD will collect, use and disseminate sensitive and confidential customer information.
- d) **Records and Information Management:** SMUD will maintain the efficient and systematic control of the creation, capture, identification, receipt, maintenance, use, disposition, and destruction of SMUD records, in accordance with legal requirements and Board policies.

### 2) Executive summary

a) The Information Security, Physical Security, Privacy, and Records and Information Management programs and initiatives align directly with the “Value Our Customers and Community” and “Operational Excellence” points on SMUD’s North Star. These programs work towards ensuring that SMUD continues to be a good steward over customer information, physical security, privacy, and records in accordance with our customers’ high expectations.

**b) SMUD is substantially in compliance with SD-16 Information Management and Security Policy.**

c) Summary:

<b>SD Requirement</b>	<b>Program/initiative /policy</b>	<b>Purpose</b>	<b>Outcome</b>	<b>Notes</b>
Information Security: protect systems and information from unauthorized access	Information security program; AP 07.03.01 Information Security Concepts and Roles	Protect systems and information; provide policy supporting the Cybersecurity program	Closed door briefing to be held in November	Discuss security controls and processes in place to protect people, processes and technology
Customer Privacy: Annually notify customers about use of information	Annual notice of privacy practices	Notify customers of our privacy practices	Notice sent in the May bill package	Language updated to clarify when SMUD seeks customer consent
Customer Privacy: Ensure security where data is shared	System Security Plans and SOC 2 audit reports requirement	Evaluate the information practices and security controls of third parties	High confidence that vendors are using best practices to protect SMUD sensitive and confidential information	
Customer Privacy: Maintain a process that identifies purposes for information	Data Sharing Policy, Data Sharing Request/Approval Process	Track NDAs, the data being shared, and the business justification for sharing	Data Sharing process is being observed and maintained	

collection and dissemination				
Records & Information Management: Identify and manage records and information	Records Evaluations	Evaluate and classify records and ensure retrieval, disposal and protection.	On-track to meet 5-year plan of completing evaluations for entire enterprise.	
Records & Information Management: Ensure all information systems are compliant with RIM requirements and best practices.	Information System Evaluations	Review of software tools housing SMUD data and information.	Evaluate software tools for RIM compliance	RIM being added to software purchase process.
Records & Information Management: Education	Ongoing Enterprise training and Records Custodian Forums	Provide training to all of SMUD, with focused efforts on the Records Custodians	Annual training provided to all employees, with supplemental support, as needed. Also quarterly focused support for Records Custodians.	
Physical Security: safeguard employees, customers, and visitors	AP 06.03.01 Increase interoperability with local law enforcement agencies during critical incidents	Protect SMUD employees and those who visit SMUD facilities	Completing project to facilitate direct radio contact with local law enforcement agencies	SMUD Security Operations Supervisors and Dispatchers communicate in the field and via dispatch 24/7
Physical Security: protect SMUD facilities	AP 06.03.01 Physical Security Assessment(s) of SMUD physical properties and assets	Protect SMUD campuses and grid facilities through assessment and implementation of security-	Security Operations personnel continue to provide security evaluations for SMUD real properties.	Third-party Risk, Threat, and Vulnerability Analysis scheduled to begin Q1 2022



		industry best practices		
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### 3) Additional supporting information

#### **Information Security**

**SMUD, customer, employee and third-party information and SMUD information systems are protected from unauthorized access, use, disclosure, disruption, modification, or destruction.**

The Chief Innovation and Information Officer's (CIIO) Cybersecurity group, under the direction of the Chief Information Security Officer, continues adoption of the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) to establish prudent and reasonable measures intended to protect SMUD's operations from a cyber-attack, disruption and other threats to enterprise technologies, processes and information. The CSF has five core functions (Identify, Protect, Detect, Respond, and Recover) which comprise both administrative and technical controls to effectively manage information and cybersecurity risk. Cybersecurity is actively working to implement the CSF measures to enhance information management and security risk management practices and processes in support of SD-16. Cybersecurity will highlight the cybersecurity capabilities provided in an update to the board for SD-16 during an upcoming closed session.

#### **Physical Security**

**SMUD will safeguard its employees while at work as well as customers and visitors at SMUD facilities.**

Physical Security worked with the Sacramento County Sheriff's Department to obtain permission to utilize the Sacramento Regional Radio Communications System (SRRCS) in order to communicate directly with law enforcement agencies throughout SMUD's service territory in the valley. This addition of a communications system that links directly to local law enforcement will facilitate nearly instantaneous responses from the agencies in the area when a critical incident occurs. This project is part of an overarching effort to better integrate with Local Law Enforcement Agencies (LLEA's) who can provide the most effective support during critical incidents to ensure employee and visitor safety.

**SMUD will also protect its facilities and functions that support the reliability of the**

**electric system and overall operation of the organization from unauthorized access or disruption of business operations.**

Physical Security worked with a cross departmental group of stakeholders to put together a comprehensive risk report that outlined the existing vulnerabilities of the current Physical Access Control System, which is the first line of defense for protecting the bulk electrical system. This risk assessment was distributed to stakeholder directors and regulatory compliance. This document was authored to align with the NIST Cybersecurity Framework to assess the controls that are currently in place.

Physical Security is currently working on a project to provide the entire HQ Campus with a Risk, Threat, and Vulnerability Analysis (RTVA) conducted by a third party to examine the overall security posture as it currently exists. This RTVA will prove to be an invaluable tool to allow for the identification and mitigation of security-centric issues.

Security Operations personnel has also worked with the Substations team to formulate a process for continuously evaluating the security posture at substations throughout the valley. Security evaluations are conducted by Officers on patrol to ensure that the integrity of each inspected substation is maintained and then documented in a Security Operations repository.

**Customer Privacy**

**SMUD will annually notify customers about the collection, use and dissemination of sensitive and confidential customer information.**

SMUD sent out our annual privacy notice via email and as a bill insert to customers during the May bill cycle. The notice was updated this year to clarify we will ask for consent prior to using customer data for non-SMUD business purposes. The notice is otherwise very similar to previous years and continues to include plain language regarding SMUD's collection, use, and release of customer sensitive and confidential information, the business purposes for which customer information is used, as well as a reaffirmation of SMUD's commitment to customer privacy.

**Except as provided by law or for a business purpose, SMUD will not disseminate sensitive and confidential customer information to a third party for non-SMUD business purposes unless the customer first consents to the release of the information.**

No sensitive and confidential customer information has been sent to a third party for non-SMUD business purposes this year.

**Where sensitive and confidential information is disseminated for a business purpose, SMUD will ensure: (i) the third party has robust information practices to protect the sensitive and confidential customer information, and (ii) use of the information by the third party is limited to SMUD's business purpose.**

Cybersecurity and Procurement continue to follow a formalized supply chain risk management process, in compliance with NERC CIP requirements. The process is aligned to the NIST Cybersecurity Framework (CSF) and is reviewed on at least an annual basis to ensure it is functioning as designed and incorporates lessons learned as new procurements follow the process. The process includes a mandatory procurement requirement for vendors to allow the Cybersecurity team to evaluate the security posture of a proposed vendor solution. The American Institute of CPAs (AICPA) Service Organization Control 2 (SOC 2) Type 2 continues to be our procurement standard as it is an independent assessment focused on a solution's security controls which includes tests of the security controls' efficacy. SOC 2 Type 2 reports provide staff confidence that vendor security controls are robust and sufficient to protect SMUD information. Contract and non-disclosure agreement language is used to provide assurance that SMUD provided sensitive and confidential information will not be used for any unapproved purposes.

**SMUD will maintain a process that identifies the business purposes for which SMUD will collect, use and disseminate sensitive and confidential customer information.**

MP 07.03.01.122 - Data Sharing requires an approved data sharing request prior to sharing information with a third party for SMUD business purposes. The request form requires the identification of the data categories to be shared and the business justification that requires the sharing of data. This facilitates an approval process which includes the requester's management, Supply Chain, the Data Governance Program Manager, the data owner(s), and Cybersecurity. There were no significant changes to the process this year.

### **Records and Information Management**

**The efficient and systematic control of the creation, capture, identification, receipt, maintenance, use, disposition, and destruction of SMUD records, in accordance with legal requirements and Board policies.**

The Records and Information Management (RIM) Program is making continued progress toward our 5-year plan of completing record evaluations for all business areas; we are currently in year 3, and projecting completion by year 5. We have streamlined our evaluation processes to make the identification of gaps, and implementation of compliant solutions, easier and faster. These changes provide us with a high level of confidence that SMUD records will be identified and managed appropriately once this effort is complete.

The RIM Program successfully implemented MP 07.02.01.102, Electronic Communications Retention, around management of emails, chats and electronic recordings.

The RIM program is continuing to partner with IT to review and support new software integrations to ensure they meet records policies and information management requirements. This is imperative as new software often produces and stores records outside of official repositories. RIM is being added to the purchase approval process to support this effort.

The RIM Program continues to collaborate with the Microsoft 365 Governance Oversight team, Cybersecurity, the CIP Program, Data Governance, and other business partners to ensure compliance with records policies and information management requirements.

#### **4) Challenges**

##### **Information Security**

As the news continues to keep cybersecurity threats and data breaches at the top of mind for people, legislators and regulators continue to look at ways they can appease constituents by proposing new and revised compliance requirements. SMUD Cybersecurity is actively engaged in understanding and managing compliance activities related to these legal and regulatory requirements.

Our PCI compliance related transaction volumes continue to increase, although SMUD is still a Level 2 Merchant. SMUD is again compliant this year as determined by an independent third-party PCI Qualified Security Assessor. Our required assessment documents were submitted to Chase Paymentech in July.

The Cybersecurity team continues to ensure compliance with updated Critical Infrastructure Protection (CIP) standards as well. This year SMUD commissioned an independent assessment team to perform a mock audit of our compliance with the CIP standards. The team worked with internal and external stakeholders to ensure our

ability to demonstrate compliance to the standards to prepare for our official audit scheduled for Q3 2022.

In addition to the compliance related work that results from the breaches in the news, SMUD Cybersecurity has also continued to mature our Incident Response capabilities, now a part of a larger Cybersecurity Emergency Operations Program (CEOP). The CEOP published an Enterprise Cybersecurity Incident Response Plan (CIRP) in April 2021 and conducted SMUD's first enterprise-wide cybersecurity incident response exercise in August 2021. The program plan met all test objectives and validated capabilities in place to respond to a cyber incident. In the past, SMUD only tested cyber incident response capability for its North American Electric Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) regulated environment.

### **Physical Security**

Physical Security is the first line of defense to safeguard SMUD's employees and visitors, as well as SMUD's assets, facilities, and infrastructure. Due to our 'open campus' construct, Physical Security will continue to experience challenges in preventing unauthorized persons from entering SMUD property and buildings. Physical Security continues working to limit unauthorized physical access to SMUD.

Security's role of 'First Responder' to cyber incidents is reinforced through training, mentorship on the job by senior officers, and a thorough understanding of the processes and procedures that provide understanding of SMUD's needs during a possible cyber incident. Through a constant improvement process, the need to replace our current system that is used to monitor, detect, and respond to possible events occurring throughout the SMUD enterprise was identified. Via that same process, the current security-centric policies were identified as being in need of refinement and a better communication of those policies and procedures to all SMUD employees was highlighted.

### **Customer Privacy**

SMUD continues to see requests for SMUD customer data to be used and shared for additional purposes and programs, including customer personally identifiable information (PII). Requests for such data have come from internal programs, state agencies and vendors. SMUD's Data Sharing Policy and process are in place to provide request tracking and approval to ensure that all sharing of PII is authorized and performed using a secure transfer mechanism.

## 5) **Recommendation**

It is recommended that the Board accept the Monitoring Report for SD-16 Information Management Policy Monitoring Report.

## 6) **Appendices**

Definitions and acronyms:

NIST – National Institute of Standards and Technology

CSF – Cybersecurity Framework

RTVA – Risk, Threat, and Vulnerability Assessment

LLEA – Local Law Enforcement Agency

SRRCS – Sacramento Regional Radio Communications System

CEOP – Cybersecurity Emergency Operations Program

CIRP – Cybersecurity Incident Response Plan

**RESOLUTION NO. 21-11-04**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board accepts the monitoring report for **Strategic Direction SD-17, Enterprise Risk Management**, substantially in the form set forth in **Attachment B** hereto and made a part hereof.

Approved: November 18, 2021

INTRODUCED: DIRECTOR FISHMAN				
SECONDED: DIRECTOR TAMAYO				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
BUI-THOMPSON	X			
ROSE	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN	X			

## SACRAMENTO MUNICIPAL UTILITY DISTRICT

### OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** November 9, 2021

**FROM:** Claire Rogers *CR 11/9/21*

**SUBJECT: Audit Report No. 28007347  
Board Monitoring Report; SD-17: Enterprise Risk Management**

Audit and Quality Services (AQS) received the SD-17 *Enterprise Risk Management* 2021 Annual Board Monitoring Report and performed the following:

- A review of the information presented in the report to determine the possible existence of material misstatements;
- Interviews with report contributors and verification of the methodology used to prepare the monitoring report; and
- Validation of the reasonableness of a selection of the report's statements and assertions.

During the review, nothing came to AQS' attention that would suggest the SD Board Monitoring report did not fairly represent the source data available at the time of the review.

**CC:**

Paul Lau



# Board Monitoring Report 2021

## SD-17, Enterprise Risk Management



### 1. Background

Strategic Direction 17 states that:

Effectively balancing and managing risk to further SMUD's policies and business goals is a core value of SMUD.

Therefore:

SMUD will implement and maintain an integrated enterprise risk management process that identifies, assesses, prudently manages, and mitigates a variety of risks facing SMUD, including financial, supply, operational, physical, and cyber security, climate change, legal, legislative, and regulatory, and reputational risk.

### 2. Executive summary

- a) SMUD strategically manages risk to proactively reduce the chance of loss, identify and take advantage of opportunities to create greater financial stability and protect our resources to support SMUD's mission and create value for our customers.
- b) **SMUD is in compliance with the Board's Strategic Direction 17 (SD-17) Enterprise Risk Management.**
- c) SMUD continues to maintain an integrated Enterprise Risk Management (ERM) Program. The program was evaluated by a third party and a plan is being developed to implement recommendations to support the achievement of the Board's Strategic Directions.

SMUD's ERM program continues to integrate risk management best practices to support decision making in key business processes. This year we have expanded the reliance on the risk framework for prioritization, planning, and budgeting.

Since the 2020 Annual Monitoring Report, staff continues to review SMUD's portfolio of risks. The Year-on-Year Residual Risk Exposure results are summarized as follows:

			Nov. 2019	Dec. 2020	Nov. 2021
✓	"Red":	Extremely High Residual Exposure	(0)	(0)	(0)
✓	"Orange":	High Residual Exposure	(4)	(4)	(5)
✓	"Yellow":	Medium Residual Exposure	(33)	(36)	(40)
✓	"Green":	Low Residual Exposure	(40)	(38)	(38)
✓	"Blue":	Extremely Low Residual Exposure	(0)	(0)	(0)
			<b>(77)</b>	<b>(78)</b>	<b>(83)</b>

Since the 2020 Board Monitoring Report, there has been 5 new risks added to the enterprise risk portfolio. Staff continues to implement risk mitigation strategies to balance residual risk exposures. Some risks, while medium or "yellow" are within the risk management goal. There are currently 46 risks, shown in the last two lines of the table, which are within the risk management goal.

Attachment A outlines the actions that will be taken to address risks that are not at target.

Current Residual Risk Exposure	Risk Management Goal	Number of Risks
Orange “high”	Yellow “medium”	5
Yellow “medium”	Green “low”	32
Yellow “medium”	Yellow “medium”	8
Green “low”	Green “low”	38

SMUD’s enterprise-wide risk exposure is a medium/high. SMUD’s ambitious 2030 goal, evolving technologies, the increasing pace of change in the utility business environment, skilled workforce scarcity, and increased legislative/regulatory requirements are key components that could impact SMUD’s risk profile in the upcoming years. Staff continues identify risks and implement initiatives to mitigate and manage risks appropriately.

### **3. Additional Supporting information:**

#### **a) Summary of 2021 activities**

In 2021, ERM continued to support the organization with facilitating risk conversations and providing a risk framework for uniformed risk assessments across the organization. The overarching goal is to encourage the integration of risk-based thinking into decision-making at all levels, effectively balancing risks with opportunities.

ERM continues to utilize four existing committees to enhance cross-functional discussion and thorough understanding of major risk issues at the executive and operational leadership team level. One of these is an executive level oversight committee, the Enterprise Risk Oversight Committee (EROC) which includes multiple executives. The other three are the Trading Operations Risk Committee (TORC), Zero Carbon Plan Implementation Team, and the Three Lines Working Team.

2021 continues to bring changes and challenges. Despite the many challenges, staff continues to leverage the enterprise risk management framework to support enterprise-wide risk management/mitigation activities bringing positive outcomes for SMUD, our customers and the community. Some samples of these activities include:

#### **ERM Program Evaluation**

In early 2021, a third party reviewed SMUD’s ERM Program. They identified some of the program’s strengths to include far-sighted risk management vision, good program oversight, risk ownership in key business areas, risk-based planning, and information classification. Areas of opportunities identified include having more risk reward trade-off discussion, deepen understanding of risk interdependencies and viewing risks as opportunities, not just “bad risk.” Staff is currently developing a plan to implement the recommendations and work collaboratively across all areas to improve risk culture.

#### **North American Electric Reliability Corporation (NERC) Compliance Mock Audit**

SMUD conducted a mock audit of our compliance with selected NERC reliability and security standards that pose high risks to Bulk Electric System operations. The mock audit scope included NERC’s Critical Infrastructure Protection (CIP) and Operations and Planning (O&P) standards.

The exercise focused largely on how SMUD performs activities that lead to compliance with regulatory obligations, as well as identifying whether we achieved compliance. The purpose of the NERC standards is to ensure reliable operations, as merely demonstrating historical compliance is sometimes not enough. SMUD recognizes that compliance and reliability objectives are not always aligned, as the former can at times be achieved through a “check the box” approach while the latter is achieved by a job consistently well done. This mock audit was successful in helping the organization identify areas to improve. The exercise increased our ability to communicate internally and to regulatory authorities how and why our collective performance can reduce operational risks while also meeting the reliability and security standards.

### **Budget Risk Prioritization**

Staff continues to leverage the enterprise risk management framework to optimize resource allocation to help build resiliency against future impacts and capacity for future activities in support of SMUD’s climate goals. In 2021 staff conducted a pilot effort to develop a process to facilitate decision making and prioritization at the executive level to ensure that the organization and resources are aligned to appropriately manage risks to the acceptable levels. Staff continues to refine these efforts and reinforces its importance with the hiring of an Enterprise Prioritization Manager. Staff has formed a core team to further expand upon the pilot efforts to be implemented for planning in 2022 and will continue to be refined in future years.

### **2030 Zero Carbon Plan**

Climate change is a pressing issue facing our region and the world. On April 28, 2021, SMUD’s Board solidified SMUD’s commitment to leading the way to a clean energy future with the approval of our 2030 Zero Carbon Plan (Plan). The Plan is a flexible pathway to eliminate carbon emissions from our power supply by 2030, the most ambitious goal of any large utility in the country. The Plan demonstrates our commitment to finding innovative ways to reach our zero-carbon goal without impacting reliability, or rates, which are among the lowest in California. To pay for new technologies and make them available to customers in an equitable manner, we’ll aggressively pursue partnerships, investors, and grant funding, while keeping our rate increases at or below inflation. In 2021, staff continues to conduct and review reliability studies to ensure that reliability levels are maintained and look for ways to limit rate increases through cost offsets from operational efficiencies and grants/partnerships.

### **Cybersecurity**

Since 2019, SMUD has strategically implemented measures to manage cyber risk to operations from a cyber-attack, disruption, and from other threats to its’ technology and information. The Enterprise Cybersecurity Emergency Operations Program was established to bolster SMUD’s ability to respond to cyber incidents. The Chief Information Security Officer appointed a dedicated Program Manager to oversee this crucial resilience capability. In May 2021, the Program Manager published an enterprise Cybersecurity Incident Response Plan and in August 2021, SMUD conducted its first enterprise-wide Cybersecurity Incident Response Exercise. In the past, SMUD only tested incident response capability for its NERC CIP regulated environment. Moving forward SMUD will conduct at least two exercises each year, one for the enterprise as a whole and one for our regulated assets to meet our NERC CIP compliance obligations.

The August 2021 exercise highlighted SMUD’s ability to utilize incident response plans and playbooks which outline specific actions to be taken during a real incident. Over 30

individuals participated in the exercise and an additional 70 observed, including multiple levels from individual contributors up to and including executives.

The Program Manager is responsible for cybersecurity incident management, including planning, coordination, communication, and oversight during an actual cyber incident. To further mitigate risk to the enterprise, this cybersecurity capability is integrated and collaborates with SMUD's enterprise Emergency Operations function.

**Risk exposure monitoring and continuous updates:** Staff continues to monitor and update any changes to existing and emerging risks and their impacts to residual risk. In addition, audit results and management responses are considered in the ERM assessment plan and reporting process. The audit plans are linked with the enterprise risk assessments to provide assurance that mitigation measures for critical risks are being implemented effectively and in a timely manner.

- In 2021, 6 audit reports were reviewed by the ERM Office, and none resulted in a change to the risk profile.

Noteworthy enterprise risk profile changes are included in regular Board reporting.

- Attachment A summarizes the “Year-on-Year Profile Changes,” for all enterprise risks currently not within risk management goal. The attachment includes year-on-year changes, current “risk trend,” and actions staff is taking to reach the “target”; which could be either low “green” or medium “yellow.”
- b) Benchmarking: Staff reviews available enterprise risk related information and incorporates new risk issues and/or expands existing risk issues where appropriate. North Carolina State University’s (NCSU) Enterprise Risk Management Initiative and Protiviti continue to jointly publish benchmark information. The joint study, 2021 & 2030 Executive Perspectives on Top Risks, provides insight for short-term and long-term risks from 1,081 global board members and executives from across several industries. The study found that for 2021, COVID-19 was the driver of most top risks’ organizations were concerned about the impact of the ongoing pandemic on government policies and regulations to their business model and operations. Overall, the top ten identified enterprise risk issues across the surveyed organizations and those specific to the Energy and Utility Industry (Utility Industry) and its trend analysis is consistent with SMUD’s identified enterprise risks.

An analysis of SMUD’s enterprise risks as compared to the top 10 enterprise risks identified by the study is outlined in Attachment B.

c) Looking forward

In 2022, staff will develop and implement recommended changes to the enterprise risk management program and further integrate risk management practices into business processes to build a more risk aware culture. The following initiatives have been planned:

- Begin implementing third party recommendations to further enhance the ERM program.
- Form the Risk Champion Network (RCN), a forum of Director level risk champions to sponsor risk initiatives across the organization.
- Integrate risk into enterprise prioritization process.
- Continue to:
















- Be vigilant in identifying and reporting on risks across the organization
- Leverage risk process to help build resiliency and future capacity in financial planning and prioritization; expanding upon approaches used for the 2021 budget plan
- Prioritize spending to be within limits needed to achieve no more than inflation level annual rate increases
- Support 2030 Zero Carbon Plan
- Support Enterprise Prioritization process
- Support initiatives for the management of cyber risk with vendors
- Support physical security risk assessments
- Test and strengthen SMUD's response to risk events
- Improve safety performance to meet SD-6 Safety DART goal
- Continue to improve upon wildfire mitigation activities/programs where appropriate
- Positively influence state and federal legislative/regulatory issues
- Attract and retain a skilled and innovative workforce
- Provide programs and services which reflect the customer's changing expectations
- Enhance data categorization and availability to support business and customer decisions
- Continue cyber security and privacy awareness and compliance activities
- Improve upon current physical security and public safety practices
- Increase alignment between costs and revenue collection in SMUD's rate design

**4. Challenges:** Global challenges posed by the ongoing COVID-19 pandemic, occurrences of wildfires throughout the region and market uncertainty continue to put strain on business operations and critical resources. The risk environment continues to challenge staff to be vigilant at making more measured risk informed decisions to achieve business objectives. By leveraging the ERM framework and existing data analytics tools, staff can better manage risks as a portfolio, rather than in silos. The result is increased awareness of SMUD's risks, the level-setting of risk tolerance across the enterprise, efficiencies in mitigation efforts as well as potential cost savings.

**5. Recommendation:** It is recommended that the Board accept the Monitoring Report for SD-17 Enterprise Risk Management.
















# Enterprise Risk Mitigations for Risks Currently not within Target

Attachment A

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2022 Risk Mitigation
		2019	2020	2021			
Financial	Load variation: customer owned generation						SMUD gained approval of the 2030 Zero Carbon Plan, which illustrated expected growth of behind the meter distributed generation and storage, with ranges of 500-750MW of behind the meter solar and 50-250MW of behind the meter storage. In addition, the Board approved the new solar & storage rate as a successor to NEM 1.0. The implementation of this new rate in March 2022, coupled with the launch of both a critical peak pricing offering for solar & storage as well as a virtual power plant option for solar & storage will help inform the reliability, cost-effectiveness, and resource characteristics of distributed solar & storage's contribution towards our 2030 ZCP goal.
	Project execution						The Project Portfolio Management tool, using the ServiceNow platform, went live in 2021 and was used for capturing all capital projects for the 2022 budget. This streamlined the level of effort for executive decision making and discussion, as the tool could be used to provide summary information rather than it having to be manually created. Work is continuing building reports for the tool and incorporating the data so that it can be used with PowerBI for other reporting. With the realignment, project changes need to be approved by the sponsor's executive. With the centralization of PMO's (IT & Non-IT) and the soon to be created 2030 Zero Carbon Plan PMO, staff is working with the Project Management Office's to create standards and expectations and clarification of roles as we move forward.
Operational: People	Employee safety						SMUD continues support a Safety for Life culture throughout the organization with an emphasis toward zero incidents and injuries. This year Safety updated Strategic Direction (SD)-6 to include a new metric for Days Away, Restricted Time or Job Transferred (DART) and a contractor safety emphasis. The new DART metric is a limit of 13 over the next 5 years. In addition, SMUD continues to develop and support COVID-19 standards and guidelines to protect employees, contractors, and the public. Safety is supporting Facilities for the safe re-entry of remote employees back in the building during first quarter of 2022. Safety continues to expand its contractor safety program by screening contractors providing high risk work, conducting improved onboarding, and increasing field visits. In 2022, Safety is expanding its pilot field ergonomics program;

## Enterprise Risk Mitigations for Risks Currently not within Target

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						expanding its Safety Management System (SMS) modules; improving public safety training for Emergency Response Personnel; updating our Safety Road Map goals with Directors for 2022; working with HR to include an improved safety goal in PAS performance evaluations; and updating our Wildfire Smoke Health program. Lastly, Safety is continuing to update and assist business units with safety standards.
	Strategic workforce agility					  While some business units did conduct activities, due to pandemic, uncertain finances resulting in hiring constraints and the work required for a successful realignment, formal Strategic Workforce & Succession Planning work was paused. Q4 of 2021 work includes completion of a plan to reengage these needed programs with the organization in Q1 of 2022. Plan will include increased executive support and accountability measures.  2022 activities include the launch of Strategic Workforce Planning and Succession Planning programs with enhanced senior leadership support, accountability measures and specific to critical roles at SMUD.
	Diversity, equity, and inclusion					  Most significant outcome in 2021 was the realignment and establishment of Executive level diversity officer and formation of a separate Diversity, Equity, and Inclusion (DEI) function – separating it from the Human Resources department. It is anticipated a Director of DEI will be in place by the end of 2021. Other significant work included the creation of a new DEI Strategy with three focus areas: Diverse Workforce, Inclusive Culture and Community Impact. Each of these areas have strategies, tactics, and measures of success to create a detailed roadmap with finalization by end of 2021.  To mitigate this risk the implementation of the DEI Strategic Roadmap will occur throughout 2022.
<b>Operational: Systems and IT</b>	Cyber security					  In 2020, The Cybersecurity Department continued to strategically implement measures to manage cyber risk to operations from a cyber-attack, disruption, and other threats to SMUD's technology and information. Maturing our implementation of the National Institute of Standard and Technology (NIST) Cybersecurity Framework (CSF) is the cornerstone the departments risk reduction initiatives to protect SMUD's people, processes, and technology. Important to note, these risk measures are critical to SD-16 and encompasses Information Security and other

## Enterprise Risk Mitigations for Risks Currently not within Target

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major components such as privacy, data security, supply chain security, and business applications and cloud security.

The department has successfully implemented planned 2020 cyber risk reduction initiatives and improved maturity across multiple CSF subcategories. In 2021 the department will:

Continue to mature its implementation of CSF in accordance with organizational policy (AP 07.03.01). Cybersecurity Operations red team/penetration test capability will improve on how they identify and manage asset vulnerabilities with the integration of ServiceNow (Security Operations) module. This capability is aligned to the framework's control set "Identify Risk Assessment - (ID.RA-1)".

The Program Manager for Enterprise Cybersecurity Emergency Operations Program in May 2021 published an enterprise Cybersecurity Incident Response Plan. August 2021, SMUD conducted its first enterprise-wide Cybersecurity Incident Response Exercise. In the past, SMUD only tested incident response capability for its NERC CIP regulated environment. In 2022 the PM will conduct at least two exercises each year, one for the enterprise as a whole and one for our regulated assets to meet our compliance obligations.

Staffing risk for 2021 (Recruitment, Retention, and Compensation not competitive with industry) has impacted and will continue to impact the ability to mature overarching Cybersecurity Program Maturity in 2022. In 2021, the department added two new staff and promoted 2 part-time staff to full-time assets (built talent from STEM Internship program). PS&S Compensation and Class has added a 5% non-PERS premium to help with retention of current staff. Recruiting actively for four positions to help protect all SMUD's technology and information assets; candidates have declined offer of employment due to compensation and has been a trend for the last 2 years.

Continued to collaborate with Technology and Innovation Infrastructure and Operations & Applications departments to further implement Microsoft (MS) 365 Multifactor Authentication (MFA) on premise and to increase capability for remote patching of SMUD's endpoints to better manage vulnerabilities and provide better protections as result of COVID-19 impacts.













# Enterprise Risk Mitigations for Risks Currently not within Target

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						<p>2021 policy refresh effort to mature our program and assist with implementing critical security controls across our IT and OT environments will be completed by end of year. The refresh will result in an updated set of cybersecurity policies, procedures and standards that are aligned to the NIST CSF and the NIST 800-53 Security and Privacy Control families. In 2022, enforcement of these policies will begin leveraging ServiceNow Governance, Risk, and Compliance modules and other program processes such as audit and assessments.</p> <p>In 2022 the program will continue to conduct vendor risk assessments as part of procurement processes for enterprise supply chain risk management.</p> <p>In 2021, staff began documenting cybersecurity awareness, training, and education program to support managing cyber risk across the enterprise for all staff and those in privileged technology and information management positions.</p> <p>In 2021 collaborated with the Chief Financial Officer (CFO) organization and external consultancies determine the need and ultimately landed on the determination to increase Cyber insurance coverage limit for 2022. Increased from \$40M to \$60M.</p> <p>In 2021 staff continued working to finalize system integration of two new technical solutions to mature our cybersecurity governance, risk, and compliance program and security operations program. These technologies are on track to be integrated on time. These systems will enhance SMUD's technology project and engineering practices and ensure we are implementing effective cybersecurity policy and practices to protect our information confidentiality, integrity, and availability. The GRC technology will also begin to help with attesting SMUD's control implementation in support of CFO creditor requirements, Payment Card Industry Compliance, and other business partnerships SMUD will consider for 2030 Clear Carbon goals and objectives.</p> <p>In 2022 will continue to explore implementation of the NIST Risk Management Framework (RMF) from an organizational and system-level perspective to establish the context and priorities for managing cyber and privacy risk within SMUD's notional System Development Lifecycle (includes cloud solutions and applications). The RMF will introduce repeatable processes that will enhance risk mitigation and support the Enterprise Risk Management (ERM) Program, Data Governance,</p>
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						<p>Business Strategy and Requirements, IT Strategy and Governance, and Project and Procurement Lifecycles. In 2021, worked with a consultant to help design an RMF process and how it could be implemented on our GRC technology platform.</p> <p>In 2022, the cybersecurity department will continue to champion and advocate for cyber risk reduction activities to be integrated in technical and programmatic efforts needed to support critical business capabilities (to account for items such as business continuity, disaster recover, physical security, new business application developments) and requirements. The goal is to ensure cyber, and privacy are baked in early to avoid risk to business cost, schedule, and performance of SMUD's operational business requirements.</p> <p>IN 2022 North American Electric Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) Standard requirements compliance Audit conducted by the Western Electricity Coordinating Council (WECC). In 2021, the department collaborated with RC&amp;C to conduct a Mock Audit to reduce non-compliance risk for 2022 audit. The Mock Auditors observed risk to compliance and the CIP Program within the cybersecurity department has begun addressing with responsible requirement owners, e.g., Physical Security and OT Security)</p>
Privacy						<p>In 2021 SMUD continues to see demand for SMUD customer data to be used and shared for additional purposes and programs, including customer personally identifiable information (PII). Requests for such data have come from internal programs, state agencies and vendors. SMUD's Data Sharing Policy and Process are in place to provide request tracking and approval to ensure that all sharing of PII is authorized and performed using a secure transfer mechanism.</p>
Data governance						<p>In 2021 the Data Governance Program weathered a hit due to COVID and part-time resource allocation evidenced by a continuation of the expansion for data accountability. This was achieved with the identification of new data owners and data leads within multiple business units then incorporating them in decisions for issue resolution and data sharing agreements. In support of our Strategic Directions, Management Policies, Administrative Procedures, and other risk mitigation initiatives, the data sharing process was incorporated into well-established enterprise</p>











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						<p>processes resulting in improvements in transparency for data shared with third parties and an uptick in the number and scope of requests received.</p> <p>In 2022 a full-time Data Governance Program Manager will be onboarded and leading the categorization of additional data sets, identification of owners and leads, establishing additional governance processes, and classifying data sets to be incorporated into the NIST Risk Management Framework.</p>
	Enterprise-wide documentation					 <p>Records and Information Management will work with IT and the Business Units to address and implement solutions for the findings identified in completed records evaluations. The group will also continue to perform records evaluations across the remainder of business units, as well as continue refining and simplifying the evaluation process itself.</p>
	Technology systems infrastructure					 <p>Hybrid Workforce Experience: Continued efforts to provide an ideal technology experience for our workforce are underway as we look towards our goal of re-entry into our SMUD facilities and a continuation of hybrid work occurring remote and on-premises.</p> <p>Disaster Recovery: While key and critical systems at SMUD have multiple safeguards in place to remain available in the event of a disaster (backups replicated to alternate sites, application failover to alternate sites), we will continue to partner with business continuity to align business continuity plans which call for technology to align with the systems availability requirements in our data centers and cloud footprints. We also are looking to have a scheduled cadence of disaster recovery drills for key and critical systems identified.</p>
<b>Operational: Process</b>	Gas & gas pipeline assets					 <p>Staff has completed the analysis of all results from 2018's full Internal Line Inspection (ILI) of the entire pipeline system. The next ILI is due in 2025 but will be planned for 2024 at the latest.</p> <p>In 2022, SMUD staff intends to continue our program of emergency response plan exercises with first responders and outside agencies in both Sacramento and Yolo Counties; continue to perform multiple community outreach events to reduce or eliminate the number of unplanned excavations within or near SMUD's gas pipeline easements; and continue to diligently inspect and patrol the SMUD gas pipeline and all easement areas, including leak and density surveys.</p>


























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Enterprise continuity management						In 2022, staff will work to implement Enterprise Continuity Management Software (ECMS) solution to support efficient access to real-time business continuity plan information and requirements during events that pose a threat to SMUD's continuity.
Internal communications and alignment						<p>Speed of Trust: 100% of Supervisors and Managers have completed Leading at the Speed of Trust (SoT) Key Concepts class by 7/31/21. All leaders have a goal to use the SoT concepts and Huddle Guide in their teams to develop trust behaviors by 12/31/2021. 100% of SMUD Leaders complete the actions in their inclusion goal by 12/31/2021 that demonstrate commitment to an inclusive culture, where employees have a sense of belonging and can contribute and thrive. 100% of SMUD leaders complete the actions in their inclusion goal by 12/31/2021 that demonstrate commitment to an inclusive culture, where employees have a sense of belonging and can contribute and thrive.</p> <p>Engagement Survey: SMUD's engagement survey will take place in Q4 of 2021. The survey is an opportunity for leaders to listen and understand employees' experiences and how it affects engagement, as well as inclusion and belonging. One new element in the survey this year is more robust organizational-level reporting on a set of questions that will help us understand where we have meaningful differences between populations on important aspects of inclusion at SMUD, specifically: voice, growth, belonging and commitment.</p> <p>To continue work on reducing risk the most important part of the 2021 employee engagement survey will take place in 2022 which is deciding what meaningful steps SMUD and SMUD leaders can and will take, in our teams and as an organization once we review employees' feedback. We expect all leaders will use survey results to set an engagement goal as part of their 2022 workplans, which they will complete in Q1 2022.</p> <p>Communication across the organization will continue surrounding the robust CEV, activities, outcomes with regular connection to the reasons for the vision.</p> <p>To continue work on reducing risk the most important part of the 2021 employee engagement survey will take place in 2022 which is deciding what meaningful steps SMUD and SMUD leaders can and will take, in our teams and as an organization once we review employees' feedback. We</p>





















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						<p>expect all leaders will use survey results to set an engagement goal as part of their 2022 workplans, which they will complete in Q1 2022.</p> <p>Communication across the organization will continue surrounding the robust CEV, activities, outcomes with regular connection to the reasons for the vision.</p>
Energy management center (EMC)						Facilities is continuing to implement key projects within the EMC that help reduce the risks to day-to-day operations
Backup control center (BCC)						The Project, Implementation of the BCC Interim Response Plan is in execution and is scheduled to be completed by Q2 2022.
Headquarter building						Per the agreement with the City of Sacramento, the project was to be implemented in 3 phases. Phase One was completed in 2021 with Phase 2 and Phase 3 schedule for execution in 2022 and 2023 respectively.
Physical asset security						Low-Impact Security requirements have been implemented and Security continues to monitor sites and works to align the security plan to the One SMUD vision. The conversion to digital security cameras at campus locations is complete and the conversion at Substations is currently scheduled to be completed in Q4 2023. SMUD Security Operations will be conducting a Risk, Threat, and Vulnerability Assessment of the Headquarters Campus via a third-party vendor to commence Q1 2022 and end Q2-Q3 2022. Recommendations from the vendor will be available to SMUD in Q3 2022. SMUD currently does not have a comprehensive physical security/asset protection program or the documentation and policy/procedure guidance in place to articulate successful protection of physical assets. It is recommended that SMUD mitigate this by ensuring adequate protection measures are implemented under the guidance of a new risk-based assessment program to demonstrate active and ongoing protection of defined assets.
Transmission and distribution substation assets						Staff is on track with its multi-year replacement plan for T&D substation assets which include circuit breakers, transformers, and switchgears. Critical assets were identified and prioritized for replacement. The 2022 budget and capital portfolio include projects to replace two distribution transformers, three transmission circuit breakers and eight 69kV circuit breakers.











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Operational excellence						<p>The expected OpEx Program outcomes will be used to mitigate financial risks. Staff will focus on:</p> <ul style="list-style-type: none"> <li>Identifying and execute cost savings to fund strategic investment areas;</li> <li>Increasing efficiency and productivity across the enterprise;</li> <li>Developing and managing an enterprise-wide portfolio of OpEx initiatives and results; and</li> <li>Building organizational competencies for continuous improvement</li> </ul>
Pricing rate design implementation						<p>The SMUD Board unanimously voted on Sept. 16, to approve the rate package which included rate increases for all customers in the amount of 1.5% effective March 1, 2022, and 2.0% effective January 1, 2023, a new solar and storage rate for new solar customers who generate energy on-site and/or store energy and an optional critical peak pricing rate for residential customers to help when the grid is most stressed. The rate package also included \$25M in supporting programs to accelerate the adoption of storage. Staff is also working on a new Virtual Solar Program (VNEM) for under-resourced multi-family dwelling communities effective June 1, 2022. As of the date of this update, the implementation work is on track with minimum risk to meet the adopted deadlines.</p>
CPUC General Orders						<p>A project to automate processes for time-based compliance work will go into production and be implemented in 2022.</p> <p>The SAP/GIS interface updates will continue. Once the necessary work is completed, we will take the necessary steps to transition to using SAP Maintenance Plans for time-based maintenance of line assets.</p>
NERC/FERC Standards						<p>Staff continues to ensure compliance with the Federal Energy Regulatory Commission (FERC) mandated North American Electric Reliability Corporation (NERC) and Western Electricity Coordinating Council (WECC) Reliability Standards through internal coordination. SMEs review upcoming and approved Reliability Standards and update associated procedures, processes, and tools to ensure compliance. In addition, staff continues to execute the Internal Controls Evaluation (ICE) Program for both Operating &amp; Planning and CIP Reliability Standards.</p>

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Attachment A

Meter to cash						<p>The current 2022-2023 rate proposals include significant system work including, Solar + Storage, VNEM, CPP, and multiple price changes per year. IT, CCS, Strategy, and 2030 Zero Carbon leadership and staff have partnered to build robust planning, implementation, and QA/QC teams to ensure successful deployments of all changes. While the “Yellow” risk rating accurately reflects the level of change and effort to manage the change, advanced testing gives staff the opportunity to identify areas of concern before the customer experience is impacted. Should an error be identified after a customer’s bill has been impacted, SMUD Rate, Rules, and Regulations provide the latitude to rebill as needed to resolve the concern.</p>
Supply chain						<p>In 2021, staff continues to focus on the acquisition of Personal Protective Equipment (PPE), sanitation, and other critical supplies to help manage SMUD’s response to COVID-19. The effects of prioritizing this response and implementing social distancing and other protocols for essential employees was an unexpected but unavoidable shift in focus on top of existing responsibilities to manage supply chain risk.</p> <p>Wildfire was another emergency event that impacted supply chain availability. With the nature and volume of the fires in 2021, there were regional impacts to material availability (delays in shipment and arrival) due to the impacts from transportation and logistics demands in the region. Staff managed these risks in the moment and have included it in our planning for the future.</p> <p>In addition to impacts of COVID-19 and the wildfire season, staff experienced an increase in construction demand along with material price increases which were somewhat related to COVID-19 responses, wildfire, and other natural disasters across the United States.</p> <p>In 2021, supply chain risk management continued to focus on strengthening SMUD’s material and equipment supply chain through partnering with critical suppliers, focusing on contract management, and working with key stakeholders on process improvements.</p> <p>In 2021 supply chain has an increased focus on material forecasting, managing supplier performance, and further implementing risk assessment reviews because of new risk element definitions completed in 2021. Staff continues this effort into 2022.</p>



# Enterprise Risk Mitigations for Risks Currently not within Target

Attachment A











	59 <sup>th</sup> Street reuse						Risk reduction efforts underway include the following: 1) Lobbying efforts with the state, local agencies, and development organizations to support an agency developed attenuation factor that balances science and health risk to support risk-based cleanup level; 2) Development of a due diligence agreement with SKK/BlackPine to support off-ramps and land reuse options should SMUD be unable to remediate PCE in soil to residential cleanup standards; 3) Purchase of an insurance document to reduce liability and risk from future offsite and onsite health exposure/liability claims; 4) Ongoing research and investigation to delineate the solvent plume and evaluate remedial action technologies for use at the site; and 5) Planned soil removal of the "hot spot" area and continued soil vapor extraction at 59th Street.
Strategic	Innovation						Our 2030 Zero Carbon Plan will rely heavily on being innovative, leveraging both business and technological innovations to meet our goal. It was determined a dedicated innovation team would be created during realignment, July 2021. The Innovation team will propel us towards our 2030 zero carbon goal by balancing diverse emerging technologies and ideas across the organization that drive operational efficiencies and competitive advantage with a centralized team that can champion breakthrough innovations. The Innovation team launched IDEAHub, September 30, 2021. The IDEAHub is designed to play a central role in supporting the 2030 Zero Carbon Plan, inspire a culture of innovation at SMUD, allow for increased organizational agility and offer an easy intake process that's inclusive and transparent.
	Energy efficiency						The 2030 Zero Carbon Plan includes energy efficiency (including building electrification) that supports meeting/exceeding the statewide goal of doubling of energy efficiency. Given COVID, the original 5-year glidepath to transition to a largely building electrification portfolio for energy efficiency was accelerated and we have largely reached our "maintain" level for traditional energy efficiency in lieu of building electrification. Moving forward, efficiency in support of decarbonization will be the key, aligned to our revised SD metric.
	Changing customer expectations						In 2021, staff continued to improve digital self-service tools for customers including launching a pilot of a new solution for commercial customers with our partner, SEW. As we prepare to launch new 2030 ZCP strategies and





## Enterprise Risk Mitigations for Risks Currently not within Target

Attachment A

						<p>programs, we have been integrating customer insights and leveraging customer-focused design-thinking and journey mapping to ensure the optimum customer experience. Strategic Account representatives have been working closely with our commercial accounts to ensure they are aware of and prepared for upcoming structural changes to rates and the recently approved rate increases. Uncertainty around customer perceptions regarding the new rates expected to launch in 2022 (Critical Peak Pricing, Solar and Storage Rate, Virtual Net Energy Metering) could impact customer experience. In addition, the anticipated restart of collections and disconnections in early 2022 are expected to negatively impact customer VFP and create bleed-over to other areas of customer satisfaction.</p>
Competitive workforce total rewards						<p>To mitigate this risk, 2021 activities included establishing a strategy with Procurement and Benefits Team to build the healthcare cost containment roadmap using the GOST framework. Six Strategies with associated tactics were identified. Several of the strategies have been implemented and proven successful in recent renewal including building stronger relationships with carriers and more heavily leveraging AON along with assertive negotiations. The roadmap is on schedule to be completed by Q4. The outcomes for 2021 are negotiating initial renewal of 10.5% from United Healthcare (UHC) recommending a 10.5% to 7.6% (CalPERS renewal with UHC was 8.26%). Our final renewal with Kaiser landed at 6.56% down from initial of 8.56%</p> <p>Additional work in 2021 includes beginning the assessment of SMUD's paid leave programs to evaluate both offerings (an ask from Parents ERG) and the financial components.</p> <p>Complete assessment of SMUD's paid leave programs, decide on any changes in 2022 and implement for 2023 Open Enrollment.</p> <p>In 2022 staff will execute on six strategies and associated tactics from finalized healthcare premium roadmap.</p> <p>Complete assessment of SMUD's paid leave programs, decide on any changes, and implement for 2023 Open Enrollment.</p>
Renewable portfolio standards (RPS)						<p>SMUD achieved the 2020 RPS requirements for Compliance Period 3 2017-2020, achieving a 33% RPS in 2020. The next compliance period is being planned for Compliance Period 4, 2021-2024, the next RPS target</p>

# Enterprise Risk Mitigations for Risks Currently not within Target

Attachment A

							statute is a 44% RPS in 2024. Low risk in achieving this goal as we have several renewable projects in the pipeline and some surplus REC's.
	Underserved Community Engagement			●	➔	●	In order to reduce this risk, SMUD is developing a collaborative low income/underserved community strategy document that will focus developing consist process to gain intake information regarding customer concerns in hard to reach demographics, provide avenues for diverse customer education on programs and implementation, identify alternate low-income/underserved community funding sources via grants and federal sources to address inclusive 2030 adoption alignment for underserved populations, and develop community pilots to catalyze equitable electrification onboarding.
	2030 Zero Carbon Plan			●	➔	●	Staff continues to conduct and review reliability studies to ensure that reliability levels are maintained and look for ways to limit rate increases through cost offsets from operational efficiencies and grants/partnerships.
External	Economic business agility	●	●	●	➔	●	In the 2022 Rate process, staff introduced a 1 1/2% rate increase for 2022, as well as start the Commercial Rate Restructure in Q4 2021 as well as implement the Solar & Storage Rate. This helps protect SMUD in the long term to ensure more stable revenue as well as encourage the adoption of batteries, which will improve reliability for the grid. The CEO and CFO have shown fiscal prudence and have kept the budget within financial limits, which is an improvement. Executive review of all hiring continues, and the exec team has spent a lot of time looking at vacant and limited term positions to give the organization better clarity around staffing. There will be continued work for 2023 and 2024. We have begun work to streamline our budget process and look at risks relative to priorities. The next step will be to incorporate the prioritization framework that is being developed into the planning process. As we get further insight into the programs and items included in the 2030 Zero Carbon Plan, we are getting a better insight into the cost and financial concerns. Our models continue to be synced up and that work will continue. As part of the realignment, an Operational Excellence team was created. They are partnering with areas in the business, and we're starting to see the benefits of that work.
	CEC: Integrated resource planning (IRP)						In 2021, SMUD staff delivered the 2030 Zero Carbon Plan (ZCP) to the Board and the Public. The Board adopted SMUD's Zero Carbon Plan in
		●	●	●	➔	●	
















# Enterprise Risk Mitigations for Risks Currently not within Target

Attachment A

						<p>late April 2021. Staff now is focused on day two work and analysis including:</p> <ul style="list-style-type: none"> <li>-In depth reliability assessment of McClellan and Campbells retirements which will identify additional investments needed to support these retirements.</li> <li>-Issue an RFP for new renewable resources to support Proven Clean Technology Growth supporting GHG reduction and the thermal transition plan.</li> <li>-NTUA 100 MW Solar online in 2021 and local Hedge Battery Storage 4 MW online in 2021.</li> <li>-Receive Board approval to execute power purchase agreements for the Sacramento Valley Energy Center and King's Country Solar+Battery projects.</li> <li>-Continued development of Country Acres project.</li> <li>-Continued development of Solano 4 wind project - received SMUD Board approval to proceed with the project. 91 MW of clean wind.</li> <li>-Development of DER pilots that will test various customer programs in VPP and Demand Response.</li> <li>-Continued exploration and study of Utility Scale Clean Energy options that address the remaining 10% of GHG in 2030, including but not limited to pumped hydro, long duration energy storage technologies, various alternative clean fuels that we could use at thermal sites, carbon capture and sequestration, and green hydrogen production.</li> <li>-Continue to identify future locations for local solar and battery storage projects in support of SMUD's renewable goals and green programs such as Neighborhood Solar Shares.</li> <li>-Continue work on grid modernization efforts including the Automated Distribution Management System (ADMS) and continuing work on the Distributed Energy Resource Management System (DERMS), both of which lay the foundation for integration of DERs such as solar, energy storage, flexible demand, and electric vehicles.</li> <li>-Revisit low income and underserved community offerings with 2030 ZCP lens.</li> </ul>
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## Enterprise Risk Mitigations for Risks Currently not within Target

Attachment A

						<p>-New local system upgrades to be completed in 2021, including the completion of a transmission line upgrade project (Hurley Proctor Reconductoring Project) that will increase SMUD's ability to serve customer demand.</p> <p>-Begin to track and report SMUD's progress towards achievement of our 2030 ZCP goal by incorporating carbon savings attributed to energy efficiency, and the electrification of buildings and transportation - develop ZCP Dashboard and project tracking report.</p>
Post 2020 carbon markets						<p>SMUD continues to be engaged in the stakeholder process with the California Air Resources Board (CARB) as they look to reallocate carbon allowances based on the new 60% RPS (SB100). Staff has been providing analysis and comment to CARB and with the Joint Utilities Group to achieve greatest value for SMUD customers. CARB is planning to open the rule making process in 2021 and will likely reallocate allowances based on the new 60% RPS (at a minimum - other adjustments may be made based on electrification projects which could mean more allowances for SMUD, but this topic may be addressed in later proceedings).</p>
Wildfire						<p>The 2022 budget includes projects to continue the implementation of SMUD's Wildfire Mitigation Plan. In 2021, staff continued the installation of non-expulsion equipment on distribution facilities in higher risk areas. Due to negative impact of labor resources, this work is expected to be completed by 2025. High resolution imagery of SMUD's transmission assets located in high fire threat district (HFTD) Tiers 2 and 3 were collected via drones and are being analyzed to identify deficiencies with these assets. The project identified previously unknown mechanical defects, and in one instance, avoided a potential wire down during fire season. The corrective maintenance activities resulting from the drone pilot will be prioritized based on severity. This project will be concluded by the end of 2021 and may lead to a new program in the future.</p>
Climate Change						<p>Climate readiness analysis completed in 2021 but given the development and adoption of the 2030 Zero Carbon Plan, need to look at the frame of the Climate readiness and adaptation work relative to the 2030 Zero Carbon Plan before developing an updated Action Plan. This work will be done with consideration of enterprise prioritization during 2022.</p>

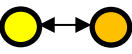


## Enterprise Risk Mitigations for Risks Currently not within Target

Attachment A

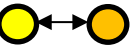


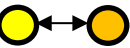


	Pandemic					 <p>During 2021, SMUD Safety, Emergency Planning (EP), and Workforce, Diversity, and Inclusion (WDI), herein referred to as the COVID response team, continued to provide COVID-19 prevention guidance to its employees and contractors. During the first half of the year, the team initiated a vaccination campaign for employees that included the coordination of vaccination schedules with the County and designated health care agencies. In addition, staff continued to track COVID-19 regulatory changes with the Centers for Disease Control (CDC), California Department of Public Health, and Cal-OSHA, as well as participation in utility roundtables that discussed COVID-19 controls and remote work re-entry planning. Regulatory and roundtable information was used to update COVID-19 prevention guidance, limited facility openings (e.g., lobby opening), community event planning, customer service support, and travel/training protocols. More recently, staff has been able to provide COVID-19 antigen testing at its onsite medical service center with confirmation molecular testing at a third-party test laboratory. Strong contact tracing, contractor COVID-19 prevention guidance, remote work, and wellness/exposure updates have assisted SMUD in providing reliable power and quality customer service while protecting our employees and the public during the pandemic.</p> <p>In 2022, the SMUD's COVID response team will continue to track regulatory changes and update guidance as needed. In addition, the team will be working with Facilities to support the re-entry plan of its remote work employees. The re-entry plan outlines a phased employee return over 4 to 5 months starting in January 2022. Re-entry controls to ensure the safety of our employees include mandatory on-line re-entry training; more frequent sanitation of work areas; conference room scheduling/cleaning; adoption of a hybrid work schedules; Personal Protective Equipment usage, and social distancing. Facilities and Safety is currently piloting an air ionization plan that may be installed in buildings prior to initiating the re-entry program. Lastly, Safety will continue to work with hybrid staff to ensure that they have ergonomic workstations at home and work.</p>
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**TOP 10 ENTERPRISE RISKS COMPARED TO SMUD'S ENTERPRISE RISK CATEGORIES**  
**Specific to Energy and Utilities Industry**


Benchmarking Information indicates that SMUD's risks are consistent with other energy and utilities; one indicator that we are aligned in our understanding of risks facing our industry.

North Carolina State ERM Initiative and Protiviti Top 10 Enterprise Risks		SMUD's Corresponding Risks	SMUD's Current Residual Risk Exposure
Specific to Energy and Utilities Industry			
1	Pandemic related policies and regulation impact business performance.	<b>Operational risk:</b> Regulatory compliance <b>Strategic risk:</b> Demand response Distributed energy Energy efficiency Electrification of the transportation sector Innovation Carbon emissions Renewable Portfolio Standards CEC: Integrated Resource Planning <b>External risk:</b> Legislative & regulatory Climate change Pandemic Wildfire	The current residual risk exposure ranges from medium to high 
2	Economic conditions constrain growth opportunities.	<b>Strategic risk:</b> 2030 Zero Carbon Plan Innovation <b>External risk:</b> Business agility	
3	Pandemic-related market conditions reduce customer demand	<b>Financial risk:</b> Budget planning and rate setting Capital availability/cashflow <b>Operational risk:</b> Meter to cash <b>Strategic risk:</b> 2030 Zero Carbon Plan Changing customer expectations <b>External risk:</b> Economic business agility Pandemic	

**TOP 10 ENTERPRISE RISKS COMPARED TO SMUD'S ENTERPRISE RISK CATEGORIES**  
**Specific to Energy and Utilities Industry**

4	Adoption of digital technologies may require new skills or significant efforts to upskill/reskill existing employees	<b>Operational risk:</b> Change Management Strategic Workforce Agility Data governance Data availability Cyber security Privacy	The current residual risk exposure ranges from medium to high 
5	Privacy/identity management and information security protection	<b>Operational risk:</b> Cyber security Privacy	
6	Cyber threats	<b>Operational risk:</b> Cyber security Privacy	
7	Impact of regulatory change and scrutiny on operational resilience, products, and services	<b>Operational risk:</b> Regulatory compliance <b>Strategic risk:</b> Demand response Distributed energy Energy efficiency Electrification of the transportation sector Innovation Carbon emissions Renewable Portfolio Standards CEC: Integrated Resource Planning <b>External risk:</b> Legislative & regulatory Climate change Pandemic Wildfire	The current residual risk exposure ranges from medium to high 
8	Succession challenges, ability to attract and retain top talent	<b>Operational risk:</b> Strategic workforce agility Competitive workforce total rewards Diversity, Equity, Inclusion and Belonging Change Management	
9	Resistance to change operations and business model	<b>Operational risk:</b> Strategic workforce agility Operational excellence Diversity, Equity, Inclusion and Belonging Change Management <b>Strategic risk:</b> Innovation 2030 Zero Carbon Plan	

<b>TOP 10 ENTERPRISE RISKS COMPARED TO SMUD'S ENTERPRISE RISK CATEGORIES</b> <b>Specific to Energy and Utilities Industry</b>
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10	Ability to compete with “born digital” and other competitors	<b>Operational risk:</b> Technology system infrastructure Grid operational system & support <b>Strategic risk:</b> Innovation <b>External risk:</b> Business agility	
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## **RESOLUTION NO. 21-11-05**

**WHEREAS**, SMUD is committed to preserving public access and participation in meetings of the Board of Directors and to the safety of meeting attendees; and

**WHEREAS**, all meetings of the Board of Directors are open and public, as required by the Ralph M. Brown Act (Gov't Code, §§ 5495054963) ("Brown Act"), so that any member of the public may attend, participate in, and watch SMUD's governing body conduct its business; and

**WHEREAS**, the newly enacted Government Code section 54953(e) authorizes a local agency's governing body, during a proclaimed state of emergency, to participate in its public meetings using remote teleconferencing without compliance with the requirements of Government Code section 54953(b)(3), under specified conditions; and

**WHEREAS**, a required condition is that a state of emergency is declared by the Governor pursuant to Government Code section 8625, proclaiming the existence of conditions of disaster or of extreme peril to the safety of persons and property within the state caused by conditions as described in Government Code section 8558; and

**WHEREAS**, another condition is that state or local officials have imposed or recommended measures to promote social distancing, or, the legislative body determines that meeting in person would present imminent risks to the health and safety of attendees; and

**WHEREAS**, on July 29, 2021, the Sacramento County Health Officer issued an order intended to help limit the spread of COVID-19, and among other things, required face coverings in indoor public spaces for vaccinated and unvaccinated people alike; and

**WHEREAS**, on September 28, 2021, the Sacramento County Health Officer issued a Teleconferencing Recommendation stating:

Public meetings bring together many individuals (both vaccinated and potentially unvaccinated), from multiple households, in a single indoor space for an extended time. For those at increased risk for infection, or subject to an isolation or quarantine

order, teleconferencing allows for full participation in public meetings, while protecting themselves and others from COVID-19.

Utilizing teleconferencing options for public meetings is an effective and recommended social distancing measure to facilitate participation in public affairs and encourage participants to protect themselves and others from COVID-19

; and

**WHEREAS**, under current state of emergency conditions it would be impractical for SMUD to take steps necessary to prevent imminent risks to the health and safety of attendees, such as by holding public meetings outdoors, ensuring public meeting attendees are vaccinated, have appropriate face coverings, and wear them consistent with public health guidance; and

**WHEREAS**, all meetings, agendas, meeting dates, times, and manner in which the public may participate in the public meetings of the SMUD Board and offer public comment by telephone or internet-based service options including video conference are posted on the SMUD website and physically outside of SMUD's Headquarters Building; and

**WHEREAS**, by Resolution No. 21-10-01 adopted on October 12, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 21-10-03 adopted on October 21, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** Risks to Health and Safety of Attendees. The Board has reconsidered the circumstances of the state of emergency and hereby finds that the state of emergency continues to directly impact the ability of the members to meet safely in person; the Sacramento County Health Officer has recommended teleconferencing as way to promote social distancing; and holding

SMUD Board meetings in person would present imminent risks to the health and safety of attendees.

**Section 2.** Remote Teleconference Meetings. SMUD staff are hereby authorized and directed to take all actions necessary to carry out the intent and purpose of this Resolution, including conducting open and public meetings in accordance with section 54953(e) and other applicable provisions of the Brown Act.

**Section 3.** Effective Date of Resolution. This Resolution shall take effect immediately upon its adoption and shall be effective until the earlier of (i) December 17, 2021, or (ii) such time the Board of Directors adopts a subsequent resolution in accordance with Government Code section 54953(e)(3) to extend the time during which the SMUD Board may continue to teleconference without compliance with paragraph (3) of subdivision (b) of section 54953.

Approved: November 18, 2021

INTRODUCED: DIRECTOR FISHMAN				
SECONDED: DIRECTOR TAMAYO				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
BUI-THOMPSON	X			
ROSE	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN	X			

President Bui-Thompson then turned to Discussion Calendar Item 6, to select a preferred redistricting map adjusting SMUD's political ward boundaries for presentation at the December 15, 2021, Public Workshop.

Joe Schofield, Deputy General Counsel, gave a brief summary of the Board's discussion at the November 16, 2021, Finance & Audit Committee, where Vice President Rose had requested staff to produce a configuration based off of preliminary map Option 1 that would give less of a jutting appearance to the area being moved from Ward 2 into Ward 1.

Steve Kirin, Senior GIS Data Analyst, displayed alternative map Option 1a, which was created in response to Vice President Rose's request and other Board feedback.

No public comment was forthcoming on Discussion Calendar Item 6.

After some discussion, Vice President Rose moved to approve selection of alternative map Option 1a as the preferred redistricting map, Director Sanborn seconded, and Resolution No. 21-11-06 was unanimously approved.

## **RESOLUTION NO. 21-11-06**

**WHEREAS**, the Municipal Utility District (MUD) Act and Elections Code require that the Board adjust SMUD's ward boundaries every 10 years following the release of data by the U.S. Census Bureau; and

**WHEREAS**, SMUD is required to complete its redistricting effort no later than April 17, 2022; and

**WHEREAS**, consistent with state and federal law, the SMUD Board adopted redistricting criteria at its July 15, 2021, Board meeting and identified public workshop schedules for late October/early November (November 4, 2021) and late November/early December (December 15, 2021); and

**WHEREAS**, with input from the Board, staff prepared two preliminary maps for review by the public; and

**WHEREAS**, SMUD notified all customers as well as more than 200 community organizations of the November 4, 2021, and December 15, 2021, public workshops, and uploaded information about SMUD's redistricting process, including the proposed maps, to the SMUD website; and

**WHEREAS**, SMUD held the first public workshop and has received and considered comment from members of the Board and from the public; and

**WHEREAS**, the Board reviewed public comment at the Finance & Audit Committee and Special Board of Directors meeting on November 16, 2021, and requested refinements to Draft Preliminary Map – Option 1; and

**WHEREAS**, staff prepared a proposed alternative map (Draft Preliminary Map – Option 1a) and reviewed the refinements with the Board at the Board of Directors meeting on November 18, 2021; and

**WHEREAS**, Draft Preliminary Map – Option 1a would unite the Rio Linda area within a single Ward and would unite within a single Ward central areas of Folsom with adjacent areas to the north; and

**WHEREAS**, the Board is expecting to adopt final ward boundaries at the January 20, 2022, Board meeting; and

**WHEREAS**, selecting a preferred map would help focus public comment toward the refinement and approval of a final map; **NOW**, **THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

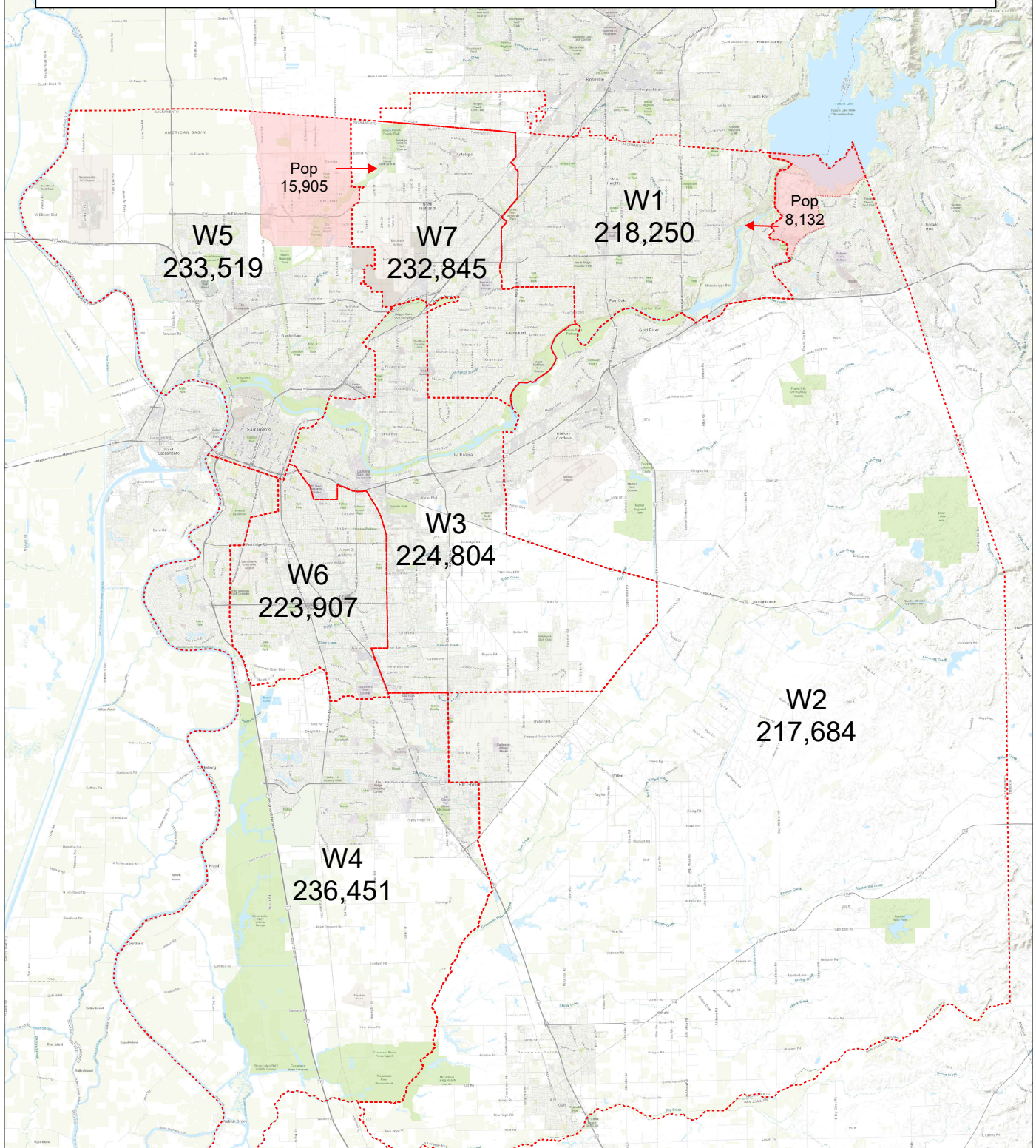
**Section 1.** That this Board selects the SMUD ward boundary map set forth in **Attachment C** to present at the December 15, 2021, public workshop for public comment.

Approved: November 18, 2021

INTRODUCED: DIRECTOR ROSE				
SECONDED: DIRECTOR SANBORN				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
BUI-THOMPSON	X			
ROSE	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN	X			



# 2020 Redistricting Preferred Alternative Option 1a



Census Data used to create this map is from the California Statewide Database. It has been corrected, adjusting incarcerated persons to last known address prior to incarceration.

THIS PRINT SHOWS APPROXIMATE BOUNDARIES WHICH DO NOT HAVE LEGAL STANDING. SMUD MAKES NO REPRESENTATION ABOUT THE ACCURACY OF DATA USED HEREIN BUT NOT PRODUCED BY SMUD. NEITHER MAP NOR DATA TO BE REPRODUCED OR REDISTRIBUTED TO ANY PARTY WITHOUT PRIOR WRITTEN APPROVAL OF SMUD/GIS. PRODUCED BY SMUD GIS DEPARTMENT. SKIRIN OCTOBER-2021.

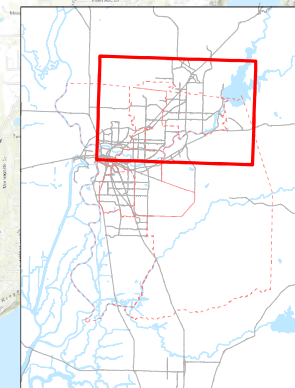
WARD	2020 Census	Option 1 Alternate 1 Totals
1	210,118	218,250
2	225,816	217,684
3	224,804	224,804
4	236,451	236,451
5	249,424	233,519
6	223,907	223,907
7	216,940	232,845
Total	1,587,460	1,587,460

Maximum Allowable Population	237,579
Average	226,780
Minimum Allowable Population	215,981





# 2020 Redistricting Preferred Alternative Option 1a - Focus Map



Pop  
15,905

W5  
233,519

W7  
232,845

W1  
218,250

Pop  
8,132

W2  
217,684

THIS PRINT SHOWS APPROXIMATE BOUNDARIES WHICH DO NOT HAVE LEGAL STANDING. SMUD MAKES NO REPRESENTATION ABOUT THE ACCURACY OF DATA USED HEREIN BUT NOT PRODUCED BY SMUD. NEITHER MAP NOR DATA TO BE REPRODUCED OR REDISTRIBUTED TO ANY PARTY WITHOUT PRIOR WRITTEN APPROVAL OF SMUD/GIS. PRODUCED BY SMUD GIS DEPARTMENT. SKIRIN OCTOBER 2021.

Census Data used to create this map is from the California Statewide Database. It has been corrected, adjusting incarcerated persons to last known address prior to incarceration.

WARD	2020 Census	Option 1 Alternate 1 Totals
1	210,118	218,250
2	225,816	217,684
3	224,804	224,804
4	236,451	236,451
5	249,424	233,519
6	223,907	223,907
7	216,940	232,845
Total	1,587,460	1,587,460

Maximum Allowable Population	237,579
Average	226,780
Minimum Allowable Population	215,981



President Bui-Thompson then turned to Discussion Calendar Item 10, to election of officers for the SMUD Board of Directors for 2022.

No public comment was forthcoming on Discussion Calendar Item 10.

Director Herber then nominated Director Rose for the position of President of the SMUD Board of Directors for 2022, and Resolution No. 21-11-07 was unanimously adopted.

**RESOLUTION NO. 21-11-07**

**WHEREAS**, President Bui-Thompson called for the election of the President of the Board of Directors for the year 2022; and

**WHEREAS**, Director Herber nominated Director Rose for the position of President of the Board of Directors for 2022; and

**WHEREAS**, hearing no other nominations, the President closed the nominations and proceeded to a vote; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby elects Director Rose to serve as President of the Board of Directors for the 2022 term commencing January 1, 2022, through December 31, 2022.

Approved: November 18, 2021

INTRODUCED: DIRECTOR HERBER				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
BUI-THOMPSON	X			
ROSE	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN	X			

Director Herber then nominated Director Sanborn for the position of Vice President of the SMUD Board of Directors for 2022, and Resolution No. 20-11-08 was unanimously adopted.

**RESOLUTION NO. 21-11-08**

**WHEREAS**, President Bui-Thompson called for the election of the Vice President of the Board of Directors for the year 2022; and

**WHEREAS**, Director Herber nominated Director Sanborn for the position of Vice President of the Board of Directors for 2022; and

**WHEREAS**, hearing no other nominations, the President closed the nominations and proceeded to a vote; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby elects Director Sanborn to serve as Vice President of the Board of Directors for the 2022 term commencing January 1, 2022, through December 31, 2022.

Approved: November 18, 2021

INTRODUCED: DIRECTOR HERBER				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
BUI-THOMPSON	X			
ROSE	X			
FISHMAN	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN	X			

President Bui-Thompson then turned to agenda item 11, statements from the public regarding items not on the agenda. She stated that in accordance with the Emergency Board Meeting Procedures, public comment for items not on the agenda would be provided to the Board electronically and placed into the record if received within two hours after the meeting ended.

President Bui-Thompson called for public comment.

General Counsel Lewis stated that one registration had been received to provide verbal public comment, but the registrant had advised she was not available to attend.

No public comment was received for agenda item 11.

President Bui-Thompson then turned to Directors' Reports.

Vice President Rose reported on his attendance at the Young Adults Zero Carbon listening session. He then reported on his attendance at an event put on by California Mobility Center (CMC) to view a prototype of the medium heavy duty truck produced by Zeus Electric Chassis, Inc.

Director Fishman reported on his attendance at the ribbon cutting for the SMUD Museum of Science & Curiosity (MOSAC) on Jibboom Street as well as the Zeus truck demonstration provided by the CMC. He closed by reporting on his attendance at the *Sacramento Business Journal's* Innovation Awards where a company named Wind Harvest had won an award for new wind turbine technology, and he stated he looked forward to learning more about it.

Director Herber stated that MOSAC was beautiful. She then reported on her participation in a tree planting with the South Land Park Neighborhood Association as well as her participation in several virtual Cap to Cap events. She then reported on the Sacramento Metro Advocates for Rail and Transit (SMART) fundraiser, where the funds would be used expand the opportunity for more people to use transit and rail. She reported that she had been working with SMUD Media and Marketing with regard to a project to use soccer to help kids get excited about science. She closed by reporting that she had spoken about the 2030 Zero Carbon Plan at the virtual sixth annual LUNAFEST Film Festival put on by Soroptimist International.

Director Kerth stated that he was not happy to potentially lose the Rio Linda community during the redistricting process, and he noted that Director Sanborn would be very lucky to inherit that part of town should the alternative map be approved in January. He then reported on his attendance at the MOSAC ribbon cutting and encouraged the public to go see it. He stated the Zeus demonstration had been amazing, and he reported on his attendance at the one-year anniversary of the opening of the Union Pacific Street soccer facility. He then reported on his attendance at the groundbreaking for the Alchemist Kitchen just off Richard Boulevard in the Railyards area. He closed by thanking staff for their work in getting us through the 500-year storm.

Director Tamayo complimented Director Kerth for his comments at the MOSAC ribbon cutting. He then reported on an online demonstration of induction cooking that he had participated in with Director Fishman. He then reported on his participation in tree plantings in Hollywood Park as well as a bicycle tour led by the Sacramento Tree Foundation where different types of trees were identified in the neighborhoods they cycled through. He reported on his meetings with neighborhood leaders from Mangan Park and Meadowview with regard to the 2030 Zero Carbon Plan and SMUD's support of electrification and concerns they had expressed about transition and how to pay for it. He closed by reporting on his attendance at the Colour of Music Festival at the Memorial Auditorium where there had been incredible pieces by African American and other classical composers.

Director Sanborn reported on her meeting with the GiddyUp EV, which is a large venture capitalist firm working with the Treasurer's Office and Sacramento Regional Transit to electrify the lightrail station for charging of cars, trucks, e-bikes, and scooters. She stated that the grand opening had been moved from November to possibly February 15, 2022. She then reported on a speaking engagement with the Arden Chamber on the 2030 Zero Carbon Plan as well as her participation in the Cap to Cap events, including her facilitation of the Air Quality Policy Roundtable, and meetings with members of Congress. She then reported on her participation in the SMART fundraiser and thanked Director

Herber for leading it. She reported on her attendance at the Asian Pacific American Advocates appreciation awards event. She then noted she had received questions as to why SMUD would spend so much money to name MOSAC, and she highlighted the exhibits on science and technology and energy, which would serve to inspire children to get interested in the subject matter and possibly pursue careers in the fields. She stated she had become a member and encouraged others to join. She then reported on her attendance at the Sacramento Association of Realtors annual breakfast where they raised money at a golf tournament and awarded checks to Women's Empowerment, St. John's Program for Real Change, and the Sacramento Children's Receiving Home. She stated that she had the honor of delivering the checks of \$8,000 each, and a realty firm had matched those funds so that the awardees instead received a check for \$16,000 each. She then reported on a fundraiser at the Aerospace Museum where the owner of Rio Linda Airport, William Mauser, was honored. She closed by stating that she had been contacted by her friend, Dave Vaccarezza, owner of Cal-Waste in Lodi, for an energy assessment in order to help meet the 2030 energy goals by installing solar, batteries and possibly getting electric vehicles for waste hauling, which she found very exciting.

President Bui-Thompson stated that it had been a busy month for all and that she had attended various events, but she would keep her report brief. She stated she echoed the sentiments of the other Board members regarding MOSAC and stated her support. She noted that she had grown up in the Bay Area and, as a child who did not have a lot of money, she had found that the Children's Discovery Museum inspired her and the changed the way she thought about what she could become. She stated that MOSAC might also inspire the next generation to pursue career paths that would help the community and SMUD.

Paul Lau, Chief Executive Officer and General Manager, reported on the following items:

- 1) **SMUD Museum of Science & Curiosity (MOSAC)**. It was great to be joined at last week's museum ribbon-cutting with

Directors Kerth, Fishman, Herber, Rose, Tamayo and Sanborn. President Bui-Thompson previously spoke at a MOSAC check-presentation event in September. The opening of the museum was a milestone not just for SMUD but for the Sacramento region as a whole. The conversion of an old powerhouse along Interstate 80 into a state-of-the-art museum was more than a decade in the making. Between 2012 and 2017, the project struggled to secure enough funding to begin construction on a new building. To keep the project alive, SMUD increased our sponsorship, entering into a 20-year partnership that the Board approved in early 2018. Other speakers at Friday's event, including Congresswoman Doris Matsui, Mayor Darrell Steinberg and MOSAC Executive Director Michelle Wong, praised SMUD lavishly for our commitment to the community and region in bringing the project to fruition. We received a note from Michelle Wong informing us that 2,500 people visited the museum on the opening weekend, necessitating the use of an overflow parking lot. Michelle also reported that MOSAC added 159 memberships, bringing the total up to 1,786, and sold nearly \$12,000 worth of merchandise in the gift shop. SMUD employees are being offered a 10 percent discount on MOSAC memberships if they sign up by December 31, 2021.

- 2) **Zeus All-Electric Work Truck.** Also last week, we got a sneak preview of the all-electric Zeus truck work we will soon be adding to the SMUD fleet. The maker of the truck, Zeus Electric Chassis, Inc., brought the all-electric prototype to the California Mobility Center for an exciting look at its innovative design and technology. Electrifying our fleet is part of SMUD's 2030 Zero Carbon Plan. Five of these customized Zeus trucks will be added to our fleet next year. The Zeus trucks fill a major gap in the electric vehicle space for medium-duty trucks, and we are



excited to get them into our operations in several parts of the business. I would like to thank SMUD Fleet Manager Jacob Berks and his team for helping design the vehicle specifications that Zeus will use in collaboration with the California Mobility Center.

3) **Rewiring America.** As the Board is aware, I will be joining the “CEOs for Electrification” coalition organized by Rewiring America. Rewiring America is the nation’s leading non-profit working to electrify the home and vehicle sectors, goals that align perfectly with SMUD’s 2030 Zero Carbon Plan. CEOs for Electrification brings together CEOs who understand the central role electrification will play in addressing the climate crisis. Alex Laskey, one of the founders of Opower, is the co-founder of Rewiring America.

4) **Awards.** ‘Tis the season to win awards, apparently, because SMUD has been hauling them in lately. Recent awards include: the *Sacramento Business Journal* Corporate Champion for Environmental Preservation and Sustainability Award; the United Way California Capital Region Corporate Community Champion for the month of November; two Excellence in Public Power Communications Awards from the American Public Power Association (APPA): the Award of Excellence for SMUD’s Clean Power City TV ad campaign and the Award of Merit for our Clean Power City Tik Tok campaign; and last but certainly not least, we received the “Building Hope Award” from the Sacramento Children’s Receiving Home.

5) **Board Video.** In fact, tonight’s Board video, instead of looking at batteries, we will look at the ways in which SMUD supported the Children’s Receiving Home during the COVID-19 pandemic. The Children’s Receiving Home has been a lifeline to vulnerable

children and those in need of mental health treatment since  
1944.

President Bui-Thompson requested the Summary of Board  
Direction, but there were no items.

No further business appearing, President Bui-Thompson adjourned  
the meeting at 6:32 p.m.

Approved:

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President

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Secretary



SSS No.

CFO 21-014

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance and Audit  
November 9 & 10, 2021  
Board Meeting Date  
December 9, 2021

TO				TO			
1.	Russell Mills			6.	Lora Anguay		
2.	Lisa Limcaco			7.	Scott Martin		
3.	Laurie Rodriguez			8.			
4.	Jennifer Davidson			9.	Legal		
5.	Gary King			10.	CEO & General Manager		
Consent Calendar		Yes	No If no, schedule a dry run presentation.	Budgeted		Yes	No (If no, explain in Cost/Budgeted section.)
FROM (IPR)		DEPARTMENT			MAIL STOP		EXT.
Jennifer Restivo		Planning, Pricing & Enterprise Performance			A309		5193
							DATE SENT
							10/25/21

**NARRATIVE:****Requested Action:** Approve the following:

- 2022 SMUD Budget Resolution
- 2022 Debt Resolution
- Pay Schedule and Special Compensation Items

**Summary: 2022 Budget Resolution**

The 2022 proposed budget and adjustments have been reviewed by the Board's Finance Committee. Major components include: Operations and Maintenance budget of \$1,164 million; Debt Service budget of \$212.2 million; and Capital budget of \$359.9 million. The proposed 2022 budget resolution limits spending to \$1,736 million (the total of these amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, weather hedge contracts, WAPA energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program's sales, it is required to apply the proceeds toward specific expenses that support the program's goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,210 plus 5 percent.

**Public Good Charge**

The Public Good Charge is decreasing from 16.51 percent to 15.05 percent of 1994 revenues. The percentage allocation for the public good charge expenditures will change from 7.82 percent to 6.61 percent for low-income assistance, from 5.45 percent to 6.56 percent for energy efficiency, from 0.11 percent to 0.00 percent for new renewable generation, and from 3.13 percent to 1.88 percent for research and development.

**2022 Debt Resolution**

The 2022 debt resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2022 and 2021 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

**Pay Schedule and Special Compensation Items**

Approve/Adopt SMUD's pay schedule and special compensation pursuant to California Code of Regulations (CCR).

**Board Policy:** The 2022 Budget funds programs and initiatives that contribute to meeting Board strategic directives.  
(Number & Title) GP-3 (e) Board will adopt SMUD's budget on an annual basis.

**Benefits:** Approval of the 2022 Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

**Cost/Budgeted:** Approval of the 2022 Budget Resolution will authorize spending within the limits prescribed.

**Alternatives:** Approval of a budget is required before January 1, 2022, or SMUD would not have the authority to make purchases or pay employees.

**Affected Parties:** SMUD

**Coordination:** Budget Office, Treasury, Accounting, People, Services & Strategies, and Legal.

**Presenter:** Jennifer Davidson

**Additional Links:**

SUBJECT

SMUD 2022 Proposed Budget

ITEM NO. (FOR LEGAL USE ONLY)

5

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type
50051540	ACCOUNTANT (E)	PAS00430	\$ 5,882									\$ 7,793	Annual
50051541	ACCOUNTANT (J)	PAS00520	\$ 7,345									\$ 9,727	Annual
50083082	ACCOUNTING TECH	OSE0680A	\$ 29.70	\$ 30.46	\$ 31.23	\$ 31.99	\$ 32.81	\$ 33.64	\$ 34.47	\$ 35.36	\$ 36.26		Hourly
50051545	ADMIN SUPVR	PAS00430	\$ 5,882									\$ 7,793	Annual
50131376	ANALYST TRAINEE	PAS00390	\$ 5,330									\$ 7,068	Annual
50157614	ART DIRECTOR	PAS00620	\$ 9,397									\$ 12,444	Annual
50051631	ASSET PROTECTION OFFICER I	SECU220*	\$ 22.09	\$ 22.68	\$ 23.25	\$ 23.82	\$ 24.42	\$ 25.01	\$ 25.64	\$ 26.26	\$ 26.94		Hourly
50051633	ASSET PROTECTION OFFICER II	SECU245*	\$ 28.03	\$ 28.73	\$ 29.44	\$ 30.18	\$ 30.94	\$ 31.74	\$ 32.50	\$ 33.32	\$ 34.16		Hourly
50138722	ASSET SUPVR-BUS OPERS	PAS0062L	\$ 9,397									\$ 17,934	Annual
TBD2	ASSET SUPVR-POWER GEN BUS OPS	PAS0062H	\$ 9,397									\$ 15,161	Annual
50121495	ASSIST ENGINEER	PAS00410	\$ 5,600									\$ 7,414	Annual
50092300	ASSIST SUPT POWER GENERATION	PAS0066O	\$ 10,373									\$ 13,740	Annual
50051551	ASSOC BUS TECH ANALYST (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50090360	ASSOC CIVIL ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50097000	ASSOC CIVIL ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50051553	ASSOC DESKTOP SUPPORT SPCLST 1/	PAS0045O	\$ 6,181									\$ 8,183	Annual
50083179	ASSOC DISTRIB DESIGN ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50051525	ASSOC DISTRIB DESIGN ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50083180	ASSOC DISTRIB SYS ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50051539	ASSOC DISTRIB SYS ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50083181	ASSOC ELECTRICAL ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50051526	ASSOC ELECTRICAL ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50139912	ASSOC EMS ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50139910	ASSOC EMS ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50121331	ASSOC ENTERPRISE TECH ANALYST (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50121274	ASSOC ENTERPRISE TECH DEV (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50168400	ASSOC I&C ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50108175	ASSOC I&C ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50051532	ASSOC MECHANICAL ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50083182	ASSOC MECHANICAL ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50134736	ASSOC PROTECTION ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50120123	ASSOC PROTECTION ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50120408	ASSOC PWR OPS ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50121906	ASSOC TELECOMM ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50121894	ASSOC TELECOMM ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50123046	ASSOC TRNSMSN PLNG ENGR (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50123047	ASSOC TRNSMSN PLNG ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50136460	ASST GENERAL MANAGER	EXECU01E	\$ 22,742									\$ 37,500	Annual
50159051	ASST SUPVR,TELECOM O&M	PAS0059C	\$ 8,726									\$ 12,444	Annual
50051556	ATTORNEY (E)	PAS0062O	\$ 9,397									\$ 12,444	Annual
50051557	ATTORNEY (J)	PAS0066O	\$ 10,373									\$ 13,740	Annual
50054600	BOARD MEMBER	BOARD001	\$ 275									\$ -	Per Meeting
50051564	BODY-FENDER MECH	IBEW884*	\$ 51.99										Hourly
50160320	BUSINESS CONTINUITY PROGRAM MGR	PAS0064O	\$ 9,872									\$ 13,076	Annual
50166420	BUSINESS DEV MGR (CUST SALES)	PAS0069B	\$ 11,168									\$ 15,543	Annual
50083187	BUSINESS PLANNING ANALYST (E)	PAS0043B	\$ 5,882									\$ 8,183	Annual
50051560	BUSINESS PLANNING ANALYST (J)	PAS0052B	\$ 7,345									\$ 10,216	Annual
50051561	BUSINESS TECH ANALYST	PAS0054O	\$ 7,714									\$ 10,216	Annual
50111755	BUSINESS TECH PROGRAM MANAGER	PAS0066O	\$ 10,373									\$ 13,740	Annual
50088597	BUSINESS TRANSFORMATION SPCLST	PAS0064O	\$ 9,872									\$ 13,076	Annual
50084255	BUSINESS UNIT PLANNING COORD	PAS0062B	\$ 9,397									\$ 13,076	Annual
50168961	C&I ENERGY EDUCATOR	PAS0062O	\$ 9,397									\$ 12,444	Annual
50051586	CABLE LOCATOR	IBEW873G	\$ 44.69	\$ 45.63	\$ 46.92	\$ 48.12	\$ 49.02						Hourly

**2022 SMUD Wage Schedule**  
Effective 12/18/2021

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type
50051584	CABLE LOCATOR W/CL A	IBEW873M	\$ 45.84	\$ 46.78	\$ 48.07	\$ 49.27	\$ 50.17						Hourly
50051585	CABLE LOCATOR W/HAZ	IBEW873X	\$ 45.95	\$ 46.89	\$ 48.18	\$ 49.39	\$ 50.29						Hourly
50165732	CABLE SPLC CONSTR FRMN/WM	IBEW941C	\$ 75.12										Hourly
50167676	CABLE SPLC CONSTR FRMN/WM W/CL A	IBEW941F	\$ 76.27										Hourly
50051574	CABLE SPLC/ELEC	IBEW923*	\$ 63.27										Hourly
50083188	CABLE SPLC/ELEC APPR	IBEW909A	\$ 41.14	\$ 43.47	\$ 45.85	\$ 48.23	\$ 50.64	\$ 53.01	\$ 55.33	\$ 57.73	\$ 60.08		Hourly
50051575	CABLE SPLC/ELEC APPR W/CL A	IBEW909B	\$ 42.29	\$ 44.62	\$ 47.00	\$ 49.38	\$ 51.79	\$ 54.16	\$ 56.48	\$ 58.88	\$ 61.23		Hourly
50051579	CABLE SPLC/ELEC APPR W/HAZ	IBEW909C	\$ 42.41	\$ 44.74	\$ 47.12	\$ 49.50	\$ 51.91	\$ 54.28	\$ 56.60	\$ 59.00	\$ 61.35		Hourly
50051577	CABLE SPLC/ELEC FR,LT	IBEW942*	\$ 71.28										Hourly
50051578	CABLE SPLC/ELEC FR,LT W/CL A	IBEW942L	\$ 72.43										Hourly
50051844	CABLE SPLC/ELEC SUBFRMN/WM	IBEW937D	\$ 68.13										Hourly
50051576	CABLE SPLC/ELEC W/CL A	IBEW923L	\$ 64.42										Hourly
50051583	CALIBRATION TECH	IBEW925*	\$ 61.77										Hourly
50166640	CATEGORY MANAGER	PAS0056O	\$ 8,104									\$ 10,737	Annual
50131457	CHIEF CUSTOMER OFFICER	EXECU01E	\$ 22,742									\$ 37,500	Annual
50136448	CHIEF DIVERSITY OFFICER	EXECU01E	\$ 22,742									\$ 37,500	Annual
50051691	CHIEF EXECUTIVE OFFICER & GM	EXECU03E	\$ 42,917									\$ 65,000	Annual
50107656	CHIEF FINANCIAL OFFICER	EXECU01E	\$ 22,742									\$ 37,500	Annual
50159814	CHIEF INNOVATION & INFORMATION OFFICER	EXECU01E	\$ 22,742									\$ 37,500	Annual
50051558	CHIEF LEGAL & GOVERNMENT AFFAIRS OFFICER	EXECU01E	\$ 22,742									\$ 37,500	Annual
50159810	CHIEF OPERATING OFFICER	EXECU01E	\$ 22,742									\$ 37,500	Annual
50136450	CHIEF STRATEGY OFFICER	EXECU01E	\$ 22,742									\$ 37,500	Annual
50169284	CHIEF ZERO CARBON OFFICER	EXECU01E	\$ 22,742									\$ 37,500	Annual
50124979	CIP COMPLIANCE SPCLST I	PAS0049O	\$ 6,819									\$ 9,036	Annual
50124980	CIP COMPLIANCE SPCLST II	PAS0056O	\$ 8,104									\$ 10,737	Annual
50124981	CIP COMPLIANCE SPCLST III	PAS0062O	\$ 9,397									\$ 12,444	Annual
50051599	CIVIL MAINT FRMN/WN, LT	IBEW937*	\$ 65.18										Hourly
50051600	CIVIL MAINT FRMN/WN, LT W/CL A	IBEW937L	\$ 66.33										Hourly
50051601	CIVIL MAINT FRMN/WN, LT W/HAZ	IBEW937X	\$ 66.45										Hourly
50123556	CLAIMS ADMINISTRATOR (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50161455	CLAIMS ADMINISTRATOR (J)	PAS0054O	\$ 7,714									\$ 10,216	Annual
50051587	COMBUST TURBINE FRMN/WN	IBEW945*	\$ 69.40										Hourly
50051588	COMBUST TURBINE TECH	IBEW917*	\$ 59.63										Hourly
50134282	COMMUNICATIONS SUPVR	PAS0059C	\$ 8,726									\$ 12,444	Annual
50160594	COMMUNITY ENGAGEMENT EVENTS SUPVR	PAS0062O	\$ 9,397									\$ 12,444	Annual
50132074	COMMUNITY ENGAGEMENT REP	PAS0056O	\$ 8,104									\$ 10,737	Annual
50097275	COMPUTER OPERS SPCLST (E)	OSE0680*	\$ 29.61	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03		Hourly
50097276	COMPUTER OPERS SPCLST (J)	OSE0720B	\$ 36.03	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.79	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89		Hourly
50161490	CONSTR CONTRACT ANALYST (E)	PAS0043O	\$ 5,882									\$ 7,793	Annual
50161492	CONSTR CONTRACT ANALYST (J)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50051605	CONSTR MGMT INSPCTR I	OSE0740*	\$ 39.79	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02	\$ 46.14	\$ 47.32	\$ 48.47		Hourly
50051606	CONSTR MGMT INSPCTR II	OSE0770*	\$ 46.78	\$ 47.95	\$ 49.14	\$ 50.35	\$ 51.65	\$ 52.90	\$ 54.25	\$ 55.58	\$ 57.00		Hourly
50122929	CONSTR MGMT INSPCTR III	OSE0772*	\$ 49.13	\$ 50.33	\$ 51.61	\$ 52.87	\$ 54.23	\$ 55.54	\$ 56.97	\$ 58.36	\$ 59.85		Hourly
50051616	CONSULTING ENGR II	PAS0069O	\$ 11,168									\$ 14,792	Annual
50135051	COORD, EDUC RELATIONS	PAS0062O	\$ 9,397									\$ 12,444	Annual
50084576	COORD, ELEC TRANS PRJCTS	PAS0064O	\$ 9,872									\$ 13,076	Annual
50051592	COORD, ENERGY & TECH CENTER	PAS0059C	\$ 8,726									\$ 12,444	Annual
50100156	COST SCHEDULE SPCLST (E)	PAS0043O	\$ 5,882									\$ 7,793	Annual
50051609	COST SCHEDULE SPCLST (J)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50051610	CRAFTS HELPER	IBEW828G	\$ 30.52	\$ 31.92	\$ 34.37	\$ 36.71	\$ 39.32						Hourly
50083191	CRAFTS HELPER W/CL A	IBEW828L	\$ 31.67	\$ 33.07	\$ 35.52	\$ 37.86	\$ 40.47						Hourly
50051611	CRAFTS HELPER W/HAZ	IBEW828X	\$ 31.79	\$ 33.19	\$ 35.64	\$ 37.98	\$ 40.59						Hourly
50092958	CUST SERVICES SUPERVISOR	PAS0059O	\$ 8,726									\$ 11,562	Annual

**2022 SMUD Wage Schedule**  
Effective 12/18/2021

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type
50051622	CUST SVC REP I	OSE0641*	\$ 27.99	\$ 28.70	\$ 29.42	\$ 30.15	\$ 30.90						Hourly
50051618	CUST SVC REP II	OSE0680A	\$ 29.70	\$ 30.46	\$ 31.23	\$ 31.99	\$ 32.81	\$ 33.64	\$ 34.47	\$ 35.36	\$ 36.26		Hourly
50051619	CUST SVCS ASSISTANT	PAS0043O	\$ 5,882									\$ 7,793	Annual
50051620	CUST SVCS FIELD REP	OSE0725*	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.79	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02		Hourly
50051617	CUSTODIAN 1/	IBEW800G	\$ 30.04	\$ 31.39	\$ 32.83	\$ 34.35							Hourly
50167108	CYBER GOVRN & COMP SPCLST (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50167109	CYBER GOVRN & COMP SPCLST (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50167110	CYBER RISK SPCLST (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50167111	CYBER RISK SPCLST (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50167103	CYBER SECURITY ENGR (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50167112	CYBER SECURITY ENGR (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50051623	DATA BASE ADMIN	PAS0059O	\$ 8,726									\$ 11,562	Annual
50051602	DATA CENTER OPS SPCLST	PAS0047O	\$ 6,495									\$ 8,598	Annual
50113480	DEPUTY GENERAL COUNSEL	MGR0085G	\$ 16,385									\$ 22,818	Annual
50084608	DESIGN & STANDARDS SPCLST	PAS0056O	\$ 8,104									\$ 10,737	Annual
50051643	DESKTOP SUPPORT SPCLST 1/	PAS0054O	\$ 7,714									\$ 10,216	Annual
50123045	DIR, DIVERSITY EQUITY & INCLUSION	MGR0080G	\$ 14,479									\$ 20,169	Annual
50051798	DIR, ACCOUNTING & CONTROLLER	MGR0080G	\$ 14,479									\$ 20,169	Annual
50126853	DIR, ADVANCED ENERGY SOLUTIONS	MGR0080G	\$ 14,479									\$ 20,169	Annual
50051816	DIR, APPLICATIONS	MGR0080G	\$ 14,479									\$ 20,169	Annual
50051808	DIR, AUDIT SERVICES	MGR0080G	\$ 14,479									\$ 20,169	Annual
50161661	DIR, COMM DEV & BUSINESS ATTRACT	MGR0080G	\$ 14,479									\$ 20,169	Annual
50160177	DIR, CUSTOMER & GRID STRATEGY	MGR0080G	\$ 14,479									\$ 20,169	Annual
50091654	DIR, CUSTOMER & REVENUE OPS	MGR0085G	\$ 16,385									\$ 22,818	Annual
50142658	DIR, CUSTOMER EXPERIENCE DELIVERY	MGR0080G	\$ 14,479									\$ 20,169	Annual
50126698	DIR, CUSTOMER OPERATIONS & CES	MGR0080G	\$ 14,479									\$ 20,169	Annual
50161872	DIR, CYBERSECURITY	MGR0085G	\$ 16,385									\$ 22,818	Annual
50160010	DIR, DISTRIBUTION OPS MAINT	MGR0080G	\$ 14,479									\$ 20,169	Annual
50051820	DIR, DISTRIBUTION PLANNING AND OPERATIONS	MGR0080G	\$ 14,479									\$ 20,169	Annual
50122304	DIR, ENERGY TRADING & CONTRACTS	MGR0085G	\$ 16,385									\$ 22,818	Annual
50160223	DIR, ENVIRONMENTAL & REAL ESTATE SERVICES	MGR0080G	\$ 14,479									\$ 20,169	Annual
50051801	DIR, FAC & SECURITY OPS	MGR0080G	\$ 14,479									\$ 20,169	Annual
50162575	DIR, GRID ASSETS STRATEGIC SVCS	MGR0080G	\$ 14,479									\$ 20,169	Annual
50088304	DIR, IT INFRASTRUCTURE & OPS	MGR0080G	\$ 14,479									\$ 20,169	Annual
50160638	DIR, IT STRATEGIC INITIATIVES	MGR0085G	\$ 16,385									\$ 22,818	Annual
50051799	DIR, LINE ASSETS	MGR0085G	\$ 16,385									\$ 22,818	Annual
50137965	DIR, MARKETING & CORP COMMUNICATION	MGR0085G	\$ 16,385									\$ 22,818	Annual
50133152	DIR, ORG CAPABILITY & EFFECTIVENESS	MGR0080G	\$ 14,479									\$ 20,169	Annual
50133151	DIR, PEOPLE SVCS & STRATEGIES	MGR0080G	\$ 14,479									\$ 20,169	Annual
50151556	DIR, PLANNING & PERFORMANCE	MGR0080G	\$ 14,479									\$ 20,169	Annual
50091575	DIR, POWER GENERATION	MGR0080G	\$ 14,479									\$ 20,169	Annual
50051856	DIR, PROCUREMENT, WHSE & FLEET	MGR0080G	\$ 14,479									\$ 20,169	Annual
50124607	DIR, RELIABILITY COMPLIANCE & COORD	MGR0080G	\$ 14,479									\$ 20,169	Annual
50140348	DIR, RESEARCH & DEVELOPMENT	MGR0080G	\$ 14,479									\$ 20,169	Annual
50131456	DIR, RESOURCE STRATEGY	MGR0080G	\$ 14,479									\$ 20,169	Annual
50051819	DIR, SUBST, TELECOMM & METERING ASSETS	MGR0080G	\$ 14,479									\$ 20,169	Annual
50166082	DIR, SUSTAIN COMMUNITY PROGRAMS	MGR0080G	\$ 14,479									\$ 20,169	Annual
50145212	DIR, TRANSMISSION PLANNING AND OPERATIONS	MGR0085G	\$ 16,385									\$ 22,818	Annual
50083424	DIR, TREASURY & TREASURER	MGR0080G	\$ 14,479									\$ 20,169	Annual
50051630	DISTRBUTN SYS SPCLST	PAS0066A	\$ 10,373									\$ 14,080	Annual
50154341	DISTRBUTN SYSTEM OPER I	IBEW887J	\$ 54.42	\$ 55.78	\$ 57.20	\$ 58.70	\$ 60.18	\$ 61.71	\$ 63.29	\$ 64.98	\$ 66.62		Hourly
50051628	DISTRBUTN SYSTEM OPER I 1/	IBEW969A	\$ 61.34	\$ 62.88	\$ 64.50	\$ 66.19	\$ 67.83	\$ 69.60	\$ 71.34	\$ 73.25	\$ 75.11		Hourly
50154343	DISTRBUTN SYSTEM OPER II	IBEW945N	\$ 70.94										Hourly



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Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type
50051629	DISTRBUTN SYSTEM OPER II 1/	IBEW977*	\$ 80.01										Hourly
50140181	DISTRIBUTION LINE DESIGN SUPVR	PAS0062T	\$ 9,397									\$ 13,742	Annual
50051624	DOC RECORDS SPCLST I	OSE0615*	\$ 21.40	\$ 21.93	\$ 22.48	\$ 23.02	\$ 23.59	\$ 24.21	\$ 24.80	\$ 25.41	\$ 26.06		Hourly
50051625	DOC RECORDS SPCLST II	OSE0634*	\$ 23.46	\$ 27.44	\$ 28.14	\$ 25.28	\$ 25.92	\$ 26.60	\$ 27.25	\$ 27.95	\$ 28.63		Hourly
50090307	DOC RECORDS SPCLST II-CONF	CONF634*	\$ 25.73	\$ 26.36	\$ 27.01	\$ 27.69	\$ 28.39	\$ 29.08	\$ 29.85	\$ 30.58	\$ 31.38		Hourly
50083194	DRAFTING TECH I	OSE0680A	\$ 29.70	\$ 30.46	\$ 31.23	\$ 31.99	\$ 32.81	\$ 33.64	\$ 34.47	\$ 35.36	\$ 36.26		Hourly
50051642	DRAFTING TECH II	OSE0716*	\$ 35.11	\$ 35.98	\$ 36.88	\$ 37.82	\$ 38.75	\$ 39.72	\$ 40.72	\$ 41.76	\$ 42.80		Hourly
50115039	ECON & SMALL BUS DEV REP I	PAS0045O	\$ 6,181									\$ 8,183	Annual
50051822	ECON & SMALL BUS DEV REP II	PAS0054O	\$ 7,714									\$ 10,216	Annual
50051590	ECON & SMALL BUS DEV REP III	PAS0059O	\$ 8,726									\$ 11,562	Annual
50051823	ECON & SMALL BUS DEV SUPVR	PAS0062B	\$ 9,397									\$ 13,076	Annual
50051645	ECONOMIC DEVELOPMENT SPECIALIST	PAS0066O	\$ 10,373									\$ 13,740	Annual
50051646	EDUCATION SPCLST	PAS0056O	\$ 8,104									\$ 10,737	Annual
50099538	ELEC FRMN/WM, LT	IBEW941*	\$ 67.76										Hourly
50099539	ELEC FRMN/WM, LT W/CL A	IBEW941L	\$ 68.91										Hourly
50099540	ELEC FRMN/WM, LT W/HAZ	IBEW941X	\$ 69.03										Hourly
50140144	ELECTRICAL FIELD CONSULTANT	PAS0066O	\$ 10,373									\$ 13,740	Annual
50051653	ELECTRICAL TECH	IBEW937E	\$ 70.68										Hourly
50089229	ELECTRICAL TECH APPR	IBEW928B	\$ 45.88	\$ 48.61	\$ 51.23	\$ 53.88	\$ 56.56	\$ 59.23	\$ 61.83	\$ 64.50	\$ 67.14		Hourly
50051654	ELECTRICAL TECH APPR W/HAZ	IBEW928C	\$ 47.15	\$ 49.88	\$ 52.50	\$ 55.15	\$ 57.83	\$ 60.50	\$ 63.10	\$ 65.93	\$ 68.41		Hourly
50092739	ELECTRICAL TECH FRMN/WN W/CL A	IBEW970M	\$ 82.06										Hourly
50092740	ELECTRICAL TECH FRMN/WN W/HAZ	IBEW970N	\$ 82.18										Hourly
50092679	ELECTRICAL TECH FRMN/WN, LT	IBEW970A	\$ 80.87										Hourly
50099277	ELECTRICAL TECH FRMN/WN, LT OC	IBEW970O	\$ 82.43										Hourly
50091431	ELECTRICAL TECH SUBFRMN/WM	IBEW937F	\$ 76.14										Hourly
50120394	ELECTRICAL TEST & REPAIR SPCLST	IBEW939A	\$ 69.04										Hourly
50051647	ELECTRICIAN	IBEW916*	\$ 59.20										Hourly
50051648	ELECTRICIAN APPR	IBEW880*	\$ 38.48	\$ 41.05	\$ 43.54	\$ 46.08	\$ 48.63	\$ 51.17	\$ 53.66	\$ 56.23			Hourly
50051649	ELECTRICIAN APPR W/CL A	IBEW880L	\$ 39.63	\$ 42.20	\$ 44.69	\$ 47.23	\$ 49.78	\$ 52.32	\$ 54.81	\$ 57.38			Hourly
50051650	ELECTRICIAN APPR W/HAZ	IBEW880X	\$ 39.75	\$ 42.32	\$ 44.81	\$ 47.35	\$ 49.90	\$ 52.44	\$ 54.93	\$ 57.50			Hourly
50051651	ELECTRICIAN W/CL A	IBEW916L	\$ 60.35										Hourly
50133656	ELECTRICIAN W/HAZ	IBEW916X	\$ 60.47										Hourly
50051664	EMERG PREP SPEC II	PAS0056O	\$ 8,104									\$ 10,737	Annual
50120629	EMERG PREP SPEC III	PAS0062O	\$ 9,397									\$ 12,444	Annual
50164527	END USER COMPUTING ANALYST	PAS0039O	\$ 5,330									\$ 7,068	Annual
50131802	ENERGY ADVISOR (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50131803	ENERGY ADVISOR (J)	PAS0054O	\$ 7,714									\$ 10,216	Annual
50051666	ENERGY COORD-SPECIAL PROJ	PAS0071O	\$ 11,729									\$ 15,543	Annual
50131880	ENERGY SPCLST (E)	OSE0725*	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.79	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02		Hourly
50131879	ENERGY SPCLST (J)	OSE0753*	\$ 42.63	\$ 43.71	\$ 44.78	\$ 45.90	\$ 47.05	\$ 48.20	\$ 49.42	\$ 50.67	\$ 51.89		Hourly
50108843	ENERGY TRADING SPCLST (E)	PAS0043O	\$ 5,882									\$ 7,793	Annual
50108844	ENERGY TRADING SPCLST (I)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50108900	ENERGY TRADING SPCLST (J)	PAS0062O	\$ 9,397									\$ 12,444	Annual
50090546	ENGINEERING DES I	OSE0711*	\$ 34.33	\$ 35.18	\$ 36.07	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.80	\$ 40.78	\$ 41.80		Hourly
50083405	ENGINEERING DES II	OSE0745A	\$ 40.78	\$ 41.80	\$ 42.83	\$ 43.92	\$ 45.02	\$ 46.14	\$ 47.29	\$ 48.47	\$ 49.68		Hourly
50083457	ENGINEERING DES III	OSE0770A	\$ 48.47	\$ 49.68	\$ 50.92	\$ 52.21	\$ 53.51	\$ 54.85	\$ 56.21	\$ 57.61	\$ 59.06		Hourly
50084126	ENGINEERING DES IV	OSE0780*	\$ 54.85	\$ 56.21	\$ 57.61	\$ 59.06	\$ 60.54	\$ 62.04	\$ 63.59	\$ 65.18	\$ 66.82		Hourly
50051656	ENGINEERING SPCLST	PAS0056O	\$ 8,104									\$ 10,737	Annual
50083195	ENGINEERING TECH (E)	OSE0677*	\$ 32.19	\$ 32.99	\$ 33.81	\$ 34.66	\$ 35.53						Hourly
50051658	ENGINEERING TECH (J)	OSE0714*	\$ 35.05	\$ 35.93	\$ 36.79	\$ 37.73	\$ 38.68	\$ 39.66	\$ 40.65	\$ 41.64	\$ 42.72		Hourly
50140222	ENTERPRISE APPLICATION ADMIN (E)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50085578	ENTERPRISE APPLICATION ADMIN (J)	PAS0059O	\$ 8,726									\$ 11,562	Annual
50166430	ENTERPRISE ARCHITECT (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual

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50166431	ENTERPRISE ARCHITECT (J)	PAS00590	\$ 8,726									\$ 11,562	Annual
50051746	ENTERPRISE OPERATIONS ANALYST	PAS00540	\$ 7,714									\$ 10,216	Annual
50145378	ENTERPRISE PERF PLNG COORD (E)	PAS00450	\$ 6,181									\$ 8,183	Annual
50139957	ENTERPRISE PERF PLNG COORD (J)	PAS00560	\$ 8,104									\$ 10,737	Annual
50161011	ENTERPRISE RECORDS ANALYST (E)	PAS00430	\$ 5,882									\$ 7,793	Annual
50112642	ENTERPRISE RECORDS ANALYST (J)	PAS00520	\$ 7,345									\$ 9,727	Annual
50158464	ENTERPRISE RISK COORD	PAS00620	\$ 9,397									\$ 12,444	Annual
50083607	ENTERPRISE TECH ANALYST	PAS00590	\$ 8,726									\$ 11,562	Annual
50126639	ENTERPRISE TECH ANALYST (I)	PAS00540	\$ 7,714									\$ 10,216	Annual
50083823	ENTERPRISE TECH DEVELOPER	PAS00590	\$ 8,726									\$ 11,562	Annual
50138868	ENTERPRISE TECH DEVELOPER (I)	PAS00540	\$ 7,714									\$ 10,216	Annual
50138415	ENTERPRISE TECH INFRA SPCLST (E)	PAS00450	\$ 6,181									\$ 8,183	Annual
50138421	ENTERPRISE TECH INFRA SPCLST (I)	PAS00540	\$ 7,714									\$ 10,216	Annual
50138422	ENTERPRISE TECH INFRA SPCLST (J)	PAS00590	\$ 8,726									\$ 11,562	Annual
50051936	ENV,HLTH&SFTY SPCLST I	PAS00490	\$ 6,819									\$ 9,036	Annual
50051937	ENV,HLTH&SFTY SPCLST II	PAS00560	\$ 8,104									\$ 10,737	Annual
50051938	ENV,HLTH&SFTY SPCLST III	PAS00620	\$ 9,397									\$ 12,444	Annual
50051659	EQUIP OPER	IBEW858*	\$ 46.39										Hourly
50051660	EQUIP OPR W/CL A	IBEW864*	\$ 47.54										Hourly
50051661	EQUIP OPR W/HAZ	IBEW864X	\$ 47.66										Hourly
50051662	EQUIP TESTING REP	OSE0735*	\$ 38.83	\$ 39.79	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02	\$ 46.14	\$ 47.32		Hourly
50083197	EQUIP TESTING REP ASST	OSE0695*	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03	\$ 36.96	\$ 37.89	\$ 38.83		Hourly
50088756	EXECUTIVE ADVISOR	EXECU01E	\$ 22,742									\$ 37,500	Annual
50092751	EXECUTIVE ASSISTANT (EO)	PAS00510	\$ 7,164									\$ 9,493	Annual
50159122	FAC STATIONARY ENG APPR	IBEW851J	\$ 31.47	\$ 33.30	\$ 35.09	\$ 36.92	\$ 38.72	\$ 40.54	\$ 42.37	\$ 44.17	\$ 46.02		Hourly
50159123	FAC STATIONARY ENG APPR 1/	IBEW879F	\$ 37.03	\$ 39.19	\$ 41.31	\$ 43.46	\$ 45.58	\$ 47.72	\$ 49.88	\$ 51.99	\$ 54.14		Hourly
50159124	FAC STATIONARY ENG FMN/WN LT	IBEW937*	\$ 65.18										Hourly
50159225	FAC STATIONARY ENG I	IBEW872G	\$ 48.43										Hourly
50159226	FAC STATIONARY ENG II	IBEW908*	\$ 56.99										Hourly
50131624	FACILITIES BLDG & GRNDS SUPVR	PAS00590	\$ 8,726									\$ 11,562	Annual
50113660	FACILITIES CRAFT SUPVR	PAS0062B	\$ 9,397									\$ 13,076	Annual
50099209	FACILITIES CUSTODIAN	IBEW792*	\$ 23.40	\$ 25.18	\$ 27.20	\$ 29.28							Hourly
50117605	FACILITIES ELEC FRMN/WN,LT	IBEW941*	\$ 67.76										Hourly
50051842	FACILITIES ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 68.91										Hourly
50052152	FACILITIES UTILITY CREW FRMN/WM	IBEW919M	\$ 43.33										Hourly
50168952	FACILITIES UTILITY CREW FRMN/WM 1/	IBEW863M	\$ 50.46										Hourly
50168954	FACILITIES UTILITY CREW FRMN/WM W/HAZ	IBEW919N	\$ 44.60										Hourly
50168953	FACILITIES UTILITY CREW FRMN/WM W/HAZ 1/	IBEW863N	\$ 51.73										Hourly
50093182	FAULT LOCATOR	NeW	\$ 69.00										Hourly
50093183	FAULT LOCATOR W/CL A	IBEW941D	\$ 70.15										Hourly
50101800	FIELD SUPPORT TECH W/CL A	IBEW888C	\$ 49.34	\$ 50.57	\$ 51.84	\$ 53.11							Hourly
50083165	FINANCIAL ANALYST (E)	PAS00430	\$ 5,882									\$ 7,793	Annual
50051681	FINANCIAL ANALYST (J)	PAS00520	\$ 7,345									\$ 9,727	Annual
50051683	FINANCING SPCLST 1/	PAS00490	\$ 6,819									\$ 9,036	Annual
50083479	FIRE PROTECTION & LOSS CONTROL SPCLST	PAS00540	\$ 7,714									\$ 10,216	Annual
50111032	FLEET ASSET COORD	PAS00520	\$ 7,345									\$ 9,727	Annual
50111036	FLEET MAINTENANCE SCHEDULER	PAS00520	\$ 7,345									\$ 9,727	Annual
50160529	FLEET MAINTENANCE SUPVR	PAS0056C	\$ 8,104									\$ 11,562	Annual
50051686	FORMS ASSISTANT	OSE0660*	\$ 26.86	\$ 27.50	\$ 28.21	\$ 28.90	\$ 29.61	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69		Hourly
50051687	FORMS TECH	OSE0670*	\$ 28.21	\$ 28.90	\$ 29.61	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33		Hourly
50154335	GARDENER	IBEW877J	\$ 35.59	\$ 36.50	\$ 37.26								Hourly
50051700	GARDENER 1/	IBEW848G	\$ 41.63	\$ 42.68	\$ 43.54								Hourly
50154336	GARDENER W/CL A	IBEW877K	\$ 36.74	\$ 37.65	\$ 38.41								Hourly

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50051701	GARDENER W/CL A 1/	IBEW848L	\$ 42.78	\$ 43.83	\$ 44.69								Hourly
50154337	GARDENER W/HAZ	IBEW877L	\$ 36.86	\$ 37.77	\$ 38.53								Hourly
50051702	GARDENER W/HAZ 1/	IBEW848X	\$ 42.90	\$ 43.95	\$ 44.81								Hourly
50097100	GAS CONTROL TECH	IBEW924*	\$ 61.60										Hourly
50124993	GAS CONTROL TECH APPR	IBEW912E	\$ 40.15	\$ 42.79	\$ 45.45	\$ 48.09	\$ 50.76	\$ 53.37	\$ 56.03	\$ 58.67			Hourly
50113669	GAS CONTROL TECH W/CL A	IBEW924L	\$ 62.75										Hourly
50051690	GAS PIPELINE FIELDPERSON	IBEW873G	\$ 44.69	\$ 45.63	\$ 46.92	\$ 48.12	\$ 49.02						Hourly
50096042	GENERATION DES I	OSE0711*	\$ 34.33	\$ 35.18	\$ 36.07	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.80	\$ 40.78	\$ 41.80		Hourly
50096043	GENERATION DES II	OSE0745A	\$ 40.78	\$ 41.80	\$ 42.83	\$ 43.92	\$ 45.02	\$ 46.14	\$ 47.29	\$ 48.47	\$ 49.68		Hourly
50096044	GENERATION DES III	OSE0770A	\$ 48.47	\$ 49.68	\$ 50.92	\$ 52.21	\$ 53.51	\$ 54.85	\$ 56.21	\$ 57.61	\$ 59.06		Hourly
50096045	GENERATION DES IV	OSE0780*	\$ 54.85	\$ 56.21	\$ 57.61	\$ 59.06	\$ 60.54	\$ 62.04	\$ 63.59	\$ 65.18	\$ 66.82		Hourly
50097651	GIS DATA ANALYST	PAS0052O	\$ 7,345									\$ 9,727	Annual
50164498	GIS DATA TECH (E)	OSE0705*	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.79	\$ 40.78		Hourly
50097650	GIS DATA TECH (J)	OSE0736*	\$ 39.55	\$ 40.53	\$ 41.57	\$ 42.61	\$ 43.67	\$ 44.72	\$ 45.87	\$ 47.02	\$ 48.16		Hourly
50110253	GIS MGR	PAS0064O	\$ 9,872									\$ 13,076	Annual
50051692	GOVERNMENT AFFRS REP I	PAS0047O	\$ 6,495									\$ 8,598	Annual
50051693	GOVERNMENT AFFRS REP II	PAS0056O	\$ 8,104									\$ 10,737	Annual
50051694	GOVERNMENT AFFRS REP III	PAS0062O	\$ 9,397									\$ 12,444	Annual
50130986	GRADUATE INTERN	PAS0041O	\$ 5,600									\$ 7,414	Annual
50083168	GRANTS ADMIN	PAS0056C	\$ 8,104									\$ 11,562	Annual
50051698	GRAPHIC ARTIST	OSE0699*	\$ 32.33	\$ 33.16	\$ 33.99	\$ 34.89	\$ 35.74	\$ 36.71	\$ 37.62	\$ 38.60	\$ 39.55		Hourly
50052175	HAZ WASTE FRMN/WN, LT	IBEW912*	\$ 58.41										Hourly
50052176	HAZ WASTE FRMN/WN, LT W/CL A	IBEW915*	\$ 59.54										Hourly
50052177	HAZ WASTE FRMN-WN, LT W/HAZ	IBEW915X	\$ 59.68										Hourly
50055201	HAZARD WASTE TECH	IBEW874H	\$ 30.04	\$ 31.39	\$ 42.18	\$ 42.76	\$ 44.15	\$ 45.57	\$ 47.22	\$ 49.55			Hourly
50119981	HAZARD WASTE TECH OC	IBEW886*	\$ 52.09										Hourly
50083169	HAZARD WASTE TECH W/CL A	IBEW878A	\$ 50.70										Hourly
50052178	HAZARD WASTE TECH W/HAZ	IBEW878X	\$ 50.82										Hourly
50154338	HEAD GARDENER	IBEW919D	\$ 40.11										Hourly
50051703	HEAD GARDENER 1/	IBEW863*	\$ 46.90										Hourly
50154339	HEAD GARDENER W/CL A	IBEW919F	\$ 41.26										Hourly
50051704	HEAD GARDENER W/CL A 1/	IBEW863L	\$ 48.05										Hourly
50154340	HEAD GARDENER W/HAZ	IBEW919G	\$ 41.38										Hourly
50051705	HEAD GARDENER W/HAZ 1/	IBEW863X	\$ 48.17										Hourly
50051709	HELP DESK SPCLST 1/	PAS0054O	\$ 7,714									\$ 10,216	Annual
50109882	HELP DESK SPCLST 1//	PAS0052O	\$ 7,345									\$ 9,727	Annual
50099375	HIGH VOLTAGE TEST TECH	IBEW921*	\$ 60.88										Hourly
50083170	HUMAN RESOURCES ANALYST (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50051710	HUMAN RESOURCES ANALYST (J)	PAS0054O	\$ 7,714									\$ 10,216	Annual
50092250	HUMAN RESOURCES TECH-CONF	CONF702*	\$ 34.37	\$ 35.22	\$ 36.14	\$ 37.08	\$ 38.03	\$ 38.97	\$ 39.99	\$ 41.00	\$ 42.06		Hourly
50083171	HVY DUTY EQ OP	IBEW893*	\$ 54.31										Hourly
50051706	HVY DUTY EQ OP APPR	IBEW877*	\$ 35.29	\$ 37.60	\$ 39.96	\$ 42.28	\$ 44.58	\$ 46.92	\$ 49.23	\$ 51.57			Hourly
50092744	HVY DUTY EQ OP FRMN/WN, LT	IBEW922L	\$ 62.11										Hourly
50099278	HVY DUTY EQ OP FRMN/WN, LT OC	IBEW937*	\$ 65.18										Hourly
50092746	HVY DUTY EQ OP FRMN/WN, LT W/CL A	IBEW923A	\$ 63.26										Hourly
50092747	HVY DUTY EQ OP FRMN/WN, LT W/HAZ	IBEW923B	\$ 63.38										Hourly
50051707	HVY DUTY EQ OP W/CL A	IBEW898*	\$ 55.46										Hourly
50051708	HVY DUTY EQ OP W/HAZ	IBEW898X	\$ 55.58										Hourly
50099279	HYD ELEC FRMN/WN, LT OC	IBEW941C	\$ 71.16										Hourly
50051714	HYD ELEC FRMN/WN, LT W/HAZ	IBEW941X	\$ 69.03										Hourly
50051712	HYD ELEC FRMN/WN,LT	IBEW941*	\$ 67.76										Hourly
50051713	HYD ELEC FRMN/WN,LT W/CL A	IBEW941L	\$ 68.91										Hourly
50099894	HYD ELEC OP FRMN/WM,LT	IBEW945*	\$ 69.40										Hourly

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Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type
50051735	HYD FLD TECH	IBEW915A	\$ 57.02										Hourly
50098810	HYD FLD TECH FRMN/WN,LT	IBEW939*	\$ 67.41										Hourly
50098811	HYD FLD TECH FRMN/WN,LT W/CLA	IBEW939F	\$ 68.56										Hourly
50098809	HYD FLD TECH FRMN/WN,LT W/HAZ	IBEW939H	\$ 68.68										Hourly
50051737	HYD FLD TECH W/ HAZ	IBEW915H	\$ 58.29										Hourly
50051736	HYD FLD TECH W/CL A	IBEW915F	\$ 58.17										Hourly
50099281	HYD MECH FRMN/WN, LT OC	IBEW939A	\$ 69.04										Hourly
50051720	HYD MECH FRMN/WN,LT	IBEW937*	\$ 65.18										Hourly
50051721	HYD MECH FRMN/WN,LT W/CL A	IBEW937L	\$ 66.33										Hourly
50051722	HYD MECH FRMN/WN,LT W/HAZ	IBEW937X	\$ 66.45										Hourly
50154344	HYD OPER	IBEW917C	\$ 59.06										Hourly
50051723	HYD OPER 1/	IBEW927F	\$ 63.09										Hourly
50154345	HYD OPER APPR	IBEW820B	\$ 38.40	\$ 40.92	\$ 43.47	\$ 45.98	\$ 48.53	\$ 51.03	\$ 53.58	\$ 56.10			Hourly
50083173	HYD OPER APPR 1/	IBEW919A	\$ 41.03	\$ 43.73	\$ 46.41	\$ 49.12	\$ 51.84	\$ 54.52	\$ 57.24	\$ 59.93			Hourly
50154346	HYD OPER APPR W/CL A	IBEW820C	\$ 39.55	\$ 42.07	\$ 44.62	\$ 47.13	\$ 49.68	\$ 52.18	\$ 54.73	\$ 57.31			Hourly
50094281	HYD OPER APPR W/CL A 1/	IBEW919B	\$ 42.18	\$ 44.88	\$ 47.56	\$ 50.27	\$ 52.99	\$ 55.67	\$ 58.39	\$ 61.08			Hourly
50154347	HYD OPER APPR W/HAZ	IBEW919H	\$ 39.67	\$ 42.24	\$ 44.77	\$ 47.29	\$ 49.84	\$ 52.34	\$ 54.89	\$ 57.43			Hourly
50051724	HYD OPER APPR W/HAZ 1/	IBEW919C	\$ 42.30	\$ 45.00	\$ 47.68	\$ 50.39	\$ 53.11	\$ 55.79	\$ 58.51	\$ 61.20			Hourly
50154348	HYD OPER FRMN/WN	IBEW941A	\$ 70.64										Hourly
50114860	HYD OPER FRMN/WN 1/	IBEW970*	\$ 75.43										Hourly
50154349	HYD OPER FRMN/WN W/CL A	IBEW941G	\$ 71.79										Hourly
50114911	HYD OPER FRMN/WN W/CL A 1/	IBEW970L	\$ 76.58										Hourly
50051725	HYD OPER W/CL A	IBEW928A	\$ 60.21										Hourly
50051727	HYD OVERHAUL FRMN/WM	IBEW945*	\$ 69.40										Hourly
50160050	HYD STATIONARY ENGINEER APPR	IBEW851J	\$ 31.47	\$ 33.30	\$ 35.09	\$ 36.92	\$ 38.72	\$ 40.54	\$ 42.37	\$ 44.17	\$ 46.02		Hourly
50160051	HYD STATIONARY ENGINEER I	IBEW872G	\$ 48.43										Hourly
50160052	HYD STATIONARY ENGINEER II	IBEW908*	\$ 56.99										Hourly
50160200	HYD STATIONARY ENGINEER SUBFRMN/WN	IBEW922*	\$ 61.35										Hourly
50160053	HYD STATIONARY ENGR FRMN/WN LT	IBEW937*	\$ 65.18										Hourly
50164138	HYD STATIONARY ENGR II W/CL C-HAZ	IBEW908K	\$ 57.74										Hourly
50160026	HYD STATIONARY ENGR II W/HAZ	IBEW908X	\$ 58.26										Hourly
50155432	HYDROGRAPHER (E)	PAS0047O	\$ 6,495									\$ 8,598	Annual
50051734	HYDROGRAPHER (J)	PAS0056O	\$ 8,104									\$ 10,737	Annual
50051738	HYDROGRAPHY SPCLST	OSE0750*	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02	\$ 46.14	\$ 47.32	\$ 48.47	\$ 49.70	\$ 50.92		Hourly
50051741	I/T AUDITOR	PAS0056O	\$ 8,104									\$ 10,737	Annual
50051742	I/T BRM ANALYST	PAS0059O	\$ 8,726									\$ 11,562	Annual
50051747	I/T PROC/CNTRCT SPCLST	PAS0054O	\$ 7,714									\$ 10,216	Annual
50051748	I/T PROJECT MGR	PAS0066O	\$ 10,373									\$ 13,740	Annual
50051749	I/T SUPVR	PAS0066O	\$ 10,373									\$ 13,740	Annual
50162765	I/T TECHNICIAN	OSE0680*	\$ 29.61	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03		Hourly
50051743	INSTRUCTOR	IBEW938A	\$ 67.20										Hourly
50143123	INSURANCE PROGRAM MANAGER	PAS0064O	\$ 9,872									\$ 13,076	Annual
50083226	INTERNAL AUDITOR (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50051744	INTERNAL AUDITOR (J)	PAS0054O	\$ 7,714									\$ 10,216	Annual
50051745	INVENTORY TECH	OSE0695*	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03	\$ 36.96	\$ 37.89	\$ 38.83		Hourly
50051644	IPPS SPCLST I	OSE0646*	\$ 25.51	\$ 26.16	\$ 26.81	\$ 27.49	\$ 28.18	\$ 28.87	\$ 29.61	\$ 30.35	\$ 31.13		Hourly
50052101	IPPS SPCLST II	OSE0657*	\$ 26.38	\$ 27.05	\$ 27.74	\$ 28.43	\$ 29.16	\$ 29.88	\$ 30.63	\$ 31.39	\$ 32.19		Hourly
50052051	IPPS SPCLST III	OSE0670*	\$ 28.21	\$ 28.90	\$ 29.61	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33		Hourly
50092220	IVR COORD	PAS0054O	\$ 7,714									\$ 10,216	Annual
50096950	LABOR RELATIONS ANALYST (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50086678	LABOR RELATIONS ANALYST (J)	PAS0054O	\$ 7,714									\$ 10,216	Annual
50083228	LAND AGENT - A	OSE0725A	\$ 28.90	\$ 29.59	\$ 30.32	\$ 31.09							Hourly
50083227	LAND AGENT - B	OSE0725B	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03					Hourly

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50051757	LAND AGENT - C	OSE0725C	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.79	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02		Hourly
50083229	LAND SPCLST (E)	PAS0043O	\$ 5,882									\$ 7,793	Annual
50051758	LAND SPCLST (J)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50126010	LAND SURVEYOR	PAS0056O	\$ 8,104									\$ 10,737	Annual
50051756	LAW CLERK	CONF300*	\$ 32.04	\$ 32.81	\$ 33.65								Hourly
50162417	LEAD DIST SYS OPER	IBEW941E	\$ 73.73										Hourly
50162418	LEAD DIST SYS OPER 1/	IBEW992*	\$ 83.23										Hourly
50101752	LEAD OFFICE TECH	OSE0688*	\$ 31.02	\$ 31.79	\$ 32.59	\$ 33.41	\$ 34.23	\$ 35.09	\$ 35.98	\$ 36.88	\$ 37.80		Hourly
50119427	LEAD OFFICE TECH-CONF	CONF688*	\$ 33.45	\$ 34.29	\$ 35.17	\$ 36.04	\$ 36.93	\$ 37.86	\$ 38.83	\$ 39.76	\$ 40.78		Hourly
50051760	LEAD TOOL REPAIRER	IBEW922*	\$ 61.35										Hourly
50165758	LEAD UTILITY COMPLIANCE SPECIALIST	IBEW828K	\$ 44.82										Hourly
50154184	LEAD VEHICLE MECH	IBEW888D	\$ 51.51										Hourly
50051761	LEAD VEHICLE MECH 1/	IBEW904*	\$ 56.17										Hourly
50154185	LEAD VEHICLE MECH W/CL A	IBEW888F	\$ 52.66										Hourly
50051762	LEAD VEHICLE MECH W/CL A 1/	IBEW909*	\$ 57.32										Hourly
50154186	LEAD VEHICLE MECH W/HAZ	IBEW888H	\$ 52.78										Hourly
50164311	LEAD VEHICLE MECH W/HAZ (FP)	IBEW904A	\$ 56.28										Hourly
50164525	LEAD VEHICLE MECH W/HAZ (FP) 1/	IBEW922A	\$ 61.38										Hourly
50051763	LEAD VEHICLE MECH W/HAZ 1/	IBEW909X	\$ 57.44										Hourly
50160076	LEARNING & DEV SPCLST (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50160077	LEARNING & DEV SPCLST (J)	PAS0054O	\$ 7,714									\$ 10,216	Annual
50090306	LEGAL ASSISTANT-CONF	CONF706*	\$ 35.75	\$ 36.64	\$ 37.58	\$ 38.56	\$ 39.54	\$ 40.54	\$ 41.60	\$ 42.64	\$ 43.75		Hourly
50133108	LEGISLATIVE & REGULATORY COORDINATOR 1/	PAS0072O	\$ 12,025									\$ 15,931	Annual
50153089	LEGISLATIVE & REGULATORY PROG MGR	PAS0069O	\$ 11,168									\$ 14,792	Annual
50083472	LINE CONST FRMN/WN	IBEW976*	\$ 86.74										Hourly
50083473	LINE CONST FRMN/WN W/CL A	IBEW976C	\$ 87.89										Hourly
50083474	LINE CONST FRMN/WN W/HAZ	IBEW976X	\$ 88.01										Hourly
New-1	LINE EQUIP OPER W/CR & HAZ	IBEW862F	\$ 49.71										Hourly
50154187	LINE EQUIP OPER ASST W/CLA	IBEW795*	\$ 27.68	\$ 28.85	\$ 30.99	\$ 33.04	\$ 35.34						Hourly
50128409	LINE EQUIP OPER ASST W/CLA 1/	IBEW830L	\$ 32.84	\$ 34.29	\$ 36.84	\$ 39.29	\$ 41.93						Hourly
50106535	LINE EQUIP OPER W/CL A 1/	IBEW898*	\$ 55.46										Hourly
50154188	LINE EQUIP OPER W/CLA	IBEW862D	\$ 48.64										Hourly
New-2	LINE EQUIP OPER W/CR & CL A	IBEW862G	\$ 49.59										Hourly
50154140	LINE EQUIP OPER W/HAZ	IBEW862E	\$ 48.76										Hourly
50108451	LINE EQUIP OPER W/HAZ 1/	IBEW898X	\$ 55.58										Hourly
50051767	LINE FRMN/WN LT	IBEW965R	\$ 81.49										Hourly
50051768	LINE FRMN/WN LT W/CL A	IBEW965C	\$ 82.64										Hourly
50142318	LINE INSPECTOR I	IBEW933*	\$ 71.71										Hourly
50108831	LINE INSPECTOR II	IBEW941R	\$ 76.59										Hourly
50156652	LINE INSPECTOR W/CL A I	IBEW933C	\$ 72.86										Hourly
50114932	LINE INSPECTOR W/CL A II	IBEW941D	\$ 77.74										Hourly
50051770	LINE SUBFRMN/WN	IBEW941R	\$ 76.59										Hourly
50051771	LINE SUBFRMN/WN W/CL A	IBEW941D	\$ 77.74										Hourly
50083465	LINEMN/WM W/HAZ	IBEW933X	\$ 72.98										Hourly
50083463	LINEMN/WM	IBEW933*	\$ 71.71										Hourly
50083464	LINEMN/WM W/CL A	IBEW933C	\$ 72.86										Hourly
50136767	LINEMN/WM W/HELI	IBEW933Y	\$ 75.30										Hourly
50083460	LINEMN/WM-APPR	IBEW922R	\$ 46.63	\$ 49.70	\$ 52.77	\$ 55.85	\$ 58.88	\$ 61.98	\$ 65.07	\$ 68.14			Hourly
50083461	LINEMN/WM-APPR W/CL A	IBEW922C	\$ 47.78	\$ 50.85	\$ 53.92	\$ 57.00	\$ 60.03	\$ 63.13	\$ 66.22	\$ 69.29			Hourly
50083462	LINEMN/WM-APPR W/HAZ	IBEW922Z	\$ 47.90	\$ 50.97	\$ 54.04	\$ 57.12	\$ 60.15	\$ 63.25	\$ 66.34	\$ 69.41			Hourly
50154416	MAINT CARPENTER	IBEW865*	\$ 47.60										Hourly
50051805	MAINT CARPENTER 1/	IBEW908*	\$ 56.99										Hourly
50154417	MAINT CARPENTER APPR	IBEW851E	\$ 30.94	\$ 32.73	\$ 34.52	\$ 36.31	\$ 38.07	\$ 39.86	\$ 41.67	\$ 43.44	\$ 45.24		Hourly



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50083233	MAINT CARPENTER APPR 1/	IBEW879F	\$ 37.03	\$ 39.19	\$ 41.31	\$ 43.46	\$ 45.58	\$ 47.72	\$ 49.88	\$ 51.99	\$ 54.14		Hourly
50154459	MAINT CARPENTER FRMN/WN LT	IBEW901K	\$ 54.46										Hourly
50115406	MAINT CARPENTER FRMN/WN, LT 1/	IBEW937*	\$ 65.18										Hourly
50154460	MAINT CARPENTER SUBFRMN/WN	IBEW887D	\$ 51.24										Hourly
50051806	MAINT CARPENTER SUBFRMN/WN 1/	IBEW922*	\$ 61.35										Hourly
50116262	MAINT CARPENTER W/ CL A 1/	IBEW908L	\$ 58.14										Hourly
50159375	MAINT CARPENTER W/CL A	IBEW872D	\$ 48.75										Hourly
50103121	MAINT PLANNER GEN SVC	PAS0062O	\$ 9,397									\$ 12,444	Annual
50103375	MAINT PLANNER PWR PROD	PAS0062O	\$ 9,397									\$ 12,444	Annual
50112813	MAINT PLANNER SUBS/TELE	PAS0062O	\$ 9,397									\$ 12,444	Annual
50115702	MAINT PLANNER T&D LINE ASSETS	PAS0062O	\$ 9,397									\$ 12,444	Annual
50051784	MANAGEMENT ANALYST (E)	PAS0041O	\$ 5,600									\$ 7,414	Annual
50051785	MANAGEMENT ANALYST (J)	PAS0049O	\$ 6,819									\$ 9,036	Annual
50051786	MAPPER	OSE0685*	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03	\$ 36.96		Hourly
50168117	MARKET ANALYST (E)	PAS0047O	\$ 6,495									\$ 8,598	Annual
50168205	MARKET ANALYST (J)	PAS0056O	\$ 8,104									\$ 10,737	Annual
50083901	MARKET RESEARCH SPCLST	PAS0052O	\$ 7,345									\$ 9,727	Annual
50163624	MARKET RESEARCH SUPVR	PAS0062B	\$ 9,397									\$ 13,076	Annual
50102301	MARKET RISK SPCLST (J)	PAS0056O	\$ 8,104									\$ 10,737	Annual
50137998	MARKETING SPCLST I	PAS0045O	\$ 6,181									\$ 8,183	Annual
50051546	MARKETING SPCLST II	PAS0054O	\$ 7,714									\$ 10,216	Annual
50163622	MARKETING SPCLST SUPVR	PAS0059C	\$ 8,726									\$ 12,444	Annual
50083235	MATERIAL PARTS CLERK	OSE0680*	\$ 29.61	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03		Hourly
50051790	MATERIAL PLANNER/COORD	PAS0049O	\$ 6,819									\$ 9,036	Annual
50154399	MATERIAL SPCLST I	IBEW793*	\$ 25.47	\$ 29.37	\$ 33.29	\$ 37.21							Hourly
50099003	MATERIAL SPCLST I 1/	IBEW851*	\$ 30.44	\$ 35.09	\$ 39.76	\$ 44.45							Hourly
50154525	MATERIAL SPCLST I W/CL A	IBEW793A	\$ 26.62	\$ 30.52	\$ 34.44	\$ 38.36							Hourly
50099004	MATERIAL SPCLST I W/CL A 1/	IBEW851C	\$ 31.59	\$ 36.24	\$ 40.91	\$ 45.60							Hourly
50154527	MATERIAL SPCLST I W/CR & CL A	IBEW793D	\$ 27.57	\$ 31.47	\$ 35.39	\$ 39.31							Hourly
50099007	MATERIAL SPCLST I W/CR & CL A 1/	IBEW851A	\$ 32.54	\$ 37.19	\$ 41.86	\$ 46.55							Hourly
50154528	MATERIAL SPCLST I W/CR & HAZ	IBEW793E	\$ 27.69	\$ 31.59	\$ 35.51	\$ 39.43							Hourly
50099008	MATERIAL SPCLST I W/CR & HAZ 1/	IBEW851B	\$ 32.66	\$ 37.31	\$ 41.98	\$ 46.67							Hourly
50154529	MATERIAL SPCLST I W/HAZ	IBEW793B	\$ 26.74	\$ 30.64	\$ 34.56	\$ 38.48							Hourly
50099005	MATERIAL SPCLST I W/HAZ 1/	IBEW851H	\$ 31.71	\$ 36.36	\$ 41.03	\$ 45.72							Hourly
50154530	MATERIAL SPCLST II	IBEW912D	\$ 39.15										Hourly
50051787	MATERIAL SPCLST II 1/	IBEW862*	\$ 46.78										Hourly
50154478	MATERIAL SPCLST II W/CL A	IBEW912F	\$ 40.30										Hourly
50051788	MATERIAL SPCLST II W/CL A 1/	IBEW862C	\$ 47.93										Hourly
50154480	MATERIAL SPCLST II W/CR & CL A	IBEW912P	\$ 41.25										Hourly
50099011	MATERIAL SPCLST II W/CR & CL A 1/	IBEW862A	\$ 48.88										Hourly
50154481	MATERIAL SPCLST II W/CR & HAZ	IBEW912R	\$ 41.37										Hourly
50099012	MATERIAL SPCLST II W/CR & HAZ 1/	IBEW862B	\$ 49.00										Hourly
50154482	MATERIAL SPCLST II W/HAZ	IBEW912H	\$ 40.42										Hourly
50083234	MATERIAL SPCLST II W/HAZ 1/	IBEW862X	\$ 48.05										Hourly
50154483	MATERIAL SPCLST III	IBEW928D	\$ 44.61										Hourly
50052074	MATERIAL SPCLST III 1/	IBEW878L	\$ 51.10										Hourly
50154484	MATERIAL SPCLST III W/CL A	IBEW928G	\$ 45.76										Hourly
50052075	MATERIAL SPCLST III W/CL A 1/	IBEW879A	\$ 52.25										Hourly
50154486	MATERIAL SPCLST III W/CR & CL A	IBEW928L	\$ 46.71										Hourly
50099013	MATERIAL SPCLST III W/CR & CL A 1/	IBEW879D	\$ 53.20										Hourly
50154487	MATERIAL SPCLST III W/CR & HAZ	IBEW928M	\$ 46.83										Hourly
50099014	MATERIAL SPCLST III W/CR & HAZ 1/	IBEW898A	\$ 53.32										Hourly
50154488	MATERIAL SPCLST III W/HAZ	IBEW928H	\$ 45.88										Hourly

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50052076	MATERIAL SPCLST III W/HAZ 1/	IBEW879B	\$ 52.37										Hourly
50154489	MATERIAL SPCLST IV	IBEW858B	\$ 47.41										Hourly
50052170	MATERIAL SPCLST IV 1/	IBEW893*	\$ 54.31										Hourly
50154490	MATERIAL SPCLST IV W/CL A	IBEW858H	\$ 48.56										Hourly
50052171	MATERIAL SPCLST IV W/CL A 1/	IBEW898*	\$ 55.46										Hourly
50154570	MATERIAL SPCLST IV W/CR & CL A	IBEW858N	\$ 49.51										Hourly
50099009	MATERIAL SPCLST IV W/CR & CL A 1/	IBEW893A	\$ 56.41										Hourly
50154571	MATERIAL SPCLST IV W/CR & HAZ	IBEW858P	\$ 49.63										Hourly
50099010	MATERIAL SPCLST IV W/CR & HAZ 1/	IBEW893E	\$ 56.53										Hourly
50154572	MATERIAL SPCLST IV W/HAZ	IBEW858J	\$ 48.68										Hourly
50052172	MATERIAL SPCLST IV W/HAZ 1/	IBEW898X	\$ 55.58										Hourly
50154141	MECHANIC	IBEW865*	\$ 47.60										Hourly
50051791	MECHANIC 1/	IBEW884*	\$ 51.99										Hourly
50051792	MECHANIC W/CL A 1/	IBEW888*	\$ 53.14										Hourly
50154143	MECHANIC W/HAZ	IBEW865D	\$ 48.87										Hourly
50051793	MECHANIC W/HAZ 1/	IBEW888X	\$ 53.26										Hourly
50154165	MECHANICAL FRMN/WM,LT	IBEW921G	\$ 59.70										Hourly
50099904	MECHANICAL FRMN/WM,LT 1/	IBEW937*	\$ 65.18										Hourly
50164526	METER & SERVICE DESIGNER	OSE0711A	\$ 34.33	\$ 35.18	\$ 36.07	\$ 36.96	\$ 37.89						Hourly
50051796	METER TECH	IBEW925*	\$ 61.77										Hourly
50051797	METER TECH APPR	IBEW912E	\$ 40.15	\$ 42.79	\$ 45.45	\$ 48.09	\$ 50.76	\$ 53.37	\$ 56.03	\$ 58.67			Hourly
50128042	MGR,ACCOUNT MGMT & SALES	PAS0071O	\$ 11,729									\$ 15,543	Annual
50052019	MGR,ACCOUNTING & ASST CNTRLR	PAS0066O	\$ 10,373									\$ 13,740	Annual
50099975	MGR,AR&DGT	PAS0071O	\$ 11,729									\$ 15,543	Annual
50051544	MGR,AUDITING	PAS0069O	\$ 11,168									\$ 14,792	Annual
50051627	MGR,BUDGET OFFICE & RATES	PAS0072C	\$ 12,025									\$ 17,156	Annual
50052025	MGR,CAREER DEVELOPMENT & LEARNING	PAS0069O	\$ 11,168									\$ 14,792	Annual
50140137	MGR,CIVIL ENGINEERING	PAS0072O	\$ 12,025									\$ 15,931	Annual
50139537	MGR,COMMUNITY DEV OUTREACH & ED	PAS0064E	\$ 9,872									\$ 14,793	Annual
50126108	MGR,CORP COMMUNICATIONS	PAS0066O	\$ 10,373									\$ 13,740	Annual
50166592	MGR,CULTURE & CHANGE	PAS0069O	\$ 11,168									\$ 14,792	Annual
50167926	MGR,CUST STRATEGY & OPS	PAS0066O	\$ 10,373									\$ 13,740	Annual
50163673	MGR,CUSTOMER DELIVERY	PAS0067O	\$ 10,633									\$ 14,080	Annual
50091780	MGR,CUSTOMER EXPERIENCE STRATEGY	PAS0066B	\$ 10,373									\$ 14,433	Annual
50092302	MGR,CUSTOMER OPERATIONS	PAS0064O	\$ 9,872									\$ 13,076	Annual
50160766	MGR,CUSTOMER VALUE, PERF & PROJECTS	PAS0064C	\$ 9,872									\$ 14,080	Annual
50160085	MGR,CYBERSECURITY	PAS0066F	\$ 10,373									\$ 15,931	Annual
50162683	MGR,DG INTERCONNECTIONS	PAS0071O	\$ 11,729									\$ 15,543	Annual
50159037	MGR,DIGITAL & UX	PAS0062D	\$ 9,397									\$ 13,742	Annual
50160208	MGR,DIST OPS ENGINEERING	PAS0072O	\$ 12,025									\$ 15,931	Annual
50140139	MGR,DIST SYSTEM OPERATIONS	PAS0072T	\$ 12,025									\$ 17,579	Annual
50131011	MGR,DISTRIBUTED ENERGY STRATEGY	PAS0071O	\$ 11,729									\$ 15,543	Annual
50110255	MGR,DISTRIBUTION PLANNING	PAS0072O	\$ 12,025									\$ 15,931	Annual
50165511	MGR,ECON DEV & PARTNERSHIP	PAS0072O	\$ 12,025									\$ 15,931	Annual
50126016	MGR,ELECTRIC DESIGN & STANDARDS	PAS0072O	\$ 12,025									\$ 15,931	Annual
50088581	MGR,ELECTRIC TRANS	PAS0066O	\$ 10,373									\$ 13,740	Annual
50125294	MGR,EMERGING TECHNOLOGY	PAS0069O	\$ 11,168									\$ 14,792	Annual
50135736	MGR,EMPLOYEE RELATIONS	PAS0069O	\$ 11,168									\$ 14,792	Annual
50051979	MGR,ENERGY MGMT SYSTEM	PAS0072O	\$ 12,025									\$ 15,931	Annual
50087975	MGR,ENERGY TRADING & CONTRACTS	PAS0072O	\$ 12,025									\$ 15,931	Annual
50067469	MGR,ENGINEERING	PAS0072O	\$ 12,025									\$ 15,931	Annual
50134551	MGR,ENTERPRISE PERFORMANCE	PAS0072O	\$ 12,025									\$ 15,931	Annual
50143384	MGR,ENVIRONMENTAL REG	PAS0072O	\$ 12,025									\$ 15,931	Annual

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Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type
50100183	MGR,EXECUTIVE OFFICE	PAS00590	\$ 8,726									\$ 11,562	Annual
50051679	MGR,FACILITIES MGMT	PAS0071O	\$ 11,729									\$ 15,543	Annual
50051982	MGR,FIELD METERING	PAS0062B	\$ 9,397									\$ 13,076	Annual
50158550	MGR,FINANCE & TREASURY	PAS0066O	\$ 10,373									\$ 13,740	Annual
50158480	MGR,FINANCE & TREASURY	PAS0066C	\$ 10,373									\$ 14,793	Annual
50138557	MGR,FLEET OPS	PAS0062D	\$ 9,397									\$ 13,742	Annual
50051948	MGR,GAS PIPELINE ASSETS	PAS0069O	\$ 11,168									\$ 14,792	Annual
50083431	MGR,GEN MAINTENANCE	PAS0069C	\$ 11,168									\$ 15,931	Annual
50135285	MGR,GRID PLANNING	PAS0072O	\$ 12,025									\$ 15,931	Annual
50051950	MGR,HYDRO GEN ASSETS	PAS0072O	\$ 12,025									\$ 15,931	Annual
50159325	MGR,INFORMATION TECHNOLOGY	PAS0066C	\$ 10,373									\$ 14,793	Annual
50088129	MGR,INNOVATION	PAS0066C	\$ 10,373									\$ 14,793	Annual
50164000	MGR,IT STRATEGY, PLANNING & GOVERNANCE	PAS0071O	\$ 11,729									\$ 15,543	Annual
50169499	MGR,LEARNING & DEV	PAS0069O	\$ 11,168									\$ 14,792	Annual
50140133	MGR,LINE DESIGN	PAS0072O	\$ 12,025									\$ 15,931	Annual
50051996	MGR,MARKET RESEARCH	PAS0069O	\$ 11,168									\$ 14,792	Annual
50102606	MGR,MARKET STRATEGY	PAS0071O	\$ 11,729									\$ 15,543	Annual
50139366	MGR,OCC HEALTH & SAFETY	PAS0071O	\$ 11,729									\$ 15,543	Annual
50169490	MGR,OPERATIONAL PMO	PAS0069O	\$ 11,168									\$ 14,792	Annual
50140145	MGR,OPERATIONAL TRAINING CENTER	PAS0066U	\$ 10,373									\$ 15,931	Annual
50052017	MGR,OPERATIONS RISK & COMPLIANCE	PAS0072B	\$ 12,025									\$ 16,738	Annual
50164469	MGR,OP-EX	PAS0071O	\$ 11,729									\$ 15,543	Annual
50166428	MGR,OT NETWORK ENGINEERING	PAS0072O	\$ 12,025									\$ 15,931	Annual
50052003	MGR,POW SYS OPERS	PAS0072T	\$ 12,025									\$ 17,579	Annual
50115350	MGR,POWER OPS ENGRG	PAS0072O	\$ 12,025									\$ 15,931	Annual
50125274	MGR,POWER OPS TRNG	PAS0072O	\$ 12,025									\$ 15,931	Annual
50128064	MGR,PROGRAM DELIVERY 1/	PAS0071O	\$ 11,729									\$ 15,543	Annual
50051732	MGR,PROJECT DEV AND RENEWABLE GEN	PAS0072O	\$ 12,025									\$ 15,931	Annual
50160902	MGR,PROJECT MGMT OFC	PAS0067O	\$ 10,633									\$ 14,080	Annual
50130582	MGR,RANCHO SECO ASSETS	PAS0071O	\$ 11,729									\$ 15,543	Annual
50165633	MGR,REAL ESTATE SERVICES	PAS0064O	\$ 9,872									\$ 13,076	Annual
50083555	MGR,RENEWABLE GEN ASSETS	PAS0069O	\$ 11,168									\$ 14,792	Annual
50051984	MGR,RESOURCE PLANNING	PAS0071O	\$ 11,729									\$ 15,543	Annual
50051915	MGR,REVENUE STRATEGY	PAS0071O	\$ 11,729									\$ 15,543	Annual
50051975	MGR,SECURITY OPERATIONS	PAS0062D	\$ 9,397									\$ 13,742	Annual
50169434	MGR,STRATEGIC PLAN,PERF & ANALYTICS	PAS0069O	\$ 11,168									\$ 14,792	Annual
50110256	MGR,SUBSTATION ENGINEERING	PAS0072O	\$ 12,025									\$ 15,931	Annual
50126109	MGR,SUBSTN MAINT	PAS0069O	\$ 11,168									\$ 14,792	Annual
50083478	MGR,SUPPLY CHAIN	PAS0066O	\$ 10,373									\$ 13,740	Annual
50088853	MGR,SYSTEM PROTECTION & CONTROL	PAS0072O	\$ 12,025									\$ 15,931	Annual
50126110	MGR,T&D LINE CONSTR & MAINT	PAS0072L	\$ 12,025									\$ 20,189	Annual
50140141	MGR,T&D MAINTENANCE PLANNING	PAS0072O	\$ 12,025									\$ 15,931	Annual
50051987	MGR,TALENT MANAGEMENT	PAS0069O	\$ 11,168									\$ 14,792	Annual
50159402	MGR,TELECOMMUNICATION O&M	PAS0066C	\$ 10,373									\$ 14,793	Annual
50126175	MGR,TELECOMMUNICATIONS	PAS0071O	\$ 11,729									\$ 15,543	Annual
50067465	MGR,THERM GEN ASSETS	PAS0071O	\$ 11,729									\$ 15,543	Annual
50051964	MGR,TOTAL REWARDS	PAS0069O	\$ 11,168									\$ 14,792	Annual
50110257	MGR,VEGETATION MGMT	PAS0069C	\$ 11,168									\$ 15,931	Annual
50051783	MGR,WAREHOUSE OPERATIONS	PAS0064O	\$ 9,872									\$ 13,076	Annual
50051839	NTWK CABLE FRMN/WN, LT	IBEW941*	\$ 67.76										Hourly
50051841	NTWK ELEC FRMN/WN,LT	IBEW941*	\$ 67.76										Hourly
50051843	NTWK ELEC FRMN/WN,LT W/HAZ	IBEW941X	\$ 69.03										Hourly
50165507	NTWK ENGR OT (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual



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50165508	NTWK ENGR OT (J)	PAS00590	\$ 8,726									\$ 11,562	Annual
50051846	OFFICE ASST I	OSE0548*	\$ 15.21	\$ 15.61	\$ 15.97	\$ 16.36	\$ 16.79	\$ 17.21	\$ 17.63	\$ 18.09	\$ 18.53		Hourly
TBD3	OFFICE ASST II	OSE0902*	\$ 17.71	\$ 18.16	\$ 18.58	\$ 19.08	\$ 19.55	\$ 20.04	\$ 20.52	\$ 21.07	\$ 21.60		Hourly
TBD1	OFFICE ASST III	OSE0615*	\$ 20.72	\$ 21.24	\$ 21.78	\$ 22.29	\$ 22.84	\$ 23.45	\$ 24.01	\$ 24.61	\$ 25.24		Hourly
50051847	OFFICE SPCLST I	OSE0615*	\$ 21.40	\$ 21.93	\$ 22.48	\$ 23.02	\$ 23.59	\$ 24.21	\$ 24.80	\$ 25.41	\$ 26.06		Hourly
50051848	OFFICE SPCLST II	OSE0647*	\$ 25.62	\$ 26.27	\$ 26.93	\$ 27.61	\$ 28.29	\$ 29.00	\$ 29.75	\$ 30.48	\$ 31.25		Hourly
50122178	OFFICE SPCLST II-CONF	CONF647*	\$ 27.62	\$ 28.31	\$ 29.01	\$ 29.76	\$ 30.50	\$ 31.26	\$ 32.05	\$ 32.85	\$ 33.68		Hourly
50051849	OFFICE TECH	OSE0672*	\$ 28.40	\$ 29.12	\$ 29.86	\$ 30.60	\$ 31.32	\$ 32.15	\$ 32.91	\$ 33.74	\$ 34.60		Hourly
50085707	OFFICE TECH-CONF	CONF672*	\$ 31.06	\$ 31.81	\$ 32.64	\$ 33.45	\$ 34.60	\$ 35.17	\$ 36.06	\$ 36.93	\$ 37.86		Hourly
50051851	OPERS SUPPORT SUPVR	PAS00520	\$ 7,345									\$ 9,727	Annual
50125954	ORGANIZATION EFFECTIVENESS SPCLST (E)	PAS00470	\$ 6,495									\$ 8,598	Annual
50125953	ORGANIZATION EFFECTIVENESS SPCLST (J)	PAS00560	\$ 8,104									\$ 10,737	Annual
50155433	PARALEGAL-CONF	CONF735*	\$ 38.47	\$ 39.42	\$ 40.43	\$ 41.42	\$ 42.46	\$ 43.52	\$ 44.61	\$ 45.72	\$ 46.86		Hourly
50092672	PAYROLL TECH-CONF	CONF702*	\$ 34.37	\$ 35.22	\$ 36.14	\$ 37.08	\$ 38.03	\$ 38.97	\$ 39.99	\$ 41.00	\$ 42.06		Hourly
50051857	PHYSICAL NTWK SPCLST 1/	PAS00540	\$ 7,714									\$ 10,216	Annual
50159569	PHYSICAL SECURITY PROGRAM MGR	PAS00640	\$ 9,872									\$ 13,076	Annual
50051860	PLANT MECH	IBEW908*	\$ 56.99										Hourly
50083241	PLANT MECH APPR	IBEW879E	\$ 37.03	\$ 39.49	\$ 41.94	\$ 44.38	\$ 46.81	\$ 49.25	\$ 51.69	\$ 54.14			Hourly
50083242	PLANT MECH APPR W/CL A	IBEW879H	\$ 38.18	\$ 40.68	\$ 43.12	\$ 45.56	\$ 47.98	\$ 50.43	\$ 52.88	\$ 55.33			Hourly
50051861	PLANT MECH APPR W/HAZ	IBEW874X	\$ 38.30	\$ 40.80	\$ 43.24	\$ 45.68	\$ 48.13	\$ 50.56	\$ 53.00	\$ 55.45			Hourly
50051862	PLANT MECH W/CL A	IBEW908L	\$ 58.14										Hourly
50083240	PLANT MECH W/HAZ	IBEW908X	\$ 58.26										Hourly
50100942	PLANT MECH WELDER	IBEW920*	\$ 60.56										Hourly
50083244	POWER CONTRACTS SPCLST (E)	PAS00490	\$ 6,819									\$ 9,036	Annual
50161142	POWER CONTRACTS SPCLST (I)	PAS00540	\$ 7,714									\$ 10,216	Annual
50067464	POWER CONTRACTS SPCLST (J)	PAS00590	\$ 8,726									\$ 11,562	Annual
50139834	POWER GEN ASSET SUPVR	PAS0062T	\$ 9,397									\$ 13,742	Annual
50051904	POWER QUALITY TECH	OSE0760*	\$ 43.89	\$ 45.02	\$ 46.14	\$ 47.32	\$ 48.47	\$ 49.70	\$ 50.92	\$ 52.22	\$ 53.52		Hourly
50088326	POWER SYS ANALYST (E)	PAS00470	\$ 6,495									\$ 8,598	Annual
50051905	POWER SYS ANALYST(J)	PAS00560	\$ 8,104									\$ 10,737	Annual
50154573	POWER SYS OPER (E)	IBEW901D	\$ 56.56	\$ 57.99	\$ 59.43	\$ 60.94	\$ 62.43						Hourly
50090560	POWER SYS OPER (E) 1/	IBEW955*	\$ 65.79	\$ 67.44	\$ 69.13	\$ 70.89	\$ 72.63						Hourly
50154574	POWER SYS OPER I	IBEW921D	\$ 62.57	\$ 64.15	\$ 65.77	\$ 67.43	\$ 69.12	\$ 70.83	\$ 72.60	\$ 74.44	\$ 76.28		Hourly
50051906	POWER SYS OPER I 1/	IBEW980*	\$ 72.63	\$ 74.43	\$ 76.34	\$ 78.24	\$ 80.20	\$ 82.21	\$ 84.25	\$ 86.38	\$ 88.54		Hourly
50154600	POWER SYS OPER II	IBEW976A	\$ 80.09										Hourly
50051907	POWER SYS OPER II 1/	IBEW986*	\$ 92.94										Hourly
50162139	POWER SYS OPER INSTRUCTOR I	PAS0062O	\$ 9,397									\$ 12,444	Annual
50127179	POWER SYS OPER INSTRUCTOR II	PAS0069O	\$ 11,168									\$ 14,792	Annual
50051888	PRE-APPR LINEMN/WN	IBEW830*	\$ 31.69	\$ 33.14	\$ 35.69	\$ 38.14	\$ 40.78						Hourly
50051889	PRE-APPR LINEMN/WN W/CL A	IBEW830L	\$ 32.84	\$ 34.29	\$ 36.84	\$ 39.29	\$ 41.93						Hourly
50051890	PRE-APPR LINEMN/WN W/HAZ	IBEW830X	\$ 32.96	\$ 34.41	\$ 36.96	\$ 39.41	\$ 42.05						Hourly
50051899	PRESS OPERATOR	OSE0685*	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03	\$ 36.96		Hourly
50051863	PRIN ARCHITECT	PAS0069O	\$ 11,168									\$ 14,792	Annual
50051865	PRIN CIVIL ENGR	PAS0069O	\$ 11,168									\$ 14,792	Annual
50167113	PRIN CYBER GOVRN & COMP SPCLST	PAS0066C	\$ 10,373									\$ 14,793	Annual
50167115	PRIN CYBER RISK SPCLST	PAS0066C	\$ 10,373									\$ 14,793	Annual
50167212	PRIN CYBER SEC ENGINEER	PAS0066C	\$ 10,373									\$ 14,793	Annual
50051866	PRIN DISTRIB DESIGN ENGR	PAS0069O	\$ 11,168									\$ 14,792	Annual
50051867	PRIN DISTRIB SYS ENGR	PAS0069O	\$ 11,168									\$ 14,792	Annual
50051869	PRIN ELECTRICAL ENGR	PAS0069O	\$ 11,168									\$ 14,792	Annual
50166561	PRIN EMP RELATIONS ANALYST	PAS0062O	\$ 9,397									\$ 12,444	Annual
50139903	PRIN EMS ENGR	PAS0069O	\$ 11,168									\$ 14,792	Annual
50131800	PRIN ENERGY ADVISOR	PAS0064O	\$ 9,872									\$ 13,076	Annual

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Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type
50108902	PRIN ENERGY TRADING SPCLST	PAS00690	\$ 11,168									\$ 14,792	Annual
50140366	PRIN ENGINEER 1/	PAS00690	\$ 11,168									\$ 14,792	Annual
50051870	PRIN ENGINEERING TECH	OSE0755*	\$ 42.62	\$ 43.70	\$ 44.77	\$ 45.91	\$ 47.06	\$ 48.23	\$ 49.45	\$ 50.69	\$ 51.94		Hourly
50090325	PRIN ENTERPRISE TECH ANALYST	PAS00660	\$ 10,373									\$ 13,740	Annual
50089613	PRIN ENTERPRISE TECH DEV	PAS00660	\$ 10,373									\$ 13,740	Annual
50051871	PRIN FINANCIAL ACCOUNTANT	PAS00590	\$ 8,726									\$ 11,562	Annual
50051872	PRIN FINANCIAL ANALYST	PAS0066C	\$ 10,373									\$ 14,793	Annual
50051873	PRIN I&C ENGR	PAS00690	\$ 11,168									\$ 14,792	Annual
50132976	PRIN MARKET ANALYST	PAS00660	\$ 10,373									\$ 13,740	Annual
50051876	PRIN MARKET RESEARCH SPCLST	PAS00620	\$ 9,397									\$ 12,444	Annual
50051877	PRIN MARKET RISK SPCLST	PAS00660	\$ 10,373									\$ 13,740	Annual
50051875	PRIN MECHANICAL ENGR	PAS00690	\$ 11,168									\$ 14,792	Annual
50052086	PRIN NTWK ENGR OT	PAS00660	\$ 10,373									\$ 13,740	Annual
50139865	PRIN OMS SPCLST 1/	PAS00690	\$ 11,168									\$ 14,792	Annual
50051879	PRIN PLANT ACCOUNTANT	PAS00590	\$ 8,726									\$ 11,562	Annual
50051880	PRIN POWER CONTRACT SPCLST	PAS00690	\$ 11,168									\$ 14,792	Annual
50051881	PRIN POWER OPS ENGR	PAS00690	\$ 11,168									\$ 14,792	Annual
50161716	PRIN POWER SYS ANALYST	PAS00660	\$ 10,373									\$ 13,740	Annual
50088004	PRIN PROTECTION ENGR	PAS00690	\$ 11,168									\$ 14,792	Annual
50051882	PRIN RATE ANALYST	PAS00620	\$ 9,397									\$ 12,444	Annual
50051884	PRIN RESOURCE PLANNING ANALYST	PAS00660	\$ 10,373									\$ 13,740	Annual
50051886	PRIN TELECOMM ENGR	PAS00690	\$ 11,168									\$ 14,792	Annual
50051887	PRIN TRNSMSN PLNG ENGR	PAS00690	\$ 11,168									\$ 14,792	Annual
50093101	PROCESS COORD, COMMERCIAL DEV	PAS00660	\$ 10,373									\$ 13,740	Annual
50093077	PROCESS COORD-CUST OPS	PAS00660	\$ 10,373									\$ 13,740	Annual
50086500	PROCUREMENT SPCLST (E)	PAS00430	\$ 5,882									\$ 7,793	Annual
50086476	PROCUREMENT SPCLST (J)	PAS00520	\$ 7,345									\$ 9,727	Annual
50083476	PROCUREMENT SUPVR	PAS00620	\$ 9,397									\$ 12,444	Annual
50095463	PRODUCT SVCS COORD	PAS00560	\$ 8,104									\$ 10,737	Annual
50051591	PRODUCT SVCS SPCLST	PAS00540	\$ 7,714									\$ 10,216	Annual
50083245	PRODUCTIVITY ANALYST (E)	PAS00430	\$ 5,882									\$ 7,793	Annual
50051893	PRODUCTIVITY ANALYST (J)	PAS00520	\$ 7,345									\$ 9,727	Annual
50162981	PROG MGR,CYBERSECURITY	PAS0066C	\$ 10,373									\$ 14,793	Annual
50160537	PROG MGR,DATA GOVERNANCE	PAS0062D	\$ 9,397									\$ 13,742	Annual
50120124	PROG MGR,ENTERPRISE RECORDS	PAS00620	\$ 9,397									\$ 12,444	Annual
50160926	PROG MGR,VEG MGMT	PAS0059C	\$ 8,726									\$ 12,444	Annual
50166590	PROGRAM MGR FUTURE WKFR	PAS00620	\$ 9,397									\$ 12,444	Annual
50168122	PROGRAM MGR, SOCIAL MEDIA	PAS0059C	\$ 8,726									\$ 12,444	Annual
50162852	PROGRAM MGR,CIP	PAS00660	\$ 10,373									\$ 13,740	Annual
50137576	PROGRAM MGR,ECON DEV & PARTNER	PAS00720	\$ 12,025									\$ 15,931	Annual
50100228	PROGRAM MGR,EE & C R	PAS00710	\$ 11,729									\$ 15,543	Annual
50139508	PROGRAM MGR,LOCAL GOVT	PAS00660	\$ 10,373									\$ 13,740	Annual
50153614	PROGRAM MGR,REG COMP	PAS00690	\$ 11,168									\$ 14,792	Annual
50114096	PROGRAM MGR,SYS OPS & RELIAB	PAS00720	\$ 12,025									\$ 15,931	Annual
50135827	PROJECT DEV MANAGER	PAS00690	\$ 11,168									\$ 14,792	Annual
50111813	PROJECT INTEGRATION MGR	PAS00710	\$ 11,729									\$ 15,543	Annual
50051896	PROJECT MANAGER I	PAS00560	\$ 8,104									\$ 10,737	Annual
50051897	PROJECT MANAGER II	PAS00620	\$ 9,397									\$ 12,444	Annual
50051900	PUBLIC INFO SPCLST I	PAS00450	\$ 6,181									\$ 8,183	Annual
50051901	PUBLIC INFO SPCLST II	PAS00540	\$ 7,714									\$ 10,216	Annual
50121215	QUALITY AUDITOR (J)	PAS00560	\$ 8,104									\$ 10,737	Annual
50083247	RATE ANALYST (E)	PAS00450	\$ 6,181									\$ 8,183	Annual
50051916	RATE ANALYST (J)	PAS00540	\$ 7,714									\$ 10,216	Annual

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Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type
50095131	RATE/PRICING ADVISOR	PAS0066O	\$ 10,373									\$ 13,740	Annual
50130984	REGULATORY COMPLIANCE ANALYST (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50130983	REGULATORY COMPLIANCE ANALYST (J)	PAS0054O	\$ 7,714									\$ 10,216	Annual
50131203	REGULATORY COORDINATOR GENERATION	PAS0062O	\$ 9,397									\$ 12,444	Annual
50104213	RELAY SPCLST	PAS0059O	\$ 8,726									\$ 11,562	Annual
50160580	RELIABILITY COMPLIANCE MANAGER	PAS0072O	\$ 12,025									\$ 15,931	Annual
50167855	RESOURCE PLANNING ANALYST (E)	PAS0047O	\$ 6,495									\$ 8,598	Annual
50167858	RESOURCE PLANNING ANALYST (J)	PAS0056O	\$ 8,104									\$ 10,737	Annual
50092218	RETAIL PARTNER COORD	PAS0054O	\$ 7,714									\$ 10,216	Annual
50150275	REVENUE ANALYST (E)	PAS0043O	\$ 5,882									\$ 7,793	Annual
50116324	REVENUE ANALYST (J)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50154604	REVENUE PROTECTION REP(IBEW)	IBEW873N	\$ 44.36	\$ 45.73	\$ 47.37	\$ 49.61							Hourly
50051920	REVENUE PROTECTION REP(IBEW) 1/	IBEW903A	\$ 49.93	\$ 51.52	\$ 53.34	\$ 55.86							Hourly
50051918	RISK MGMT ANALYST (J)	PAS0052O	\$ 7,345									\$ 9,727	Annual
50051922	SAFETY COORD	PAS0056O	\$ 8,104									\$ 10,737	Annual
50083249	SAFETY&LOSS PREVNTN SPCLST (E)	PAS0041O	\$ 5,600									\$ 7,414	Annual
50051921	SAFETY&LOSS PREVNTN SPCLST (J)	PAS0049O	\$ 6,819									\$ 9,036	Annual
50051935	SCHEDULING TECH	OSE0670*	\$ 28.21	\$ 28.90	\$ 29.61	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33		Hourly
50051926	SECRETARY	OSE0637*	\$ 24.05	\$ 27.83	\$ 28.52	\$ 25.93	\$ 26.60	\$ 27.25	\$ 27.96	\$ 28.66	\$ 29.37		Hourly
50083605	SECURITY ADMIN	PAS0059O	\$ 8,726									\$ 11,562	Annual
50166825	SECURITY INVESTIGATOR	PAS0054O	\$ 7,714									\$ 10,216	Annual
50124535	SECURITY OPERATIONS DISPATCHER	SECU248L	\$ 27.44	\$ 28.14	\$ 28.85	\$ 29.58	\$ 30.32	\$ 31.10	\$ 31.89	\$ 32.72	\$ 33.54		Hourly
50113765	SECURITY OPERATIONS SUPERVISOR	SECU450*	\$ 39.92	\$ 40.91	\$ 41.94	\$ 42.98	\$ 44.06	\$ 45.16	\$ 46.29	\$ 47.45	\$ 48.63		Hourly
50051925	SECURITY SPECIALIST	PAS0045O	\$ 6,181									\$ 8,183	Annual
50051927	SERVICE DISPATCHER	OSE0705*	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.79	\$ 40.78		Hourly
50167601	SHIFT POWER SYS OPER I	IBEW921D	\$ 62.57	\$ 64.15	\$ 65.77	\$ 67.43	\$ 69.12	\$ 70.83	\$ 72.60	\$ 74.44	\$ 76.28		Hourly
50164886	SHIFT POWER SYS OPER I 1/	IBEW980*	\$ 72.63	\$ 74.43	\$ 76.34	\$ 78.24	\$ 80.20	\$ 82.21	\$ 84.25	\$ 86.38	\$ 88.54		Hourly
50167434	SHIFT POWER SYS OPER II	IBEW976A	\$ 80.09										Hourly
50167436	SHIFT POWER SYS OPER II 1/	IBEW986*	\$ 92.94										Hourly
50154602	SHIFT SR POWER SYS OPER	IBEW991*	\$ 84.11										Hourly
50115207	SHIFT SR POWER SYS OPER 1/	IBEW990*	\$ 97.62										Hourly
50051684	SITE SAFETY COORD	PAS0062O	\$ 9,397									\$ 12,444	Annual
50166436	SMUD CARES PROG MGR	PAS0056B	\$ 8,104									\$ 11,282	Annual
50168118	SOCIAL MEDIA SPCLST	PAS0054O	\$ 7,714									\$ 10,216	Annual
50051751	SOFTWARE QUALITY ASSURANCE SPCLST	PAS0054O	\$ 7,714									\$ 10,216	Annual
50091953	SPAC ADVISOR	PAS0071O	\$ 11,729									\$ 15,543	Annual
50165227	SPACE & MOVE MGMT SPCLST	PAS0043O	\$ 5,882									\$ 7,793	Annual
50051940	SPCL ASST TO BOARD OF DIR	PAS0059O	\$ 8,726									\$ 11,562	Annual
50094275	SR ACCOUNTANT	PAS0056O	\$ 8,104									\$ 10,737	Annual
50052030	SR ADMIN ASST	PAS0045O	\$ 6,181									\$ 8,183	Annual
50052032	SR ARCHITECT	PAS0066O	\$ 10,373									\$ 13,740	Annual
50052033	SR ATTORNEY	PAS0072Z	\$ 12,025									\$ 19,889	Annual
50052034	SR BUS TECH ANALYST	PAS0059O	\$ 8,726									\$ 11,562	Annual
50120609	SR CABLE LOCATOR	IBEW888L	\$ 52.90										Hourly
50122828	SR CABLE LOCATOR W/CL A	IBEW888N	\$ 54.05										Hourly
50052037	SR CALIBRATION TECH	IBEW937A	\$ 66.05										Hourly
50052038	SR CIVIL ENGR	PAS0066O	\$ 10,373									\$ 13,740	Annual
50161721	SR CLAIMS ADMIN	PAS0059O	\$ 8,726									\$ 11,562	Annual
50166301	SR COMMUNITY ENGAGEMENT REP	PAS0059O	\$ 8,726									\$ 11,562	Annual
50052039	SR COMPUTER H/W SUP SPCLST 1/	PAS0059O	\$ 8,726									\$ 11,562	Annual
50122844	SR CONSTR CONTRACT ANALYST	PAS0056O	\$ 8,104									\$ 10,737	Annual
50052036	SR COST SCHEDULE SPCLST	PAS0054O	\$ 7,714									\$ 10,216	Annual
50083251	SR CUST SVCS FIELD REP	OSE0745*	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02	\$ 46.14	\$ 47.32	\$ 48.47	\$ 49.70		Hourly

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50052043	SR CUST SVCS REP	OSE0700*	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.79		Hourly
50052040	SR CUSTODIAN	IBEW814*	\$ 36.68										Hourly
50167118	SR CYBER GOVRN & COMP SPCLST	PAS00640	\$ 9,872									\$ 13,076	Annual
50167210	SR CYBER RISK SPCLST	PAS00640	\$ 9,872									\$ 13,076	Annual
50167119	SR CYBER SEC ENGINEER	PAS00640	\$ 9,872									\$ 13,076	Annual
50165225	SR DATA CTR OPS SPCLST	PAS00520	\$ 7,345									\$ 9,727	Annual
50052045	SR DB ADMIN	PAS00640	\$ 9,872									\$ 13,076	Annual
50052046	SR DESIGNER/DRAFTER	OSE0735*	\$ 38.83	\$ 39.79	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02	\$ 46.14	\$ 47.32		Hourly
50052049	SR DESKTOP SUPPORT SPCLST 1/	PAS00590	\$ 8,726									\$ 11,562	Annual
50052047	SR DISTRIB DESIGN ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50052048	SR DISTRIB SYS ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50161454	SR DISTRIBUTION SYSTEM OPERATOR	IBEW950*	\$ 75.54										Hourly
50159864	SR DISTRIBUTION SYSTEM OPERATOR 1/	IBEW984*	\$ 88.00										Hourly
50052050	SR DOC RECORDS SPCLST	OSE0650*	\$ 25.83	\$ 26.47	\$ 27.16	\$ 27.81	\$ 28.54	\$ 29.25	\$ 29.99	\$ 30.72	\$ 31.49		Hourly
50090305	SR DOC RECORDS SPCLST-CONF	CONF650*	\$ 28.29	\$ 29.00	\$ 29.73	\$ 30.47	\$ 31.24	\$ 32.03	\$ 32.82	\$ 33.65	\$ 34.50		Hourly
50052052	SR ELECTRICAL ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50137575	SR ELECTRICAL TECH	IBEW960*	\$ 78.13										Hourly
50139897	SR EMS ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50164848	SR END USER COMPUTING ANALYST	PAS00470	\$ 6,495									\$ 8,598	Annual
50131801	SR ENERGY ADVISOR	PAS00560	\$ 8,104									\$ 10,737	Annual
50168853	SR ENERGY SPCLST	OSE0770A	\$ 48.47	\$ 49.68	\$ 50.92	\$ 52.21	\$ 53.51	\$ 54.85	\$ 56.21	\$ 57.61	\$ 59.06		Hourly
50108901	SR ENERGY TRADING SPCLST	PAS00670	\$ 10,633									\$ 14,080	Annual
50052055	SR ENGINEERING TECH	OSE0735A	\$ 38.82	\$ 39.79	\$ 40.78	\$ 41.81	\$ 42.86	\$ 43.94	\$ 45.05	\$ 46.16	\$ 47.36		Hourly
50083624	SR ENTERPRISE APPLICATION ADMIN	PAS00640	\$ 9,872									\$ 13,076	Annual
50166432	SR ENTERPRISE ARCHITECT	PAS00640	\$ 9,872									\$ 13,076	Annual
50158753	SR ENTERPRISE PERF PLAN COORD	PAS00590	\$ 8,726									\$ 11,562	Annual
50161012	SR ENTERPRISE RECORDS ANALYST	PAS00590	\$ 8,726									\$ 11,562	Annual
50090326	SR ENTERPRISE TECH ANALYST	PAS00640	\$ 9,872									\$ 13,076	Annual
50089611	SR ENTERPRISE TECH DEV	PAS00640	\$ 9,872									\$ 13,076	Annual
50138502	SR ENTERPRISE TECH INFRA SPCLST	PAS00640	\$ 9,872									\$ 13,076	Annual
50052057	SR FINANCIAL ANALYST	PAS00590	\$ 8,726									\$ 11,562	Annual
50142686	SR FINANCIAL ANALYST BDGT OFF	PAS00590	\$ 8,726									\$ 11,562	Annual
50111253	SR FIRE PROTECTION ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50163938	SR GIS DATA ANALYST	PAS00560	\$ 8,104									\$ 10,737	Annual
50164575	SR GIS DATA TECH	OSE0750*	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02	\$ 46.14	\$ 47.32	\$ 48.47	\$ 49.70	\$ 50.92		Hourly
50052059	SR GRAPHIC ARTIST	OSE0720*	\$ 36.03	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.79	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89		Hourly
50164310	SR HIGH VOLTAGE TEST TECH	IBEW941*	\$ 67.76										Hourly
50052060	SR HUMAN RESOURCES ANALYST	PAS00590	\$ 8,726									\$ 11,562	Annual
50154400	SR HYD OPER	IBEW931A	\$ 63.81										Hourly
50118747	SR HYD OPER 1/	IBEW941B	\$ 68.14										Hourly
50128232	SR I&C ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50052064	SR I/T APPLIC DEVELOPER 1/	PAS00590	\$ 8,726									\$ 11,562	Annual
50052065	SR I/T AUDITOR	PAS00620	\$ 9,397									\$ 12,444	Annual
50052068	SR I/T PROC/CNTRCT SPCLST	PAS00590	\$ 8,726									\$ 11,562	Annual
50052069	SR I/T SYSTEMS ANALYST 1/	PAS00590	\$ 8,726									\$ 11,562	Annual
50052071	SR INTERNAL AUDITOR	PAS00590	\$ 8,726									\$ 11,562	Annual
50099398	SR LABOR RELATIONS ANALYST	PAS00590	\$ 8,726									\$ 11,562	Annual
50051898	SR LAND SPCLST	PAS00560	\$ 8,104									\$ 10,737	Annual
50160078	SR LEARNING & DEV SPCLST	PAS00590	\$ 8,726									\$ 11,562	Annual
50122845	SR LINE INSPECTOR	IBEW965R	\$ 81.49										Hourly
50052073	SR MAPPER	OSE0713*	\$ 34.64	\$ 35.52	\$ 36.38	\$ 37.30	\$ 38.23	\$ 39.19	\$ 40.14	\$ 41.16	\$ 42.18		Hourly
50091987	SR MARKET ANALYST	PAS00620	\$ 9,397									\$ 12,444	Annual
50160569	SR MARKET RESEARCH SPCLST	PAS00560	\$ 8,104									\$ 10,737	Annual

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50102303	SR MARKET RISK SPCLST	PAS00620	\$ 9,397									\$ 12,444	Annual
50169475	SR MARKET STRATEGY ANALYST	PAS00620	\$ 9,397									\$ 12,444	Annual
50138025	SR MARKETING SPCLST	PAS00590	\$ 8,726									\$ 11,562	Annual
50088378	SR MATERIAL PLANNER/COORD	PAS00520	\$ 7,345									\$ 9,727	Annual
50052077	SR MECHANICAL ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50052079	SR METER TECH	IBEW937A	\$ 66.05										Hourly
50167750	SR MGMT ADMIN ASST	PAS00450	\$ 6,181									\$ 8,183	Annual
50051840	SR NTWK ENGR OT	PAS00640	\$ 9,872									\$ 13,076	Annual
50052087	SR OFFICE SPCLST	OSE0671*	\$ 28.18	\$ 28.89	\$ 29.61	\$ 30.38	\$ 31.13	\$ 31.92	\$ 32.70	\$ 33.53	\$ 34.38		Hourly
50122177	SR OFFICE SPCLST-CONF	CONF671*	\$ 30.38	\$ 31.14	\$ 31.92	\$ 32.74	\$ 33.56	\$ 34.41	\$ 35.24	\$ 36.13	\$ 37.05		Hourly
50139846	SR OMS SPCLST 1/	PAS00660	\$ 10,373									\$ 13,740	Annual
50125952	SR ORGANIZATION EFFECTIVENESS SPCLST	PAS00620	\$ 9,397									\$ 12,444	Annual
50085328	SR PARK MAINT WORKER	IBEW814*	\$ 36.68										Hourly
50052090	SR PHYSICAL NTWK SPCLST 1/	PAS00590	\$ 8,726									\$ 11,562	Annual
50052093	SR POWER CONTRACTS SPCLST	PAS00660	\$ 10,373									\$ 13,740	Annual
50136253	SR POWER OPERATIONS ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50154603	SR POWER SYS OPER	IBEW991*	\$ 84.11										Hourly
50112454	SR POWER SYS OPER 1/	IBEW990*	\$ 97.62										Hourly
50052094	SR POWER SYSTEM ANALYST	PAS00620	\$ 9,397									\$ 12,444	Annual
50052091	SR PRESS OPERATOR	OSE0714*	\$ 35.05	\$ 35.93	\$ 36.79	\$ 37.73	\$ 38.68	\$ 39.66	\$ 40.65	\$ 41.64	\$ 42.72		Hourly
50086475	SR PROCUREMENT SPCLST	PAS00560	\$ 8,104									\$ 10,737	Annual
50095464	SR PRODUCT SVCS COORD	PAS00620	\$ 9,397									\$ 12,444	Annual
50052092	SR PROJECT MANAGER	PAS00660	\$ 10,373									\$ 13,740	Annual
50088003	SR PROTECTION ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50051902	SR PUBLIC INFO SPCLST	PAS00590	\$ 8,726									\$ 11,562	Annual
50052097	SR RATE ANALYST	PAS00590	\$ 8,726									\$ 11,562	Annual
50052098	SR RESOURCE PLANNING ANALYST	PAS00620	\$ 9,397									\$ 12,444	Annual
50098850	SR REVENUE ANALYST	PAS00560	\$ 8,104									\$ 10,737	Annual
50087904	SR RISK MANAGEMENT ANALYST	PAS00590	\$ 8,726									\$ 11,562	Annual
50089612	SR SECURITY ADMIN	PAS00640	\$ 9,872									\$ 13,076	Annual
50168121	SR SOCIAL MEDIA SPCLST	PAS00560	\$ 8,104									\$ 10,737	Annual
50052070	SR SOFTWARE QUALITY ASSURANCE SPCLST	PAS00590	\$ 8,726									\$ 11,562	Annual
50052099	SR STAFF SECRETARY	OSE0667*	\$ 27.65	\$ 28.33	\$ 29.05	\$ 29.78	\$ 30.50	\$ 31.28	\$ 32.07	\$ 32.88	\$ 33.70		Hourly
50089955	SR STAFF SECRETARY-CONF	CONF667*	\$ 29.96	\$ 30.72	\$ 31.47	\$ 32.24	\$ 33.06	\$ 33.88	\$ 34.71	\$ 35.59	\$ 36.47		Hourly
50052100	SR STAFF SECY TO BD OFF-CONF	CONF667*	\$ 29.96	\$ 30.72	\$ 31.47	\$ 32.24	\$ 33.06	\$ 33.88	\$ 34.71	\$ 35.59	\$ 36.47		Hourly
50160570	SR STRATEGIC BUSINESS PLANNER	PAS00660	\$ 10,373									\$ 13,740	Annual
50099720	SR SUPPLIER DIVERSITY ANALYST	PAS00560	\$ 8,104									\$ 10,737	Annual
50099177	SR SURV ENGRG TECH-COP	OSE0740*	\$ 39.79	\$ 40.78	\$ 41.77	\$ 42.83	\$ 43.89	\$ 45.02	\$ 46.14	\$ 47.32	\$ 48.47		Hourly
50092752	SR SURV ENGRG TECH-OFF	OSE0735A	\$ 38.82	\$ 39.79	\$ 40.78	\$ 41.81	\$ 42.86	\$ 43.94	\$ 45.05	\$ 46.16	\$ 47.36		Hourly
50052103	SR TELECOMM ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50052107	SR TELECOMM TECH	IBEW939*	\$ 67.41										Hourly
50154498	SR TELEPHONE TECH	IBEW922G	\$ 60.50										Hourly
50100561	SR TELEPHONE TECH 1/	IBEW939*	\$ 67.41										Hourly
50052109	SR TOOL REPAIRER	IBEW901*	\$ 55.21										Hourly
50052108	SR TRNSMSN PLNG ENGR	PAS00660	\$ 10,373									\$ 13,740	Annual
50052114	SR TROUBLESHOOTER	IBEW976*	\$ 86.74										Hourly
50163133	SR UX SPCLST	PAS00590	\$ 8,726									\$ 11,562	Annual
50154166	SR VEHICLE MECH	IBEW874B	\$ 48.30										Hourly
50083253	SR VEHICLE MECH 1/	IBEW887*	\$ 52.73										Hourly
50154167	SR VEHICLE MECH W/CL A	IBEW874D	\$ 49.45										Hourly
50052115	SR VEHICLE MECH W/CL A 1/	IBEW887L	\$ 53.88										Hourly
50154168	SR VEHICLE MECH W/HAZ	IBEW874E	\$ 49.57										Hourly
50052116	SR VEHICLE MECH W/HAZ 1/	IBEW887X	\$ 54.00										Hourly



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50051928	STAFF SECRETARY	OSE0655*	\$ 26.18	\$ 26.86	\$ 27.50	\$ 28.21	\$ 28.90	\$ 29.61	\$ 30.32	\$ 31.09	\$ 31.88		Hourly
50086677	STAFF SECRETARY-CONF	CONF655*	\$ 28.26	\$ 28.98	\$ 29.70	\$ 30.42	\$ 31.17	\$ 31.96	\$ 32.76	\$ 33.59	\$ 34.40		Hourly
50151393	STATION RECORDER 1/	IBEW872*	\$ 48.82										Hourly
50052118	STATION RECORDER 1//	IBEW861*	\$ 31.24	\$ 32.67	\$ 42.10	\$ 43.90	\$ 46.63						Hourly
50162807	STEM CO-OP STUDENT ASST	OSE0550*	\$ 21.57	\$ 22.11	\$ 22.67	\$ 23.23	\$ 23.81	\$ 24.40	\$ 25.01	\$ 25.63	\$ 26.28		Hourly
50051657	STEM STUDENT ASST	OSE0550*	\$ 21.57	\$ 22.11	\$ 22.67	\$ 23.23	\$ 23.81	\$ 24.40	\$ 25.01	\$ 25.63	\$ 26.28		Hourly
50160145	STRATEGIC ACCOUNT ADVISOR I	PAS00450	\$ 6,181									\$ 8,183	Annual
50160202	STRATEGIC ACCOUNT ADVISOR II	PAS00540	\$ 7,714									\$ 10,216	Annual
50160192	STRATEGIC ACCOUNT ADVISOR III	PAS0056C	\$ 8,104									\$ 11,562	Annual
50160040	STRATEGIC ACCOUNT ADVISOR IV 1/	PAS00640	\$ 9,872									\$ 13,076	Annual
50051626	STRATEGIC BUSINESS PLANNER I	PAS00560	\$ 8,104									\$ 10,737	Annual
50052044	STRATEGIC BUSINESS PLANNER II	PAS00620	\$ 9,397									\$ 12,444	Annual
50052119	STUDENT STAFF ASST	OSE0549*	\$ 17.47	\$ 17.91	\$ 18.35	\$ 18.82	\$ 19.28	\$ 19.76	\$ 20.26	\$ 20.77	\$ 21.29		Hourly
50165789	SUBSTATION MAINT WORKER I	IBEW861A	\$ 38.26	\$ 40.18	\$ 42.18	\$ 44.29							Hourly
50125721	SUBSTATION MAINT WORKER II	IBEW861B	\$ 46.50	\$ 48.82									Hourly
TBD	SUBSTATION DES I	OSE0711*	\$ 34.33	\$ 35.18	\$ 36.07	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.80	\$ 40.78	\$ 41.80		Hourly
TBD	SUBSTATION DES II	OSE0745A	\$ 40.78	\$ 41.80	\$ 42.83	\$ 43.92	\$ 45.02	\$ 46.14	\$ 47.29	\$ 48.47	\$ 49.68		Hourly
TBD	SUBSTATION DES III	OSE0770A	\$ 48.47	\$ 49.68	\$ 50.92	\$ 52.21	\$ 53.51	\$ 54.85	\$ 56.21	\$ 57.61	\$ 59.06		Hourly
TBD	SUBSTATION DES IV	OSE0780*	\$ 54.85	\$ 56.21	\$ 57.61	\$ 59.06	\$ 60.54	\$ 62.04	\$ 63.59	\$ 65.18	\$ 66.82		Hourly
50137994	SUBSTATN ASSETS SUPVR	PAS0062T	\$ 9,397									\$ 13,742	Annual
50091428	SUBSTATN CONSTR FRMN/WM	IBEW945A	\$ 71.13										Hourly
50091429	SUBSTATN CONSTR FRMN/WM W/CL A	IBEW945L	\$ 72.28										Hourly
50091430	SUBSTATN CONSTR FRMN/WM W/HAZ	IBEW945X	\$ 72.40										Hourly
50051929	SUBSTATN FRMN/WN,LT	IBEW941*	\$ 67.76										Hourly
50051930	SUBSTATN FRMN/WN,LT W/CL A	IBEW941L	\$ 68.91										Hourly
50051931	SUBSTATN FRMN/WN,LT W/HAZ	IBEW941X	\$ 69.03										Hourly
50051932	SUBSTATN SUBFRMN/WN	IBEW927K	\$ 63.76										Hourly
50051933	SUBSTATN SUBFRMN/WN W/CL A	IBEW927E	\$ 64.91										Hourly
50051934	SUBSTATN SUBFRMN/WN W/HAZ	IBEW927H	\$ 65.03										Hourly
50164529	SUPPORT CENTER SUPVR	PAS00590	\$ 8,726									\$ 11,562	Annual
50091625	SUPT PROJECT DEV & ENGRG	PAS00710	\$ 11,729									\$ 15,543	Annual
50051957	SUPVG ACCOUNTING TECH	PAS00470	\$ 6,495									\$ 8,598	Annual
50165907	SUPVG ADMIN ANALYST I	PAS00410	\$ 5,600									\$ 7,414	Annual
50165911	SUPVG ADMIN ANALYST II	PAS00490	\$ 6,819									\$ 9,036	Annual
50165909	SUPVG ADMIN ANALYST III	PAS00520	\$ 7,345									\$ 9,727	Annual
50051973	SUPVG CUST SVC FIELD REP	PAS0052B	\$ 7,345									\$ 10,216	Annual
50051972	SUPVG CUSTOMER REP	PAS00490	\$ 6,819									\$ 9,036	Annual
50166563	SUPVG HUMAN RESOURCES ANALYST	PAS00620	\$ 9,397									\$ 12,444	Annual
50135199	SUPVG PARALEGAL	PAS00470	\$ 6,495									\$ 8,598	Annual
50150056	SUPVG PROCUREMENT SPECIALIST 1/	PAS0059A	\$ 8,726									\$ 11,850	Annual
50052015	SUPVG RESOURCE PLANNER	PAS00690	\$ 11,168									\$ 14,792	Annual
50051697	SUPVR, FLEET DESIGN & DELIVERY	PAS00590	\$ 8,726									\$ 11,562	Annual
50129649	SUPVR,APPRENT & OPS TRAINING	PAS00640	\$ 9,872									\$ 13,076	Annual
50130191	SUPVR,BT RESOURCES & PLNG	PAS00710	\$ 11,729									\$ 15,543	Annual
50163093	SUPVR,BUDGET OFFICE	PAS00660	\$ 10,373									\$ 13,740	Annual
50090727	SUPVR,BUSINESS PROCESS SUPPORT	PAS00620	\$ 9,397									\$ 12,444	Annual
50164253	SUPVR,COMMODITY SETTLEMENTS	PAS0066B	\$ 10,373									\$ 14,433	Annual
50124592	SUPVR,CONSTRUCTION MGMT INSPECTION	PAS00640	\$ 9,872									\$ 13,076	Annual
50051994	SUPVR,DATA MANAGEMENT	PAS00640	\$ 9,872									\$ 13,076	Annual
50126020	SUPVR,DIST SV NEW BUSINESS	PAS00690	\$ 11,168									\$ 14,792	Annual
50051852	SUPVR,DIST SYS OPS-FLD OP	PAS00690	\$ 11,168									\$ 14,792	Annual
50128766	SUPVR,EE EMERG TECH	PAS00660	\$ 10,373									\$ 13,740	Annual
50162517	SUPVR,ENERGY MGMT SYS	PAS0069B	\$ 11,168									\$ 15,543	Annual

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50160221	SUPVR.ENERGY TRADING & CONTRACTS	PAS0072O	\$ 12,025									\$ 15,931	Annual
50160265	SUPVR.ENGINEERING	PAS0071O	\$ 11,729									\$ 15,543	Annual
50158442	SUPVR.ENV.HLTH&SFTY SVCS	PAS0066O	\$ 10,373									\$ 13,740	Annual
50051981	SUPVR.FACILITIES & MAINT	PAS0069O	\$ 11,168									\$ 14,792	Annual
50162321	SUPVR.FIELD METERING	PAS0059B	\$ 8,726									\$ 12,148	Annual
50094154	SUPVR.HLTH & SFTY SVCS 1/	PAS0066C	\$ 10,373									\$ 14,793	Annual
50051729	SUPVR.HYDRO LICENSE IMPLEMENTATION	PAS0066O	\$ 10,373									\$ 13,740	Annual
50051990	SUPVR.IPPS & ADMIN	PAS0052C	\$ 7,345									\$ 10,471	Annual
50136695	SUPVR.LOAD RESEARCH & FORECASTING	PAS0069O	\$ 11,168									\$ 14,792	Annual
50091651	SUPVR.MAINT ENGRG	PAS0069O	\$ 11,168									\$ 14,792	Annual
50083477	SUPVR.MATERIAL PLANNING & COORDINATION	PAS0062O	\$ 9,397									\$ 12,444	Annual
50116025	SUPVR.OPER & AVAIL	PAS0071O	\$ 11,729									\$ 15,543	Annual
50052007	SUPVR.OPS SCHEDULING & PRODUCTIVITY	PAS0059O	\$ 8,726									\$ 11,562	Annual
50052012	SUPVR.RATES	PAS0069O	\$ 11,168									\$ 14,792	Annual
50052014	SUPVR.REAL ESTATE SVCS	PAS0062O	\$ 9,397									\$ 12,444	Annual
50163671	SUPVR.SEGMENT DELIVERY	PAS0064O	\$ 9,872									\$ 13,076	Annual
50160146	SUPVR.STRATEGIC ACCOUNT MANAGEMENT	PAS0062D	\$ 9,397									\$ 13,742	Annual
50052021	SUPVR.SURVEY	PAS0062O	\$ 9,397									\$ 12,444	Annual
50126182	SUPVR.T&D LINE MAINT	PAS0069O	\$ 11,168									\$ 14,792	Annual
50092750	SURVEY ENGRG TECH (J)	OSE0714*	\$ 35.05	\$ 35.93	\$ 36.79	\$ 37.73	\$ 38.68	\$ 39.66	\$ 40.65	\$ 41.64	\$ 42.72		Hourly
50145210	SYSTEM OPERATIONS & TRNG MANAGER	PAS0072T	\$ 12,025									\$ 17,579	Annual
50151305	T&D LINE ASSETS SUPVR-PROJECTS	PAS0062U	\$ 9,397									\$ 14,311	Annual
50140030	T&D LINE CONSTR CONSULTANT	PAS0066C	\$ 10,373									\$ 14,793	Annual
50052124	TECHNICAL WRITER I	PAS0052O	\$ 7,345									\$ 9,727	Annual
TBD	TELECOMM DES I	OSE0711*	\$ 34.33	\$ 35.18	\$ 36.07	\$ 36.96	\$ 37.89	\$ 38.83	\$ 39.80	\$ 40.78	\$ 41.80		Hourly
TBD	TELECOMM DES II	OSE0745A	\$ 40.78	\$ 41.80	\$ 42.83	\$ 43.92	\$ 45.02	\$ 46.14	\$ 47.29	\$ 48.47	\$ 49.68		Hourly
TBD	TELECOMM DES III	OSE0770A	\$ 48.47	\$ 49.68	\$ 50.92	\$ 52.21	\$ 53.51	\$ 54.85	\$ 56.21	\$ 57.61	\$ 59.06		Hourly
TBD	TELECOMM DES IV	OSE0780*	\$ 54.85	\$ 56.21	\$ 57.61	\$ 59.06	\$ 60.54	\$ 62.04	\$ 63.59	\$ 65.18	\$ 66.82		Hourly
50052125	TELECOMM TECH 1/	IBEW928*	\$ 63.54										Hourly
50154313	TELECOMM TECH APPR	IBEW845A	\$ 37.06	\$ 40.49	\$ 43.92	\$ 47.34	\$ 50.76	\$ 54.17					Hourly
50083255	TELECOMM TECH APPR 1/	IBEW921A	\$ 41.31	\$ 45.12	\$ 48.96	\$ 52.72	\$ 56.55	\$ 60.37					Hourly
50154499	TELECOMM TECH I	IBEW915A	\$ 57.02										Hourly
50161055	TELECOMM TECH II	IBEW928*	\$ 63.54										Hourly
50154625	TELEPHONE TECH	IBEW915A	\$ 57.02										Hourly
50100560	TELEPHONE TECH 1/	IBEW928*	\$ 63.54										Hourly
50154626	TELEPHONE TECH APPR	IBEW845A	\$ 37.06	\$ 40.49	\$ 43.92	\$ 47.34	\$ 50.76	\$ 54.17					Hourly
50100562	TELEPHONE TECH APPR 1/	IBEW921A	\$ 41.31	\$ 45.12	\$ 48.96	\$ 52.72	\$ 56.55	\$ 60.37					Hourly
50052131	TOOL REPAIRER	IBEW874G	\$ 44.15	\$ 45.57	\$ 47.22	\$ 49.55							Hourly
50052132	TOOL REPAIRER W/CL A	IBEW874M	\$ 45.30	\$ 46.72	\$ 48.37	\$ 50.70							Hourly
50052133	TOOL REPAIRER W/HAZ	IBEW874Z	\$ 45.42	\$ 46.84	\$ 48.49	\$ 50.82							Hourly
50086933	TOOL ROOM FRMN/WN	IBEW936*	\$ 65.04										Hourly
50092673	TRADE SHOW COORD	OSE0743*	\$ 40.59	\$ 41.58	\$ 42.62	\$ 43.70	\$ 44.77	\$ 45.91	\$ 47.06	\$ 48.23	\$ 49.45		Hourly
50111034	TRAINING & COMPLIANCE COORD	PAS0052O	\$ 7,345									\$ 9,727	Annual
50160075	TRAINING COORDINATOR	PAS0045O	\$ 6,181									\$ 8,183	Annual
50052134	TROUBLESHOOTER	IBEW941R	\$ 76.59										Hourly
50093281	TROUBLESHOOTER W/CL A	IBEW941D	\$ 77.74										Hourly
50151422	UTILITY ASSISTANT	IBEW785*	\$ 18.70	\$ 21.38									Hourly
50083807	UTILITY COMPLIANCE SPECIALIST	IBEW828G	\$ 30.52	\$ 31.92	\$ 34.37	\$ 36.71	\$ 39.32						Hourly
50151392	UTILITY COMPLIANCE SPECIALIST 1/	IBEW872*	\$ 48.82										Hourly
50151322	UTILITY COMPLIANCE SPECIALIST 1//	IBEW872L	\$ 49.98										Hourly
50166507	UTILITY COMPLIANCE SPECIALIST II	IBEW919J	\$ 41.34										Hourly
50052154	UTILITY CREW FRMN/WN W/HAZ	IBEW888X	\$ 53.26										Hourly
50052155	UTILITY WORKER I	IBEW802G	\$ 30.52	\$ 31.92	\$ 33.31	\$ 34.70							Hourly

**2022 SMUD Wage Schedule**  
Effective 12/18/2021

Job Id	Job Title	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Wage Type
50052156	UTILITY WORKER I W/CL A	IBEW802L	\$ 31.67	\$ 33.07	\$ 34.46	\$ 35.85							Hourly
50163854	UTILITY WORKER II	IBEW814*	\$ 36.68										Hourly
50116120	UTILITY WORKER III	IBEW816H	\$ 32.36	\$ 33.65	\$ 35.11	\$ 36.54	\$ 38.11						Hourly
50052157	UTILITY WORKER W/HAZ	IBEW802X	\$ 31.79	\$ 33.19	\$ 34.58	\$ 35.97							Hourly
50163132	UX SPCLST (E)	PAS0045O	\$ 6,181									\$ 8,183	Annual
50092219	UX SPCLST (J)	PAS0054O	\$ 7,714									\$ 10,216	Annual
50154631	VEGETATION MANAGEMENT SPCLST W/CL A	IBEW878H	\$ 51.28										Hourly
50150005	VEGETATION MANAGEMENT SPCLST WCL A 1/	IBEW901L	\$ 56.36										Hourly
50052146	VEGETATION MANAGEMENT SUPVR I	PAS0056O	\$ 8,104									\$ 10,737	Annual
50162373	VEGETATION MANAGEMENT SUPVR II	PAS0059O	\$ 8,726									\$ 11,562	Annual
50154627	VEGETATION WORK PLANNER	IBEW878G	\$ 50.13										Hourly
50052143	VEGETATION WORK PLANNER 1/	IBEW901*	\$ 55.21										Hourly
50154628	VEGETATION WORK PLANNER W/CL A	IBEW878H	\$ 51.28										Hourly
50052144	VEGETATION WORK PLANNER W/CL A 1/	IBEW901L	\$ 56.36										Hourly
50154630	VEGETATION WORK PLANNER W/HAZ	IBEW878J	\$ 51.40										Hourly
50052145	VEGETATION WORK PLANNER W/HAZ 1/	IBEW901X	\$ 56.48										Hourly
50052158	VEHICLE ATTENDANT	IBEW816G	\$ 31.52	\$ 32.85	\$ 34.32	\$ 35.75	\$ 37.29						Hourly
50083257	VEHICLE ATTENDANT W/CL A	IBEW817*	\$ 32.67	\$ 34.00	\$ 35.47	\$ 36.90	\$ 38.44						Hourly
50052159	VEHICLE ATTENDANT W/HAZ	IBEW817X	\$ 32.79	\$ 34.12	\$ 35.59	\$ 37.02	\$ 38.56						Hourly
50099030	VEHICLE MAINT AIDE	IBEW790*	\$ 22.46	\$ 27.72									Hourly
50052164	VEHICLE MAINT AIDE W/CL A	IBEW790L	\$ 23.61	\$ 28.87									Hourly
50052165	VEHICLE MAINT AIDE W/HAZ	IBEW790X	\$ 23.73	\$ 28.99									Hourly
50154169	VEHICLE MECH	IBEW858A	\$ 45.36										Hourly
50052160	VEHICLE MECH 1/	IBEW874*	\$ 49.55										Hourly
50154049	VEHICLE MECH APPR W/HAZ	IBEW851D	\$ 30.27	\$ 32.28	\$ 34.25	\$ 36.22	\$ 38.21	\$ 40.18	\$ 42.19	\$ 44.13			Hourly
50052161	VEHICLE MECH APPR W/HAZ 1/	IBEW866X	\$ 33.49	\$ 35.61	\$ 37.74	\$ 39.87	\$ 41.99	\$ 44.10	\$ 46.24	\$ 48.36			Hourly
50154225	VEHICLE MECH W/CL A	IBEW858D	\$ 46.51										Hourly
50052162	VEHICLE MECH W/CL A 1/	IBEW878A	\$ 50.70										Hourly
50154240	VEHICLE MECH W/HAZ	IBEW858K	\$ 46.63										Hourly
50052163	VEHICLE MECH W/HAZ 1/	IBEW878X	\$ 50.82										Hourly
50168478	VEHICLE MECH WELDER	IBEW851I	\$ 47.44										Hourly
50154213	VEHICLE MECH WELDER APPR W/A	IBEW851F	\$ 31.67	\$ 33.77	\$ 35.83	\$ 37.88	\$ 40.00	\$ 42.05	\$ 42.09	\$ 46.23			Hourly
50125306	VEHICLE MECH WELDER APPR W/A 1/	IBEW888A	\$ 34.74	\$ 36.96	\$ 39.24	\$ 41.52	\$ 43.80	\$ 46.05	\$ 48.31	\$ 50.56			Hourly
50154214	VEHICLE MECH WELDER APPR W/HAZ	IBEW851K	\$ 31.73	\$ 33.83	\$ 35.88	\$ 37.94	\$ 40.04	\$ 42.09	\$ 44.16	\$ 46.27			Hourly
50125304	VEHICLE MECH WELDER APPR W/HAZ 1/	IBEW888B	\$ 34.79	\$ 37.01	\$ 39.29	\$ 41.56	\$ 43.82	\$ 46.09	\$ 48.36	\$ 50.61			Hourly
50154218	VEHICLE MECH WELDER W/CL A	IBEW874A	\$ 48.59										Hourly
50052166	VEHICLE MECH WELDER W/CL A 1/	IBEW888*	\$ 53.14										Hourly
50154219	VEHICLE MECH WELDER W/HAZ	IBEW872H	\$ 48.71										Hourly
50052167	VEHICLE MECH WELDER W/HAZ 1/	IBEW888X	\$ 53.26										Hourly
50052168	VEHICLE PARTS CLERK	OSE0680*	\$ 29.61	\$ 30.32	\$ 31.09	\$ 31.88	\$ 32.69	\$ 33.46	\$ 34.33	\$ 35.18	\$ 36.03		Hourly
50161540	WAREHOUSE OPS COORD	PAS0054C	\$ 8,104.00									\$ 11,001	Annual



**SACRAMENTO MUNICIPAL UTILITY DISTRICT  
2022 SPECIAL COMPENSATION POLICY**

**DRAFT**

SPECIAL COMPENSATION CATEGORY	WAGE TYPE	ELIGIBLE EMPLOYEE GROUPS					EFFECTIVE DATE
		OSE	IBEW	PAS/MGMT	PSOA	CONF	
Special Assignment Pay	2nd Shift Differential Pay	\$ 2.54	\$ 3.55	*6%		4%	12/18/2021
Special Assignment Pay	3rd Shift Differential Pay	\$ 3.39	\$ 4.74	*8%		6%	12/18/2021
Special Assignment Pay	4th Shift Diff Pay - R.S.	\$ 4.24	\$ 4.74	*8%		8%	12/18/2021
Special Assignment Pay	PSOA 2nd Shift Differential Pay				8%		12/18/2021
Special Assignment Pay	Dbltm 4th Shift Diff	2X + 4.24	2X + \$4.74	*2X + 8%	2X + 8%	0	12/18/2021
Special Assignment Pay	Instructor/Training Officer				8%		12/18/2021
Special Assignment Pay	Mutual Aid		2X				12/18/2021
Statutory Items	DT Incentive Erngs	2X	2X	*2X	2X		12/18/2021
Incentive Pay	Employer Paid Member Contributions	0.00%	0.00%	1.75%	0.00%	1.75%	12/18/2021
Statutory Items	FRC Cleaning Allowance	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr			12/18/2021
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS	**	**	**	**	**	12/18/2021
Statutory Items	Overtime Incentive Erngs	1.5X	2X	*1.5X	1.5X		12/18/2021
Statutory Items	PERS Uniform Allowance	\$80 - 100 / mos	\$80 - 100 / mos	\$80 - 100 / mos			12/18/2021
Incentive Pay	PIP Award			0 - 9%			12/18/2021
Special Assignment Pay	Relief Shift Differential	\$ 3.39	\$ 4.74	*8%	8%	8%	12/18/2021
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS			*1.5X + 6%			12/18/2021
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS			*1.5X + 8%			12/18/2021
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS			*1.5X + 8%			12/18/2021
Statutory Items	Sch Holiday Dbl Time	2X	2X	*2X	2X		12/18/2021
Statutory Items	Sch Holiday Work	1.5X	2X	*1.5X	1.5 X		12/18/2021
Statutory Items	Sch Holiday Worked - PAS			*1.5X	1.5X		12/18/2021
Special Assignment Pay	Schd Hol DT Shft 2 Diff	2X + \$2.54	2X + \$3.55	*2X + 6%	2X + 6%		12/18/2021
Special Assignment Pay	Schd Hol DT Shft 3 Diff	2X + \$3.39	2X + \$4.74	*2X + 8%	2X + 8%		12/18/2021
Special Assignment Pay	Schd Hol DT Shft 4 Diff	2X + \$ 4.24	2X + \$4.74	*2X + 8%	2X + 8%		12/18/2021
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff	1.5X + \$2.54	2X + \$3.55	*1.5X + 6%	1.5X + 6%		12/18/2021
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff	1.5X + \$ 3.39	2X + \$4.74	*1.5X + 8%	1.5X + 8%		12/18/2021
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff	1.5X + \$ 4.24	2X + \$4.74	*1.5X + 8%	1.5X + 8%		12/18/2021
Premium Pay	WOC DT Incentive	2X	2X		2X	2X	12/18/2021
Premium Pay	WOC Hol Special	2X	2X		2X	2X	12/18/2021
Premium Pay	WOC OT Incentive	1.5X	2X		1.5X	1.5X	12/18/2021
Premium Pay	WOC Reg	1X	1X		1X	1X	12/18/2021
Special Assignment Pay	Temporary Upgrade 2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	12/18/2021
Special Assignment Pay	Temporary Upgrade 5%	5%	5%	5%	5%	5%	12/18/2021
Special Assignment Pay	Temporary Upgrade 7.5%	7.50%	7.50%	7.50%	7.50%	7.50%	12/18/2021
Special Assignment Pay	Temporary Upgrade 10%	10%	10%	10%	10%	10%	12/18/2021
Short Term Incentives - Exec	STI			11%			12/18/2021
Short Term Incentives - Dir	STI			6%			12/18/2021
Enterprise Award	Enterprise Perf Award			5%			12/18/2021
Individual Performance Award	Pay for Performance Award			9%			12/18/2021
Incentive Pay	Off-Salary-Schedule Pay						12/18/2021

**Labor Policy:**

Special compensation will be reported as pensionable compensation in accordance with CalPERS rules & regulations. The above table provides information related to special compensation items for employee groups. Represented employee special compensation may also be found in the applicable labor agreements. For unrepresented employees, this document shall be used to delineate special compensation items, including Special Assignment Pay and Statutory Items designated for employees working 12 hour work schedules and/or shift schedules within Security Operations, Energy Trading & Contracts and any other designated 24/7 operational area.

\*applies to PAS employees in Energy Trading & Contracts working a shift schedule

\*\*manual adjustment amount required to correct records varies depending upon situation

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, the Board of Directors currently delegates the authority to approve pay schedules and special compensation items to the Chief Executive Officer and General Manager; and

**WHEREAS**, the **California Public Employees' Retirement System (CalPERS)** adopted California Code of Regulations, Title 2, Sections 570.5 and 571(b), which require this Board to formally adopt pay schedules and special compensation items for purposes of calculating **CalPERS** retirement benefits; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Adopt Sacramento Municipal Utility District's Pay Schedule and Special Compensation items for employees pursuant to California Code of Regulations, Title 2, Sections 570.5 and 571(b), substantially in the form of **Attachment \_\_\_\_** and **Attachment \_\_\_\_**.



SSS No. LEG 2021-0152

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Policy Committee – 12/01/21

Board Meeting Date  
December 9, 2021

TO				TO			
1.	Claire Rogers			6.			
2.	Jennifer Davidson			7.			
3.	Stephen Clemons			8.			
4.	Brandy Bolden			9.	<b>Legal</b>		
5.	Farres Everly			10.	<b>CEO &amp; General Manager</b>		
<b>Consent Calendar</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<input type="checkbox"/>	<b>No</b>	<i>If no, schedule a dry run presentation.</i>		
<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<input type="checkbox"/>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>			
FROM (IPR)		DEPARTMENT		MAIL STOP		EXT.	
Steve Lins		Legal		B406		6274	
						DATE SENT	
						11/16/21	

**NARRATIVE:**

**Requested Action:** Accept the monitoring report for **Strategic Direction SD-11, Public Power Business Model.**

**Summary:** The attached 2021 annual monitoring report provides the Board with a status report of legislation and regulations that impact SD-11, Public Power Business Model. This core value was established to support public power and preserve local decision making.

**Board Policy:** Strategic Direction SD-11, Public Power Business Model  
*(Number & Title)*

**Benefits:** Receive input and opportunity to make corrections, additions, or changes if necessary.

**Cost/Budgeted:** N/A

**Alternatives:** N/A

**Affected Parties:** SMUD and Board of Directors

**Coordination:** Government Affairs and Legal Department

**Presenter:** Steve Lins, Deputy General Counsel and Director of Government Affairs

**Additional Links:**

SUBJECT

**Monitoring Report – Strategic Direction SD-11, Public Power Business Model**

ITEM NO. (FOR LEGAL USE ONLY)

**6**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

# SACRAMENTO MUNICIPAL UTILITY DISTRICT

## OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** November 22, 2021

**FROM:** Claire Rogers *CR 11/22/21*

**SUBJECT: Audit Report No. 28007348  
Board Monitoring Report; SD-11: Public Power Business  
Model**

Audit and Quality Services (AQS) received the SD-11 *Public Power Business Model* 2021 Annual Board Monitoring Report and performed the following:

- A review of the information presented in the report to determine the possible existence of material misstatements;
- Interviews with report contributors and verification of the methodology used to prepare the monitoring report; and
- Validation of the reasonableness of a selection of the report's statements and assertions.

During the review, nothing came to AQS' attention that would suggest the SD Board Monitoring report did not fairly represent the source data available at the time of the review.

**CC:**

Paul Lau

# Board Monitoring Report 2021

## SD-11, Public Power Business Model



### 1. Background

Strategic Direction [11](#), Public Power Business Model states that:

Supporting and strengthening the public power business model is a core value. Local decision making and flexibility are essential to effective and responsible local governance. Community-owned utilities are primarily accountable to their customers, not stockholders. Community citizens have a direct voice in public power decisions.

Preservation of this business model is vital to ensure public power systems continue to provide innovative solutions tailored to best meet the needs of their customers and communities.

### 2. Executive Summary

**SMUD is in compliance with SD-11.**

The SD-11 monitoring report updates the Board on our efforts to insulate SMUD from issues that may impact our local governance and provide the Board with a final status report on 2021 issues impacting this strategic directive. SMUD's interests are advanced in the legislative and regulatory arenas to the greatest extent possible. For instance, SMUD meets with key federal and state officials, both elected and appointed, with the driving purpose of educating them on the impact of new and existing policy.

*State Legislative.* SMUD had several victories this year in the California Legislature that advanced the public power business model to ensure local decision making and flexibility. SMUD and other publicly owned utilities secured funding in the state budget to help our customers with unpaid utility bills. SMUD ensured flexibility for eligibility and prioritization of funding and will receive over \$41 million to assist our customers with unpaid bills due to the COVID 19 pandemic.

SMUD also worked to defeat problematic bills including:

- A bill that set the wheels in motion for the state to procure energy to serve its own load [Assembly Bill (AB) 1161];
- A bill that would have required publicly owned utilities (POUs) to pay for the removal of all vegetation we maintain if the landowner requests it and required the Office of Energy Infrastructure Safety to determine messaging on customer communications for vegetation management [Senate Bill (SB) 396]; and,

- A bill that would have established more stringent shot clocks for pole attachments, imposed new remedy requirements, limited attachment fees, and more (SB 556).

SMUD also supported three resolutions that highlight the important work of SMUD, special districts, and POU's: Senate Concurrent Resolution (SCR) 51 in recognition of SMUD for our 2030 Zero Carbon Plan, SCR 49 in recognition of Public Power Week, and Assembly Concurrent Resolution (ACR) 17 in recognition of Special Districts Week.

*State Regulatory.* SMUD staff participated in numerous workshops and regulatory proceedings at the California Air Resources Board (CARB), the California Energy Commission (CEC) and the California Public Utilities Commission (CPUC) throughout the year.

At the CEC, SMUD staff actively contributed to the ongoing Load Management Standard rulemaking, the revisions to Title 20 Energy Data Collection proceeding, and the development of the 2021 Integrated Energy Policy Report.

SMUD staff also participated in the 2022 Energy Code Rulemaking including revisions to Community Solar, a breadth of Clean Transportation Funding Programs and Investment Planning regulatory activities, and implementation of tasks pursuant to new data collection requirements.

Further, SMUD staff is participating in a variety of Electric Vehicle Charging Infrastructure and Workforce proceedings, and Environmental Justice discussions, a joint focus of the CEC, CARB, CPUC, and the Governor's Office of Business and Economic Development (GO-Biz).

At CARB, staff participated in proceedings to develop the Scoping Plan Update, transportation electrification programs like the Advanced Clean Fleets (ACF) suite of regulations, and the revised gas-insulated equipment sulfur hexafluoride (SF<sub>6</sub>) regulations, which is currently in review by the Office of Administrative Law (OAL). All these regulatory proceedings are ongoing, and at least several are likely to extend into 2022.

*Federal.* Through the testimony of Paul Lau before Congress earlier this year, SMUD announced its goal to achieve absolute zero carbon emissions from its generation portfolio by 2030. Addressing the Select Committee on the Climate Crisis, Paul explained SMUD's experience fostering economic development via climate action highlighting local workforce development initiatives enabled by decisions made within the Sacramento Community.

On the legislative front, SMUD staff focused much of 2021 on advocating an array of climate and energy grant programs and provisions in the Infrastructure Investment and

Jobs Act and the proposed Build Back Better Act. In the recently enacted Infrastructure Investment and Jobs Act, SMUD supported robust funding for grid resilience, cybersecurity enhancements, and electric vehicle charging infrastructure. In the pending Build Back Better Act, SMUD is calling for the long-term extension and expansion of energy tax credits. In a legislative victory, SMUD worked to include a provision in both the House and Senate proposals that would allow public power utilities to receive refundable direct payments of the energy tax credits.

Outside of the legislative arena, SMUD filed comments to the Department of Energy's (DOE) Request for Information (RFI) on Integrating Electric Vehicles onto the Electric Grid. SMUD through the Large Public Power Council, American Public Power Association and other trade Associations (Associations) also submitted joint comments to DOE's Supply Chain RFI.

In the regulatory arena, in partnership with two coalitions (the National Coalition for Advanced Transportation and the Energy Strategy Group), SMUD filed joint comments on the U.S. Environmental Protection Agency's (EPA) greenhouse gas (GHG) standards for light duty vehicles, model years (MY) 2023-2026. SMUD, along with a group of seven other major utilities, filed a brief in opposition to the Supreme Court taking up for review the D.C Circuit's decision to strike down the Affordable Clean Energy (ACE) rule. With the Court's recent approval to hear the case, SMUD and its coalition partners will be supporting the Department of Justice's defense of EPA's legal authority to regulate greenhouse gas emissions from emitting sources.

*Community Choice Aggregators.* This year, SMUD provided services for three Community Choice Aggregator (CCA) clients – East Bay Community Energy (EBCE) in Alameda County, Valley Clean Energy Alliance (VCE) in Yolo County, and Silicon Valley Clean Energy (SVCE) in Santa Clara County. CCAs are local governments situated in the service territory of an incumbent investor-owned utility (IOU) that want greater local control over their electricity rates and more access to renewable energy. SMUD's mission is strongly aligned with the CCA model, which has core goals of local decision making, customer/community focus, and environmental stewardship. Serving CCAs supports the public power model and provides a new revenue source for SMUD to help fund investments necessary to modernize the grid and expand offerings to our customers.

*Western Energy Imbalance Market (EIM) and Extended Day-Ahead Market (EDAM).* SMUD continues to see significant benefits with its participation in the California Independent System Operator Corporation's (CAISO) EIM since joining in 2019 through the Balancing Authority of Northern California (BANC). On March 25, 2021, the remaining BANC Balancing Authority Area (BAA) footprint joined the EIM. This broader BANC resource participation has resulted in greater economic benefits and a better ability to integrate and manage intermittent resources within the BANC footprint.



the EIM real-time framework to the CAISO's day ahead market under the CAISO's EDAM initiative. After pausing the initiative for approximately a year following the summer 2020 heatwave outages, the CAISO recently restarted the EDAM initiative, this time with renewed focus and broader stakeholder participation, with hopes of launching EDAM in 2024. SMUD views EDAM as an important step forward in the evolution of Western energy markets and it aligns well with SMUD's 2030 Zero Carbon Plan goals.

As SMUD's Strategic Plan indicates, internal and external factors are driving our business and shaping our business model. Legislative and regulatory uncertainty continues to be a threat to the Public Power Business Model SD-11. SMUD takes positions on legislation and regulations based on the Board's Strategic Direction.

### **3. Additional Supporting Information**

Local decision making and flexibility are essential to effective and responsible local governance. High priority 2021 issues were as follows:

- Funding for utility customer arrears
- Defending against expensive requirements for POUs related to vegetation management and pole attachments, among other issues
- Wildfire funding
- Recognizing SMUD's 2030 Zero Carbon Plan through a Senate Concurrent Resolution
- Electric vehicle funding
- CEC proceeding on building standards
- CEC implementation of efficiency benchmarking expansion and more detailed data collection requirements
- CARB proceeding to modify the SF6 regulations
- Legislation pending in Congress to restore the cost-savings benefits of advance refunding (refinancing) municipal bonds.
- Inclusion in pending Reconciliation bill of direct refundability of federal renewable energy tax incentives
- Conveyed SMUD priorities to Congressional and White House staff for Clean Electricity Performance Program
- Preparation and submittal of SMUD's Utility Security Plan to the CPUC
- Extended Day-Ahead Market (EDAM) development

### **4. Challenges:**

SMUD continues to face prescriptive legislative and regulatory mandates for carbon reduction, renewable energy, wildfire planning, and resource planning, in part because of the State's robust climate change goals. The heat waves in 2020 that resulted in rotating outages in the CAISO territory led to legislative action in the form of storage mandates and/or changes to resource adequacy and planning requirements. Changes

to Cap-and-Trade are also on the horizon. SMUD will continue to advocate for the advancement of transportation and building electrification. Transportation electrification has been a priority for this Administration, with Governor Newsom's executive order to require that all new cars and passenger trucks sold in California be zero-emission vehicles by 2035. Finally, SMUD continues to monitor CPUC proceedings that may attempt to assert jurisdiction over POUs (e.g., maintenance and access to SMUD's electric facility database).

## **5. Recommendation**

It is recommended that the Board accept the Monitoring Report for SD-11.

## **6. Appendices**

### **CCAs**

SMUD ventured into providing services to CCAs in California to diversify our revenue sources in a way that is consistent with supporting public power and environmental goals in California. SMUD is providing (VCE with call center, billing and data management, wholesale energy, and consulting services. SMUD is supporting EBCE with call center and billing and data management services through 2024. SMUD also provides program design, development, administration and marketing services to SVCE.

These CCAs allow their customers to access many of the same public power benefits that SMUD and other POUs have provided millions of Californians. SMUD is leveraging our approximately 75 years of experience as a utility, staff expertise, and existing systems to provide skilled services to CCAs, generating new revenue and strengthening SMUD's ability to provide cost effective public power service to our customers.

There are currently over 20 active CCAs in California, representing nearly half of the state, and many more that are emerging or investigating the feasibility of starting a new CCA.

### **State Legislation that Impacted SD-11**

#### ***AB 1161 (E. Garcia): Procurement for State Buildings***

AB 1161 is a bill that directed the Department of Water Resources (DWR) to procure zero carbon energy to offset the energy use of state buildings.

SMUD Position: Oppose

Status: Two-year bill; bill did not pass this year, but it is eligible to move next year.

Staff Comment: The bill links new power projects built by DWR with the energy use in state buildings, which is a very unfavorable precedent and could have had a profound impact on our public power business model. The bill was also unnecessary – under SMUD's 2030 Zero Carbon Plan, all state buildings in our territory will be served by zero carbon resources, not to

mention all Department of General Service buildings in our territory are already served by SolarShares and Greenergy.

***SB 129 and AB 135 (Budget): Funding for Utility Customer Arrears***

The state budget, SB 129, included nearly \$1 billion in funding for unpaid energy bills (both gas and electric). Once funding was secured in the budget, there were many details on how the funds would be distributed and to whom, all to be included in a subsequent budget trailer bill, the implementing language of budget appropriations. SMUD and other POU's advocated for these funds to be distributed in an efficient manner that maintains as much discretion for utilities as possible to ensure our customers impacted by the COVID-19 pandemic receive assistance. SMUD will receive \$41,369,318 in funding to assist our customers with unpaid bills due to the pandemic.

SMUD Position: Support

Status: Passed and signed by Governor

Staff Comment: Since many customers have been unable to pay their SMUD bills due to significant economic impacts stemming from the COVID-19 pandemic, this funding was the top priority for SMUD at the legislature. SMUD worked closely with a coalition of other POU's through our trade association, the California Municipal Utilities Association (CMUA), to advocate tirelessly for this funding. We are now in the implementation phase of receiving the funding.

***SB 396 (Dahle): Vegetation Management***

SB 396 would have required POU's to pay to remove any felled trees from the high fire threat district if the landowner requests they be hauled from their property. Currently, SMUD works with the landowner on allocating costs for tree removal, as the tree is the property of the landowner. The bill also required the Office of Energy Infrastructure Safety to develop standardized content for communications with customers.

SMUD Position: Expressed concerns; CMUA opposed

Status: Two-year bill; bill did not pass this year, but it is eligible to move next year.

Staff Comment: This bill would have had significant cost implications for our customers and by standardizing our customer content, would have interfered with local governance and how we communicate with our customers. SMUD worked with our trade association, CMUA, to lodge our concerns on this bill and it ultimately stalled, becoming a two-year bill.

***SB 556 (Dodd): Pole Attachments***

Another concerning bill that was defeated was SB 556 (Dodd). This bill sailed through the Legislature, but it was ultimately vetoed by the Governor. SB 556 applied new 5G pole attachment rules for streetlight and traffic signal poles, impacting both cities and POU's. Specifically, the bill would have established more stringent timelines for review of the

application to attach (shot clocks), imposed new remedy requirements, limited attachment fees, and more.

SMUD Position: Concerns, worked through CMUA who had an oppose position

Status: Vetoed by Governor

Staff Comment: SMUD owns streetlight poles and would have been directly impacted by the bill. Earlier versions of the bill would have applied the new rules to utility poles, but, due to advocacy from the POU community, its scope was narrowed during the legislative process. In vetoing the bill, Governor Newsom said the bill would have restricted “the ability of local governments and publicly-owned electric utilities to regulate the placement of small wireless facilities on public infrastructure and limit the compensation that may be collected for use of these public assets.” The defeat of this legislation helps to preserve the public power business model.

### ***AB 229 (Holden) – Security Guards***

Among other provisions regarding use-of-force training, this bill would have prohibited security guards from carrying or using a firearm or baton unless the security guard is an employee of a private patrol operator licensee. This bill would have unintentionally prohibited SMUD’s security guards, who are not employed by a private patrol company, from being able to carry a weapon.

SMUD Position: Watch

Status: Passed and signed by Governor (provisions that impacted SMUD were removed)

Staff Comment: SMUD met with the author’s office to explain our concerns and was able to expediently secure amendments that carve out employees of the state or a political subdivision of the state, which includes SMUD.

### ***Resolutions***

There were three resolutions this year that assisted in bolstering the public power business model. Resolutions are largely symbolic – they express the will of the Legislature and do not have the force or effect of law. SCR 49 designated the first full week of October each year as “Public Power Week,” to honor public power utilities and our contributions to our customers and communities. ACR 17 designated “Special Districts Week” from May 16, 2021, to May 22, 2021, commending special districts’ work. As both a public power utility and special district, these resolutions will remind the Legislature of the good work we do for our customers and community.

Finally, Senator Pan and Assemblymember Cooley authored a resolution, SCR 51, commending SMUD for setting the most ambitious carbon reduction goal of any large utility in the country and applauding SMUD’s commitment to finding innovative ways to reach our zero carbon goal without impacting reliability or rates (beyond inflation). This is great recognition for SMUD and our Board’s tremendous vision for the future, as well as the public power business model.

SMUD Position: Support  
Status: All three resolutions passed.

***AB 758 (Nazarian): Rate Reduction Bonds***

AB 758 enables POU's to issue rate reduction bonds to finance or refinance utility projects. The bill was sponsored by CMUA.

SMUD Position: Support  
Status: Passed and signed by Governor

Staff Comment: While it is unclear if SMUD will need to utilize this financing tool, expanded its availability to other POU's advances the public power business model.

***AB 361 (Rivas): Open Meetings – Teleconferencing***

AB 361 creates statutory exemptions to the Brown Act's teleconferencing requirements during a state or local emergency, until January 1, 2024. The bill took effect immediately as an urgency bill.

SMUD Position: Watch  
Status: Passed and signed by Governor

Staff Comment: This creates added flexibility for local governance.

**State Regulation that Impacted SD-11**

***2022 Building Energy Code***

The 2022 Energy Code will improve upon the 2019 Energy Code for newly constructed buildings, additions, and alterations, and will apply to building permit applications submitted on or after January 1, 2023.

The 2022 Energy Code is essential to California in that it supports the state's clean energy goals, policies, and mandates. The 2022 Energy Code will increase the deployment of on-site renewable energy generation, reduce GHG emissions from new buildings (building decarbonization), reduce growth in energy demand, increase energy demand flexibility, and ensure that California buildings are as energy efficient as technically feasible and cost effective.

Status: On August 11, 2021, the Commission unanimously voted to adopt the 2022 Energy Code. The code is the first in the nation to include highly efficient electric heat pump technology as a baseline for new homes and small commercial buildings. This is an important step forward towards all-electric buildings in the state of California. SMUD was generally supportive of staff proposals throughout the pre-rulemaking, and we supported the CEC adopting an all-electric baseline for the 2022 Energy Code for

residential and commercial buildings. While SMUD did not oppose the Community Solar opt-out provision included in the 2022 Energy Code, SMUD is concerned that the inclusion of the opt-out will discourage prospective program administrators from entering the market.

### ***Advanced Clean Fleets (ACF) Regulations***

The ACF rulemaking is part of a comprehensive strategy to achieve a zero-emission truck and bus fleet by 2045 everywhere feasible, and significantly earlier for market segments such as public fleets. The Draft Regulation for Public Fleets Requirements introduces the following zero-emission vehicle (ZEV) purchasing requirements that will apply when SMUD adds vehicles to its fleet. Compliance will be assessed based on the purchase orders we make each calendar year, not the model year of the vehicle or placed-in-service date:

- 50% of vehicle purchases in calendar year (CY) 2024-2026 must be ZEVs.
- 100% of vehicle purchases in CY 2027 and beyond must be ZEVs.
- Until 2035, near-zero EVs (NZEVs) may be purchased if no ZEV is available.
- Up to 25% of vehicles (by body type) may be exempted from the ZEV requirement only if 75% of the same body type is ZEV.

Status: SMUD staff is in discussions with CMUA, the California Electric Transportation Coalition (CalETC), and the IOUs to collaborate on a unified ZEV implementation proposal for CARB's consideration given that the concepts included in the current draft ACF regulation is highly problematic. We recommended that rather than differentiating between Public and High Priority/Federal Fleets, CARB should consider a regulatory structure that caters to the distinct ZEV implementation challenges of small/medium fleets and large fleets respectively.

SMUD is recommending that CARB consider a ZEV implementation methodology similar to existing CARB regulatory structures that allow for more organic internal combustion engine (ICE) to ZEV replacements like a Fleet Average approach. A Fleet Average approach will enable fleet owners the flexibility to decide how best to manage their fleets, based on community requirements and available technologies, to meet annual ZEV targets set by CARB. A Fleet Average approach to ZEV acquisitions may also prevent wasteful stranding of existing assets. SMUD averages 12 to 15 years for total fleet turnover. Our average fleet age is approximately 10 years old. A Fleet Average approach will allow us to replace our dirtiest, least efficient vehicles earlier and faster, while avoiding the added expense of stranding assets by replacing vehicles that have not yet reached the end of their useful life.

Staff expects to bring its recommendations to the CARB Board by late summer or early fall 2022.

### ***Load Management Standard (LMS) Rulemaking***

The LMS Rulemaking will expand on efforts to increase efficiency and demand flexibility in California's electricity grid. The standard has been in statute since 1978 and requires

the state's three IOUs, the Los Angeles Department of Water and Power (LADWP) and SMUD to develop marginal cost-based rates. The goal of the 2020 rulemaking is to form the foundation for a statewide system that automates the creation of hourly and sub-hourly costs or signals that can be used by end-use automation to provide real-time demand flexibility on the grid.

SMUD staff has taken a balanced approach in this proceeding. We recognize from a strategy standpoint that as an industry this is a direction that will be part of the toolset for utilities, including SMUD, for the future. Further, we need to consider how our input into this process is not just focused on the burden of trying to implement the standard but provided in a way to address the intended outcomes.

Status: CEC staff released the draft Staff Analysis of Potential Amendments. On August 25, 2021, SMUD submitted informal joint comments (a combined effort between Los Angeles Department of Water and Power and SMUD with input from Southern California Edison). We recommended language to provide additional clarity to the proposed Standards, including the following:

- Clarification that POU Board of Directors have sole or final rate-approving authority.
- June 30, 2023 deadline (vs. March 30, 2023) to present a recommended approach for implementing hourly or sub-hourly marginal cost-based rates, voluntary pilot rate, or tariff to rate-approving body.
- Additional options of "pilot rate" tariff or program.
- December 31, 2024 deadline to perform evaluation of marginal-cost based rate offering and voluntary pilot rate, tariff, or program and present to rate-approving body.
- Implementation, if a utility deems appropriate, by June 30, 2025 or according to a schedule established by the rate-approving body.

We also shared our comments with PG&E and SDG&E staff, and they have been generally supportive of our approach. Additionally, the California Community Choice Association (CalCCA) have indicated they are supportive of our comments as well, although a formal position would have required review by the CalCCA Regulatory Committee which could not have been accomplished by the comment deadline.

Opening of a formal rulemaking and 45-Day Language are expected in the first quarter of 2022 with adoption of the LMS by the second quarter of 2022.

### ***Data Reporting Policies***

Last year, the CEC adopted modifications to its Title 20 data collection regulations that would require significantly more detailed reporting from SMUD about solar generators, storage systems, and customer electricity loads. SMUD had argued for a significant reduction in the data that is being requested.

Status: The data filing of generator data down to the smallest photovoltaic (PV) system happened in January and July of 2021, and SMUD continues to work out small kinks in the submittal process. Compliance with the detailed interval meter data was postponed; SMUD submitted three years' worth of disaggregated demand data in February 2021, after the protocols for data structure and data submittal and data security were established.

On August 6, 2021, the Commission adopted the Express Terms document (official revisions) of proposed amendments to Title 20, Chapter 3 (Energy Data Collection). The new regulations to Public Resource Code, Title 20, on data collection will support implementation of SB 350 (De Leon, 2015) and improve California Energy analytics. These regulations will modify existing efforts by the CEC to combine all prime mover technologies of electric generation (including wind) under the same regulations. Currently, wind reporting regulations are authorized under a separate set of regulations. Additionally, the regulations limit the collection of water data to those power plants that are rated 50 megawatts (MW) and larger in total nameplate capacity. Consolidating the wind reporting requirements into the same regulation as other electric generation resources will streamline the reporting process.

### **Solano Wind Project**

In preparation for developing the Solano 4 Wind Project (which will repower Solano 1 as well as develop new turbines on additional land within the Solano Wind Resource Area), SMUD applied on April 6, 2021 for an advisory determination from the Solano County Airport Land Use Commission (ALUC) that the Project is consistent with the Travis Air Force Base Land Use Compatibility Plan, but the ALUC, on May 20, 2021, made a finding that the Project was not consistent with the Travis Plan. The finding was based on a purportedly significant level of interference with Travis's radar system, despite the Federal Aviation Administration, Department of Defense, and Travis Air Force Base itself determining that the Project would not pose significant adverse impacts.

On August 19, 2021, SMUD's Board certified the environmental impact report and approved the Project; adopted a finding of overriding considerations; made findings in support of a decision to overrule the decision by the ALUC, determining unanimously that the Project is consistent with the State Aeronautics Act, a power granted under the Act to local agencies; found there is no feasible alternative to the Project, which trigger an exemption from transmission-related zoning ordinances for the Project. The administrative record contains robust substantial evidence in support of these decision.

Solano County filed a legal challenge to the Board's decision. The evidentiary support for the Project approval is strong, the Project is important for State and SMUD climate change goals, poses no significant impact on the Travis Air Force Base radar system, and the Board's actions on this Project reaffirm and support the public power business model. Staff expects the case to be decided in SMUD's favor in 2022.

### **Delta Water and Hydro Impacts**



Two substantial Delta planning processes could potentially affect energy available for SMUD's purchase from the Central Valley Project (CVP) and flows within the Upper American River Project (UARP) watershed: the Bay–Delta Water Quality Control Plan (Bay–Delta Plan), and the Delta Conveyance Project (successor to the WaterFix Project, which was in turn successor to the Bay Delta Conservation Plan).

Phase 2 of the Bay–Delta Plan is ongoing and could potentially affect SMUD by increasing the volume of water required for outflow into the Bay (Phase 3 would, if carried out, implement Phase 2 through modifications to water rights). A substantial change in Delta outflow and tributary flow requirements could, among other things, have a major impact on the timing of hydroelectric energy generation. The State Water Resources Control Board (SWRCB) staff released a draft of one of the Phase 2 documents identifying an environmental need for significantly more outflows (in short, 35 to 75% of all water is allegedly needed for outflow with staff recommending 45 to 65%). Governor Newsom requested that the SWRCB explore negotiation of voluntary agreements with water purveyors in lieu of imposing a strict plan. Work on the voluntary agreements process ceased during the last part of the Trump administration and has been slow and sporadic since President Biden took office.

Although the earlier, two-tunnel Delta conveyance Water Fix Project was cancelled and its environmental documents rescinded in 2019, the Department of Water Resources (DWR) quickly relaunched the project as a one-tunnel option, renamed Delta Conveyance Project. The environmental review process is in its early stages: the Notice of Preparation was released in January 2020 but the expected Draft Environmental Impact Report has not yet followed. The project would involve building one new intake and a tunnel to complement the historical diversion of water through the Delta channels for the State Water Project (SWP), and potentially the CVP as well. Using the tunnels would be part of an effort to maintain or even increase Delta watershed exports to Southern and Central California. Proponents have claimed the project would help reduce the historical impacts of the South of Delta pumps on special status fish species, though modeling by Northern California interests suggests the reduced impacts have not been proven and in fact the opposite could be true. If provided by the CVP, power for the estimated 10-year construction effort and long-term operations would come out of supplies otherwise sold to public power contractors, the single largest share of which goes to SMUD under an existing long-term contract (which will be succeeded a new contract). Changes in the timing of the energy generation due to the project are as yet unclear.

Staff Comment: SMUD is working closely with a coalition of water interests to evaluate the impacts of the Bay–Delta Plan and the Delta Conveyance Project to understand the implications for power generation and SMUD's water rights and hopefully agree upon a voluntary agreement substitute for a regulated process.

### **Federal Legislation that Impacted SD-11**

### ***Tax Policy***

As a municipal utility, SMUD relies on municipal bonds to finance infrastructure, and therefore has continued to advocate for maintaining the longstanding tax exemption for municipal bond interest. The 2017 tax reform law preserved the general exemption, but removed it for advance refunding bonds, which are used to effectively refinance an original bond. SMUD has worked individually and through coalitions like Municipal Bonds for America, APPA, and the Alliance to Save Energy's 50X50 Commission to restore the exemption for advance refunding bonds.

Bipartisan bills in both the House and Senate have been proposed that would restore advanced refunding. In addition, a provision to restore advance refunding was included in the bond financing title of an early House version of the Build Back Better Act. However, the Build Back Better framework released in late October omitted the advance refunding provision and is unlikely to be replaced in future versions.

### ***Pole Attachments***

Municipal utilities are exempt from federal regulation of pole attachments under Section 224 of the Federal Communications Act. However, in September 2018 the Federal Communications Commission (FCC) issued a declaratory order and ruling reinterpreting other sections of the law to impose fee limits and timelines on pole attachment applications. APPA challenged the legality of this order, and the Northwest Public Power Association (NWPPA) filed an amicus brief in June 2019. On August 12, 2020, the 9th circuit rejected APPA's challenge and the 9th circuit has denied en banc review of this decision. APPA is considering next steps. SMUD has expressed to its delegation concerns about this federal intrusion, noting that it has developed pole attachment agreements with telecom carriers. Rep. Anna Eshoo (D-CA) introduced legislation in January 2019 to nullify the FCC's order, and Senator Dianne Feinstein (D-CA) sponsored similar legislation in the Senate in June 2019. Since introduction, the bills gained 59 and 8 Democratic co-sponsors, respectively, but failed to gain bipartisan support or traction in either chamber, and have not been reintroduced in the current congressional session.

### ***Appropriations***

As has been customary for many years, Congressional appropriators failed to pass yearly funding bills before the end of the fiscal year (Sept 30). In early August, the Senate Appropriations Committee passed 3 out of 12 funding bills for FY22 – the Energy and Water, Agriculture, and Military Construction bills – but none have been considered by the full Senate. Though the House passed a number of FY22 bills in June, momentum stopped as the end of the fiscal year approached. Shortly before midnight on Sept. 30, Congress passed a Continuing Resolution until Dec. 3

### ***Spent Nuclear Fuel Removal***

As in recent years, the House and Senate appropriations bills have harmonized language around spent fuel. The bills would allocate \$20 million for spent fuel and authorize the Department of Energy to create one or more interim storage facilities, with priority for fuel from permanently shut down facilities. However, there has been no

change in the broader political dynamic that has caused congressional leaders to strip the funding and authorization from the final package.

### **Federal Regulatory Issues that Impacted SD-11**

#### ***Federal Energy Regulatory Commission (FERC) Order 1000***

SMUD participates in Order 1000 regional transmission planning through WestConnect, a regional planning entity that is comprised of member transmission providers (both jurisdictional and non-jurisdictional transmission providers) with service areas consisting of all or portions of eleven states. WestConnect members work collaboratively to jointly plan transmission facilities, assess stakeholder and market needs and develop cost-effective enhancements to the western wholesale electricity market.

In 2015, FERC accepted WestConnect's withdrawal rights for non-jurisdictional transmission providers such as SMUD. Accordingly, if costs are allocated for particular transmission projects that are unacceptable, the non-jurisdictional transmission provider has a right to withdraw from the cost allocation determination. El Paso Electric, a WestConnect jurisdictional transmission provider, has appealed FERC's decision in the 5<sup>th</sup> Circuit Court of Appeals contending that a non-jurisdictional's decision not to accept cost allocation for a project will cause free-ridership. However, the jurisdictional transmission providers have worked with the non-jurisdictionals to develop a revised WestConnect structure that addresses the jurisdictionals' free-ridership concern, while at the same time, retaining the important ability for non-jurisdictional transmission providers to withdraw from cost allocation. The updated structure will be filed at FERC in the coming months, and if FERC accepts the changes to WestConnect, El Paso will dismiss its lawsuit.

Meanwhile, this past summer, FERC issued an Advanced Notice of Proposed Rulemaking: Building for the Future Through Electric Regional Transmission Planning and Cost Allocation and Generator Interconnection (ANOPR) seeking comments on the potential need for reforms or revisions to existing regulations (including Order 1000) to plan the grid for the future. SMUD worked with the Large Public Power Coalition (LPPC), APPA and the Transmission Agency of Northern California (TANC) to develop separate comments in response to the ANOPR. FERC also hosted a technical conference with industry experts to discuss certain issues in the ANOPR. We will continue to monitor the rulemaking to ensure our public power interests are represented.

#### ***EIM and EDAM***

SMUD has a direct interest in finding long-term solutions to the challenges posed by the integration of intermittent resources, such as wind and solar. One solution has been the development of a western EIM operated by the CAISO. In general, the EIM is a sub-hourly energy platform that automatically clears and dispatches the lowest cost electricity available to serve demand on a real-time basis.

SMUD received authorization from the BANC Commission and SMUD's Board to participate in the EIM, and SMUD launched in spring of 2019 under what is referred to

as “Phase 1” of BANC’s EIM participation.

SMUD has successfully participated in the EIM since go-live on April 3, 2019, providing operational flexibility and financial net benefits to date. Several of the remaining BANC members, the Modesto Irrigation District and the cities of Redding and Roseville, along with WAPA – Sierra Nevada Region (which resides in the BAA but is not a member of BANC) joined the EIM on March 25, 2021 under what is referred to as BANC EIM “Phase 2.” This broader BANC resource participation in EIM has resulted in greater economic benefits and a greater ability to integrate and manage intermittent resources within the BANC BAA.

Given the success of EIM, the CAISO, with the support of SMUD and BANC, as well as other EIM participants, launched a stakeholder initiative in 2019 to develop an extension of the EIM real time framework to the CAISO’s day ahead market, referred to as the EDAM. Like EIM, EDAM would broaden the access to regional resources for the reliable integration of renewable resources, only over a longer (day ahead) time horizon, and participation is voluntary. The CAISO paused the EDAM initiative for approximately a year while it made market enhancements for summer 2021 to address deficiencies observed during the summer 2020 heatwave outages. The CAISO recently relaunched the EDAM initiative, bringing in broader stakeholder participation, with hopes of launching participation in early 2024. While a handful of EIM Entities have begun to question the feasibility of an EDAM, SMUD and other EIM Entities believe EDAM is an important step forward in the evolution of Western energy markets and intermittent resource integration by allowing participants to decommit less efficient resources in the day ahead timeframe, as opposed to only in the shorter real time window. Thus, EDAM aligns well with SMUD’s 2030 Zero Carbon Plan goals. Moreover, like EIM, EDAM remains a voluntary market, allowing SMUD the added flexibility of pivoting later, should better options arise in the future.

RESOLUTION NO. \_\_\_\_\_

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board accepts the monitoring report for **Strategic Direction SD-11, Public Power Business Model**, substantially in the form set forth in **Attachment \_\_\_\_\_** hereto and made a part hereof.



# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Policy – 12/01/21  
Board Meeting Date  
December 9, 2021

TO					TO				
1.	Jennifer Davidson				6.				
2.	Stephen Clemons				7.				
3.	Brandy Bolden				8.				
4.	Farres Everly				9.	<b>Legal</b>			
5.					10.	<b>CEO &amp; General Manager</b>			
<b>Consent Calendar</b>		<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>If no, schedule a dry run presentation.</i>		<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR) Laura Lewis				DEPARTMENT Executive Office				MAIL STOP B308	EXT. 6123
								DATE SENT 11/23/21	

**NARRATIVE:**

**Requested Action:** Make determination pursuant to Government Code section 54953(e) to continue meetings via virtual (online/teleconference) meeting for the next 30 days.

**Summary:** Pursuant to Executive Order N-29-20 issued on March 17, 2020, and Executive Order N-35-20 issued on March 21, 2020, as well as the Emergency Board Meeting Procedures adopted by this Board via Resolution No. 20-06-08 on June 18, 2020, this Board has conducted regular Board meetings and other public meetings via remote (online/teleconference) meetings.

Executive Order N-08-21 was issued on June 11, 2021, to phase out various Executive Orders issued in response to the COVID-19 (coronavirus) pandemic, including the temporary authority allowing local agency bodies to hold remote meetings under N-29-20. Under this Order, the temporary authority expired on September 30, 2021.

On September 16, 2021, Governor Newsom signed Assembly Bill 361 (AB 361), which became effective immediately upon signature, containing language similar to the Governor's previous Executive Orders that eased Brown Act requirements to allow local agencies to meet remotely. AB 361 allows meetings to continue to be conducted by teleconference, similar to the process used during the current COVID-19 pandemic, but only when there is a declared state of emergency that makes it unsafe to meet in person.

On July 29, 2021, the Sacramento County Public Health Officer issued an Order, effective July 30, 2021, finding the significantly more transmissible Delta variant of the SARS-CoV-2 virus has become the predominant strain in the County of Sacramento, and directing all individuals in the County to wear a face covering indoors in workplaces and public settings regardless of vaccination status. This Order is currently in effect.

On September 28, 2021, the Sacramento County Public Health Office issued a Teleconferencing Recommendation for public meetings stating it is an effective and recommended social distancing measure to facilitate participation in public affairs and encourage participants to protect themselves and others from COVID-19.

It would be impractical to ensure all public meeting attendees are vaccinated and have appropriate face coverings that are worn correctly.

By Resolution 21-10-01 adopted on October 12, 2021, Resolution No. 21-10-03 adopted on October 21, 2021, and Resolution No. 21-11-05 adopted on November 18, 2021, this Board has previously made findings to continue to hold regular Board meetings and other public meetings via solely virtual (online/teleconference) format.

Staff's recommendation is to continue to hold regular Board meetings and other public meetings via solely virtual (online/teleconference) meeting and continue to monitor developments related to the COVID-19 pandemic. Pursuant to Government Code section 54953(e), this Board must make findings every 30 days that conditions warrant continuing to meet virtually instead of in-person.

**Board Policy:** Governance Process GP-3, Board Job Description – j) Take such other actions as may be required by law.  
(Number & Title)

**Benefits:** Making the determination to continue remote meetings will allow for efficient conduct of SMUD business.

**Cost/Budgeted:** Contained in Business Unit budget for internal labor.

**Alternatives:** Take no action and comply with all original Brown Act requirements.

**Affected Parties:** SMUD, Board of Directors, Public

**Coordination:** Executive Office, Board Office, Legal Department, Information Technology, Communications

**Presenter:** Joe Schofield, Deputy General Counsel

**Additional Links:**

SUBJECT

**Make Determination to Continue Online/Teleconference Meetings**

ITEM NO. (FOR LEGAL USE ONLY)

**7**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.



**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, SMUD is committed to preserving public access and participation in meetings of the Board of Directors and to the safety of meeting attendees; and

**WHEREAS**, all meetings of the Board of Directors are open and public, as required by the Ralph M. Brown Act (Gov't Code, §§ 5495054963) ("Brown Act"), so that any member of the public may attend, participate in, and watch SMUD's governing body conduct its business; and

**WHEREAS**, the newly enacted Government Code section 54953(e) authorizes a local agency's governing body, during a proclaimed state of emergency, to participate in its public meetings using remote teleconferencing without compliance with the requirements of Government Code section 54953(b)(3), under specified conditions; and

**WHEREAS**, a required condition is that a state of emergency is declared by the Governor pursuant to Government Code section 8625, proclaiming the existence of conditions of disaster or of extreme peril to the safety of persons and property within the state caused by conditions as described in Government Code section 8558; and

**WHEREAS**, another condition is that state or local officials have imposed or recommended measures to promote social distancing, or, the legislative body determines that meeting in person would present imminent risks to the health and safety of attendees; and

**WHEREAS**, on July 29, 2021, the Sacramento County Health Officer issued an order intended to help limit the spread of COVID-19, and among other things,

required face coverings in indoor public spaces for vaccinated and unvaccinated people alike; and

**WHEREAS**, on September 28, 2021, the Sacramento County Health Officer issued a Teleconferencing Recommendation stating:

Public meetings bring together many individuals (both vaccinated and potentially unvaccinated), from multiple households, in a single indoor space for an extended time. For those at increased risk for infection, or subject to an isolation or quarantine order, teleconferencing allows for full participation in public meetings, while protecting themselves and others from COVID-19.

Utilizing teleconferencing options for public meetings is an effective and recommended social distancing measure to facilitate participation in public affairs and encourage participants to protect themselves and others from COVID-19

; and

**WHEREAS**, Executive Order N-21-21 was issued on November 10, 2021, extending the California State of Emergency due to the threat of COVID-19 through March 31, 2022; and

**WHEREAS**, under current state of emergency conditions it would be impractical for SMUD to take steps necessary to prevent imminent risks to the health and safety of attendees, such as by holding public meetings outdoors, ensuring public meeting attendees are vaccinated, have appropriate face coverings, and wear them consistent with public health guidance; and

**WHEREAS**, all meetings, agendas, meeting dates, times, and manner in which the public may participate in the public meetings of the SMUD Board and offer public comment by telephone or internet-based service options including video

conference are posted on the SMUD website and physically outside of SMUD's Headquarters Building; and

**WHEREAS**, by Resolution No. 21-10-01 adopted on October 12, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 21-10-03 adopted on October 21, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 21-11-05 adopted on November 18, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** Risks to Health and Safety of Attendees. The Board has reconsidered the circumstances of the state of emergency and hereby finds that the state of emergency continues to directly impact the ability of the members to meet safely in person; the Sacramento County Health Officer has recommended teleconferencing as way to promote social distancing; and holding SMUD Board meetings in person would present imminent risks to the health and safety of attendees.

**Section 2.** Remote Teleconference Meetings. SMUD staff are hereby authorized and directed to take all actions necessary to carry out the intent and purpose

of this Resolution, including conducting open and public meetings in accordance with section 54953(e) and other applicable provisions of the Brown Act.

**Section 3.** Effective Date of Resolution. This Resolution shall take effect immediately upon its adoption and shall be effective until the earlier of (i) January 10, 2022, or (ii) such time the Board of Directors adopts a subsequent resolution in accordance with Government Code section 54953(e)(3) to extend the time during which the SMUD Board may continue to teleconference without compliance with paragraph (3) of subdivision (b) of section 54953.



SSS No. SCS 21-278

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance & Audit - 12/07/21Board Meeting Date  
December 9, 2021

TO					TO				
1.	Robert Adams				6.	Jennifer Davidson			
2.	Eric Poff				7.	Lora Anguay			
3.	Frankie McDermott				8.	Scott Martin			
4.	Casey Fallon				9.	Legal			
5.	Gary King				10.	CEO & General Manager			

Consent Calendar		x	Yes	No If no, schedule a dry run presentation.		Budgeted		x	Yes	No (If no, explain in Cost/Budgeted section.)			
FROM (IPR)					DEPARTMENT					MAIL STOP		EXT.	DATE SENT
Jesse Mays					Grid Assets					EA404		5744	11/19/21

**NARRATIVE:**

**Requested Action:** Authorize the Chief Executive Officer and General Manager to award a contract to Wilson Utility Construction Company (Wilson) to construct Station G Substation - Phase II Electrical for a period of December 13, 2021, to June 30, 2023, in an amount not-to-exceed \$16,021,365.

**Summary:** The proposed Station G 115kV/12kV Substation located at 7th and G Streets will replace the existing Station A substation located at 6th and H Streets, which is at the end of its operational life.

Request for Proposal (RFP) No. Doc3053542981 was issued in August 2021 to solicit qualified firms to provide comprehensive construction services for the Station G Substation Project Phase II that includes substation, transmission line & miscellaneous construction. SMUD held a mandatory pre-proposal conference on August 19, 2021, of which five Contractors attended. On October 5, 2021, SMUD received two proposals of which only one was responsive to the requirements of the RFP. SMUD staff performed three rounds of negotiations with Wilson and utilized consultants, historical pricing, and market analytics to determine cost fairness and reasonableness.

**Board Policy:** BL-8, Delegation to the Chief Executive Officer and General Manager with Respect to Procurement;  
(Number & Title) SD-4, Reliability; SD-7, Environmental Leadership; SD-13; Economic Development Policy.

**Recommendation:** Award to Highest Evaluated Responsive Proposer

Award to:

Wilson Utility Construction Company
1190 NW Third Avenue
Canby, OR 97013

Proposers Notified by Procurement: 37

Proposers Downloaded: 9

Pre-Proposal Conference Attendance: 5

Proposals Received: 2

<b>Responsive Proposals Received</b>	<b><u>P/F</u></b>	<b><u>10 Points SEED</u></b>	<b><u>50 Points Technical</u></b>	<b><u>40 Points Pricing</u></b>	<b>Total Score</b>	<b>Overall Rank</b>	<b>Proposal Amount</b>	<b>Evaluated Proposal Amount</b>	<b>Proposed Award Amount</b>
Wilson Utility Construction Company	P	0.88	42.94	29.44	73.26	1	\$16,021,364.34	\$15,771,364.34	\$16,021,364.34

<b>Non-Responsive Proposals Received</b>	<b>Proposal Amount</b>
Henkels & McCoy	\$11,782,897.15

**Comments:** Henkels & McCoy proposal was deemed nonresponsive because they did not evidence experience with high-pressure, fluid-filled (HPFF) cable. Additionally, Henkels & McCoy took exception to the scope for HPFF intercept and the cross-linked polyethylene (XLPE) cable system which is a critical portion of scope.

**Supplier Diversity Program:**

The highest rated Proposer, Wilson Utility Construction Company, is self-performing 87.8% of the work. Wilson is subcontracting 1.74 % to Supplier Education and Economic Development (SEED) vendors, and 10.46% to non-SEED vendors.

**Benefits:** This contract provides a qualified contractor to construct the substation, transmission line & miscellaneous construction at Station G.

**Cost/Budgeted:** \$16,021,365; Budgeted for 2021 to 2023 by Grid Assets.

**Alternatives:** Reject all proposals and resolicit proposal for this contract. This option would require SMUD to continue to rely on Station A as the power source for downtown Sacramento.

**Affected Parties:** Grid Assets, Supply Chain Services, and Contractor.

**Coordination:** Grid Assets and Supply Chain Services.

**Presenter:** Eric Poff, Director, Substations, Telecommunications, and Metering Assets

**Additional Links:**

SUBJECT	<b>Station G Substation Phase II Electrical Construction</b>	ITEM NO. (FOR LEGAL USE ONLY) <b>8</b>
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, by Resolution No. 15-12-05, adopted December 3, 2015, this Board approved the **Station A Substation Rebuild and Relocation Project**, in compliance with the California Environmental Quality Act (CEQA), initiating work on what is now called the proposed **Station G** 115kV/12kV Substation located at 7<sup>th</sup> and G Streets to replace the existing Substation A located at 6<sup>th</sup> and H Streets; and

**WHEREAS**, **Station G** will consist of a two-story control building and an adjoining outdoor substation yard with electrical equipment and a perimeter screening wall; and

**WHEREAS**, by Resolution No. 20-06-07, adopted June 18, 2020, this Board approved Contract Change No. 2 to Contract No. 4500121595 with **Roebbelen Contracting, Inc. (Roebbelen)** to increase the contract amount by \$17,305,972 from \$54,760 to \$17,360,732 to construct the **Station G Control Building**, and to extend the term of the contract to November 25, 2021; and

**WHEREAS**, by Resolution No. 20-08-09, adopted August 20, 2020, this Board approved Contract Change No. 4 to Contract No. 4500121595 with **Roebbelen**, to increase the contract amount by \$16,370,620 from \$17,468,503 to \$33,839,123 to construct the **Station G Substation**; and

**WHEREAS**, SMUD issued Request for Proposal No. Doc3053542981 (RFP) in August 2021 to solicit qualified firms to provide comprehensive construction services for the **Station G Substation Project Phase II** that includes substation, transmission line, and miscellaneous construction; and



**WHEREAS**, two proposals submitted in response to the RFP were evaluated; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** As a result of such examination, **Wilson Utility Construction Company (Wilson)** is hereby determined and declared to be the highest evaluated responsive proposer to provide comprehensive construction services for the **Station G Substation Project Phase II Electrical**.

**Section 2.** The Chief Executive Officer and General Manager, or his designee, is authorized, on behalf of SMUD, to award a contract to **Wilson** provide comprehensive construction services for the **Station G Substation Project Phase II Electrical** for a period of December 13, 2021, to June 30, 2023, in an amount not-to-exceed \$16,021,365.

**Section 3.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the terms and conditions of the contract that, in his prudent judgment: (a) further the primary purpose of the contract; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized contract amounts and applicable contingencies.



SSS No. SCS

HRS 21-008

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

Finance &amp; Audit – December 7, 2021

Board Meeting Date

December 9, 2021

TO		TO	
1.	Laurie Rodriguez	6.	
2.	Gary King	7.	
3.	Jennifer Davidson	8.	
4.	Lora Anguay	9.	Legal
5.	Scott Martin	10.	CEO & General Manager

<b>Consent Calendar</b>	X	<b>Yes</b>	<b>No</b> <i>If no, schedule a dry run presentation.</i>	<b>Budgeted</b>	X	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR)		DEPARTMENT		MAIL STOP		EXT.	DATE SENT
Jason Shibata		People Services & Strategies		B251		6383	11/10/2021

**NARRATIVE:**

**Requested Action:** Adopt the California Public Employees' Retirement System (CalPERS) "Resolution for Paying and Reporting the Value of Employer Paid Member Contributions" for all "Classic Member" employees effective January 1, 2022, for each of the following applicable groups:

- Executive, Management, Professional, Administrative, and Supervisory (PAS) employees (including civil service exempt employees) and confidential employees (collectively, the "unrepresented employees"); and
- Security employees of the SMUD Public Safety Officers' Association (PSOA).

**Summary:** Employee contributions to CalPERS are based on a fixed percentage of salary. CalPERS requires SMUD employees to contribute 7.0% of salary to participate. SMUD currently contributes 1.75% of the total 7.0% on behalf of unrepresented employees and SMUD reports that contribution as compensation.

Effective January 1, 2022, SMUD will contribute 1.75% and the unrepresented employees will contribute 5.25% of the member contribution (on a pre-tax basis), which contribution percentage has remained unchanged since the Board adopted Resolution No. 16-12-07 on December 1, 2016.

Effective January 1, 2022, SMUD will no longer contribute any percentage towards the employee contribution and the PSOA employees will contribute the full 7.0% (on a pre-tax basis) pursuant to the Memorandum of Understanding between SMUD and the PSOA (MOU) executed on October 25, 2019, and approved by Resolution No. 19-10-04 on October 17, 2019.

The administrative action of having a governing body vote to implement a contract is a CalPERS requirement.

**Board Policy:** SD-3 Access to Credit Markets. SMUD's adjusted its Total Rewards Philosophy in consideration of the long-term revenue requirements, debt, and financial risk to SMUD.

SD-8 Employee Relations. Providing pension benefits to employees supports SMUD's goal of an inclusive workplace that engages and inspires employees to commit to SMUD's purpose, vision, and values.

**Benefits:** SMUD will reduce its liability by approximately \$52,000 in 2022.

**Cost/Budgeted:** Assuming current enrollment, SMUD's share of cost for 2022 is projected at \$1.5M for unrepresented employees. SMUD will no longer have any cost associated with this benefit for PSOA for 2022.

**Alternatives:** Not accept the proposed pension cost sharing and continue to have SMUD contribute 1.75% on behalf of PSOA employees in contravention to the MOU.

**Affected Parties:** All CalPERS "Classic Member" eligible employees in the Executive, Management, Professional, Administrative, and Supervisory (PAS) (including civil service exempt employees), Confidential employee groups and Security employees of the SMUD PSOA.

**Coordination:** People Services & Strategies, Payroll, and CalPERS

**Presenter:** Laurie Rodriguez, Director, People Services & Strategies

**Additional Links:**

SUBJECT

**Adopt the Resolution for Paying and Reporting the Value of Employer Paid Member Contribution (EPMC) effective Jan. 1, 2022, for Each Applicable Employee Group**

ITEM NO. (FOR LEGAL USE ONLY)

9a

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION FOR PAYING AND REPORTING THE VALUE OF  
EMPLOYER PAID MEMBER CONTRIBUTION**

WHEREAS, the governing body of the Sacramento Municipal Utility District has the authority to implement Government Code Section 20636(c) (4) pursuant to Section 20691;

WHEREAS, the governing body of the Sacramento Municipal Utility District has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer, and reported as additional compensation;

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the Sacramento Municipal Utility District of a Resolution to commence paying and reporting the value of said Employer Paid Member Contributions (EPMC);

WHEREAS, the governing body of the Sacramento Municipal Utility District has identified the following conditions for the purpose of its election to pay EPMC;

- **This benefit shall apply to all “Classic Member” employees in executive, management, confidential, and professional, administrative, and supervisory (PAS) positions (including civil service exempt employees).**
- **This benefit shall consist of paying and reporting 1.75% of the normal contributions as EPMC and reporting the same percent (value) of compensation earnable\*\* {excluding Government Code Section 20636(c)(4)} as additional compensation.**
- **The effective date of this Resolution shall be January 1, 2022.**

**NOW, THEREFORE, BE IT RESOLVED** that the governing body of the Sacramento Municipal Utility District elects to pay and report the value of EPMC, as set forth above.

BY \_\_\_\_\_  
Nancy Bui-Thompson  
President of the SMUD Board of Directors

\* Note: Payment of EPMC and reporting the value of EPMC on compensation earnable is on pay rate and special compensation except special compensation delineated in Government Code Section 20636(c)(4) which is the monetary value of EPMC on compensation earnable.



SSS No. SCS

HRS 21-008

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

Finance &amp; Audit – December 7, 2021

Board Meeting Date

December 9, 2021

TO		TO	
1.	Laurie Rodriguez	6.	
2.	Gary King	7.	
3.	Jennifer Davidson	8.	
4.	Lora Anguay	9.	Legal
5.	Scott Martin	10.	CEO & General Manager

<b>Consent Calendar</b>	X	<b>Yes</b>	<b>No</b> <i>If no, schedule a dry run presentation.</i>	<b>Budgeted</b>	X	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR)		DEPARTMENT		MAIL STOP		EXT.	DATE SENT
Jason Shibata		People Services & Strategies		B251		6383	11/10/2021

**NARRATIVE:**

**Requested Action:** Adopt the California Public Employees' Retirement System (CalPERS) "Resolution for Paying and Reporting the Value of Employer Paid Member Contributions" for all "Classic Member" employees effective January 1, 2022, for each of the following applicable groups:

- Executive, Management, Professional, Administrative, and Supervisory (PAS) employees (including civil service exempt employees) and confidential employees (collectively, the "unrepresented employees"); and
- Security employees of the SMUD Public Safety Officers' Association (PSOA).

**Summary:** Employee contributions to CalPERS are based on a fixed percentage of salary. CalPERS requires SMUD employees to contribute 7.0% of salary to participate. SMUD currently contributes 1.75% of the total 7.0% on behalf of unrepresented employees and SMUD reports that contribution as compensation.

Effective January 1, 2022, SMUD will contribute 1.75% and the unrepresented employees will contribute 5.25% of the member contribution (on a pre-tax basis), which contribution percentage has remained unchanged since the Board adopted Resolution No. 16-12-07 on December 1, 2016.

Effective January 1, 2022, SMUD will no longer contribute any percentage towards the employee contribution and the PSOA employees will contribute the full 7.0% (on a pre-tax basis) pursuant to the Memorandum of Understanding between SMUD and the PSOA (MOU) executed on October 25, 2019, and approved by Resolution No. 19-10-04 on October 17, 2019.

The administrative action of having a governing body vote to implement a contract is a CalPERS requirement.

**Board Policy:** SD-3 Access to Credit Markets. SMUD's adjusted its Total Rewards Philosophy in consideration of the long-term revenue requirements, debt, and financial risk to SMUD.

SD-8 Employee Relations. Providing pension benefits to employees supports SMUD's goal of an inclusive workplace that engages and inspires employees to commit to SMUD's purpose, vision, and values.

**Benefits:** SMUD will reduce its liability by approximately \$52,000 in 2022.

**Cost/Budgeted:** Assuming current enrollment, SMUD's share of cost for 2022 is projected at \$1.5M for unrepresented employees. SMUD will no longer have any cost associated with this benefit for PSOA for 2022.

**Alternatives:** Not accept the proposed pension cost sharing and continue to have SMUD contribute 1.75% on behalf of PSOA employees in contravention to the MOU.

**Affected Parties:** All CalPERS "Classic Member" eligible employees in the Executive, Management, Professional, Administrative, and Supervisory (PAS) (including civil service exempt employees), Confidential employee groups and Security employees of the SMUD PSOA.

**Coordination:** People Services & Strategies, Payroll, and CalPERS

**Presenter:** Laurie Rodriguez, Director, People Services & Strategies

**Additional Links:**

SUBJECT

**Adopt the Resolution for Paying and Reporting the Value of Employer Paid Member Contribution (EPMC) effective Jan. 1, 2022, for Each Applicable Employee Group**

ITEM NO. (FOR LEGAL USE ONLY)

**9b**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION FOR PAYING AND REPORTING THE VALUE OF  
EMPLOYER PAID MEMBER CONTRIBUTION**

WHEREAS, the governing body of the Sacramento Municipal Utility District has the authority to implement Government Code Section 20636(c) (4) pursuant to Section 20691;

WHEREAS, the governing body of the Sacramento Municipal Utility District has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer, and reported as additional compensation;

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the Sacramento Municipal Utility District of a Resolution to commence paying and reporting the value of said Employer Paid Member Contributions (EPMC);

WHEREAS, the governing body of the Sacramento Municipal Utility District has identified the following conditions for the purpose of its election to pay EPMC;

- **This benefit shall apply to all “Classic Member” security employees of the SMUD Public Safety Officers’ Association.**
- **This benefit shall consist of pay and report down to zero (0%) of the normal contributions as EPMC, and reporting the same percent (value) of compensation earnable\*\* {excluding Government Code Section 20636(c)(4)} as additional compensation.**
- **The effective date of this Resolution shall be January 1, 2022.**

**NOW, THEREFORE, BE IT RESOLVED that the governing body of the Sacramento Municipal Utility District** elects to pay and report the value of EPMC, as set forth above.

BY \_\_\_\_\_

Nancy Bui-Thompson

President of the SMUD Board of Directors

\* Note: Payment of EPMC and reporting the value of EPMC on compensation earnable is on pay rate and special compensation except special compensation delineated in Government Code Section 20636(c)(4) which is the monetary value of EPMC on compensation earnable.





SSS No. SCS 21-263

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance & Audit - 12/07/21Board Meeting Date  
December 9, 2021

TO					TO				
1.	Carla Leek				6.	Gary King			
2.	Laurie Rodriguez				7.	Lora Anguay			
3.	Casey Fallon				8.	Scott Martin			
4.	Stephen Clemons				9.	Legal			
5.	Jennifer Davidson				10.	CEO & General Manager			

Consent Calendar	X	Yes	No If no, schedule a dry run presentation.	Budgeted	X	Yes	No (If no, explain in Cost/Budgeted section.)		
FROM (IPR) Dejona Lopez				DEPARTMENT Procurement, Warehouse & Fleet			MAIL STOP B357	EXT. 5331	DATE SENT 11/19/2021

**NARRATIVE:**

**Requested Action:** Approve Contract Change No. 01 to Contract No. 4500128620 with EPI-USE America, Inc. to extend the contract expiration date by two years to March 31, 2024, increase the contract amount by \$6,876,612, from \$263,500 to \$7,140,112, and to add scope required for Phase 1 Implementation of the SAP SuccessFactors Human Experience Management modules and to start preparatory activities for Phase 2 Implementation under the Talent and Technology Transformation (T3) Project.

**Summary:** The T3 Project, sponsored by the People Services & Strategies Department (PS&S), is intended to replace disparate technology platforms and manual processes currently utilized to perform a wide variety of Human Resource (HR) functions across the organization. The goal of the T3 project is to implement a fully integrated Human Experience Management platform, SAP SuccessFactors. The initial contract was awarded on a competitive basis to EPI-USE America, Inc. in August 2021 to provide expert support from end-to-end on this monumental effort, which includes consulting, change management, training, and implementation services. To strategically support and staff this project, SMUD has adopted a phased approach for this contract and awarded a master contract that is suited to accommodate the full lifecycle of the project. The implementation will be broken up into two phases, each of which are preceded by a robust Discovery and Prepare phase. The initial contract was awarded for the period of August 16, 2021, to March 31, 2022, for a not-to-exceed amount of \$263,500, to cover the Discover and Prepare phases for Phase 1 Implementation.

This Contract Change No. 01 is being requested to add the scope, schedule, and funds for Phase 1 of the implementation as identified in the initial Discover and Prepare phases. Phase 1 Implementation includes the following modules: Employee Central, EC Payroll, Time & Attendance, BenefitFocus, Onboarding & Recruiting, Goal Management, Reports & Queries, and Workforce Analytics. This contract change also includes the Discover and Prepare phases for Phase 2 Implementation of the remaining modules: Compensation, Performance Management, Learning, Succession & Development, Forecasting & Scheduling, Reports & Queries, and Workforce Analytics. Since the work in Phase 1 is required to inform Phase 2 Implementation requirements, it is anticipated that Phase 2 Implementation scope will require Board approval of an additional contract change in Q2 or Q3 of 2022.

Rates for this contract change remain consistent with what was negotiated in the original contract, which was competitively bid and contemplated the full project scope. Engaging with the consultant to do a deep dive on the Discovery and Prepare phases allowed staff to solidify the Phase 1 Implementation scope and negotiate a fair and reasonable firm fixed implementation price.

Currently, the contract balance is approximately \$208,214.

Contract Actions	Amount	Cumulative Total	Description
Original Contract	\$263,500		
Pending Change No. 01	\$6,876,612	\$7,140,112	Extend and add scope and funds

Comments: This is a nonstandard SMUD contract format. The terms and conditions that govern this contract have been reviewed and approved by SMUD Risk Management and Legal.

EPI-USE is proposing 20% subcontracting with a Supplier Education & Economic Development (SEED) vendor, Motive Power, to complete the services associated with Phase 1 Implementation of the T3 Project.

**Board Policy:** BL-8, Delegation to the Chief Executive Officer and General Manager with Respect to Procurement;  
(Number & Title) Procurement

**Benefits:** The ability for People Services & Strategies to transform and streamline their existing Human Resource (HR) systems and processes, which will in turn positively impact all of SMUD.

**Cost/Budgeted:** \$7,140,112; Budgeted for 2021-2024 by Technology & Innovation.

**Alternatives:** Do not approve this contract change. If this contract change were not to be approved, People Services & Strategies would not have the ability to transform their outdated HR systems and manual processes, which would not be in the best interest of SMUD.

**Affected Parties:** Technology & Innovation, Supply Chain Services, and EPI-USE America, Inc.

**Coordination:** Technology & Innovation, Dawn Fowler (Contract Manager), and Supply Chain Services.

**Presenter:** Laurie Rodriguez, Director, People Services & Strategies

**Additional Links:**

SUBJECT

**Contract Change No. 1 to EPI-USE America, Inc. Contract for T3 Project**

ITEM NO. (FOR LEGAL USE ONLY)

**10**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, the **Talent and Technology Transformation Project (T3 Project)** is sponsored by the SMUD People Services & Strategies Department (PS&S) and is intended to replace disparate technology platforms and manual processes currently used by staff to perform a wide variety of Human Resource functions across the organization; and

**WHEREAS**, in order to strategically support and staff the **T3 Project**, with the goal to implement a fully integrated Human Experience Management platform, **SAP SuccessFactors**, SMUD has adopted a phased approach by awarding a master contract suited to accommodate the full **T3 Project** lifecycle to include robust Discover and Prepare activities prior to each phase, and

**WHEREAS**, Contract No. 4500128620 with **EPI-USE America, Inc.** was awarded on a competitive basis in August 2021 for consulting, change management, training and implementation services associated with the **T3 Project** for the period of August 16, 2021, to March 31, 2022, for a not-to-exceed amount of \$263,500 to cover the Discover and Prepare activities for **Phase 1 Implementation**; and

**WHEREAS**, the need for additional scope, schedule and funds was identified during the Discover and Prepare activities for **Phase 1 Implementation**, which includes eight modules (Employee Central, EC Payroll, Time & Attendance, BenefitFocus, Onboarding & Recruiting, Goal Management, Reports & Queries, and Workforce Analytics); and

**WHEREAS**, staff will also need to undertake Discover and Prepare activities for **Phase 2 Implementation**, which includes seven modules (Compensation,

Performance Management, Learning, Succession & Development, Forecasting & Scheduling, Reports & Queries, and Workforce Analytics); and

**WHEREAS**, increasing the contract amount, extending the expiration date, and adding scope will allow SMUD to continue forward with the transformation and replacement of its outdated Human Resource systems and manual processes and is in its best interests; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** That this Board authorizes the Chief Executive Officer and General Manager, or his designee, to extend the contract expiration date by two years to March 31, 2024, increase the contract amount by \$6,876,612, from \$263,500 to \$7,140,112, and to add scope required for **Phase 1 Implementation** of the of the **SAP SuccessFactors** Human Experience Management modules and to start preparatory activities for **Phase 2 Implementation** under the **Talent and Technology Transformation Project (T3 Project)** for Contract No. 4500128620 with **EPI-USE America, Inc.**

**Section 2.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the terms and conditions of the contract that, in his prudent judgment: (a) further the primary purpose of the contract; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized contract amounts and applicable contingencies.



# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance & Audit – 12/07/21

Board Meeting Date  
December 9, 2021

TO				TO			
1.	Jennifer Davidson			6.			
2.	Gary King						
3.	Lora Anguay			8.			
4.	Scott Martin			9.	<b>Legal</b>		
5.				10.	<b>CEO &amp; General Manager</b>		
<b>Consent Calendar</b>		<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>If no, schedule a dry run presentation.</i>		<b>Budgeted</b>	
		<input checked="" type="checkbox"/>	<b>Yes</b>			<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>	
FROM (IPR) Lisa Limcaco				DEPARTMENT Accounting		MAIL STOP B351	EXT. 7045
						DATE SENT 11/22/2021	

**NARRATIVE:**

**Requested Action:** Authorize SMUD's Accountant to defer recognition of \$35 million of 2021 operating revenues to offset future one-time specific expenditures in order to match such expenditures in the appropriate accounting period for rate-making purposes.

**Summary:** Pursuant to Governmental Accounting Standards Board (GASB) codification section Re10 Regulated Operations, staff is recommending that the Board authorize the deferral of \$35.0 million of 2021 operating revenues as a regulatory liability for recognition in future years. This deferral will help offset one-time expenditures that were not identified during the annual budget process. SMUD will be able to mitigate risks that may occur from unforeseen or one-time events which may have a significant financial impact on SMUD, such as, but not limited to, catastrophic events, wildfire costs and additional 2030 Zero Carbon Plan expenditures. This deferral will provide reserves to cover large contingencies while limiting or leveling out the impact of cost increases to rate payers. This deferral will allow for appropriate matching of revenue with expense recognition for rate making purposes.

**Board Policy:** SD-2, Competitive Rates - allows SMUD to limit or level the impact of increases in rates.  
*(Number & Title)*

**Benefits:** This accounting treatment will offset any negative significant financial impacts of unforeseen or one-time events which could have an impact on rate payers.

**Cost/Budgeted:** N/A

**Alternatives:** Recognize as operating revenues when received. When unforeseen expenditures occur in the future, the additional costs could lead to increases to SMUD rate payers.

**Affected Parties:** Accounting, Budget, Treasury

**Coordination:** Accounting, Budget, Treasury

**Presenter:** Jennifer Davidson, Chief Financial Officer

**Additional Links:**

SUBJECT

Year-End Deferral of 2021 Operating Revenues

ITEM NO. (FOR LEGAL USE ONLY)

11

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, Governmental Accounting Standards Board (GASB) codification section Re10 Regulated Operations allows the deferral of operating revenues from the current period to a future period as a regulatory liability for rate-making purposes; and

**WHEREAS**, this deferral will help off-set one-time expenditures that were not identified during the annual budget process; and

**WHEREAS**, SMUD will be able to mitigate risks that may occur from unforeseen or one-time events which may have a significant financial impact on SMUD, such as, but not limited to, catastrophic events, wildfire costs, and additional 2030 Zero Carbon Plan expenditures; and

**WHEREAS**, this deferral will provide reserves to cover large contingencies while limiting or leveling out the impact of cost increases to ratepayers; and

**WHEREAS**, normal accounting practices would be to recognize the revenues and expenses in the accounting period incurred; and

**WHEREAS**, pursuant to GASB codification section Re10 Regulated Operations, for rate-making purposes, it would be appropriate to match the expenses with the revenues so that the revenue is recognized in the same period in which the amount is expended and will, therefore, more accurately reflect revenues and expenses in the same period; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board authorizes SMUD's Accountant to defer recognition of \$35 million of 2021 operating revenues to offset future one-time specific expenditures in order to match such expenditures in the appropriate accounting period for rate-making purposes.





SSS No.

CFO 21-014

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance and Audit  
November 9 & 10, 2021  
Board Meeting Date  
December 9, 2021

TO				TO			
1.	Russell Mills			6.	Lora Anguay		
2.	Lisa Limcaco			7.	Scott Martin		
3.	Laurie Rodriguez			8.			
4.	Jennifer Davidson			9.	Legal		
5.	Gary King			10.	CEO & General Manager		
Consent Calendar		Yes	No If no, schedule a dry run presentation.	Budgeted		Yes	No (If no, explain in Cost/Budgeted section.)
FROM (IPR)		DEPARTMENT		MAIL STOP		EXT.	DATE SENT
Jennifer Restivo		Planning, Pricing & Enterprise Performance		A309		5193	10/25/21

**NARRATIVE:****Requested Action:** Approve the following:

- 2022 SMUD Budget Resolution
- 2022 Debt Resolution
- Pay Schedule and Special Compensation Items

**Summary: 2022 Budget Resolution**

The 2022 proposed budget and adjustments have been reviewed by the Board's Finance Committee. Major components include: Operations and Maintenance budget of \$1,164 million; Debt Service budget of \$212.2 million; and Capital budget of \$359.9 million. The proposed 2022 budget resolution limits spending to \$1,736 million (the total of these amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, weather hedge contracts, WAPA energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program's sales, it is required to apply the proceeds toward specific expenses that support the program's goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,210 plus 5 percent.

**Public Good Charge**

The Public Good Charge is decreasing from 16.51 percent to 15.05 percent of 1994 revenues. The percentage allocation for the public good charge expenditures will change from 7.82 percent to 6.61 percent for low-income assistance, from 5.45 percent to 6.56 percent for energy efficiency, from 0.11 percent to 0.00 percent for new renewable generation, and from 3.13 percent to 1.88 percent for research and development.

**2022 Debt Resolution**

The 2022 debt resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2022 and 2021 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

**Pay Schedule and Special Compensation Items**

Approve/Adopt SMUD's pay schedule and special compensation pursuant to California Code of Regulations (CCR).

**Board Policy:** The 2022 Budget funds programs and initiatives that contribute to meeting Board strategic directives.  
(Number & Title) GP-3 (e) Board will adopt SMUD's budget on an annual basis.

**Benefits:** Approval of the 2022 Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

**Cost/Budgeted:** Approval of the 2022 Budget Resolution will authorize spending within the limits prescribed.

**Alternatives:** Approval of a budget is required before January 1, 2022, or SMUD would not have the authority to make purchases or pay employees.

**Affected Parties:** SMUD

**Coordination:** Budget Office, Treasury, Accounting, People, Services & Strategies, and Legal.

**Presenter:** Jennifer Davidson

**Additional Links:**

SUBJECT

SMUD 2022 Proposed Budget

ITEM NO. (FOR LEGAL USE ONLY)

**12a**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, the proposed 2022 Budget is expected to result in a positive net income for 2022; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** This resolution may be referred to as the 2022 Budget Resolution.

**Section 2.** (a) There is hereby appropriated from the General Fund sufficient monies for the payment of demands against SMUD which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of SMUD's program for the period January 1, 2022, through December 31, 2022.

Operations and maintenance:

Commodity - purchased power, fuel, and wheeling	\$440,680,590
---	---------------

Public Goods	63,584,820
--------------	------------

Customer, energy delivery, energy operations, internal service, technology, corporate services and Rancho Seco	659,576,669
--	-------------

Sub-Total	\$1,163,842,080
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Debt Service	212,158,020
Capital and reserve	359,911,078

<b>TOTAL</b>	<b>\$1,735,911,178</b>
--------------	------------------------

(b) The Commodity line item budget is based on assumptions of average rainfall and temperatures during 2022. SMUD has in

place a Hydro Generation Adjustment (HGA) mechanism whereby, based on the actual rainfall amounts between April 1, 2021 and March 31, 2022 in comparison to the budget assumptions, SMUD may transfer funds to or from the Hydro Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates. The Commodity line item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the HGA adjustment.

(c) SMUD also has in place or may enter into additional agreements under which monies will be received by SMUD in the event actual weather conditions are drier than average. In the event of below average rainfall, the Commodity line item budget will be increased by an amount equal to the payments received under these contracts.

(d) SMUD has budgeted to receive 661 gigawatt hours of energy in 2022 under its contract with the Western Area Power Administration (WAPA). This energy primarily is generated at Central Valley Project hydroelectric plants, and the actual quantity of energy received will be dependent on rainfall, carryover water storage and operation of the WAPA system to meet contractual water deliveries. Because WAPA generation facilities are spread over a wide area, insurance is not practical for offsetting variations of energy deliveries due to weather. One purpose of the Rate Stabilization Fund is to mitigate such variations. The Accountant is hereby authorized to transfer funds as follows based on actual WAPA energy deliveries in the 2022 season: for every megawatt hour below 661,000 transfer NP15 EZ Gen Hub (NP15)

power price per MWh from the Fund, up to a maximum of \$30 million; for every megawatt hour over 661,000 transfer the NP15 power price per MWh into the Fund, up to a maximum of \$30 million. The Commodity line item budget will be increased or reduced accordingly. The NP15 power price for the transfers is the weighted average of actual NP15 power prices based on when the energy from WAPA is received by SMUD on an hourly basis.

(e) Budgeted energy purchases necessary to meet customer energy sales requirements (10,166 GWh) are based on average weather conditions and expected customer growth in 2022. Should actual weather conditions or growth levels cause SMUD retail sales and related energy requirements to be higher, the Commodity line item budget will be increased by the NP15 power price per megawatt-hour of additional retail energy sales to offset the cost of these sales.

(f) SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. Under these programs, SMUD has the option to monetize the credits and allowances applicable to these programs through sales transactions. When SMUD collects revenues through these sales, it is required to apply the proceeds toward specific expenses that support the program goals. An additional purpose of the Rate Stabilization Fund is to mitigate fluctuations from regulatory programs. The Accountant is hereby authorized to transfer funds to or from the Rate Stabilization Fund to match LCFS and Cap-and-Trade revenues with expenses. The budgeted amount will be increased or decreased accordingly.

(g) For purposes of Section 11891.6 of the Municipal Utility District Act, there shall be deemed added to each line item, in section 2a, a 10 percent contingency. Demands against SMUD which relate to obligations incurred for each line item and are within such line item amount plus the 10 percent contingency may be paid without prior specific approval of this Board, provided the total of such payments during 2022 may not exceed the total budget amount plus this 10% contingency, plus the commodity contingency and adjustments for weather hedge contracts, higher retail sales and Rate Stabilization transfers as set forth in paragraphs (b), (c), (d), (e) and (f) above.

**Section 3.** Demands against SMUD may be paid without the prior specific approval of this Board if they relate to obligations incurred for the purpose and within the amounts specified in Section 2, provided such demands are approved by the CEO & General Manager or someone to whom he has delegated such approval authority. It is the purpose and intent of this paragraph to delegate to the CEO & General Manager authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of SMUD, all within the amounts and for the purposes set forth above, and subject to the provisions of existing law and of all the duly passed resolutions of this Board, including the Board-approved delegations of authority.

**Section 4.** At monthly intervals the Treasurer shall transfer from the General Fund appropriate amounts into each of the various funds established to service SMUD's general obligation indebtedness, its Electric System Revenue

Bond indebtedness, and its Electric Revenue Bond indebtedness in approximately equal installments as set forth in the tabulations on file with the Accountant. Investment authority, for all funds, is delegated to the Treasurer for a one-year period in accordance with California Code Section 53607.

**Section 5.** The number of permanent full-time employees during 2022 shall not exceed 2,210 employees plus a five percent contingency without further authorization of this Board.

**Section 6.** The Public Goods Charge shall be adjusted from 16.51 percent of 1994 revenues to 15.05 percent of 1994 revenues. The percentage allocation for the public goods charge expenditures shall be adjusted from 7.82 percent to 6.61 percent for low-income assistance, and from 5.45 percent to 6.56 percent for energy efficiency, and from 3.13 percent to 1.88 percent for research and development, and from 0.11 percent to 0.00 percent for new renewable generation.

**Section 7.** The authorization for spending includes \$51.3 million of commodity for Valley Clean Energy Alliance which will be reimbursed in full to SMUD.





SSS No.

CFO 21-014

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance and Audit  
November 9 & 10, 2021  
Board Meeting Date  
December 9, 2021

TO				TO			
1.	Russell Mills			6.	Lora Anguay		
2.	Lisa Limcaco			7.	Scott Martin		
3.	Laurie Rodriguez			8.			
4.	Jennifer Davidson			9.	Legal		
5.	Gary King			10.	CEO & General Manager		
Consent Calendar		Yes	No If no, schedule a dry run presentation.	Budgeted		Yes	No (If no, explain in Cost/Budgeted section.)
FROM (IPR)		DEPARTMENT		MAIL STOP		EXT.	DATE SENT
Jennifer Restivo		Planning, Pricing & Enterprise Performance		A309		5193	10/25/21

**NARRATIVE:****Requested Action:** Approve the following:

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- 2022 Debt Resolution
- Pay Schedule and Special Compensation Items

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**Pay Schedule and Special Compensation Items**

Approve/Adopt SMUD's pay schedule and special compensation pursuant to California Code of Regulations (CCR).

**Board Policy:** The 2022 Budget funds programs and initiatives that contribute to meeting Board strategic directives.  
(Number & Title) GP-3 (e) Board will adopt SMUD's budget on an annual basis.

**Benefits:** Approval of the 2022 Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

**Cost/Budgeted:** Approval of the 2022 Budget Resolution will authorize spending within the limits prescribed.

**Alternatives:** Approval of a budget is required before January 1, 2022, or SMUD would not have the authority to make purchases or pay employees.

**Affected Parties:** SMUD

**Coordination:** Budget Office, Treasury, Accounting, People, Services & Strategies, and Legal.

**Presenter:** Jennifer Davidson

**Additional Links:**

SUBJECT

SMUD 2022 Proposed Budget

ITEM NO. (FOR LEGAL USE ONLY)

**12b**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

Supplemental Resolution (Supplemental )  
to Resolutions No. 6457, 8107, 83-7-26 )  
as amended by Resolution No. 87-10-22, )  
No. 92-12-29, No. 93-12-19, No. 94-12-16, )  
No. 95-12-10, No. 96-12-07, No. 97-12-18, )  
No. 98-11-12, No. 99-12-10, No. 00-12-11, )  
No. 01-12-02, No. 02-11-04, No. 03-12-14, )  
No. 04-12-11, No. 05-12-13, No. 06-12-08, )  
No. 07-12-08, No. 08-12-05, No. 09-12-08, )  
No. 10-12-03, No. 11-12-08, No. 12-12-06, )  
No. 13-12-09, No. 14-12-13, No. 15-12-08, )  
No. 16-12-14, No. 17-12-13, No. 18-12-12, )  
No. 19-11-05 and No. 20-12-14) declaring the )  
intention of the Board of Directors of the )  
Sacramento Municipal Utility District to )  
Authorize the issuance of additional )  
Revenue Bonds )  
\_\_\_\_\_ )

**WHEREAS**, Sacramento Municipal Utility District ("SMUD") on  
July 23, 1970, May 2, 1974, and July 21, 1983, by the adoption by its Board of  
Directors of Resolutions No. 6457, 8107, and 83-7-26, as amended by  
Resolution No. 87-10-22 adopted October 1, 1987; Resolutions No. 92-2-11,  
No. 92-12-29, No. 93-12-19, No. 94-12-16, No. 95-12-10, No. 96-12-07,  
No. 97-12-18, No. 98-11-12, No. 99-12-10, No. 00-12-11, No. 01-12-02, No. 02-  
11-04, No. 03-12-14, No. 04-12-11, No. 05-12-13, No. 06-12-08, No. 07-12-08,  
No. 08-12-05, No. 09-12-08, No. 10-12-03, No. 11-12-08, No. 12-12-06, No. 13-  
12-09, No. 14-12-13, No.15-12-08, No.17-12-13, No. 18-12-12, 19-11-05, and  
20-12-14 adopted by the Board of Directors on February 6, 1992, December 17,  
1992, December 16, 1993, December 15, 1994, December 14, 1995, December  
19, 1996, December 17, 1997, November 30, 1998, December 2, 1999,

December 7, 2000, December 6, 2001, November 7, 2002, December 4, 2003, December 2, 2004, December 1, 2005, December 7, 2006, December 6, 2007, December 4, 2008, December 3, 2009, December 3, 2010, December 1, 2011, December 6, 2012, December 5, 2013, December 4, 2014, December 3, 2015, December 1, 2016, December 21, 2017, December 20, 2018, November 21, 2019, December 10, 2020, respectively (collectively, the “Prior Resolutions”), found and determined that it was necessary to raise funds by the issuance of revenue bonds in the maximum principal amount of \$7,855,000,000 pursuant to Sections 12850, et seq., of the California Public Utilities Code (the “Act”); and

**WHEREAS**, in order to provide reliable electric service to its customers, it is necessary for SMUD to make certain capital improvements and other capital expenditures to its system, which capital improvements and other capital expenditures are designed to have useful lives of up to 40 years, or more; and

**WHEREAS**, to fairly apportion the costs of such capital improvements and other capital expenditures among SMUD’s customers who will receive the benefits of such improvements, SMUD has determined to authorize the financing of such improvements and expenditures with bonds of SMUD; and

**WHEREAS**, to provide bond financing for such improvements and expenditures, it now appears necessary to increase the authorized issue of revenue bonds that may be issued by SMUD pursuant to the Act; and

**WHEREAS**, the Board of Directors of SMUD desires to inform its customers and the public of its plans for financing capital improvements and

other capital expenditures to its system by specifying certain items for which the proceeds of said revenue bonds are to be used, which uses shall not include daily maintenance and operations costs; **NOW, THEREFORE,**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** The Board of Directors of SMUD declares its intention to authorize the issuance of additional revenue bonds or Clean Renewable Energy Bonds for the purpose of financing, in whole or in part, the costs of the capital items identified in SMUD's 2022 capital budget, 2021 capital expenditures not previously financed, the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities, for all of which SMUD is authorized by law to issue such bonds. SMUD has paid or reasonably expects to pay certain expenditures (the "Reimbursement Expenditures") in connection with such capital items prior to the issuance of such bonds, and hereby officially declares its intent to use certain proceeds of such bonds to reimburse the Reimbursement Expenditures. The declarations contained in this section are made solely for purposes of establishing compliance with Section 1.150-2 of the U. S. Treasury Regulations, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

**Section 2.** The maximum principal amount of the additional revenue bonds proposed to be issued under this supplemental resolution is \$400,000,000. Such maximum principal amount is in addition to the \$7,855,000,000 principal amount of revenue bonds authorized pursuant to the

Prior Resolutions. Such additional bonds may be issued in series from time to time, and it shall not be necessary that all of the bonds proposed to be issued be issued at any one time.

Proceeds from the issuance of these bonds will be used to finance capital improvements identified in SMUD's 2022 capital budget, 2021 capital expenditures not previously financed, capital expenditures for the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities. The declarations contained in this section are made solely for purposes of establishing compliance with Section 12852 of the California Public Utilities Code, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

**Section 3.** The maximum term of any of such bonds is 40 years. Said maximum term shall be calculated in each case from the date of each series of bonds in the event the maximum authorized amount is divided into two or more series.

**Section 4.** The maximum rate of interest to be payable upon such bonds shall not exceed the interest rate per annum equal to the greater of fifteen percent (15 percent) per annum or the yield of United States Treasury bonds having a remaining term equal, as nearly as practicable, to the final maturity of such bonds, as determined by SMUD as of the date of sale of such bonds, plus three percent (3 percent). The maximum discount with respect to such bonds shall not exceed ten percent (10 percent).

**Section 5.** This resolution shall take effect immediately, subject only to the right of referendum provided in Article 6a of Chapter 6 of Division 6 of the California Public Utilities Code (beginning at Section 12850 thereof).

**Section 6.** The Secretary of SMUD is hereby directed to publish a copy of this resolution once a week for two successive weeks in a newspaper of general circulation published within SMUD. At any time within 60 days after the date of the second such publication, a referendum petition signed by voters in number equal to at least three percent (3 percent) of the total vote cast, as defined in Section 11507 of the California Public Utilities Code, demanding the submission of this resolution to a vote of the voters of SMUD for their assent to the issuance of the proposed bonds, may be filed with the Secretary of SMUD. Upon presentation to the Secretary of SMUD of such a referendary petition, this resolution shall not be of effect unless and until it has been assented to by the voters.





SSS No. LEG 2021-0163

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

N/A

Board Meeting Date

December 9, 2021

TO					TO							
1.	Gary King				6.							
2.					7.							
3.					8.							
4.					9.	Legal						
5.					10.	CEO & General Manager						
<b>Consent Calendar</b>		<input type="checkbox"/>	<b>Yes</b>	<input checked="" type="checkbox"/> <b>No</b>	<i>If no, schedule a dry run presentation.</i>		<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>		
FROM (IPR) Laura Lewis					DEPARTMENT Executive Office					MAIL STOP B308	EXT. 6123	DATE SENT 12/02/21
<b>NARRATIVE:</b>												
<b>Requested Action:</b>		Discuss possible merit increase to the Chief Executive Officer and General Manager's base salary and/or performance bonus, pursuant to the Chief Executive Officer and General Manager's employment contract.										
<b>Summary:</b>		The Chief Executive Officer and General Manager's employment contract provides that the Board of Directors may authorize a merit increase and/or performance bonus, if deemed appropriate, based upon his annual evaluation and review. Any recommendation is typically made to the full Board by the Board President. The Board may adopt any such increase in compensation only in open session and following a discussion.										
<b>Board Policy:</b> <i>(Number &amp; Title)</i>		Governance Process GP-1, Purpose of Board – d) Make certain operational decisions as designated by law and e) ...evaluate...the CEO/General Manager.										
<b>Benefits:</b>		Allows the Board to discuss the Chief Executive Officer and General Manager's compensation based upon his annual performance.										
<b>Cost/Budgeted:</b>		Contained in budget for internal labor.										
<b>Alternatives:</b>		Take no action.										
<b>Affected Parties:</b>		Chief Executive Officer and General Manager										
<b>Coordination:</b>		Board of Directors, Legal, and People Services & Strategies										
<b>Presenter:</b>		President Bui-Thompson										
<b>Additional Links:</b>												
SUBJECT <b>Compensation – Chief Executive Officer and General Manager</b>										ITEM NO. <i>(FOR LEGAL USE ONLY)</i> <b>13</b>		

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION TO BE  
DRAFTED BASED ON  
BOARD MEMBERS'  
DISCUSSION**



# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

N/A

Board Meeting Date

December 9, 2021

TO					TO										
1.	Laurie Rodriguez				6.										
2.	Gary King				7.										
3.					8.										
4.					9.	Legal									
5.					10.	CEO & General Manager									
<b>Consent Calendar</b>		<input type="checkbox"/>	<b>Yes</b>	<input checked="" type="checkbox"/> <b>No</b>	<i>If no, schedule a dry run presentation.</i>					<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>		
FROM (IPR) Cheryl Spector					DEPARTMENT People Services & Strategies					MAIL STOP E110		EXT. 7076		DATE SENT 12/1//21	
<b>NARRATIVE:</b>															
<b>Requested Action:</b>		Approve a Memorandum of Understanding (MOU) between the Sacramento Municipal Utility District and the Organization of SMUD Employees (OSE) for the period January 1, 2022, through December 31, 2025.													
<b>Summary:</b>		SMUD and the OSE reached Tentative Agreement on November 11, 2021, on provisions of a successor MOU to the one that expires on December 31, 2021. Key aspects of the 48-month agreement, which OSE members ratified on November 30, 2021, are below:													
		<ul style="list-style-type: none"> <li>• 4-year contract (2022 through 2025)</li> <li>• General Wage Increase (for all OSE bargaining unit employees):               <ul style="list-style-type: none"> <li>▪ 2022: 3.5%</li> <li>▪ 2023: 3%</li> <li>▪ 2024: 3%</li> <li>▪ 2025: 3.25%</li> </ul> </li> <li>• Medical insurance premium cost share for HMO plans for Full Time employees will remain at 12.5% and 17.5% for Limited Term and Part Time employees for all 4 years.</li> <li>• Deferred Compensation Program:               <ul style="list-style-type: none"> <li>▪ SMUD will now match up to \$400/year per eligible OSE employee each year (SMUD approximate cost of \$182,000 each year up from 2021 cost of \$125,000).</li> <li>▪ SMUD will be increasing monthly direct contributions to eligible OSE employees as follows:                   <div style="margin-left: 40px;">                     2022: no increase over 2021 amounts                      2023: \$25 more than 2021 amounts                      2024: \$50 more than 2021 amounts                      2025: \$75 more than 2021 amounts                   </div> </li> </ul> </li> </ul>													
<b>Board Policy:</b>		SD-2, Competitive Rates; SD-8, Employee Relations													
<i>(Number &amp; Title)</i>															
<b>Benefits:</b>		This agreement represents a total compensation package that has reasonable risk and cost sharing by both parties. The agreement successfully meets SMUD's financial targets while maintaining competitive pay for OSE employees, safety in the workplace, employee engagement, and positive labor-management relationships.													
<b>Cost/Budgeted:</b>		Staff expects the cost of the agreement to be at or below budget projections.													
<b>Alternatives:</b>		Re-open negotiations with OSE.													
<b>Affected Parties:</b>		All work areas with OSE-represented employees and People Services & Strategies, Employee Relations													
<b>Coordination:</b>		People Services & Strategies, Employee Relations													
<b>Presenter:</b>		Cheryl Spector, Manager, Employee Relations													

**Additional Links:**

SUBJECT

**Memorandum of Understanding between SMUD and OSE**

ITEM NO. (FOR LEGAL USE ONLY)

14

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**DRAFT**

# Memorandum of Understanding

Between

Sacramento Municipal Utility District

And

Organization of SMUD Employees

**2022 – 2025**

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## **PREAMBLE**

Pursuant to the requirements of Government Code Section 3500, et seq., representatives of the Sacramento Municipal Utility District, hereinafter referred to as “SMUD”, and the Organization of SMUD Employees, hereinafter referred to as “the OSE”, have met and conferred in good faith with the purpose of promoting harmonious labor relations and establishing and maintaining appropriate wages, hours, and other terms and conditions of employment.

SMUD recognizes the OSE as the exclusive representative of all employees of SMUD who are assigned to representation Unit 2, as defined in Board Resolution Number 6441. (A list of Unit 2 Classifications appears in Appendix B.) The provisions of this Agreement hereinafter set forth shall apply to those employees of SMUD for whom the OSE is the established representative.

# **ARTICLE 1**

## **DEFINITIONS**

### **1. AGREEMENT**

The terms Agreement and MOU are used interchangeably.

### **2. TYPES OF EMPLOYEES**

#### **A. Civil Service Employee**

- 1) A full-time employee hired pursuant to SMUD Civil Service Rules.
- 2) A part-time employee hired prior to July 1, 1991.

#### **B. Non-Civil Service**

- 1) A part-time employee regularly scheduled to work twenty (20) or more hours and less than forty (40) hours per week (including overtime).
- 2) A casual employee as defined by SMUD Civil Service Rules.
- 3) A person hired under the Student Employment Program.
- 4) A rehired CalPERS annuitant.
- 5) A Limited Term Employee.

#### **C. Full-Time Employee**

A Civil Service or Non-Civil Service employee regularly scheduled to work eighty (80) hours in a pay period.

#### **D. Part-Time Employee**

A Civil Service or Non-Civil Service employee regularly scheduled to work less than eighty (80) hours in a pay period (including overtime).

#### **E. Limited Term**

- 1) The term “limited term employee” shall have the same meaning as set forth in Public Utilities Code §12055 regardless of how such employees are hired, appointed, or assigned to classifications, positions, or assignments and without regard to title or terminology.
- 2) As defined in the Civil Service Rules, a Limited Term employee is a person hired or appointed by SMUD to perform the job duties of a job classification for a defined time period of not more than two (2) years’ duration. Limited Term appointments may be extended for up to two (2) additional years.
- 4) Limited term employees are immediately covered by this Agreement.
- 5) Limited term employees are “at will” and serve at the pleasure of SMUD. They are not covered by SMUD’s Positive Discipline policies, they are not entitled to file grievances over disciplinary actions, and they may be terminated with or without reason or with or without just cause at any time and without notice.

#### **F. Non-Represented**

1) Contract Employee

A Contract Employee is a person working at SMUD who does not get paid through SMUD's employee timekeeping system. These workers are placed and paid by a temporary employment agency or contractor. A Contract Employee is "at will" and is bound by the service contract between SMUD and the Contract Employer. A Contract Employee has no entitlements under this Agreement.

2) Service Fee for Leased Employees

A Leased Employee is defined as a worker who is placed and paid by a third-party employment agency or contractor to do work for SMUD and SMUD controls who, when, and how the work is to be done. SMUD agrees to commence paying a service fee equal to a monthly OSE employee's membership dues while a Leased Employee is in an OSE position when the Leased Employee has worked continuously at SMUD more than six (6) months. SMUD will provide OSE with a list of Leased Employees who are in OSE positions twice per year, during the weeks including January 1 and July 1.

**3. TERM**

The term of this Agreement: January 1, 2022, through December 31, 2025.

## ARTICLE 2

### ORGANIZATION SECURITY

#### 1. DUES DEDCTIONS

- A. Employees who voluntarily join the OSE may authorize individual payroll deductions for dues, initiation fees, and general assessments, as well as any other membership benefit program sponsored by the OSE (hereinafter collectively “dues deductions”).  
The OSE shall be responsible for maintaining records of bargaining unit employees who provide written consent to become OSE members and authorize dues deductions.  
The OSE shall certify to SMUD the identity of such members and the amount of the dues deductions to be withheld from their paychecks. The OSE is not required to provide a copy of an individual authorization to SMUD unless a dispute arises about the existence or terms of the authorization.
- B. SMUD shall deduct from the paychecks of each employee who voluntarily authorizes dues deductions as certified by the OSE, or pursuant to an authorization form tendered to SMUD by the OSE or employee, the total amount of dues certified by the OSE per month. SMUD shall promptly remit to the OSE the total amount deducted, together with a list identifying each bargaining unit employee from whom a deduction was made from their paychecks.
- C. SMUD will implement any start or change to the amount of a bargaining unit employee’s payroll deductions during the first full pay period following notification of such change by the OSE.
- D. If an employee desires to revoke, cancel or change their dues deduction authorization, SMUD shall direct the employee to the OSE. SMUD will rely on all reasonable representations from the OSE as to employee authorizations.
- E. Hold Harmless. The OSE shall indemnify, defend, and hold SMUD, its officers, agents and employees, harmless against any and all claims, demands, suits, orders, or judgments, or other forms of liability (including wages, fines, reasonable attorneys’ fees and costs associated therewith) that arise out of or by reason of action taken or not taken by SMUD for purposes of complying with any of the dues deduction provisions of this MOU.
- F. SMUD shall provide Employee Rosters for Unit 2 employees monthly at the pay cycle when union dues are deducted. The Employee Rosters shall be provided as an Excel spreadsheet that includes the following information: first and last name, personal mailing address, personal telephone number, personal email address, subgroup (full-time, part-time, limited-term, casual), organizational unit, position title, current salary, position start and end date(s), hire and rehire date(s), and SMUD mail stop.
- G. SMUD shall notify the OSE of an employee’s return to paid status within ten (10) working days following an unpaid leave of absence in excess of thirty (30) days so the OSE may resume collection of OSE dues.

## **2. OSE RELEASE TIME**

- A. Officers and Directors. Once each calendar year during the month of January, the OSE shall provide SMUD with a list of the OSE Officers and Directors. In meeting both the organizational business needs and the employee representation obligations of the OSE, the OSE may allocate release time and OSE duties among these key individuals.
  - 1) SMUD shall make arrangements to accommodate requests from OSE Officers and Directors for a reasonable amount of time off from their regular assignments to attend scheduled meetings with SMUD management, participate in SMUD projects, and represent bargaining unit employees. Such time off is subject to prior notice and approval of the immediate supervisor of the individual making the request.
  - 2) An OSE representative's time spent conducting OSE business should be charged to the appropriate Work Order Number.
- B. OSE Leave Bank. SMUD and the OSE agree to establish an OSE Leave benefit and create an OSE Leave Bank to support it.
  - 1) OSE Leave is paid leave that may be utilized by OSE members to conduct OSE business and/or to attend seminars, conferences, conventions, or other meetings at the local, state and national level. An OSE member who is designated by the OSE President or, in the President's absence, the Vice President, may take OSE Leave subject to the advance approval of the employee's immediate supervisor.
  - 2) To establish and maintain the OSE Leave Bank, a Unit 2 employee may contribute some or all of the employee's accumulated annual leave or compensatory time off to the OSE subject to the following conditions:
    - a) A Unit 2 employee may contribute to the OSE Leave Bank in one (1) hour increments consisting of one (1) or more hours;
    - b) When donated, leave shall be credited to the OSE Leave Bank at the current hourly rate of the donating employee;
    - c) When used, the OSE Leave Bank shall be debited at the current hourly rate of the employee using the leave;
    - d) The OSE Leave Bank account shall be designated by SMUD and OSE leave taken shall be charged to the appropriate Work Order Number.

## **3. USE OF SMUD FACILITIES**

- A. Bulletin Boards – The OSE shall be provided a reasonable amount of bulletin board space in specifically designated areas for posting organization bulletins. The OSE shall be responsible for removing out-of-date materials, but SMUD reserves the right to remove out-of-date or prohibited material.
  - 1) The OSE shall provide up to twenty-five (25) bulletin boards to be installed by SMUD at mutually agreeable locations.
- B. Inter-Office Mail – The OSE shall be allowed to use SMUD's inter-office mail to communicate with OSE represented employees. OSE mail shall be pre-sorted by mail stop.

C. Internal Email – The OSE shall be allowed to use SMUD’s internal email system to communicate with OSE represented employees.

- 1) The OSE President and Vice President are the only OSE members authorized to use SMUD's internal email systems (e.g., Outlook) to send no-reply notices to the OSE membership.
- 2) Email notices shall not contain any confidential information and shall be in the nature of announcements regarding OSE activities (i.e. OSE membership meetings, OSE election results, OSE meeting minutes and reports, OSE social events, and OSE member participation at community events).
- 3) No-reply email notices of any other nature must have approval of the SMUD Employee Relations Manager prior to distribution.
- 4) Copies of the no-reply notices shall be sent to the SMUD Employee Relations Manager at the time of distribution to the OSE membership.
- 5) A maximum of 52 no-reply notices may be sent to the OSE membership per calendar year, with the understanding that this allowance for OSE no-reply email notices is an exception to “acceptable use” under SMUD’s Electronic Information Policy (AP 05.02.04). This agreement does not preclude compliance with all other provisions of this SMUD policy.

D. Use of Meeting Rooms/Access to Work Locations

- 1) SMUD shall make conference rooms available to the OSE, subject only to SMUD’s established procedures for the reservation and use of such facilities by SMUD’s internal organizational units.
- 2) OSE representatives shall be granted reasonable access to work locations to engage in those activities necessary to the representation of employees assigned to Unit 2.

#### **4. UNION BUSINESS LEAVE**

SMUD and the OSE agree to establish an OSE Leave Benefit in addition to the OSE Leave Bank.

- A. OSE Leave is leave that may be utilized by OSE members to conduct OSE business and/or to attend training, seminars, conferences, conventions, or other meetings at the local, state and national level.
- B. Requests for OSE Leave shall be made at least two (2) weeks in advance and shall be directed to the Manager, Employee Relations, unless otherwise agreed to between SMUD and the OSE. Such requests shall be made by the OSE President, or in the President’s absence, the Vice President.
- C. In an emergency, the Manager, Employee Relations shall have the authority to cancel scheduled OSE Leave.

- D. The OSE shall be reimbursed for any documented expenses and/or loss of money resulting from SMUD's action, provided the OSE informs SMUD of the pending loss at the time the OSE is requested to cancel the leave.
- E. Employees utilizing OSE Leave shall remain on SMUD's payroll and shall continue to receive CalPERS contributions and service credit. Employees on OSE Leave shall suffer no loss of compensation, benefits, or loss of seniority.
- F. The OSE shall reimburse SMUD for the employee's salary and fringe benefits at the then current activity rate for their position while the employee is on OSE Leave. The OSE shall provide such reimbursement within thirty (30) calendar days following receipt of invoice.
- G. The OSE agrees to indemnify and hold SMUD harmless against any and all liability for loss, damage, cost or expense which SMUD may incur by reason of bodily injury, including death, to any person or persons or by reason of damage to or destruction of property, including the loss of use thereof, arising out of or in any way connected with the program described herein, whether or not due in whole or in part to any act, omission or negligence of SMUD, active or passive, excepting only such injury, loss or liability as may result from the criminal or willful misconduct of SMUD, its agents or employees, other than employees participating in this program.
  - 1) Workers' Compensation. Where payments are made to SMUD employees under a workers' compensation or disability benefits law for bodily injury or death arising out of or in any way connected with the program described herein, the OSE shall make full and complete reimbursement to SMUD to the extent such payment increases SMUD's workers' compensation or disability benefit costs, whether such increase in cost occurs in the form of an increase in premiums or contributions, reduction in dividends or premium refunds, or otherwise.
  - 2) Notice and Defense of Claims. In the event any claim or demand is made or suit or action is filed against SMUD alleging liability for which the OSE shall indemnify and hold harmless SMUD under this Section, SMUD shall promptly notify the OSE thereof, and the OSE shall bear all costs and expenses, including legal fees, to settle, compromise or defend the same in such manner as it, in its sole discretion, deems necessary or prudent.
  - 3) Insurance Representation. The OSE agrees to carry the amount of self-insurance or comprehensive liability insurance, including contractual liability coverage, covering the indemnification and defense obligations set forth herein, subject to such types and amounts of self-insurance, retentions, or deductibles as are consistent with good business practices in the industry.

## **5. OSE ACCESS TO NEW EMPLOYEE ORIENTATIONS**

SMUD shall notify the OSE of the time and location of all new employee orientation (NEO) meetings at least ten (10) working days prior to the meeting, unless an urgent and unforeseeable need for an orientation meeting precludes SMUD from providing such notice. If ten (10) working days advance notice cannot be provided, SMUD shall provide as much advance notice as possible. The OSE shall be afforded thirty (30) minutes during the NEO to present information about the OSE to new OSE employees.

## **ARTICLE 3**

### **HOURS OF WORK**

#### **1. BASIC WORK WEEK**

The normal work week consists of seven (7) consecutive twenty-four (24) hour periods beginning at 12:00 a.m. on Saturday and ending the following Friday at 11:59 p.m. Full-time employees are regularly scheduled to work forty (40) hours per work week. Part-time employees are regularly scheduled to work less than forty (40) hours per work week (including overtime). Employees may be required to work overtime to meet the needs of SMUD.

#### **2. WORK SCHEDULES**

- A. Normal Work Schedule – The normal work schedule shall be five (5) consecutive eight (8) hour work days, Monday through Friday, with an unpaid meal period approximately midway through the work day.
- B. Alternate Work Schedules – Alternate work schedules may be made available to employees subject to the operational needs of SMUD. Alternate work schedules are as follows:
  - 1) 9/80 Work Schedule
    - a) The biweekly work schedule shall consist of eight (8) work days of nine (9) hours per day and one (1) work day of eight (8) hours paid at the straight-time rate, with an unpaid meal period approximately midway through the work day. Each biweekly work period shall include five (5) days off.
    - b) Normal days off each biweekly work period are Saturdays, Sundays and one (1) alternate day off. SMUD shall determine which days of the week are acceptable for use as an alternate day off based on operational requirements.
      - (1) Initially, employees within a designated work group shall be allowed to request their preferred alternate day off schedule based upon their SMUD seniority and subject to SMUD approval.
      - (2) When a vacant position is being filled within a designated work group, the open alternate day off shall be offered to eligible employees based on their SMUD seniority pursuant to Section 2.B.1)b)(1) of this Article.
    - c) Work schedules and alternate days off may be changed subject to the following:
      - (1) SMUD may change work schedules and/or alternate days off as deemed necessary, provided that thirty (30) calendar days written notice is given to the affected employee(s).
      - (2) Employees may request to change their alternate day off or may request to change to a 4/10 work schedule subject to SMUD approval.



- (3) Employees may revert to a 5 day/8 hour per day work schedule at any time during the year, provided they give thirty (30) calendar days written notice (unless this is waived by SMUD) and receive approval from SMUD.
- (4) Work schedule and/or alternate day off changes made in accordance with this Section shall be for no less than a pay period and shall be subject to the provisions of Section 4.C.2 of this Article.

2) 4/10 Work Schedule

- a) The biweekly work schedule shall consist of eight (8) work days of ten (10) hours per day, paid at the straight-time rate with an unpaid meal period approximately midway through the work day. Each biweekly work period shall include six (6) days off.
- b) Normal days off each biweekly work period are Saturdays, Sundays and one (1) alternate day off in each of the two (2) weeks. SMUD shall determine which days of the week are acceptable for use as alternate days off based on operational requirements.
  - (1) Initially, employees within a designated work group shall be allowed to request their preferred alternate day off schedule based upon their SMUD seniority.
  - (2) When a vacant position is being filled within a designated work group, the open alternate day off shall be offered to eligible employees based on their SMUD seniority subject to Section 2.B.2)b)(1) of this Article.
- c) Work schedules and alternate days off may be changed subject to the following:
  - (1) SMUD may change work schedules and/or alternate days off as deemed necessary, provided that thirty (30) calendar days written notice is given to the affected employee(s).
  - (2) Employees may request to change their alternate day off or may request to change to a 9/80 work schedule subject to SMUD approval.
  - (3) Employees may revert to a 5 day/8 hour per day work schedule at any time during the year, provided they give thirty (30) calendar days written notice (unless this is waived by SMUD) and receive approval from SMUD.
  - (4) Work schedule and/or alternate day off changes made in accordance with this section shall be for no less than a pay period and shall be subject to the provisions of Section 4.C.2) of this Article.

3) Participation in Alternate Work Schedules

- a) An employee's eligibility for participation in an alternate work schedule shall be determined by SMUD based on operational requirements.
- b) An employee's participation in an alternate work schedule is voluntary.

4) Continuation of Alternate Work Schedules

It is the intent of SMUD and the OSE to work together to resolve any unforeseen problems that may arise regarding the administration of alternate work schedules. The

9/80 and/or 4/10 alternate work schedule program shall be continued only with mutual agreement between SMUD and the OSE. Either party may request in writing to discontinue an alternate work schedule. Absent an agreement to do otherwise, the alternate work schedule shall be terminated thirty (30) calendar days following receipt of the written request.

C. Special Work Schedules – Special work schedules are different from normal or alternate work schedules. They include the following:

- 1) A schedule that requires employees to work Tuesday through Saturday.
- 2) A schedule that requires employees to work one-half day on Saturday with an equivalent number of hours off during the same work week.
- 3) Other special work schedules may be established by mutual agreement between SMUD and the OSE when the work schedules identified in Sections 2.A and 2.B of this Article are insufficient to meet established business needs.

### **3. MEAL PERIODS**

Employees shall receive either a one-half (½) hour or one (1) hour meal period approximately midway through their regular workday. Except as provided in Section 4.B.3) of this Article, meal periods shall be unpaid.

### **4. SHIFTS AND START TIMES**

A. Shifts are as follows:

- 1) First Shift – Regularly scheduled to begin between the hours of 4:00 a.m. and 11:55 a.m.
- 2) Second Shift – Regularly scheduled to begin between the hours of 12:00 noon and 7:55 p.m.
- 3) Third Shift – Regularly scheduled to begin between the hours of 8:00 p.m. and 3:55 a.m.

B. SMUD may establish different shifts when necessary to meet the operational needs of SMUD as follows:

- 1) Rotating Shift - Requires assigned employees to rotate between two (2) or more shifts.
- 2) Emergency Relief Shift - Requires assigned employees to be available for emergency relief duty in rotating shifts on any day of the week without advance notice.
  - a) Employees assigned to an emergency relief shift normally have a minimum of twelve (12) hours off between shifts.
  - b) When employees are required to report for duty without twelve (12) hours off between shifts, they shall be paid at the applicable overtime rate for any time worked within the twelve (12) hour period following the end of their preceding work shift.
- 3) Special Shift - A work period consisting of an eight (8), nine (9), or ten (10) hour work day during which employees are permitted to eat a meal on SMUD time.

### C. Change in Shifts and/or Start Times

- 1) Shifts and/or start times shall be established consistent with the normal operation of a division or department and shall not be changed arbitrarily.
- 2) Subject to applicable overtime policies, shifts and/or start times may be changed as deemed necessary by SMUD for reasons including, but not limited to:
  - a) Provide better service to customers or other work units;
  - b) Stagger working hours to alleviate traffic congestion;
  - c) Reflect seasonal changes in daylight hours or temperature conditions;
  - d) Provide extended coverage for maintenance testing and operating activities; or
  - e) Reflect the desires of employees in a work unit, with supervisory approval.
- 3) If an employee's work shift and/or start time is changed by SMUD for five (5) days or more, the employee shall be given at least twenty-four (24) hours advance notification. In addition, the employee shall have a minimum of twelve (12) hours off between the shifts and/or start time and shall not be required to work more than forty (40) hours at the straight-time rate of pay.
  - a) If SMUD does not provide an employee with at least twenty-four (24) hours' notice or twelve (12) hours off between shifts and/or start time changes, the employee shall receive the applicable overtime rate for those hours worked on the first day of the change that encroach upon either the twenty-four (24) hour notice or the twelve (12) hour off requirements, whichever is greater.
  - b) Overtime and rest period provisions shall apply to the employee's new shift and/or start time.
- 4) Shift and/or start time changes of less than five (5) days worked (including Saturday, Sunday, and holidays) are not considered an official change in shift and/or start time. Employees shall be compensated at the applicable overtime rate for all hours worked other than their regular work hours for each work day when the change in shift and/or start time is directed by SMUD.
- 5) When employees who have been reassigned pursuant to Section 4.C.3) and 4.C.4) of this Article are returned to their regularly scheduled work shift and/or start time, they shall be paid at the straight-time rate of pay for work performed during their normal work hours subject to the following:
  - a) When employees return to their regular work shift and/or start time, they are entitled to a minimum of twelve (12) hours off between shifts.
  - b) If employees do not get the twelve (12) hours off, they shall be paid the applicable overtime rate for any time worked within the twelve (12) hour period following the end of their preceding work shift.

### 5. MAKE-UP TIME FOR PERSONAL BUSINESS

The following Make-Up Time for Personal Business Policy shall apply for full-time and part-time Unit 2 employees:

- A. Make-up time is a mechanism for full-time and part-time employees to take four (4) hours or less time off to attend to the occasional personal obligation or medical appointment that the employee is generally not able to complete outside of normal business hours. Make-up time is not intended to substitute for tardiness, to be used in conjunction with vacation time off, or to create a permanent work schedule change. The daily overtime provisions of this MOU do not apply to approved make-up time worked.
- B. Make-up time must be worked and used in fifteen (15) minute increments and is limited to no more than four (4) hours in a work week. Employees working make-up time are not authorized to work more than twelve (12) total hours in a day, including regular and make-up hours. (Example: 8 regular hours + 4 make-up hours; 9 regular hours + 3 make-up hours; and 10 regular hours + 2 make-up hour).
- C. Request Procedure: Employees must provide a signed written request to their supervisor for each occasion they want to work make-up time using the Make-Up Time for Personal Business Request Form (SMUD-3503). The request must be made prior to the performance of the make-up work. The request must also include the date and hours the employee wants to take off. Both the make-up hours and time off must be in the same work week. The supervisor may then choose to grant or deny any request to work make-up time.

## **ARTICLE 4**

### **WAGES**

#### **1. PAY PERIODS/PAYDAYS**

##### **A. Pay Periods**

- 1) A pay period for 5/8 and 4/10 work schedules is fourteen (14) consecutive days beginning at 12:00 a.m. on Saturday and ending at 11:59 p.m. on Friday.
- 2) The pay period for the 9/80 work schedule set forth in Article 3, Section 2.B.1) is the fourteen (14) consecutive-day period applicable to the specific 9/80 work schedule pattern of an employee. Refer to Appendix A for examples of 9/80 work schedule patterns.

##### **B. Pay Days**

Employees shall be paid on the Friday following the close of the pay period. Paychecks normally are distributed on the Thursday preceding payday and dated payday Friday. If Thursday is a holiday, paychecks shall be distributed on the preceding Wednesday and shall be dated for the Friday of that week. If payday is a holiday, paychecks shall be dated and distributed on the preceding Thursday.

#### **2. ENTRY RATES – NEW EMPLOYEES**

- A. New employees normally are placed at the first step or entry-level rate of pay for their classification.
- B. Employees who possess exceptional qualifications may be placed at a starting rate that is above the first step for their classification, subject to approval by SMUD. The following items shall be evaluated when considering an employee for a higher entry-level rate of pay:
  - 1) The quality and quantity of the employee's relative work experience.
  - 2) The wage level and qualifications of other SMUD employees in the same classification.
  - 3) The wage demands of the new employee.
  - 4) The availability of other qualified applicants.

#### **3. WAGE SCHEDULE PROGRESSION FOR SLANT LINE/FLEX CLASSIFICATIONS**

When pay grades are designated as Slant Line/Flex classifications, movement to the next higher classification within the series is based upon a specified amount of time, as reflected in the classification specification, in the lower classification and satisfactory job performance as reflected in a completed performance evaluation.

OSE Slant Line/Flex classifications that existed prior to the 2010 revision of the Civil Service Rules are as follows:

COMPUTER OPERS SPCLST (E)  
COMPUTER OPERS SPCLST (J)

CONSTR MGMT INSPCTR I  
CONSTR MGMT INSPCTR II  
DOC RECORDS SPCLST I  
DOC RECORDS SPCLST II  
ENERGY SPECIALIST (E)  
ENERGY SPECIALIST (J)  
ENGINEERING DES I  
ENGINEERING DES II  
ENGINEERING DES III  
ENGINEERING TECH (E)  
ENGINEERING TECH (J)  
GENERATION DES I  
GENERATION DES II  
GENERATION DES III  
LAND AGENT – A  
LAND AGENT – B  
LAND AGENT – C

OSE Slant Line/Flex classifications created after the 2010 revision of the Civil Service Rules are as follows:

IPPS SPCLST I  
IPPS SPCLST II  
GIS DATA TECH (E)  
GIS DATA TECH (J)

#### **4. MERIT INCREASES**

Employees within a classification with established pay steps shall be eligible for merit increases at specified intervals until they reach the top of their pay grade. Merit increases are granted for effective job performance, as reflected in a completed performance evaluation.

##### **A. Eligibility**

- 1) Permanent and limited-term full-time employees assigned to a classification with established pay steps shall be considered for merit increases at every twenty-six (26) weeks.
- 2) Part-time employees regularly scheduled to work twenty (20) or more hours and less than forty (40) hours in a week (including overtime), assigned to a classification with established pay steps shall be considered for merit increases for each 1,040 hours worked.
- 3) Probationary Period – Absences during the probationary period may extend an employee's merit increase eligibility date. If an employee's probationary period is extended, the employee's merit increase eligibility date also shall be extended by the same amount of time.
- 4) Leaves of Absence without Pay – A leave of absence without pay in excess of thirty (30) days (except military leave) may extend an employee's merit increase eligibility date.

## B. Temporary Appointments

Employees who are temporarily appointed to a higher classification shall be eligible for merit increases as follows:

- 1) Employees who are temporarily appointed to a higher or different classification shall continue to earn merit increases as though continuously assigned to their permanent classification.
- 2) Employees who are assigned to a higher classification through a temporary timecard upgrade shall not accrue time toward a merit increase in the higher classification.
- 3) Employees who are temporarily appointed to a higher classification by an ESN or comparable document for more than six (6) consecutive months shall accrue time toward a merit increase in their higher classification.

## C. Granting Merit Increases

- 1) A one-step merit increase shall be effective and initiated automatically on the first day of the pay period that includes the merit increase due date unless SMUD withholds the increase in accordance with Section 4.D of this Article.
- 2) SMUD may grant merit increases of two (2) or more steps to an employee based on exceptional job performance. If an employee is granted a merit increase of two (2) or more steps, the additional merit increase shall be effective the first day of the pay period that includes the merit increase due date.

## D. Withholding Merit Increases

- 1) An employee's merit increase may be withheld for documented unsatisfactory progress or job performance, as reflected in a completed performance evaluation. The supervisor must discuss the withholding of the merit increase with the employee at least ten (10) calendar days prior to the date the merit increase was due.
- 2) Once SMUD has determined the employee has corrected unsatisfactory progress or job performance, the employee shall be granted the withheld merit increase. Normally, an employee shall not be reconsidered for a merit increase for at least six (6) months.
- 3) When an employee is granted the withheld merit increase, the effective date of the merit increase shall establish the eligibility date for the next merit increase.
- 4) SMUD's denial of a merit increase is subject to the grievance procedure contained in Article 20 of this Agreement.

# 5. WAGE ADJUSTMENTS

- A. Effective the pay period that includes January 1, 2022, SMUD shall provide a wage increase of **3.5%** for all Unit 2 classifications.
- B. Effective the pay period that includes January 1, 2023, SMUD shall provide a wage increase of **3.0%** for all Unit 2 classifications.
- C. Effective the pay period that includes January 1, 2024, SMUD shall provide a wage increase of **3.0%** for all Unit 2 classifications.

D. Effective the pay period that includes January 1, 2025, SMUD shall provide a wage increase of **3.25%** for all Unit 2 classifications.

**6. FUTURE SALARY SURVEYS**

SMUD and the OSE agree that the list of agencies/companies contained in Appendix C shall be used for Classification and Pay Studies of Unit 2 positions conducted during the term of this Agreement, unless the parties mutually agree to modify the list in writing.



## **ARTICLE 5**

### **OVERTIME**

#### **1. DEFINITION**

Overtime is time worked in excess of the regularly scheduled eight (8), nine (9), or ten (10) hour work day or beyond the regularly scheduled work week or time worked on a holiday. Overtime work requires prior SMUD approval.

#### **2. DISTRIBUTION OF OVERTIME**

Any employee may be required to work overtime to meet the needs of SMUD. A willingness to work overtime when requested is a condition of employment. When permitted by the work situation, overtime shall be distributed as equally as possible subject to the following:

- A. Overtime is first allocated to qualified volunteers within the appropriate classification assigned to the applicable work group/division. In the absence of qualified volunteers, the supervisor may either assign employees within the applicable work group/division or may seek other volunteers pursuant to Sections 2.B and 2.C of this Article.
- B. Overtime is next allocated to qualified volunteers within the classification assigned to other work groups/divisions.
- C. Overtime is next allocated to other qualified volunteers.

#### **3. ELIGIBILITY**

A. Employees are entitled to overtime compensation as follows:

- 1) All full-time employees are eligible to work overtime pursuant to Section 1 of this Article.
- 2) Part-time employees are eligible for overtime compensation when they work in excess of their regularly scheduled work day, provided such work day is eight (8), nine (9), or ten (10) hours, or they work more than forty (40) hours in a work week. Part-time employees who are regularly scheduled to work less than eight (8) hours in a day are not eligible for overtime compensation unless they work in excess of eight (8) hours in a workday.

#### **4. CASH COMPENSATION/COMPENSATORY TIME OFF**

- A. Except as otherwise provided herein, all overtime shall be paid in cash at two times (2x) the straight time hourly rate of pay. The double time rate of pay also shall apply to overtime worked on holidays and is payable in addition to normal holiday pay.
- B. Employees may elect to earn compensatory time off (CTO) in lieu of cash solely at the employee's option.
  - 1) CTO shall be earned at the rate of two (2) hours accrued for each hour of overtime worked. Accumulated CTO may not exceed forty (40) hours. CTO credits that have not been used by the end of payroll period 21 shall be paid to the employee on payroll period 22 at the employee's then current ESN rate of pay.

For purposes of this provision, the CTO year shall be the beginning of payroll period 22 through the end of payroll period 21 of the following year.

- 2) CTO may be used in fifteen (15) minute increments and must be exhausted before annual leave may be used. Use of CTO shall be at a time approved by SMUD and shall not be unreasonably denied.

## **5. MINIMUM OVERTIME GUARANTEES**

- A. Emergency Call-Out – When employees are called for an emergency, their work time will begin at the time they are contacted. For the purpose of this provision, concurrent calls or successive calls without a break in work are considered a single call.
  - 1) Employees who are called for an emergency shall be paid at the overtime rate for the actual overtime hours worked, but shall receive a minimum of two (2) hours overtime compensation.
  - 2) If the call-out extends into the employee's regular work hours, the employee shall only be paid at the overtime rate for the actual overtime hours worked.
  - 3) When an employee is called out to work more than once in a 24-hour period from midnight to midnight, the two (2) hour minimum shall be paid only for the first call-out. For subsequent call-outs, the employee shall be paid at the overtime rate for the actual overtime hours worked.
- B. Prearranged Overtime (Overtime Worked on a Non-Scheduled Work Day) – Employees who report for prearranged overtime shall be paid a minimum of two (2) hours overtime compensation whether or not they are actually needed. Prearranged overtime may be cancelled with one (1) hour advance notice to the employee.
- C. Early Call-In – Employees who are called into work early shall be paid at the overtime rate for the actual hours worked during the early call-in.

## **6. MAXIMUM OVERTIME ALLOWED**

Employees normally are not allowed to work more than sixteen (16) consecutive hours or any combination of sixteen (16) hours within a 24-hour period, except in circumstances involving public safety or welfare. When SMUD authorizes work in excess of the above-described maximums, SMUD shall ensure that an employee is capable of working in a safe manner.

## **7. REST PERIODS**

- A. Employees who work extended overtime shall be entitled to minimum rest periods as follows:
  - 1) Normal (5/8-Hour) Work Schedule – Employees who work eight (8) or more hours of overtime during the sixteen (16) hours preceding their regularly scheduled work hours are entitled to a rest period of eight and one-half (8.5) consecutive hours.
  - 2) 9/80-Hour Work Schedule – On a nine (9) hour work day, employees who work six and one-half (6.5) hours or more overtime during the fourteen and one-half (14.5) hours preceding their regularly scheduled work hours are entitled to a rest period of eight and one-half (8.5) consecutive hours. On an eight (8) hour work day, employees who work six (6) or more hours of overtime during the sixteen (16) hours preceding

their regularly scheduled work hours are entitled to a rest period of eight and one-half (8.5) consecutive hours.

- 3) 4/10 - Hour Work Schedule – Employees who work five and one-half (5.5) or more hours of overtime during the thirteen and one-half (13.5) hours preceding their regularly scheduled work hours are entitled to a rest period of eight and one-half (8.5) consecutive hours.
  - 4) Special Rest Periods – SMUD may approve a special four (4) hour rest period for an employee who has worked four (4) or more overtime hours in the eight (8) hours immediately preceding their regular start time due to an emergency call-out and the timing of the call-out has prevented the employee from getting sufficient rest.
- B. The rest period begins when the employee is released from duty. Employees shall be compensated during designated rest periods as follows:
- 1) If any part of the rest period falls within the employee's regular work hours, they shall be paid for those hours at the straight-time rate of pay.
  - 2) Employees shall not be compensated for lunch periods that fall within designated rest periods.
  - 3) If a rest period cannot be provided when due or an employee is required to report to work prior to the end of their rest period, the employee shall be paid at the overtime rate of pay until the rest period is provided.
- C. When an employee's rest period ends during their regular work hours, they may report for work at any time during their regular work hours or may report to work on their next regular work day, subject to SMUD approval. Any time off taken after the employee's rest period ends shall be charged to either CTO, annual leave, or leave without pay.

## **8. CHANGES IN MEAL PERIODS**

- A. SMUD may alter an employee's normal meal period for the following reasons:
- 1) When work must be performed during a time convenient to the customer;
  - 2) When work must be performed because of an interruption of utility service or other emergency; or,
  - 3) When work must be performed to eliminate a hazard to life or property.
- B. If an employee's normal meal period is altered, but the employee can be given a meal period within one (1) hour or less of the normal time, the employee shall not receive overtime compensation for the meal period.
- C. If an employee is unable to take a meal period within one (1) hour of their normal meal period, the employee shall be paid at the overtime rate for the time worked during the employee's normal meal period. The employee also shall be allowed reasonable time to eat a meal on SMUD time.

## **ARTICLE 6**

### **WAGE PREMIUMS**

#### **1. SHIFT DIFFERENTIAL**

##### **A. Eligibility**

Full-time employees who work the second, third or relief/rotating shift shall be entitled to a shift differential wage premium.

##### **B. Shift Differential Wage Premiums**

###### **1) Second Shift**

Employees who are assigned to work the second shift shall receive a shift differential wage premium equal to 6% of the hourly rate assigned to the top step of the Computer Operator Specialist II pay range.

###### **2) Third Shift**

Employees who are assigned to work the third shift shall receive a shift differential wage premium equal to 8% of the hourly rate assigned to the top step of the Computer Operator Specialist II pay range.

###### **3) Relief/Rotating Shift**

Employees who are assigned to work relief/rotating shifts shall receive a shift differential wage premium equal to 10% of the hourly rate assigned to the top step of the Computer Operator Specialist II pay range.

##### **C. Shift Differential Wage Premium Payments**

- 1) Any shift differential payable to an employee based upon their regularly scheduled hours of work also shall be paid for any time worked immediately before or following the employee's regular work hours.

Example: If the employee's regularly scheduled work hours are 3:30 p.m. to 11:30 p.m. and they work from 3:30 p.m. to 1:30 a.m., the second-shift differential wage premium shall be paid for the entire work period.

- 2) When an employee is required to work a full, regularly established shift other than their own regularly established shift, the employee shall be paid the shift differential wage premium that is applicable to the shift in progress at the start of such work.

Example: If the employee's regularly scheduled work hours are 3:30 p.m. to 11:30 p.m. and their hours are changed for one (1) day to the established 1 a.m. to 9 a.m. shift, the employee shall be paid the third-shift differential wage premium for the entire work period.

- 3) When an employee who is receiving a shift differential wage premium works overtime, the overtime rate of pay also shall be applied to their shift differential wage premium.

## **2. TEMPORARY UPGRADES**

SMUD agrees to timecard upgrade a Unit 2 employee when such an employee is directed to assume duties and responsibilities of a higher classification.

Assignments to higher classifications exceeding fifteen (15) working days from the first day of the assignment require a temporary upgrade action (e.g., ESN, HR Express). Except as provided in Article 14, Section 5 (Training Assignments) of this Agreement, employees shall be paid subject to the following:

- A. When an employee receives a temporary timecard upgrade to another Unit 2 classification, such employee shall be paid at the first step within the higher classification that provides a minimum of 2.5% above their current ESN rate of pay.
- B. When an employee receives a temporary timecard upgrade to an exempt classification, such employee shall be paid at the first step within the higher classification that provides a minimum of 5.0% above their current ESN rate of pay.

## **3. FINANCIAL AND SAFETY INCENTIVES**

- A. SMUD may periodically institute a financial and/or safety incentive program. SMUD shall determine incentive payment amounts and the goals that must be achieved in order to qualify for an incentive payment.
- B. An employee shall be eligible to receive financial and safety incentive payments if the employee was in a paid status for at least 50% of the period covered by the program.
- C. An employee shall be eligible for a financial incentive payment if SMUD attains its financial goals for the period covered by the program.
- D. An employee shall be eligible to receive a safety incentive payment when SMUD attains its safety goals and the employee meets the following requirements during the period covered by the program:
  - 1) The employee did not have a lost time accident; and,
  - 2) The employee has not had a preventable vehicle accident.
- E. SMUD may grant periodic safety recognition and/or safety getaway awards. An employee shall be eligible to receive such awards if they meet the following requirements during the period covered by the program:
  - 1) The employee is a permanent employee;
  - 2) The employee has attended all scheduled safety meetings, or has been excused from attending some or all scheduled safety meetings;
  - 3) The employee has had no preventable vehicle accident or any other accident due to a work rule safety violation;
  - 4) The employee is not on a follow-up drug/alcohol testing program as a result of a “for cause” initial screening; and,
  - 5) The employee is in compliance with any Substance Abuse Rehabilitation Program requirements, if applicable.

#### **4. NOTIFICATION OF INCENTIVE PROGRAMS**

SMUD shall notify the OSE of all rewards, recognition and incentive programs proposed after ratification of this MOU and shall meet and confer prior to implementation of new programs, revisions to existing programs, and/or any discussion with Unit 2 employees. All rewards recognition and incentive program payments shall comply with the provisions of 29 C.F.R. § 778.331.

## **ARTICLE 7**

### **ON-CALL PAY**

#### **1. REGULAR ON-CALL STATUS**

- A. Regular On-Call status is defined as a status whereby an employee is required to remain fit for duty, be reachable, and readily available to report for work in an emergency situation twenty-four (24) hours per day for a specified time period. Regular On-Call status will typically span a period of seven (7) consecutive days.
- B. Employees assigned to Regular On-Call status shall be compensated as follows:
  - 1) An employee who is required to serve in an on-call status shall be compensated at the rate of two (2) hours of straight time pay for each day on call.
  - 2) On-Call compensation shall be paid in addition to any overtime compensation for time worked.

#### **2. SHORT NOTICE ON-CALL STATUS**

- A. Short Notice On-Call status is defined as an assignment that is intended to meet short term staffing needs during storms, earthquakes and other emergency situations when SMUD has determined that the Regular On-Call staffing is inadequate to meet the operational (power restoration) needs of SMUD. Short Notice On-Call assignments are not expected to last more than six (6) consecutive days.
- B. Employees may be assigned to Short Notice On-Call status as follows:
  - 1) Employees shall be notified that they are being placed on Short Notice On-Call as early as possible but no later than the end of their regular workday. Such assignments shall be for one (1) day unless otherwise indicated.
  - 2) Employees so assigned must provide telephone and/or pager numbers at which they may be reached. SMUD shall provide telephones/pagers as needed.
  - 3) Employees assigned to Short Notice On-Call status shall be expected to remain fit for duty, be reachable by telephone or pager, and be available to respond to a call-out in a reasonable (i.e., typically within thirty (30) minutes of call-out) amount of time.
- C. Employees assigned to Short Notice On-Call status shall be compensated as follows:
  - 1) An employee who is required to serve in a Short Notice On-Call status shall be compensated for two (2) hours of pay at the regular straight time rate of pay for each day so assigned.
  - 2) Short Notice On-Call compensation shall be paid in addition to any overtime compensation for time worked.

## **ARTICLE 8**

### **HOLIDAYS**

#### **1. AUTHORIZED HOLIDAYS**

##### **A. Regular Holidays**

SMUD guarantees eligible employees the following nine (9) Regular Holidays: New Year's Day (January 1); Martin Luther King, Jr. Day (the third Monday in January); President's Day (the third Monday in February); Memorial Day (the last Monday in May); Independence Day (July 4); Labor Day (the first Monday in September); Thanksgiving Day (the last Thursday in November); the Friday after Thanksgiving; and Christmas Day (December 25).

##### **B. Floating Holidays**

In addition, Full-Time and Part-Time employees with six (6) or more months of continuous service shall receive floating holidays according to the following schedule: May 1, July 1, September 1, and November 1. Each floating holiday is administered as eight (8) additional hours of annual leave for Full-Time employees and four (4) additional hours of annual leave for Part-Time employees and may be carried over from year to year in the same manner and with the same limits as accumulated annual leave.

SMUD shall approve the use of a floating holiday, or a day of annual leave for any Unit 2 employee who has served in the armed forces of the United States, or their allies, and who wishes to observe the (November 11) Veteran's Day Holiday.

##### **C. Special Holidays (Christmas Eve - New Year's Eve)**

SMUD may authorize additional time off for eligible employees on either Christmas Eve or New Year's Eve. Such time off shall be designated as a Special Holiday.

##### **D. Holidays Observed**

When a SMUD observed holiday falls on a Saturday, SMUD shall observe the holiday on the preceding Friday. When a holiday falls on a Sunday, SMUD shall observe the holiday on the following Monday.

#### **2. HOLIDAY PAY**

##### **A. Eligibility**

###### **1) Full-Time Employees**

Full-time employees must be in a paid status for the entire work day immediately prior to or immediately following a holiday to be eligible for holiday pay.

###### **2) Part-Time Employees**

Part-time employees who are regularly scheduled to work twenty (20) or more hours and less than forty (40) hours per week (including overtime) are eligible for holiday pay as follows:



- a) On each holiday, four (4) hours of holiday pay shall be credited to the employee, whether or not they are scheduled to work that day.

#### B. Regular Holiday Pay

- 1) When a holiday falls on an employee's regularly scheduled workday, the employee will be given the day off and will be compensated for the number of hours the employee is regularly scheduled to work on that day. When a holiday is observed on an employee's regular day off, the employee is credited with 8 hours of annual leave.
- 2) When an employee is assigned to an Alternate Work Schedule and a regular holiday falls on their regularly scheduled work day, the employee shall be given the day off and shall be compensated for the number of hours (8, 9, or 10) they were regularly scheduled to work. If the holiday is observed on an employee's alternate day off, the employee shall be credited with eight (8) hours of annual leave.
- 3) When an employee is assigned to a Special Work Schedule and the holiday is observed on their regular day off, SMUD shall have the option to either grant the employee another work day off with pay or pay the employee one (1) day of additional pay at the straight time rate of pay.
  - a) If an employee is regularly assigned to a schedule in which Monday is a non-work day (not a rotating shift employee), holidays are treated as follows:
    - (1) When the holiday falls on a Monday, the affected employee shall observe the holiday on the following Tuesday.
    - (2) When the holiday falls on a Sunday, the affected employee shall observe the holiday on the preceding Saturday.
  - b) In the event an employee is simultaneously assigned to a Special Work Schedule and an Alternate Work Schedule, such employee shall be compensated for the number of hours (8, 9, or 10) they were regularly scheduled to work on the holiday. If the holiday is observed on the employee's alternate day off, the employee shall be credited with eight (8) hours of annual leave.
- 4) Employees who work on a holiday shall be paid at the overtime rate of pay for the hours worked in addition to holiday pay as specified above.

#### C. Special Holiday Pay (Christmas Eve - New Year's Eve)

- 1) When an employee is required to work on Christmas Eve, they shall be given an equivalent amount of time off on New Year's Eve.
- 2) If an employee cannot be granted time off on either Christmas Eve or New Year's Eve, they shall be given an additional amount of straight-time pay equal to the number of hours off granted to other employees.
- 3) In lieu of additional Special Holiday Pay, an employee may choose to be credited with the equivalent amount of annual leave.
- 4) If the day designated as a Special Holiday falls on an employee's alternate day off, the employee shall be credited with an equivalent amount of annual leave.

## **ARTICLE 9**

### **BENEFITS**

#### **1. ELIGIBILITY**

A. Full-Time and Part-Time Unit 2 employees are eligible to participate in health and welfare benefit plans provided by SMUD. Specifically excluded are:

- 1) Casual employees scheduled to work less than twenty (20) hours per week.
- 2) Student Employment Program participants.
- 3) Rehired CalPERS Annuitants.
- 4) Contract employees.

B. Benefits for Limited Term employees are listed in Appendix E of this Agreement.

C. Domestic Partner Coverage

Employees in registered, same-sex domestic partnerships or domestic partnerships are eligible to enroll their domestic partner and their eligible dependent children for medical coverage as described below:

- 1) SMUD's contribution for all employees and retirees with registered domestic partners and their dependents shall be the same as all current benefit contribution formulas for employees and retirees that currently cover dependents.
- 2) The employee contribution shall be the same as current employees who add dependents. Employee contributions for registered domestic partners and their dependent children may be deducted on an "after-tax" basis subject to all applicable federal and state statutes and Internal Revenue Code requirements.
- 3) All participants and eligible dependents must meet the same eligibility requirements as other eligible participants and dependents as stipulated in SMUD's policies and in accordance with SMUD's health plan contracts.

D. Eligible employees who retire are entitled to enroll in the medical and dental benefit programs at the time of their retirement.

#### **2. HEALTH INSURANCE**

A. SMUD will provide the following medical plan options to all eligible Unit 2 employees:

- High Premium HMO
- Low Premium HMO
- High Deductible Health Plan (HDHP) with Health Savings Account (HSA)
- PPO Medical Plan (closed to new enrollees)

Eligible Fresh Pond Unit 2 employees may use the EC-OC (zip code 95827) as their primary place of work when enrolling in a SMUD HMO medical plan option if needed.

The maximum medical co-payments under the High Premium HMO plans will be as follows:

Services	Co-payment Maximums
Physician's Office	\$45
Vision and Hearing	\$45
Surgery Outpatient	\$45
Emergency Room	\$155
Hospitalization	\$250
Chiropractic Service	\$45
Mandatory Generic	\$25
Brand Name	\$65
Mail Order	100 day supply- 2 co-payments

Employees should refer to the OSE Benefits Guide Book each year for the specific dollar amounts for medical co-pays under the High and Low Premium HMO Plans.

B. Employee Medical Insurance Plan Premium Contributions

- 1) Effective January 1, 2022, Unit 2 Full-Time employees enrolled in SMUD medical plans will contribute a premium cost share as follows:
  - HMO plans: **12.5%**
  - High Deductible Health Plan (HDHP) plans: **6%**
  - PPO plan (closed to new enrollees): **30%**
- 2) SMUD will provide Unit 2 employees enrolled in the HDHP medical plan with an annual contribution to a Health Savings Account (HSA) on January 1 of each year, as follows:

\$1200 (employee only) or \$2,400 (employee with covered dependent{s}).

SMUD will pay any administrative fees attributed to the HSA while employed at SMUD. The annual contribution amount to the HSA will be front loaded and employees will be allowed to contribute pre-tax dollars each year up to the IRS-allowed maximum for the term of this MOU.

Unit 2 employees enrolled in the HDHP Plan will also be enrolled in Accident and Critical Illness Insurance Plans. Premiums for these plans will be paid by SMUD.
- 3) Limited-Term and Part-Time employees enrolled in SMUD HMO medical plans will contribute **17.5%** as the employee premium cost share and for those enrolled in a PPO plan, they will contribute **30%** as the employee premium cost share.
- 4) All Unit 2 employee premium contributions shall be as pre-tax payroll deductions.

- 5) Employees who participate in SMUD's Health Assessment Program (HAP) and fulfill the program requirements will pay \$5 less per month for their medical insurance for the following plan year. All employees will be granted time, while on duty, to participate in the health assessment portion of the program. This time must be scheduled in advance, with supervisory approval. Additional HAP requirements must be completed on the employee's own time.
- 6) These contributions shall not change during the life of the contract unless the parties mutually agree to do so in writing.
- 7) SMUD and the OSE shall establish and participate in a Health & Welfare Advisory Committee for the purpose of cooperatively discussing and exploring various insurance providers, insurance plans, and creative designs to maximize optimal use of healthcare resources

The Health & Welfare Advisory Committee memberships all consist of a minimum of two (2) and a maximum of four (4) representatives each from SMUD and the OSE. By mutual agreement, the Health & Welfare Advisory Committee may also include an equal number of representatives from the IBEW.

The Health & Welfare Advisory Committee will meet on at least a quarterly basis (more often by mutual consent). The Committee may participate in the Request for Proposal ("RFP") processes involving healthcare. The Committee may also review current healthcare benefits and submit a recommendation regarding such benefits when a majority of the Committee membership agrees on a recommendation. The recommendation shall be presented directly to either the Director, People Services & Strategies or the Chief Workforce Officer, as appropriate.

Each party shall designate one representative to be its Chair. The respective Chairs are responsible for the conduct and decorum of meetings. The respective Chairs shall jointly determine the date, time, anticipated duration and location of Health & Welfare Advisory Committee meetings. They will exchange and discuss prospective agenda items at least two weeks in advance of a committee meeting and set the order of the agenda topics at that time. Additional topics for discussion may be added to the agenda later by mutual consent of the Chairs. Meetings will follow the agenda developed in advance. The parties may also mutually agree upon additional meetings. In addition, the respective Chairs are responsible for maintaining open lines of communication between Committee meetings to exchange information on new or developing issues, discuss the progress of Committee business, and plan for forthcoming meetings.

The respective Chairs shall determine the method and person responsible for the recording of the minutes of the meeting. The minutes of meetings will summarize the discussion that occurred and any recommendations to which a majority of the committee members agree and be signed by the respective Chairs of the Health & Welfare Advisory Committee meetings. The minutes of the meetings will not be introduced into any grievance hearing.

The parties agree that when an issue is unresolvable or unable to be redirected to another forum, and that, after a minimum of three attempts, there is no purpose to be gained by further discussion, the parties will agree to disagree and cease discussion of the issue.

C. Agreement to Meet and Confer

Either SMUD or OSE may request to meet and confer regarding health care coverage during the term of this agreement. SMUD may re-open negotiations on the subject of the Affordable Care Act (ACA) or its impacts. If, during the term of the MOU, the legal requirements of the ACA have an impact on SMUD rights and obligations regarding health benefits for OSE employees (e.g. the Cadillac Tax), SMUD and the Union agree to re-open Article 9 Benefits, in order to meet and confer over such impacts.

D. Retiree Medical Plan Contributions

Employees who retire with the equivalent of five (5) years of continuous SMUD service immediately prior to their retirement shall be eligible to participate in SMUD-sponsored medical plans and shall be entitled to SMUD premium contributions as described below. Employees who are terminated for cause are not eligible to participate in SMUD-sponsored medical plans (except to the extent permitted by COBRA or similar state or federal law) and shall not be entitled to SMUD premium contributions.

SMUD's percentage of contribution toward the medical insurance premiums in effect at the time of retirement shall remain constant throughout retirement for all tiers of retiree medical benefits. Every January 1, SMUD will recalculate the dollar amount of their contribution to reflect any changes in the medical premium rates.

**TIER 1**

For employees hired prior to July 1, 1991, SMUD shall contribute one hundred percent (100%) of the retiree-only portion of the monthly premium for all SMUD-sponsored medical insurance plans.

For all dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium when the retiree selects one of the two (2) lowest cost health insurance plans or 85% of the percentage it contributes for the retiree's medical insurance premium when the retiree selects any other SMUD-sponsored health plans.

**TIER 2**

For employees hired on or after July 1, 1991, and before January 1, 2006, with continuous SMUD service and who retire from SMUD, SMUD shall contribute up to one hundred percent (100%) of the retiree-only portion of the monthly premium for all SMUD-sponsored medical insurance plans according to the Tier 2 schedule.

For all dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) when the retiree selects one of the two (2) lowest cost health insurance plans or

85% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) when the retiree selects any other SMUD-sponsored health plans.

Tier 2 retirees shall receive SMUD-provided medical insurance premium contributions according to the following schedule:

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
Less than 10	0	0	0
10	50	45	42.5
11	55	49.5	46.75
12	60	54	51
13	65	58.5	55.25
14	70	63	59.5
15	75	67.5	63.75
16	80	72	68
17	85	76.5	72.25
18	90	81	76.5
19	95	85.5	80.75
20	100	90	85

### **TIER 3**

For employees hired on or after January 1, 2006, and before January 1, 2018, with continuous SMUD service and who retire from SMUD prior to the age at which they are Medicare-eligible or age 65, SMUD shall contribute up to seventy-five percent (75%) of the retiree-only portion of the monthly medical insurance premium for all SMUD-sponsored medical insurance plans according to the Tier 3 schedule.

For employees hired on or after January 1, 2006, and before January 1, 2018, with 25 years or more of continuous SMUD service, who retire after the age at which they reach Medicare eligibility or age 65, SMUD shall contribute 100% of the retiree-only portion of the monthly medical insurance premium for all SMUD-sponsored Medicare Advantage health plans.

For all dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) when the retiree selects one of the two (2) lowest cost health insurance plans or 85% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) when the retiree selects any other SMUD-sponsored health plans.

Tier 3 retirees shall receive SMUD-provided medical insurance premium contributions according to the following schedule:

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
Less than 10	0	0	0
10	25	22.5	21.25
11	27.5	24.75	23.38
12	30	27	25.5
13	32.5	29.25	27.63
14	35	31.5	29.75
15	37.5	33.75	31.88
16	40	36	34
17	42.5	38.25	36.13
18	45	40.5	38.25
19	47.5	42.75	40.38
20	50	45	42.5
21	55	49.5	46.75
22	60	54	51
23	65	58.5	55.25
24	70	63	59.5
25	75	67.5	63.75

#### **TIER 4**

For employees hired on or after January 1, 2018, with continuous SMUD service and who retire from SMUD, SMUD shall contribute up to fifty percent (50%) of the retiree-only portion of the medical insurance premium for all SMUD-sponsored medical insurance plans according to the Tier 4 schedule.

For all dependent(s) covered under the retiree's plan, SMUD shall contribute 90% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) when the retiree selects one of the two (2) lowest cost health insurance plans or 85% of the percentage it contributes for the retiree's medical insurance premium (based on the Tier schedule) when the retiree selects any for all other SMUD-sponsored health plans.

Tier 4 retirees shall receive SMUD-provided retiree medical insurance premium contributions according to the following schedule:

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
Less than 15	0	0	0
15	25	22.5	21.25

Retiree's Years of Continuous SMUD Service	Percent (%) of SMUD Contribution for Retiree	Percent (%) of SMUD Contribution for Dependent(s) for 2 lowest cost plans	Percent (%) of SMUD Contribution for Dependent(s) for all other SMUD-sponsored plans
16	27.5	24.75	23.38
17	30	27	25.5
18	32.5	29.25	27.63
19	35	31.5	29.75
20	37.5	33.75	31.88
21	40	36	34
22	42.5	38.25	36.13
23	45	40.5	38.25
24	47.5	42.75	40.38
25	50	45	42.5

### 3. DENTAL PLAN

A. SMUD shall provide dental and orthodontic coverage and services to eligible employees and their dependents pursuant to the provisions of the SMUD Employee Dental Plan. The maximum benefit per year remains at \$1,500 per person.

- 1) SMUD shall cover 100% of the premium for the SMUD Traditional Plan for each Full-Time employee.
- 2) Eligible OSE Part-Time (regularly scheduled to work 20 or more hours and less than 40 hours per week {including overtime}) and Limited-Term employees enrolled in the SMUD Traditional Plan shall contribute a premium cost share of 15%.
- 3) Eligible OSE employees have the ability to select a buy-up plan with the additional cost being borne by the OSE employee.

B. SMUD contributions for retirees:

Employees who retire with the equivalent of five (5) years of continuous SMUD service immediately prior to their retirement shall be entitled to participate in the retiree dental program at SMUD's expense. Employees who are terminated for cause are not eligible to participate in SMUD-sponsored dental plans (except to the extent permitted by COBRA or similar state or federal law) and shall not be entitled to SMUD premium contributions.

### 4. VISION PLAN

A. SMUD shall provide vision coverage to eligible employees and their dependents pursuant to SMUD's existing contract with Vision Service Plan.

- 1) SMUD shall cover 100% of the premium for the SMUD Traditional Plan for each eligible Full-Time employee.
- 2) Eligible OSE Part-Time (regularly scheduled to work 20 or more hours and less than 40 hours per week {including overtime}) and Limited-Term employees enrolled in the SMUD Traditional Plan shall contribute a premium cost share of 15%.



- 3) Eligible OSE employees have the ability select a buy-up plan with the additional cost being borne by the OSE employee.

## **5. LIFE INSURANCE PLAN**

### **A. SMUD shall continue to provide life insurance coverage to eligible employees as follows:**

- 1) SMUD shall contribute 100% of the premium cost for life insurance coverage equal to the annual base pay rounded up to the nearest \$5,000 for each Full-Time employee.
- 2) Employee life insurance coverage is based on the amount of an employee's annual base pay (rounded to the nearest \$5,000) effective September 30 of the previous year. SMUD pays the full cost of life insurance premiums for coverage up to one time (1x) annual base pay. Employees can purchase additional coverage with the cost for this additional coverage entirely borne by the employee. This additional coverage is subject to the carrier's qualifications, limitations, and restrictions. Employees can choose additional coverage of either one time (1x), two times (2x), or three times (3x) their annual base pay for a total of four times (4x) their annual base pay up to the maximum coverage limit.
- 3) For Part-Time employees, the base pay for computing life insurance cost and coverage amounts is 50% of the equivalent salary (rounded up to the nearest \$5,000) for a Full-Time employee.

### **B. Subject to the carrier's qualifications, limitations, and restrictions, eligible employees may purchase life insurance coverage for their dependents as follows:**

- 1) Employees can elect coverage for their spouse of \$25,000 or up to 50% of the amount they have chosen through the employee life insurance plan.
- 2) Employees can elect coverage for their eligible dependent children in the amount of: \$2,500, \$5,000, \$7,500 or \$10,000.

## **6. LONG-TERM DISABILITY PLAN**

### **A. SMUD shall provide Long-Term Disability coverage to eligible employees pursuant to the provisions of SMUD's Long-Term Disability Plan.**

- 1) SMUD shall pay 100% of the cost for the basic Long-Term Disability Plan for each eligible Unit 2 employee.
- 2) Eligible employees may purchase additional long-term disability coverage pursuant to the provisions of SMUD's Long-Term Disability Plan.
- 3) For eligible part-time employees, both costs and benefits are calculated pursuant to the provisions of SMUD's Long-Term Disability Plan, as described in the flexible benefit plan documents.

## **7. SHORT-TERM DISABILITY INSURANCE**

SMUD shall provide short-term disability coverage to eligible employees pursuant to the provisions of SMUD's Short-Term Disability Insurance Plan. The employee shall pay 100% of the cost of short-term disability coverage.

## **8. FLEXIBLE BENEFITS PLAN**

- A. SMUD shall provide eligible employees a flexible benefits plan pursuant to Section 125, of the Internal Revenue Code. The flexible benefits plan shall, at a minimum, include the following pre-tax dollar accounts: medical; dental; vision; long-term disability (high option); short-term disability; employee life insurance; dependent care reimbursement account; and, health care reimbursement account.
  - 1) Employees enrolled in the dependent care reimbursement account and/or health care reimbursement account shall be charged a monthly administration fee as determined by the plan administrator.
- B. All contributions made by SMUD on behalf of eligible employees and their dependents pursuant to Sections 1 through 7 of this Article shall be deposited into the employee's flexible benefits account as flex credits.
  - 1) Each employee may allocate their flex credits subject to the following:
    - a) Except as provided below, employees must purchase medical, dental, vision, and basic long-term disability plan coverage.
    - b) Employees who can provide proof of alternative medical, dental or vision coverage will be given their flex credits in cash. For the purpose of this paragraph, one (1) flex credit is equal to one (1) dollar.
- C. If the monthly total of the pre-tax options selected by an employee exceeds their available flex credits, the difference shall be paid by the employee on a monthly basis in the form of a pre-tax payroll deduction.
- D. If the monthly total of the pre-tax options selected by an employee is less than their available flex credits, the difference shall be paid to the employee on a monthly basis as additional taxable income.

## **9. EXTENDED COMPENSATION**

- A. If an employee is temporarily disabled due to an on-the-job injury or illness, SMUD may offer extended compensation to supplement their temporary disability payments, in lieu of sick/annual leave supplement based upon the employee's request.
  - 1) Such extended compensation shall be sufficient to ensure that the employee shall receive 85% of their basic wage, less the amount of any temporary disability payment.
  - 2) Extended compensation is paid as an advance against any future permanent disability award.

## **10. DEFERRED COMPENSATION PLANS**

- A. SMUD shall make an IRC Section 401(k) Savings Plan and a Section 457(b) Deferred Compensation Plan available to eligible employees. Participation in the Deferred Compensation Plans shall be voluntary and the participants pay all program costs.
- B. Deferred Compensation Direct Contributions
  - 1) SMUD shall make direct contributions to the 401(k) accounts of all eligible Unit 2 employees' 401(k) accounts according to the following schedule:

<b>Years of Service</b>	<b>2022 Monthly Contribution</b>	<b>2023 Monthly Contribution</b>	<b>2024 Monthly Contribution</b>	<b>2025 Monthly Contribution</b>
1-5 years	\$75	\$100	\$125	\$150
6-10 years	\$100	\$125	\$150	\$175
11-15 years	\$125	\$150	\$175	\$200
16+ years	\$150	\$175	\$200	\$225

- 2) Employees qualify for their years of service based on the 2080-hour standard as the equivalent of a year. Employees qualify for monthly payments based on their hours worked as measured by the 173.33-hour standard as the equivalent of a month.

**C. Deferred Compensation Matching Program**

- 1) SMUD shall match each eligible employee's voluntary contributions to their 401(k) account up to \$400 each calendar year.
- 2) Employee participation in the matching contribution program is voluntary. In order to be eligible to receive matching funds, an employee must meet all criteria below:
  - a. Have made contributions into their 401(k) account during the calendar year. SMUD's direct contributions will not be considered an employee's contributions.
  - b. Occupy an OSE-represented classification in a full-time, part-time or limited-term capacity.
  - c. If limited term, the employee must have occupied an OSE-represented classification immediately preceding their limited-term assignment and completed probation or completed 6 months of service in their non-civil service classification, whichever is greater.
- 3) In the January following the year the funds are made available, the funds will be distributed to the active accounts of employees who are: 1) still employed by SMUD, or, 2) retired as of December 31 of the year prior to the payout. The employee/retiree must have an active account as of the day of distribution in order to be eligible to receive matching funds. The funds will be distributed on a dollar-for-dollar basis (\$1 SMUD contribution for each \$1 employee contribution during the previous year) until the entire amount has been disbursed or all employees contributions have been matched.
- 4) The monies will be dispersed equally to all employees up to the full amount available for matching or to the full amount of the individual employee contribution if it is less than the maximum available per employee. In the event employee contributions total less than the amount allocated for matching, the balance will not be carried over into future years.

**11. OTHER FRINGE BENEFITS**

- A. SMUD currently offers other benefits such as Employee Assistance Program, Employee Development Program, Health and Wellness programs, Wellness Center, Personal Computer Purchase Plan, Ride Share Program, Parking, Child Care Center and Child

Care Tuition Assistance. Some of these programs are fully sponsored by SMUD, and others are supported and paid for by employees.

- B. Unit 2 employee membership in SMUD's Wellness Center will be \$4.60 per pay period. SMUD shall reimburse membership fees paid by those employees who use the facility an average of eight (8) times per month annually. Reimbursement shall be made through payroll within ninety (90) calendar days following the end of the year. Only those employees still on SMUD's payroll at the time of reimbursement shall be eligible to receive such payment.

## **12. CONTINUED ELIGIBILITY IN LIMITED TERM OSE ASSIGNMENTS**

OSE-represented Part-Time employees who accept Limited Term assignments in OSE bargaining unit positions retain their eligibility for the following benefits, subject to compliance with State, Federal, and local laws and regulations:

- A. Floating Holidays
- B. FSA Healthcare/Dependent Reimbursement Accounts
- C. Short-term and Long-term Disability Insurance
- D. Deferred Compensation Plans
- E. Extended Compensation
- F. Childcare Financial Assistance
- G. Educational Assistance and Tuition Reimbursement
- H. Professional Organizational Membership Reimbursement
- I. Technology Loan Program

## **13. RETIREMENT**

- A. SMUD has contracted with CalPERS to provide retirement benefits for eligible employees. The following retirement benefits are provided in accordance with SMUD's contract with CalPERS and applicable law:
  - 1) Employees hired by SMUD prior to January 1, 2013, and those otherwise defined as "classic members" by CalPERS shall receive the 2% @ 55 local miscellaneous retirement benefit formula with the 36 consecutive month final compensation period. Employees receiving this pension benefit formula contribute 7% of their pensionable wages to CalPERS as the employee share of the benefit cost.
  - 2) Employees hired by SMUD on or after January 1, 2013, and those otherwise defined as "new members" by CalPERS shall receive the 2% @ 62 local miscellaneous retirement benefit formula with the 36 consecutive month final compensation period. Employees receiving this pension benefit formula contribute 50% of the normal cost of the benefit as determined by CalPERS.
  - 3) Supplemental Benefits
    - a) Credit for Unused Sick Leave pursuant to Government Code Section 20965.
    - b) Military Service Credits as Public Service pursuant to Government Code Section 21024.
    - c) Post Retirement Survivor Allowance pursuant to Government Codes Sections 21624, 21626, and 21628, as applicable.
    - d) Annual Cost-of-Living Allowance pursuant to Government Code Section 21335.

- e) \$500 Retired Death Benefit pursuant to Government Code Section 21620.
  - f) Purchasing Power Protection Account pursuant to Government Code Section 21337.
  - g) Public Service Credit pursuant to Government Code Section 21023.5.
- 4) SMUD shall adopt and apply the IRS Section 414H2 and/or any other administrative or regulatory procedure or standard necessary to ensure that the employees' contributions to their PERS retirement plan are treated as pre-tax payroll deductions.

## **ARTICLE 10**

### **TRAVEL AND OTHER REIMBURSEMENTS**

#### **1. TRAVEL TIME AND EXPENSES**

##### **A. Travel Expenses**

SMUD shall reimburse employees for all reasonable expenses that have been incurred while traveling on authorized SMUD business pursuant to SMUD's travel policies, Business Travel (AP 03.02.03) and Business Travel Procedures (MP 03.02.03.100).

##### **B. Travel Time**

1. All travel time that occurs during an employee's normal work hours, including normal work hours on an employee's regular days off (e.g., Saturday, Sunday, Alternate Day Off), will be compensated as hours worked and will be counted toward applicable overtime.
2. Employees who ask to drive when public transportation (i.e., plane, train, bus, etc.) is available will only be compensated for travel time during normal work hours up to the same amount the employee would have been compensated had the employee used public transportation. Employees who must drive themselves are considered to be working and should be compensated as such.
3. In addition to travel time to and from an airport, train station or port of entry, employees will be compensated for pre-travel waiting time for no more than one (1) hour prior to the employee's scheduled departure time.
4. When an employee travels between two or more time zones, the time zone associated with the point of departure will be used to determine whether the travel falls within normal work hours.
5. Employees who are approved to extend or alter travel arrangements to incorporate personal time/leave will not be paid for any travel time or expenses during the personal time/leave period. Employees are responsible for all additional travel expenses that result from the incorporation of personal time/leave. Paid leave hours used by an employee to extend or alter travel arrangements for personal reasons will not count as hours worked for purposes of overtime during a workweek in which the employee receives compensation for travel time.

#### **2. BACK COUNTRY TRAVEL**

- A. When employees are required to travel into SMUD's Upper American River Project (UARP) and elect to furnish their own lodging facilities, a lodging payment of \$50.00 per day will be paid for each day of the assignment (including weekend days).
- B. The reporting headquarters will be the employees' lodging site for the assignment.

#### **3. TEMPORARY CHANGE OF HEADQUARTERS**

Employees shall report for work at their designated work headquarters. Travel time between the employee's designated work headquarters and the actual job site normally shall be considered as time worked, unless mutually agreed otherwise in advance or as excepted below:

- A. An employee's designated work headquarters may be temporarily changed for less than twelve (12) months with nineteen (19) hours advance notice. When so assigned, the employee shall be compensated for their additional driving time and shall be paid mileage for any additional miles driven.
- B. When an employee's designated work headquarters is temporarily changed for less than twelve (12) months for formal training purposes, they shall not receive additional compensation or mileage payments unless their commute distance has increased more than ten (10) miles.

#### **4. PROFESSIONAL CERTIFICATION / LICENSE FEES**

- A. Except as provided below, employees who are required by SMUD to maintain a professional certification and/or license shall be reimbursed 100% of their costs associated with maintaining such certificate or license.
- B. SMUD shall pay 100% of the employee's initial license fee and all renewal fees for employees who are required to maintain a commercial driver's license, except that portion which is attributable to the Class C driver's license.

#### **5. ORGANIZATIONAL MEMBERSHIP FEES**

SMUD shall pay 100% of the membership fee for any employee required to maintain membership in a professional organization.

#### **6. BUSINESS MEETING EXPENSES**

Employees who are required to attend any meetings as SMUD's representative shall be reimbursed their out-of-pocket expenses associated with attending such meeting.

#### **7. COMMUNICATION EXPENSES**

Employees shall be reimbursed for all costs associated with business-related communications including, but not limited to, telephone calls, faxes, mailing, and shipping.

#### **8. MISCELLANEOUS EXPENSES**

Employees shall be reimbursed for other miscellaneous business expenses subject to the approval of SMUD.

#### **9. PERSONAL TOOLS**

If an employee is required to provide some or all of the tools needed to perform their job duties, SMUD shall replace such tools when they are worn, lost, or stolen under certain circumstances in accordance with established SMUD procedures.

#### **10. RELOCATION EXPENSES**

SMUD may reimburse existing employees for relocation expenses under certain circumstances consistent with established SMUD policy, Relocation Expenses (AP 05.03.03).

#### **11. EDUCATIONAL ASSISTANCE**

Effective July 1, 2009, SMUD and the OSE agree that Unit 2 employees shall be covered by SMUD policies, Education Assistance and Tuition Reimbursement (AP 04.03.02 and MP

04.03.02.100), relating to financial assistance for education and training expenses, including the financial assistance and educational expense reimbursement amounts specified therein.



# **ARTICLE 11**

## **SICK LEAVE**

### **1. ELIGIBILITY**

- A. Unit 2 employees who do not accrue annual leave may utilize sick leave in accordance with SMUD's Sick Leave Policy AP 04.05.15.
- B. Employees with sick leave balances accrued prior to September 21, 2002, may use their accrued sick leave in accordance with the provisions of this Article.

### **2. SICK LEAVE USAGE**

- A. Sick leave may be authorized for the following reasons:
  - 1) The illness or injury of the employee;
  - 2) The need to see a health care provider or counselor;
  - 3) To care for an ill or injured family or household member;
  - 4) To supplement Workers' Compensation payments;
  - 5) Under certain circumstances sick leave balances may be exhausted pending approval of a disability retirement.
- B. Sick leave may be taken in fifteen (15) minute increments. Employees requesting to use sick leave must notify their supervisor in advance, if possible, but in all cases prior to the employee's authorized starting time on each day the employee will be absent. An employee who is unable to give advance notice, due to emergency circumstances, shall make notification as early as possible. When unable to speak directly to their supervisor, the employee shall leave a callback telephone number on the supervisor's voicemail where the employee can be located.
- C. When a full day of sick leave is taken, it shall be charged according to the employee's work schedule (8, 9, or 10 hours) and shall be paid at the employee's current ESN rate of pay.
- D. If an employee becomes ill while on annual leave, they may request that the annual leave be changed to sick leave.
- E. If an employee is off sick on a workday and it is a holiday, they shall receive holiday pay. The absence shall not be charged to the employee's sick leave.
- F. Employees shall be permitted to use sick leave during any illness that meets the definition of a disability pursuant to SMUD's Long-Term Disability Plan. If the employee is not precluded by their disability from performing other work and SMUD has made a limited duty assignment available to the employee, they shall not be permitted to use sick leave.

### **3. MEDICAL VERIFICATION / RELEASE**

- A. Employees may be required to provide medical verification of illnesses and or injuries when requested to do so by SMUD, in accordance with SMUD's Sick Leave Policy (AP 04.05.15).
- B. Employees who are off work for more than five (5) consecutive work days due to an illness and/or injury may be required to provide a medical release indicating that they may return to work safely.
  - 1) If the employee received medical treatment for their injury or illness, their health care provider must complete the medical release.
  - 2) If the employee has not received medical treatment for their illness or injury, SMUD's Medical Clinic staff may complete the medical release.
- C. An employee's request to use accumulated sick leave credits may be denied if they do not provide a medical verification of illness and/or a medical release when required to do so by SMUD. In such cases, the employee's absence may be charged as unauthorized leave without pay and the employee may be subject to disciplinary action.

### **4. REINSTATEMENT OF SICK LEAVE**

- A. Employees who are reinstated following a layoff shall have their sick leave balance restored pursuant to Civil Service Rules.
- B. Employees who resign and are rehired to a civil service position within six (6) months of initial separation shall have 50% of their sick leave balance reinstated provided they had five (5) years or more of continuous SMUD employment.

### **5. SICK LEAVE UPON RETIREMENT**

SMUD shall continue to contract with CalPERS to allow unused sick leave to be credited toward years of service for retirement pursuant to Government Code Section 20965.

## ARTICLE 12

### ANNUAL LEAVE PROGRAM

#### 1. INTRODUCTION

Annual Leave is to be used to meet an employee's need for paid time off for any approved absence. Under this leave program, previously accrued sick leave balances are retained and may be used by the employee in accordance with the provisions of Article 11, Sick Leave, of this Agreement.

- A. SMUD must approve all requests for annual leave in advance of the time the leave is taken. Unapproved absences may be charged as unauthorized leave without pay.
- B. Under the Annual Leave Program employees do not earn sick or personal leave.

#### 2. ELIGIBILITY

All Unit 2 employees except the following are eligible to accrue annual leave:

- A. Part-time employees scheduled to work less than twenty (20) hours per week.
- B. Student Employment Program participants.
- C. Rehired CalPERS Annuitants.
- D. Contract employees.

#### 3. ACCRUAL OF ANNUAL LEAVE CREDITS

- A. Eligible employees earn annual leave credits based on 80 straight time hours paid.
- B. The table below reflects the annual leave accrual rate for eligible employees based on the length of the most recent continuous SMUD service:

<u>Length of Service</u>	<u>Annual Leave Credits</u>
Beginning 1 <sup>st</sup> year through 4 <sup>th</sup> year	156 hours per payroll year (6 hours per pay period)
Beginning 5 <sup>th</sup> through 14 <sup>th</sup> year	195 hours per payroll year (7.5 hours per pay period)
Beginning 15 <sup>th</sup> through 22 <sup>nd</sup> year	234 hours per payroll year (9 hours per pay period)
Beginning 23 <sup>rd</sup> through 29 <sup>th</sup> year	273 hours per payroll year (10.5 hours per pay period)
Beginning 30 or more years	312 hours per payroll year (12 hours per pay period)

10<sup>th</sup> Anniversary bonus – Employee shall be credited with 40 hours of annual leave on the tenth anniversary date of continuous SMUD service.

20<sup>th</sup> Anniversary bonus – Employee shall be credited with 20 hours of annual leave on the twentieth anniversary date of continuous SMUD service.

#### 4. MAXIMUM ACCUMULATION OF ANNUAL LEAVE

Employees may accumulate annual leave throughout the payroll year and carry over a maximum of 2000 hours into the subsequent payroll year. At the close of the payroll year, annual leave credits accumulated in excess of 2000 hours shall be paid at the employee's current ESN rate of pay.

## **5. USE OF ANNUAL LEAVE CREDITS**

- A. Employees may use their annual leave credits as soon as they are earned and posted to the employee's annual leave account balance.
- B. Employees who are off work for a full work day on annual leave shall be charged the number of hours they are regularly scheduled to work on the day the annual leave is used.
- C. Employees approved for annual leave due to non-FMLA medical reasons shall record the time as follows: LPIA – Employee Annual Leave Medical; LPIF – Family Annual Leave Medical. Annual leave used for FMLA medical reasons shall be recorded as LFPL – Personal Leave-FMLA. Annual leave used for pregnancy shall be recorded as LFP1 – Pregnancy-Personal Leave.
- D. Employees may be required to provide medical verification of illnesses and/or injuries when requested to do so by SMUD.

## **6. SCHEDULING**

- A. Except when operational needs require otherwise, employees shall be entitled to use their accrued annual leave credits at the time of their choice. Annual leave normally will be taken each calendar year. An annual leave request in weekly increments of up to three (3) consecutive calendar weeks shall be given preference over split leave periods. Leave requests equal to an employee's annual accrual rate shall be given special consideration.
- B. Employees shall provide advance notice when requesting leave, and should communicate to their supervisor, as appropriate, to ensure the request is understood. Supervisors shall provide approvals/denials in a timely manner.
- C. Unless compelled by law or SMUD policy, supervisors will approve or disapprove a request for leave after considering the following:
  - 1) The nature of the request;
  - 2) The operational needs of the business unit;
  - 3) Whether the employee has sufficient paid leave to cover the entire absence;
  - 4) The number of previous leave requests from the employee;
  - 5) The preferences and seniority of other employees requesting the same time off.
- D. Short notice leave use is of special concern and should be avoided because of the potential adverse effect on a work unit's ability to meet the business needs of SMUD. Short notice leave is defined as leave not approved in advance of the absence, especially for "same day" absences from work. Usual reasons for requesting short notice leave include:
  - 1) Unanticipated illness or injury of the employee or immediate family member;
  - 2) A situation of such serious nature as to justify the employee's decision to not report to work;
  - 3) A situation arising during duty hours that necessitates the employee's immediate absence from duty.
- E. Reliability is a valued trait, and attendance issues will be resolved on a case-by-case basis using SMUD's Positive Discipline program. All previous leave administrative policies

(i.e., attendance metrics, attendance control policies, etc.) are superseded and replaced with the philosophy on leave administration set forth in this MOU.

## **7. CANCELLATION OF ANNUAL LEAVE**

- A. In an emergency, employees may be asked to forego all or a part of their scheduled annual leave. Employees who are already on annual leave may be requested to report for duty.
- B. Employees shall be reimbursed for any documented expenses and/or loss of money resulting from SMUD's action pursuant to Section 7.A of this Article, provided the employee informs SMUD of the pending loss at the time the employee is requested to either cancel or reschedule their annual leave.

## **8. ANNUAL LEAVE SELL-BACK**

- A. Full-Time employees may elect to sell back up to one hundred-twenty (120) hours (up to 60 hours for Part-Time employees) of accumulated annual leave credits per year, provided the employee schedules and uses at least the equivalent of one (1) work week of annual leave in the same year.
- B. Annual Leave Sell-Back Agreements, which are irrevocable, must be submitted to the HRS Payroll unit no later than December 31 of the year prior to the year in which the annual leave will be accrued and paid out. An employee may elect to apportion the amount of sell back between the paychecks for pay periods 13 and 25, limited to the amount of Annual Leave accrued in that year at the time of the payout.
- C. An employee may request a hardship withdrawal payment of accrued leave at any time when an unforeseen hardship arises and payment is needed to cover such expenses. Hardship withdrawals are only allowed for the reasons specified in the hardship distribution rules for SMUD's 457(b) plan as well as other similar hardships approved by SMUD.
- D. All annual leave payments are computed at the straight-time rate of pay for the employee's ESN classification at the time annual leave credits are paid.

## **9. PAYMENT FOR UNUSED ANNUAL LEAVE**

- A. Separation of Employment
  - 1) When an employee separates from SMUD employment for any reason, they shall be paid for any accumulated annual leave credits at their current ESN rate of pay.
  - 2) Employees who are separating from SMUD employment for any reason other than retirement may not use their accumulated annual leave credits immediately prior to the effective date of their separation. The employee shall receive cash compensation pursuant to Section 9.A.1) of this Article.
- B. Retirement

A retiring employee may take a lump-sum payment for their accumulated annual leave. If the employee has an equivalent of five (5) years of full-time uninterrupted service with SMUD, they may choose to take a portion or all of their accumulated annual leave prior to the effective date of their retirement.

## **ARTICLE 13**

### **TIME OFF**

#### **1. INTRODUCTION**

Where current SMUD policy and/or the provisions of this Agreement provide a greater benefit than is required by State and/or Federal law or regulation, SMUD shall provide the greater benefit.

#### **2. TIME OFF WITH PAY**

##### **A. Eligibility**

All Unit 2 employees except the following are eligible for paid time off:

- 1) Part-time employees scheduled to work less than twenty (20) hours per week.
- 2) Student Employment Program participants.
- 3) Rehired CalPERS Annuitants.
- 4) Contract employees.

##### **B. Bereavement Leave**

- 1) Eligible employees shall be granted up to three (3) days of paid bereavement leave, per occurrence, to grieve and handle matters related to a death in their household or family. For purposes of bereavement leave, family is defined as the employee's spouse or registered domestic partner, child (to include stepchildren), parent (to include spouse/domestic partner's parent), grandparent, grandchild, sibling, daughter-in-law, son-in-law, niece, nephew, uncle, or aunt. Additional leave may be granted upon request. Such additional time off shall be charged against one of the employee's leave balances or leave without pay.
- 2) Bereavement leave is not granted automatically. The employee's supervisor shall consider the following factors when approving requests for bereavement leave: the relationship of the deceased to the employee; the employee's responsibility for making arrangements; and the date and place of the services.

##### **C. Voting Leave**

SMUD shall allow eligible employees, as defined in Section 2.A of this Article, a maximum of two (2) hours paid time off to vote in any statewide general election, in accordance with State law and SMUD Voting Leave Policy (MP 04.05.12.100).

##### **D. Jury Duty and Court Appearances**

- 1) SMUD shall allow eligible employees, as defined in Section 2.A of this Article, time off with pay to report for jury duty or to respond to a subpoena. Employees who are involved in a court case as a plaintiff, defendant or expert witness, in a matter unrelated to official SMUD business, may be required to use annual leave.
- 2) Employees summoned for jury duty or subpoenaed as a witness shall notify SMUD promptly by providing a copy of the summons or subpoena.

### 3) Effects on Work Hours

- a) Employees whose jury duty or court appearance is the length of their scheduled workday or more shall be excused from work for their entire workday.
- b) Employees whose jury duty or court appearance is less than the length of their scheduled workday must notify SMUD and may be required to work the remaining portion of their workday.
- c) Employees whose jury duty or court appearance of eight (8) or more hours occurs during the sixteen (16) hours preceding their regular workday, or starts during the eight (8) hours after the end of their regular workday, employees shall be entitled to an eight and one-half (8.5) hour rest period.

### E. Professional Leave

- 1) Eligible employees will be granted up to 80 hours of paid time off (Professional Leave) per calendar year to participate in professional activities as follows:
  - a) Professional Organizations: Upon approval of SMUD employees who hold office in a recognized professional association may be granted paid time off for performance of their duties on behalf of such organization. SMUD shall also reimburse such employees for travel or other expenses incurred when SMUD determines that it receives a direct benefit from these activities.
  - b) Professional Development: Out the 80 hours of Professional Leave allotted each year, eligible employees may choose to use up to two (2) hours of paid time off per month to attend or participate in professional development opportunities at SMUD, including training (for example, LMS optional training, LinkedIn Learning, Brown Bags) or other activities (e.g., ERG meetings, DEI Council, Leadership Programs).
  - c) Except when operational needs require otherwise, employees shall be entitled to use their Professional Leave at the time of their choice. Employees shall provide advance notice when requesting leave, and should communicate to their supervisor, as appropriate, to ensure the request is understood. Supervisors shall provide approvals/denials in a timely manner.
  - d) In an emergency, employees may be asked to forgo their scheduled Professional Leave.
  - e) Employees shall be reimbursed for any documented expenses and/or loss of money resulting from SMUD's actions pursuant to Section E.1.d., provided the employee informs SMUD of the pending loss at the time the employee is requested to either cancel or reschedule their professional leave.

## 3. TIME OFF WITHOUT PAY

### A. Eligibility

All employees are eligible for time off without pay.

### B. Personal Time Off

- 1) Requests for leaves of absence without pay shall be approved when required by law, and may be approved at SMUD's discretion when not required by law. SMUD shall

consider the following factors when approving requests for non-required leave: the merits and the nature of the request, the length of time being requested, and the impact that the employee's absence will have on SMUD.

- 2) Employees may take up to forty (40) hours of leave without pay per payroll year without first exhausting their CTO and/or annual leave balances. When using this option in conjunction with paid annual leave, paid annual leave must be taken first.
- 2) Except as provided in Section 3.B.2) of this Article, leave without pay for personal reasons require that employees first use all of their accrued CTO and annual leave.
- 3) Except in cases of emergency, requests for personal time off without pay must be made reasonably well in advance of the dates requested.

#### C. Medical Leave

Employees must exhaust all of their sick and annual leave before going on an unpaid medical leave of absence unless the employee is applying for Short Term Disability (STD) or Long Term Disability (LTD) benefits. Employees have the option of keeping no more than eighty (80) hours of annual leave or using it all before STD or LTD benefits begin. Employees should refer to the current SMUD STD/LTD plans or contact People Services & Strategies.

### **4. EFFECTS OF LEAVE WITHOUT PAY ON SMUD BENEFITS**

#### A. Leave Without Pay for Personal or Medical Reasons

- 1) Extended Leave Without Pay – Employees who are in an unpaid status for thirty (30) consecutive days or more shall not earn annual leave credits during their absence.
- 2) Intermittent Leave Without Pay – Employees who are in an unpaid status intermittently during the payroll year shall not earn annual leave accrual for each cumulative total of eighty (80) hours of unpaid leave.
- 3) Leave without pay, taken pursuant to Section 3.B.2) of this Article, shall not have any impact on the accrual of annual leave.

#### B. Workers' Compensation

Employees who are on unpaid authorized leave relating to an approved Workers' Compensation claim shall continue accruing annual leave credits.

#### C. Insurance Benefits

- 1) Non-Medical Leave – Employees on an approved unpaid leave of absence may continue to participate in SMUD's health, life insurance, vision and dental plans. SMUD and the employee shall each pay their share of each premium under the provisions of this Agreement for up to three (3) months. After three (3) months, the employee must pay the full premium if they wish to maintain coverage.
- 2) Medical Leave – Employees on an approved unpaid medical leave of absence may continue to participate in SMUD's health, life insurance, vision and dental plans. SMUD and the employee shall each pay their share of each premium under the provisions of this Agreement, until the employee either returns to work or separates from SMUD employment.



D. CalPERS and Social Security Contributions

The employee or SMUD shall not make CalPERS and Social Security contributions when an employee is on an unpaid leave of absence.

## ARTICLE 14

### TRANSFERS / PROMOTIONS

#### 1. INTRODUCTION

Qualified employees may move from one position to another in either the same or in a different classification subject to the Transfer/Promotion Process or by demotion.

#### 2. TRANSFER / PROMOTION PROCESS

In accordance with current Civil Service Rules, when SMUD decides to fill a vacant Civil Service position in an OSE classification, the vacant position will be posted except when making involuntary demotions and other special circumstances deemed necessary by SMUD. SMUD will continue its practice of establishing eligibility lists of qualified applicants using the existing "Open" and "Continuously Open" processes. SMUD may post and fill positions using the long established "Transfer/Promotion" hiring process.

When a permanent civil service vacancy is to be filled through the Transfer/Promotion Process, it shall be posted subject to the following:

##### A. Posting / Eligibility

- 1) The Transfer/Promotion Job Announcement shall be posted for a minimum of ten (10) working days.
- 2) The Transfer/Eligible Job Announcement for an OSE position shall be posted for a minimum of five (5) working days.
- 3) Eligibility for transfer/promotion opportunities shall be determined pursuant to the Civil Service Rules.

An eligibility list may or may not be established from a transfer/promotion exam process. If an eligibility list is established, it shall be maintained by People Services & Strategies and governed by the Civil Service Rule provision pertaining to eligibility lists.

Additionally, SMUD may, at its discretion, post to fill a vacancy using a "Transfer/Eligible List" announcement. When filling a vacancy identified by a "Transfer/Eligible List" announcement, the hiring supervisor may choose a qualified candidate from an existing eligible list or transfer a qualified employee in the same classification who has applied for the job in response to the "Transfer/Eligible List" announcement. Applicants not on an eligible list or eligible for transfer or who have not applied for the job in response to the "Transfer/Eligible List" announcement will not be considered for positions posted in this manner.

- B. Whenever SMUD determines that it is necessary to fill vacancies without first posting the vacancy due to the existence of "special circumstances" (Civil Service Rule 5), PS&S shall notify the OSE President, by letter or email, of that determination within 24 hours and before any person is selected to fill a vacancy. The notification will include (1) a description of the "special circumstances" that prevent SMUD from posting the vacancy, (2) a list of the job titles and positions sought to be filled, (3) the

department(s) where the vacancies exist, (4) the method and/or procedure SMUD will use to fill the vacancy, (5) the ESN starting date, and (6) a description of how SMUD intends to notify employees of the vacancies without posting.

**C. Appointment**

- 1) Following completion of the selection process the hiring department may offer the position to a certified candidate pursuant to Civil Service Rules.
- 2) Transfer/promotions normally will be effective at the beginning of a payroll period.
  - a) The effective date of a promotion shall be no later than the beginning of the first payroll period following the employee's two (2) weeks' notice to their supervisor. The actual release date shall be mutually agreed upon by the affected Department Managers.
  - b) The release date of a transfer employee shall be determined by the hiring supervisor and the employee's current supervisor, but should be no later than four (4) weeks following the date that the transferred employee was offered the position.
- 3) A promoted employee's salary shall be increased as follows:
  - a) Unless stated otherwise in this Agreement, employees who are promoted to a Unit 2 classification shall be placed at the first pay step that provides a minimum of a 2.5 % pay increase.
  - b) Unless stated otherwise in this Agreement, a Unit 2 employee who is temporarily promoted to an IBEW classification shall be placed at the wage that provides a minimum of a 2.5% pay increase and shall retain their existing Unit 2 benefits.
  - c) Unless stated otherwise in this Agreement, a Unit 2 employee who is temporarily promoted to a PAS classification shall be placed at the wage that provides a minimum of a 5% pay increase and shall retain their existing Unit 2 benefits.
  - d) Promoted employees may be considered for placement at a pay step higher than that provided in Sections 2.B.3)a), 2.B.3)b) and 2.B.3)c) of this Article, based on their qualifications and experience, subject to the recommendation and approval of SMUD.
  - e) A promotional salary increase shall be in addition to any scheduled merit increase that would have been received by the employee within three (3) months from the date of their promotion.
  - f) An employee's promotional increase shall be based upon the pay step held within their permanent classification.

**3. TRANSFERS / PROMOTIONS**

- A. Except as otherwise provided by the provisions of this MOU, promotions and/or transfers shall be administered in accordance with the Civil Service Rules.
- B. When vacancies are to be filled and a reinstatement list does not exist, SMUD agrees to consider existing eligible lists in the following order of priority:

- Integrated Disability Management (IDM) Placement List
- Transfer/Eligible or Transfer/Promotion Lists
- Voluntary Demotion List
- Rehire
- Open List

SMUD reserves the right to make the final selection based upon the best qualified candidate.

- C. Whenever eligibility lists are abolished, SMUD shall provide written notification to the OSE of the cancellation of the list(s). This is to ensure the OSE is aware of the list(s) cancellation and can answer or counsel employees as appropriate.

#### **4. MEDICAL TRANSFERS/ASSIGNMENTS**

SMUD may transfer or reassign employees for medical reasons.

- A. SMUD shall comply with State and Federal laws when accommodating/transferring employees with qualifying illnesses/injuries.
- B. SMUD may transfer or reassign employees for medical reasons based on State and Federal laws which govern accommodations/transfers for employees with qualifying illnesses/injuries.

#### **5. TRAINING ASSIGNMENTS**

- A. Training assignments are for cross-training purposes. They allow SMUD and employees an opportunity to maximize their potential without a change in their permanent classification. Employees, who have completed their probationary period, or who have completed 6 months of service in their current non-civil service classification, whichever is greater, may be assigned to temporary training in another classification subject to the following:

- 1) Training assignments shall be made on a voluntary basis only.
- 2) Training assignments must be approved in advance by SMUD pursuant to established procedures.
- 3) Training assignments normally are not to exceed six (6) months. They may be extended for one additional six (6) month period when in the best interests of both the employee and SMUD.
- 4) The employee's ESN classification and pay level shall remain unchanged during the training assignment when a bona fide training program is provided.

#### **6. DEMOTIONS**

- A. An employee may move to a position or classification with a lower pay range or rate of pay.
- 1) A demotion may be voluntary or involuntary and is made to a position whose duties the employee is qualified to perform.

- 2) When Federal, State, or local regulations require an employee to obtain and maintain special qualifications and the employee is unable to obtain or maintain them, the employee may be transferred or demoted.

## **7. POSITION PROBATION**

- A. A promoted employee and/or an employee who is transferring or being reassigned into another classification shall be required to complete a position probationary period pursuant to Civil Service Rules. However, incumbents hired prior to December 31, 2017, in the OSE Slant-Line/Flex classifications (which existed prior to 2010) identified in Article 4, Section 3, shall serve position probation only upon initial entry into the Slant-Line/Flex classification series.
- B. Employees who are transferred or reassigned pursuant to the Civil Service Rules to a new position within their current classification shall not be required to complete another position probationary period.
- C. A demoted employee shall not be required to serve another probationary period if they have previously completed probation in that classification.
- D. Employees who are reallocated to a higher or lower classification pursuant to the Civil Service Rules shall not be required to serve a new probationary period.

## **ARTICLE 15**

### **PERFORMANCE EVALUATIONS**

#### **1. INTRODUCTION**

Employee performance shall be periodically evaluated and documented.

#### **2. PERFORMANCE EVALUATION SCHEDULE**

##### **A. During Probation**

- 1) Six-Month Probation – Employees in classifications requiring a six (6) month probationary period shall be evaluated at the end of the third (3<sup>rd</sup>) and fifth (5<sup>th</sup>) month.
- 2) Twelve-Month Probation – Employees in classifications requiring a twelve (12) month probationary period pursuant to the MUD Act shall be evaluated at the end of the fifth (5<sup>th</sup>) and the eleventh (11<sup>th</sup>) month.
- 3) Supervisors may formally evaluate an employee's performance at more frequent intervals.

##### **B. Following Probation**

- 1) Employees who are not at the top of their pay range shall be evaluated at the time they are eligible for a merit pay increase.
- 2) Employees who are at the top of their pay range shall be evaluated annually.
- 3) SMUD may formally evaluate an employee's performance at more frequent intervals.

##### **C. Upon Separation**

Employees may be evaluated at the time they separate from SMUD employment. Employees with less than satisfactory performance at the time of separation normally are not eligible for rehire.

#### **3. EMPLOYEE RIGHT TO REBUTTAL**

In the event an employee disagrees with their performance evaluation, they may submit a rebuttal to the People Service & Strategies Department to be included in their personnel file.

## **ARTICLE 16**

### **POSITIVE DISCIPLINE**

#### **1. INTRODUCTION**

Unit 2 Civil Service Employees who have completed their initial SMUD probationary period are subject to the provisions of SMUD's Positive Discipline Program contained in the SMUD Positive Discipline Policy (AP 05.02.09).

#### **2. RELATIONSHIP TO SUBSTANCE ABUSE TESTING AND REHABILITATION PROGRAM**

SMUD's Substance Abuse Testing and Rehabilitation Program is a stand-alone program and violations shall not be subject to the provisions of this Article.

#### **3. RELATIONSHIP TO DISCRIMINATION/HARASSMENT POLICIES**

The SMUD Nondiscrimination, Anti-Harassment and Non-Retaliation Policy (AP 05.01.01) is a stand-alone program and violations shall not be subject to the provisions of this Article.

#### **4. DISCIPLINE FOR CAUSE**

Unit 2 employees only may be disciplined "for cause" as set forth in Civil Service Rules and Section 12162 of the MUD Act.

#### **5. DISCIPLINE NOTICES**

SMUD shall concurrently notify the OSE of all discipline issued to Unit 2 employees.

## **ARTICLE 17**

### **LAYOFF PROCEDURE**

#### **1. INTRODUCTION**

It is the intent of SMUD to minimize the number of layoffs if a reduction in force becomes necessary. If layoffs do become necessary, they shall be implemented pursuant to the Civil Service Rules.

#### **2. WORKSITE AGREEMENT**

- A. When a reassignment of work becomes necessary due to a reduction in force at a SMUD work site, employees at the work site with the least amount of SMUD seniority, who are in the classification to be reduced, shall be impacted first; provided however, that a more senior employee at that work site has not voluntarily accepted an offer to change work sites (any such offer would be extended for two (2) work days only). SMUD work sites are Sacramento/Headquarters, East Campus-Operations Center, Rancho Seco, Elk Grove Yard, and Fresh Pond.
- B. The impacted employee shall have the opportunity to move to the least senior position in the same classification SMUD-wide; provided however, that their SMUD seniority is greater. For this purpose, vacancies shall be considered to be the least senior positions within the classification.
- C. Where multiple positions are involved, impacted employees shall choose their placement from among the equivalent number of least senior positions in order of their seniority; i.e., the most senior impacted employee shall have first choice of placement. Where multiple placements are possible at a single work site, SMUD shall determine the placements at that work site.
- D. In the event no placement is possible within the same classification or the employee refuses a placement within the same classification, that employee shall be laid off unless the employee exercises their bumping rights under the Civil Service Rules.
- E. Should a vacancy occur in the same classification at the work site of an employee who was transferred pursuant to Section 2.A of this Article, within twelve (12) months of their displacement, said employee(s) shall have a right of return to the former work site in order of seniority.



## **ARTICLE 18**

### **AUTOMATIC RESIGNATION**

#### **1. AUTOMATIC RESIGNATION**

An unauthorized leave of absence, whether voluntary or involuntary, for five (5) consecutive workdays, is considered an automatic resignation from SMUD service, effective the day after the fifth consecutive workday of unauthorized leave. SMUD shall notify the employee, in writing, of this determination. Such notice shall be mailed by certified mail to the employee's last known address. A copy of this notice shall be provided to the OSE simultaneously.

#### **2. RETURN FOLLOWING AUTOMATIC RESIGNATION**

Employees may request to return from automatic resignation in writing to SMUD. Requests for return must be made within ten (10) working days following SMUD's mailing of a notice acknowledging the employee's resignation. Upon receipt of the employee's request, SMUD shall notify the OSE, in writing, of an employee's request to return from automatic resignation, and shall evaluate the request and may rescind the resignation.

## **ARTICLE 19**

### **GRIEVANCE PROCEDURE**

#### **1. DEFINITIONS**

- A. Grievance: A dispute that involves the interpretation or application of this Agreement, a disciplinary action taken against a Unit 2 employee, or the application of a SMUD rule or policy. An objection to the terms and provisions of a rule, policy, or memorandum of understanding is not considered a grievance. However, an objection to the way a rule, policy, or memorandum of understanding is applied in a particular situation would be considered a grievance.
- B. Grievant: A Unit 2 employee or the OSE.  
Non-civil service employees shall not be entitled to file grievances over disciplinary actions.
- C. Date of occurrence: The day the event that is the subject of the grievance occurred, or the date when the grievant reasonably should have been aware of the occurrence of the event that is the subject of the grievance.
- D. Receipt Date: The earlier of the following:
  - 1) The date the OSE President and Manager, Employee Relations are e-mailed a copy of the grievance, response, or decision. The hard copy is to be sent via interoffice mail or postal service on the same day.
  - 2) The date the hard copy grievance, response, or decision is received by the OSE or SMUD.

#### **2. APPLICATION**

- A. A grievance may be filed by a Unit 2 employee or by the OSE. By mutual agreement between SMUD and the OSE, concurrent grievances alleging violations of the same provisions may be consolidated into a single grievance.
- B. The OSE may file a grievance directly at Step 2. SMUD and the OSE also may mutually waive any step of the grievance procedure. Such waivers shall be in writing and apply only to the specific grievance for which they are granted.
- C. A grievance appealing termination or other discipline involving the loss of property interests shall be filed directly at Step 3.
- D. All disputes described in Section 1.A of this Article shall be resolved through the use of these grievance procedures.

#### **3. TIME LIMITS**

- A. The time limits contained in this Grievance Procedure are mandatory and failure to meet the time limits shall result in forfeiture of the grievance by the party not meeting the time limit requirements.
- B. SMUD and the OSE may, by mutual agreement in writing, extend time limits for a specified period of time.

- C. Any time limit contained in this Grievance Procedure may be recessed or delayed by the mutual agreement of the parties for the purposes of convening a Fact Finding Committee, as described in Section 8.A of this Article.
- D. A grievance must be filed or advanced by 11:59 p.m. on the last eligible working day within the time limits outlined in each step of the grievance procedure under Section 6 of this Article. For example, if filing at Step 1 of the grievance procedure, the grievance must be filed by 5:00 p.m. on the 20<sup>th</sup> working day. If not resolved at Step 1 of the grievance procedure, the grievance must be advanced by 11:59 p.m. on the 15<sup>th</sup> working day, so on and so forth.
- E. Timelines for notice commences on the first day following receipt.

#### **4. REPRESENTATION**

- A. Grievants are entitled to be represented throughout the Grievance Procedure by the representative(s) of their choice. However, the OSE shall have the right to have its representative(s) present at any step of the grievance process. This right to individual representation does not include the right to take the matter to arbitration, unless the OSE agrees to do so.
- B. Unit 2 employees who are grievants, representatives, or witnesses shall be given time off with pay during their regular work hours to attend hearings. Unit 2 employees shall be reimbursed for personal expenses (excluding legal fees) incurred in connection with such hearings.
- C. Unit 2 employees who are grievants, representatives, or witnesses in a formal grievance proceeding shall be paid overtime when requested to appear at proceedings outside their regular work hours.

#### **5. INFORMAL RESOLUTION**

Unit 2 employees and/or the OSE may attempt to resolve workplace issues informally.

#### **6. GRIEVANCE PROCEDURE**

A formal grievance shall be submitted on the SMUD and OSE Grievance Form (SMUD Form 2377) using the following procedure:

- A. Step 1 – Department Manager
  - 1) A completed grievance form (SMUD Form 2377) must be filed with the Department Manager within twenty (20) working days following the date of occurrence.
  - 2) Immediately upon receipt of the grievance, the Department Manager shall contact the Labor Relations Department to obtain or verify the grievance control number and to forward a copy of the grievance.
  - 3) If the grievance was filed exclusively by a Unit 2 employee, upon receipt of the grievance, the Labor Relations Department shall forward a copy of the grievance to the OSE.
  - 4) Within five (5) working days following the date the grievance was filed, the Department Manager shall schedule a Step 1 meeting for a mutually agreeable date and time.

- 5) The Step 1 meeting may be attended by the grievant, the grievant's representative(s), the grievant's immediate supervisor, and any other involved supervisors/managers.
- 6) Within ten (10) working days following the Step 1 meeting, the Department Manager shall provide the grievant, Labor Relations, and the OSE a written response setting forth the basis for their decision regarding the grievance, including all supporting documentation.
- 7) If the grievant or the OSE is not satisfied with the Department Manager's decision, the OSE may advance the grievance to Step 2.

D. Step 2 – Manager, Employee Relations

- 1) If the grievance is not resolved at Step 1, the OSE may advance the written grievance, including all supporting documentation, to the Manager, Employee Relations, within fifteen (15) working days of receipt of the Department Manager's response.
- 2) Within ten (10) working days following receipt of the grievance, the Manager, Employee Relations shall schedule a Step 2 meeting for a mutually agreeable date and time where the grievance shall be discussed between the OSE representative(s) and the Manager, Employee Relations.
- 3) Within ten (10) working days of the conclusion of the Step 2 meeting, the Manager, Employee Relations shall provide the OSE a written response setting forth the basis for their decision regarding the grievance, including all supporting documentation.

C. Step 3 – Grievance Review Committee

- 1) If the grievance is not resolved at Step 2, the OSE may advance the written grievance, including all supporting documentation, to the Grievance Review Committee, pursuant to Section 7.B of this Article, within ten (10) working days of receipt of the Manager, Employee Relations response.
- 2) When a grievance is advanced to this level, the Grievance Review Committee shall convene a meeting as soon as possible and no later than 30 calendar days after the grievance is received. Labor Relations shall take responsibility for arranging meeting locations and notifying members.
- 3) If the Grievance Review Committee reaches a unanimous agreement regarding the resolution of the grievance, it shall issue a written decision, signed by each member of the committee, within fifteen (15) working days of the conclusion of the Grievance Review Committee meeting. A draft of the decision shall be issued by Labor Relations simultaneously to all committee members within five (5) working days, upon conclusion of the GRC meeting. The unanimous agreement of the Grievance Review Committee shall be final and binding on the parties.
- 4) If the Grievance Review Committee is unable to reach a unanimous agreement, it shall notify the parties in writing within five (5) working days of the conclusion of the Grievance Review Committee meeting.
- 5) If the Grievance Review Committee does not reach a unanimous agreement, either SMUD or the OSE may submit the grievance to arbitration by serving written notice on the other party in accordance with Step 4 of the grievance procedure in Section D of this article.

#### D. Step 4 – Arbitration

- 1) If the Grievance Review Committee does not reach a unanimous agreement, either SMUD or the OSE may submit the grievance to binding arbitration by serving written notice on the other party within fifteen (15) working days following receipt of the Grievance Review Committee's notification.
- 2) The parties shall jointly request a list of seven (7) labor arbitrators from the American Arbitration Association (AAA). Within fifteen (15) calendar days from the receipt of the list from AAA, the parties shall select an arbitrator by the process of alternately striking names from such list.
- 3) The Arbitrator's authority shall be limited to the resolution of the grievance before them including, but not limited to, a determination that the grievance either has or has not raised a grievable issue and therefore is or is not arbitrable. In so doing, the Arbitrator shall have no authority to alter, change, detract from or add to the provisions of this Agreement, the provisions governing labor relations between SMUD and its employees, and/or the MUD Act.
- 4) The decision of the Arbitrator shall be final and binding on the parties.
- 5) The fees and expenses of the Arbitrator and the Court Reporter, if one is utilized, shall be shared equally by SMUD and the OSE.

### 7. GRIEVANCE COMMITTEES

#### A. Fact Finding Committee

- 1) The Fact Finding Committee shall be comprised of one (1) person appointed by SMUD and one (1) person appointed by the grievant or the OSE, whichever is appropriate.
- 2) The parties shall determine the amount of time that will be allotted for the completion of the investigation and shall communicate same to the Committee at the time of their appointment.
- 3) The Committee shall conduct an independent investigation of the grievance and shall prepare an objective report of their findings in writing to the parties within ten (10) working days following the completion of their investigation.
- 4) The Fact Finding Committee shall not make recommendations regarding the resolution of the grievance.

#### B. Grievance Review Committee

- 1) The Grievance Review Committee shall be comprised of six (6) members: the Manager, Employee Relations, and two (2) representatives appointed by SMUD; and the OSE President and two (2) representatives appointed by the OSE. At least one (1) of the SMUD representatives will be an Executive/Chief Officer or equivalent, in a rotational capacity. At least one (1) of the OSE representatives shall be a member of the OSE Board of Directors.
- 2) The Committee will be co-chaired by one (1) OSE Representative appointed by the OSE President, and the Manager, Employee Relations.

- 3) The Grievance Review Committee shall schedule meetings as needed. When a grievance is advanced to the Grievance Review Committee level, the Grievance Review Committee shall convene a meeting as soon as possible and no later than 30 calendar days after the grievance is advanced to the Grievance Review Committee level.
- 4) The established procedural guidelines for the conduct of Grievance Review Committee hearings may be updated periodically, as needed, by mutual agreement of the parties.
- 5) Labor Relations shall prepare and distribute an agenda (including a section for Action Items), along with the appropriate supporting documents.
- 6) If the Committee is unable to reach a settlement during the first discussion, the grievance may be tabled until the next meeting or until further information is available.
- 7) The Grievance Review Committee may render findings only by the unanimous vote of its members. Such unanimous findings are final and binding on the parties.

## **8. DISCRIMINATION/HARASSMENT/RETALIATION COMPLAINTS**

- A. Whenever a Unit 2 employee is the subject of a complaint that alleges a violation of the SMUD Nondiscrimination, Anti-Harassment and Non-Retaliation Policy (AP 05.01.01), SMUD's Fair Employment Office shall initiate an investigation, explore all reasonable leads and, within reason, interview all persons identified as having information likely to influence the eventual outcome of the investigation. The OSE shall be advised of the initiation of such an investigation.
- B. The Unit 2 employee who is the subject of the investigation shall be entitled to representation during all phases of the investigatory process.
- C. A written confidential report will be prepared upon investigation completion. SMUD shall determine whether or not discipline is appropriate. If no discipline is imposed, the case shall be closed and the report shall be filed with the Fair Employment Office. The report shall be held in the strictest confidence to ensure and protect the privacy of the individuals involved.
- D. If discipline is imposed and the OSE chooses to appeal the discipline using the grievance procedure, the grievance shall be filed initially at Step 3.

## **9. GRIEVANCE SETTLEMENT**

The parties to a grievance may agree to a negotiated settlement of the grievance at any step of the grievance procedure.

## **10. GRIEVANCE RESOLUTION**

No grievance may be resolved inconsistent with the provisions of this Agreement.

## ARTICLE 20

### MISCELLANEOUS

#### 1. WORK CLOTHING

##### A. Flame Resistant (FR) Clothing

SMUD shall provide FR clothing in accordance with OSHA Standard CFR 1910.269, using the services of an outside vendor.

The initial allotment of FR clothing for new hires is six (6) shirts, six (6) pairs of pants, one (1) sweatshirt, and one (1) jacket. FR raingear will be included as appropriate. Employees are responsible for the care and maintenance of FR clothing. Each employee is allotted up to \$300 each calendar year for replacement items.

SMUD will report employee FR clothing allotments to CalPERS as pensionable compensation as allowed under California PERS regulations.

##### B. Footwear

- 1) All OSE-represented employees who are assigned to the Customer Service Field Representative classification series shall be reimbursed up to \$300.00 per calendar year for the purchase of and/or repair of appropriate footwear and the purchase of insoles/inserts approved by SMUD.

Proper foot protection shall be worn at all times while on duty. Foot protection is defined as shoes or boots that are constructed of quality leather uppers or similar material (i.e., canvas or woven mesh) with sturdy sole and heel, made of durable slip resistant and/or oil resistant material. For definition purposes, no athletic type shoe (i.e., tennis shoes, jogging shoes or basketball shoes, etc.) will meet the definition of proper foot protection.

- 2) All OSE-represented employees who are assigned to the Construction Management Inspector classification series shall be reimbursed up to \$300.00 per calendar year for the purchase of and/or repair of appropriate footwear and the purchase of insoles/inserts approved by SMUD.

Proper foot protection shall be worn at all times while on duty. Foot protection is defined as boots that are constructed of quality leather uppers with a sturdy sole and heel, made of durable slip resistant and/or oil resistant material. Leather uppers shall be six (6) inches minimum to provide ankle support for walking on uneven surfaces and through gravel. Boot outsoles shall be puncture resistant to provide protection from nails and sharp objects. For definition purposes, no athletic type shoe (i.e., tennis shoes, jogging shoes or basketball shoes, etc.) will meet the definition of proper foot protection.

- 3) All OSE-represented employees who are assigned to the Survey Engineering Technician classification series shall be reimbursed up to \$300.00 per calendar year for the purchase of and/or repair of appropriate footwear and the purchase of insoles/inserts approved by SMUD.

Proper foot protection shall be worn at all times while on duty. Foot protection is defined as boots that are constructed of quality leather uppers with a sturdy sole and heel, made of durable slip resistant and/or oil resistant material. Leather uppers shall be six (6) inches minimum to provide ankle support for walking on uneven surfaces and through gravel. Boot outsoles shall be puncture resistant to provide protection from nails and sharp objects. For definition purposes, no athletic type shoe (i.e., tennis shoes, jogging shoes or basketball shoes, etc.) will meet the definition of proper foot protection.

- 4) All OSE-represented employees who are assigned to the Generation Designer classification series shall be reimburse up to \$300.00 every two (2) years for the purchase of and/or repair of appropriate footwear and the purchase of insoles/inserts approved by SMUD.

Proper foot protection shall be worn at all times while on duty. Foot protection is defined as boots that are constructed of quality leather uppers with a sturdy sole and heel, made of durable slip resistant and/or oil resistant material. Leather uppers shall be six (6) inches minimum to provide ankle support for walking on uneven surfaces and through gravel. Boot outsoles shall be puncture resistant to provide protection from nails and sharp objects. For definition purposes, no athletic type shoe (i.e., tennis shoes, jogging shoes or basketball shoes, etc.) will meet the definition of proper foot protection.

- 5) All OSE-represented employees who are assigned to the Energy Specialist classification series shall be reimburse up to \$300.00 every two (2) years for the purchase of and/or repair of appropriate footwear and the purchase of insoles/inserts approved by SMUD.

Proper foot protection shall be worn at all times while on duty. Foot protection is defined as shoes or boots that are constructed of quality leather uppers or similar material (i.e., canvas or woven mesh) with sturdy sole and heel, made of durable slip resistant and/or oil resistant material. For definition purposes, no athletic type shoe (i.e., tennis shoes, jogging shoes or basketball shoes, etc.) will meet the definition of proper foot protection.

- 6) All OSE-represented employees who are assigned to the Engineering Designer classification series (e.g., line designer and substation designer) shall be reimburse up to \$300.00 every two (2) years for the purchase of and/or repair of appropriate footwear and the purchase of insoles/inserts approved by SMUD.

Proper foot protection shall be worn at all times while on duty. Foot protection is defined as boots that are constructed of quality leather uppers with a sturdy sole and heel, made of durable slip resistant and/or oil resistant material. Leather uppers shall be six (6) inches minimum to provide ankle support for walking on uneven surfaces and through gravel. Boot outsoles shall be puncture resistant to provide protection from nails and sharp objects. For definition purposes, no athletic type shoe (i.e., tennis shoes, jogging shoes or basketball shoes, etc.) will meet the definition of proper foot protection.

- 7) After the purchase and/or repair of the appropriate footwear, employees will submit the proper receipt(s) to their supervisor for reimbursement.



- 8) SMUD acknowledges that additional OSE classifications/positions may require special footwear to perform work safely. When an additional classification/position is identified as needing special footwear, employees will be considered eligible for reimbursement commensurate with the footwear required and frequency of use. SMUD agrees to meet and confer with OSE to establish footwear requirements and reasonable reimbursements for these classifications/positions.

## **2. CONTRACTING OUT**

SMUD shall not contract for any work normally performed by classifications assigned to Unit 2 if such contracting is intended to reduce or has the effect of reducing the regular work force by attrition, demotion, displacement or lay off. Further, prior to any reduction in force of OSE represented employees, affected Unit 2 employees meeting the minimum qualifications of the job being contracted out shall be offered any bargaining unit work being performed by contractors. These assignments shall be of a temporary nature. All current rules concerning bumping and selection shall apply.

For the purpose of this Agreement, contracting out occurs when a Unit 2 position is filled temporarily by a non-OSE represented employee or by an outside contractor for any reason. SMUD agrees to notify the OSE in each instance of its intent to contract OSE bargaining unit work.

## **3. NO STRIKES/NO LOCKOUTS**

During the term of this Agreement, SMUD agrees that there shall be no lockout. The OSE agrees that there shall be no authorized, concerted failure to report to work, cessation or interruption of work, slowdown, strike, boycott, or any type of organized or concerted interference with SMUD's business. Should any employee or group of employees commit any such acts in violation of this provision, the OSE agrees that it shall notify such employee(s) of their obligation pursuant to this Section and shall publicly discourage such acts.

## **4. TECHNOLOGICAL CHANGES**

SMUD shall continue to provide the OSE with as much advance notice as practical of any technological changes that may have an impact on Unit 2 employees. In such circumstances, SMUD and the OSE shall meet and confer in an attempt to reach a mutual agreement regarding appropriate solutions. If the parties are unable to reach agreement, the matter shall be resolved pursuant to Article 22, Full Understanding/Non-Nullification, of this Agreement.

## **5. MEDICALLY RESTRICTED DUTY PROGRAM**

Employees who are partially disabled due to an industrial illness or injury and cannot perform the full range of their regularly assigned duties may be provided limited duty work consistent with the employee's medical restrictions. SMUD shall make a reasonable effort to identify and provide the employee with a limited duty assignment. An employee so assigned shall continue to receive their base rate of pay when performing limited duty work. Unit 2 employees have priority when assigning Unit 2 limited duty work. SMUD will inform the OSE when assigning non-Unit 2 employees to perform limited duty work in Unit 2 positions.

## **6. JOB SHARING**

For the purpose of this Section, job sharing is defined as the joint performance of the functions of a single position by two (2) employees. Unit 2 employees may voluntarily job share subject

to SMUD's approval. SMUD reserves the right to cancel a job-sharing arrangement at any time with thirty (30) calendar day's written notice to employees. Employees who are job sharing are eligible for the benefits afforded to part-time employees who are regularly scheduled to work twenty (20) or more hours and less than 40 hours (including overtime) per week. In all other respects, job sharing employees shall be treated consistent with their Civil Service status.

## **7. SENIORITY**

Except as provided elsewhere in this Agreement or any side letter agreement between SMUD and the OSE, whenever seniority is used to make workplace decisions, such decisions shall be based upon SMUD seniority defined as an employee's total years of continuous SMUD employment. It includes temporary and part-time employment as long as the employment has been continuous.

## **8. TELECOMMUTING**

For the purpose of this Section, telecommuting is defined as the performance of some or all of an employee's duties from a remote location. Unit 2 employees may volunteer to telecommute subject to the prior approval of SMUD. Telecommuting agreements shall be in writing. The terms of the telecommuting agreements shall be consistent with this Agreement. The telecommuting agreements also will contain a definition of a termination notice. SMUD shall forward a copy of the telecommuting agreement to the OSE President.

## **9. DONATION OF LEAVE**

SMUD and the OSE agree that SMUD's Donation of Leave Program shall be modified to eliminate the donation of sick leave except as provided below:

In extraordinary circumstances only, the OSE may petition the Grievance Review Committee to authorize the donation of sick leave. The decision of the Grievance Review Committee is final.

## **ARTICLE 21**

### **FULL UNDERSTANDING / NON-NULLIFICATION**

#### **1. FULL UNDERSTANDING**

- A. This Agreement sets forth the entire understanding of the parties regarding the matters contained herein, and any other prior or existing understanding or Agreement by the parties, whether formal or informal, regarding such matters are hereby superseded. Except as provided in this Agreement, it is agreed and understood that all benefits and working conditions provided by this Agreement shall remain unchanged during the term of this Agreement, unless expressly modified by mutual agreement through the meet and confer process.
- B. With regard to terms and conditions of employment not expressly covered by this Agreement, the parties recognize that during the term of this Agreement it may be necessary or desirable for SMUD to make changes on matters within the scope of representation. If and when SMUD finds it necessary to make such changes, it shall notify the OSE at least thirty (30) calendar days prior to the proposed implementation. At the request of the OSE, the parties shall meet and confer in a good faith effort to reach agreement over such matters that fall within the scope of representation.
- If the parties are unable to reach agreement, the matter shall be resolved through the use of MED(iation)-ARB(itation). Agreements or decisions resulting from this process shall be binding on the parties.

#### **2. CHANGE OF LAW AND NON-NULLIFICATION**

If any provision of this Agreement, or the application of such provision(s), should be found invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, or applicable administrative regulations (e.g. CalPERS), all other provisions of this Agreement shall remain in full force and effect. In such event, the parties shall meet and confer in good faith within thirty (30) calendar days in an attempt to develop a replacement for the provision(s) found to be invalid.

# APPENDIX A

## REQUEST FOR WORK WEEK PATTERN

(See SMUD Form 1929, 8/13)



**SMUD**

SACRAMENTO MUNICIPAL UTILITY DISTRICT

**EFFECTIVE DATE**

### REQUEST FOR WORK WEEK PATTERN

Employee: \_\_\_\_\_ Signature: \_\_\_\_\_ Personnel No: \_\_\_\_\_

New Pattern Assigned: \_\_\_\_\_ Supervisor Approval: \_\_\_\_\_ Date: \_\_\_\_\_

**NOTE:** The employee should request the preferred patterns for the "off" (\*) and "split" weekdays available to their work group during the two-week payroll period. All schedules give an 8-hour Friday on any long (5 working day) pay week.

Alternative Work Week Patterns	First Pay Week							Second Pay Week							Percent Available to Work Group	Requested: 1st, 2nd, 3rd Choices
	S	S	M	T	W	T	F	S	S	M	T	W	T	F		
9M11 A.			*	9	9	9	9			4						
B.			*							5	9	9	9	8		
9U11 A.				*	9	9	9			9	4					
B.			9	*						5	9	9	9	8		
9W11 A.					*	9	9			9	9	4				
B.			9	9	*	9	9				5	9	9	8		
9H11 A.						*	9			9	9	9	4			
B.			9	9	9	*	9					5	9	8		
9F11 A.			9	9	9	9	*							4		
B.							*			9	9	9	9	4		
9M21 A.			5	9	9	9	8			*						
B.			4							*	9	9	9	9		
9U21 A.				5	9	9	8			9	*					
B.			9	4							*	9	9	9		
9W21 A.					5	9	8			9	9	*				
B.			9	9	4							*	9	9		
9H21 A.						5	8			9	9	9	*			
B.			9	9	9	4						*	9			
9F21 A.			9	9	9	9	4							*		
B.							4			9	9	9	9	*		
8D51 A.			8	8	8	8	8			8	8	8	8	8		
B.																
10M1 A.			*	10	10	10	10			*	10	10	10	10		
B.																
10U1 A.			10	*	10	10	10			10	*	10	10	10		
B.																
10W1 A.			10	10	*	10	10			10	10	*	10	10		
B.																
10H1 A.			10	10	10	*	10			10	10	10	*	10		
B.																
10F1 A.			10	10	10	10	*			10	10	10	10	*		
B.																
OTHER A.																
B.																

SMUD-1929 11.99

## **APPENDIX B**

### **LIST OF UNIT 2 REPRESENTED JOB CLASSIFICATIONS**

This list may not be all-inclusive and is subject to change by mutual agreement.

ACCOUNTING TECH	GENERATION DES III	SCHEDULING TECH
COMPUTER OPERS SPCLST (E)	GENERATION DES IV	SECRETARY
COMPUTER OPERS SPCLST (J)	GIS DATA TECH (E)	SERVICE DISPATCHER
CONSTR MGMT INSPCTR I	GIS DATA TECH (J)	SR CUST SVCS FIELD REP
CONSTR MGMT INSPCTR II	GRAPHIC ARTIST	SR CUST SVCS REP
CONSTR MGMT INSPCTR III	HYDROGRAPHY SPCLST	SR DESIGNER/DRAFTER
CUST SVC REP I	I/T TECHNICIAN	SR DOC RECORDS SPCLST
CUST SVC REP II	INVENTORY TECH	SR ENERGY SPCLST
CUST SVCS FIELD REP	IPPS SPCLST I	SR ENGINEERING TECH
DOC RECORDS SPCLST I	IPPS SPCLST II	SR GIS DATA TECH
DOC RECORDS SPCLST II	IPPS SPCLST III	SR GRAPHIC ARTIST
DRAFTING TECH	LAND AGENT - A	SR MAPPER
DRAFTING TECH ASST	LAND AGENT - B	SR OFFICE SPCLST
ENERGY SPECIALIST (E)	LAND AGENT - C	SR PRESS OPERATOR
ENERGY SPECIALIST (J)	LEAD OFFICE TECH	SR STAFF SECRETARY
ENGINEERING DES I	MAPPER	SR SURV ENGRG TECH-COP
ENGINEERING DES II	MATERIAL PARTS CLERK	SR SURV ENGRG TECH-OFF
ENGINEERING DES III	METER & SERVICE DESIGNER	STAFF SECRETARY
ENGINEERING DES IV	OFFICE ASST A	STEM CO-OP STUDENT ASST
ENGINEERING TECH (E)	OFFICE ASST B	STEM STUDENT ASST
ENGINEERING TECH (J)	OFFICE ASST C	STUDENT STAFF ASST
EQUIP TESTING REP	OFFICE SPCLST I	SURVEY ENGRG TECH (J)
EQUIP TESTING REP ASST	OFFICE SPCLST II	TRADE SHOW COORD
FORMS ASSISTANT	OFFICE TECH	VEHICLE PARTS CLERK
FORMS TECH	POWER QUALITY TECH	
GENERATION DES I	PRESS OPERATOR	
GENERATION DES II	PRIN ENGINEERING TECH	

## **APPENDIX C**

### **LIST OF AGENCIES/COMPANIES TO BE SURVEYED**

(For Classification and Pay Studies of Unit 2 positions during the term of this Agreement)

1. City of Alameda
2. City of Fairfield
3. City of Lodi
4. City of Palo Alto
5. City of Redding
6. City of Roseville
7. City of Sacramento
8. City of Santa Clara
9. City of Stockton
10. County of Sacramento
11. East Bay Municipal Utility District
12. Kaiser Permanente
13. Los Angeles Department of Water & Power
14. Modesto Irrigation District
15. Office of Personnel Management/US
16. Pacific Gas & Electric
17. Nevada Energy
18. State of California

## **APPENDIX D**

### **SUPPLEMENTAL SIDE LETTERS OF AGREEMENT**

The parties have agreed that the following Letter Agreements shall remain in effect for the term of this MOU or until such time as the provisions or term of the individual Letter Agreement are satisfied:

August 30, 1999 – Subject: Classification and Pay Studies setting forth procedures for an employee who wishes to request a classification and pay study of their desk.

May 28, 2010 – Subject: Contact Center Bidding Process, LR 10-022.

March 8, 2012 – Subject: Personal Computer Purchase Plan, LR 12-017.

November 14, 2012 – Subject: Contact Center – Voluntary Time Off (VTO), LR 12-042.

November 21, 2012 – Subject: Contact Center – Vacation Bid, LR 12-043.

November 27, 2012 – Subject: Contact Center – Distribution of Overtime, LR 12-045.

October 1, 2013 – Subject: Field Services Credit and Collections' Vacation Scheduling Process, LR 13-031.

October 7, 2013 – Subject: Customer Operations' Vacation Scheduling Process, LR 13-035.

October 13, 2017 – Subject: Change to Retiree COLA and Enhancement to the Survivor Continuance Benefit, LR 17-021 (combines LR 13-006A & LR 14-002 {not executed}).

May 19, 2020 – Subject: Side Letter Agreement – Impacts of Discipline for Nondiscrimination Policy Violations, LR 20-008.

June 15, 2021 – Subject: Side Letter Agreement – Engineering Designer Apprenticeship, LR 21-003.

December xx, 2021 – Subject: Side Letter Agreement – Engineering Designer Progression

## **APPENDIX E**

### **BENEFITS FOR UNIT 2 LIMITED-TERM, FULL-TIME EMPLOYEES**

#### **1. Dental, Medical, Vision, and Life Insurance Programs**

- A. SMUD provides a number of plans from which eligible Unit 2 employees can choose. Eligibility for coverage and co-payment for each plan is the same for all eligible employees. The employee's coverage becomes effective the first month after employment as a limited-term employee. The employee must sign-up for the following coverages within thirty (30) calendar days of employment. Subsequent enrollment opportunities occur during the Annual Open Enrollment period or for allowable changes in status.
- 1) Medical Benefits
  - 2) Dental Benefits
  - 3) Vision Benefits
  - 4) Life Insurance - an age-based amount that equals 50% of the equivalent salary for a full-time employee rounded up to the nearest \$5,000.
- B. If an employee selects higher-cost medical plans or additional coverage for life insurance plans, the employee shall pay the additional premiums on a "pre-tax" basis. Please contact the People Services & Strategies Department for monthly premiums.

#### **2. Flexible Benefits Program**

- A. Limited-term, full-time employees in Unit 2 are given the opportunity to participate in SMUD's flexible benefits program to enroll in the following benefit plans: medical, dental, vision, and life insurance. This program allows the employee to choose which benefits they want for the calendar year.
- B. SMUD issues flex credits that give the employee purchasing power to "pay for" the benefits of their choice. Limited-Term employees receive a percentage of the flex credits allotted to Full-Time employees, as follows: 82.5% for 2022-2025. If the employee chooses benefits costing more than the flex credits provided by SMUD, the employee shall pay the difference through payroll deductions. The payments for most flexible benefits are made on a pre-tax basis, so the employee can save on taxes.
- C. If an employee is already covered and chooses not to enroll in SMUD-provided medical, dental, and/or vision plans, they can "opt out" of coverage and SMUD shall give the employee cash in exchange for the flex credits. Credits are paid to the employee on a monthly basis in the form of cash. Such payments are taxable income.



- D. Under the Flexible Benefits Program, base pay is the employee's annual earnings as of a certain date, excluding bonuses, commissions, overtime pay and other special compensation. Base pay for computing life insurance costs and coverage amounts is 50% of the equivalent salary for a regular employee.
- E. Contact the People Services & Strategies Department for the latest OSE Benefit Guide or individual plan documents for a more detailed explanation of the benefit options.

### **3. Supplemental Benefits**

- A. Limited-Term, full-time employees may supplement their temporary disability payments with sick or annual leave credits. The employee cannot exceed 100% of their base salary.
- B. Limited-Term, full-time employees may participate in a 401(k) deferred compensation plan once they have completed one year of service that includes at least 1000 hours of work.
- C. The following are not available to Limited-Term employees:
  - 1) Extended Compensation
  - 1) Short-term Disability
  - 2) Long-term Disability
  - 3) Medical or Dependent Reimbursement Flexible Spending Accounts (FSAs) under the flexible benefits program.

## Signature Page

Dated: \_\_\_\_\_

### Organization of SMUD Employees

By: \_\_\_\_\_

Timothy K. Talbot  
Lead Negotiator

### OSE Team Members:

\_\_\_\_\_  
Danette Shipley

\_\_\_\_\_  
Aaron Cager

\_\_\_\_\_  
Tamara Hill

\_\_\_\_\_  
Jennifer Harris-Evans

\_\_\_\_\_  
Randal Edwards

\_\_\_\_\_  
Kevin Lopez

### Sacramento Municipal Utility District

By: \_\_\_\_\_

Cheryl Spector  
Lead Negotiator

### SMUD Team Members:

\_\_\_\_\_  
Jennifer Dibble

\_\_\_\_\_  
Charles Alford

\_\_\_\_\_  
Jenna Lesch

\_\_\_\_\_  
Lisa Limcaco

\_\_\_\_\_  
Christopher Martin

Approved as to form:

\_\_\_\_\_  
Laura Lewis  
General Counsel

Approved:

\_\_\_\_\_  
Paul Lau  
General Manager & CEO

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RESOLUTION NO. \_\_\_\_\_

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby approves a **Memorandum of Understanding** between the **Sacramento Municipal Utility District** and the **Organization of SMUD Employees (OSE)** for the period January 1, 2022, through December 31, 2025, substantially in the form set forth in **Attachment \_\_\_\_** hereto and made a part hereof.