

# Board of Directors Meeting Agenda

Date: January 21, 2021  
Time: 5:30 p.m.  
Location: Virtual Meeting (online)





# **AGENDA**

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

In accordance with the Governor's Executive Order N-29-20 and the Emergency Board Meeting Procedures adopted by the SMUD Board of Directors, the regular Board meeting and other public meetings are closed to the public to align with state, local, and federal guidelines and social distancing recommendations 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 his 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.

***January 21, 2021 – 5:30 p.m.***

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

**Webinar ID: 161 223 1529**

**Password: 619929**

**Phone Dial-in Number: 1-669-254-5252**

Call to Order.

a. Roll Call.

1. Oath of Office  
Brandon D. Rose – Ward 1  
Nancy Bui-Thompson – Ward 2  
Rob Kerth – Ward 5
2. Approval of the Agenda.

3. Commendation Resolution for Director Kerth.
4. Committee Chair Reports.
  - a. Committee Chair report of January 12, 2021, Strategic Development Committee
  - b. Committee Chair report of January 20, 2021, Finance and Audit Committee
  - c. Committee Chair report of January 20, 2021, Energy Resources & Customer Services Committee

**Item 7 was reviewed by the January 20, 2021, Finance and Audit Committee. Item 8 was reviewed by the January 20, 2021, Energy Resources & Customer Services Committee.**

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

**Consent Calendar:**

5. Approve Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of December 11, 2020, through January 15, 2021, and technology reimbursement requests for purchases or repairs (pursuant to Resolution 19-12-05).
6. Approval of the minutes of the meeting of December 10, 2020.
7. Authorize the Chief Executive Officer and General Manager to award a direct procurement contract to **Zeus Electric Chassis, LLC** for five all-electric work trucks for a two-year term for a not-to-exceed amount of \$1.2 million. **Finance and Audit Committee 1/20. (Gary King)**
8. Approve designation of **SKK Developments/BlackPine Communities** as developer of the **59th Street Re-use Project**. **Energy Resources & Customer Services Committee 1/20. (Gary King)**

\* \* \* \* \*

**Informational Items:**

9. Provide the Board with the financial results from the 11-month period ended November 30, 2020.  
***Presenter: Lisa Limcaco***
10. Provide the Board with an informational presentation on the 2021 Audit and Quality Services Plan.  
***Presenter: Claire Rogers***
11. Audit Reports: Quarterly Report on the Status of Recommendations as of December 31, 2020.  
***Presenter: Claire Rogers***
12. Provide the Summary of SMUD's current Power Supply Costs.  
***Presenter: Jennifer Davidson***

13. Board Work Plan.  
*Presenter: President Bui-Thompson*

**Public Comment:**

14. Items not on the agenda.

**Board and CEO Reports:**

15. Directors' Reports.
16. President's Report.
17. CEO's Report.  
a. Board Video re: SMUD's Circadian Lighting Program Helps Families with Children with Autism

**Summary of Board Direction**

\* \* \* \* \*

**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 response to local, state, and federal directives, the following meetings will be held virtually (online).***

January 20, 2021	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
January 20, 2021	Energy Resources & Customer Services Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	Immediately following the Finance and Audit Committee and Special SMUD Board of Directors Meeting
January 26, 2021	Strategic Development Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
February 9, 2021	Strategic Development Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
February 10, 2021	Policy Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.

February 16, 2021	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
February 17, 2021	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 response to local, state, and federal directives, the following meeting will be held virtually (online).***

February 18, 2021	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 his 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.***





SSS No. LEG 2021-0008

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

N/A

Board Meeting Date

January 21, 2021

TO				TO				
1.				6.				
2.				7.				
3.				8.				
4.				9.	Legal			
5.				10.	CEO & General Manager			
Consent Calendar		X	Yes	No If no, schedule a dry run presentation.		Budgeted	Yes	No (If no, explain in Cost/Budgeted section.)
FROM (IPR) Laura Lewis				DEPARTMENT Office of the General Counsel			MAIL STOP B308	EXT. 6123
DATE SENT 01/12/21								

**NARRATIVE:**

**Requested Action:** Approve commendation resolution for Director Kerth.

**Summary:** The SMUD Board of Directors is composed of seven members, elected by the communities they serve. The duties of the Board President are defined by the Municipal Utility District (MUD) Act (California Public Utility Code §§ 11501, et seq.), and during each one-year term, the Board President's job is to establish policies and values about how SMUD serves its customers and community and to set the long-term direction for SMUD.

As the elected representative from Ward 5, Director Kerth served this Board well and faithfully as President for the year 2020. The Board would like to highlight the key accomplishments and contributions from Director Kerth.

**Board Policy:** GP-3(g) Board Job Description - Serve as ambassadors for SMUD and build relationships throughout SMUD's service territory and the region.

**Benefits:** Public acknowledgment of service.

**Cost/Budgeted:** This item has no direct budgetary impact.

**Alternatives:** N/A

**Affected Parties:** Board of Directors, Legal

**Coordination:** Board of Directors, Legal

**Presenter:** President Bui-Thompson

**Additional Links:**

SUBJECT

Commendation Resolution for Director Kerth

ITEM NO. (FOR LEGAL USE ONLY)

3

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

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

**WHEREAS**, Rob Kerth, the elected representative of Ward 5, served the SMUD Board with inspired leadership in 2020; and

**WHEREAS**, President Kerth's steady guidance was invaluable when SMUD was forced to respond to the unprecedented challenges caused by the COVID-19 pandemic; and

**WHEREAS**, while the pandemic impacted SMUD operations and finances and forced more than half of the workforce to work remotely, SMUD continued to keep the power flowing and serve its customers and community in exemplary fashion; and

**WHEREAS**, the California Energy Commission in early 2020 unanimously approved SMUD's Neighborhood SolarShares® program, a first-of-its-kind program that provides a low cost solar option to developers to comply with the statewide solar mandate for new low-rise residential homes; and

**WHEREAS**, SMUD achieved the highest score of any California utility in the 2020 J.D. Power Electric Utility Business Customer Satisfaction Survey and also was among the utilities that received the highest score of any utility in the country in the J.D. Power Sustainability Index, which evaluates electric customer awareness, support, engagement and advocacy for their local utility's sustainability programs and goals; and

**WHEREAS**, during President Kerth's tenure, the SMUD Board adopted a Climate Emergency Declaration and committed to delivering carbon neutral electricity by 2030, the most ambitious climate goal of any utility in the country; and

**WHEREAS**, SMUD completed significant work in 2020 to enhance system reliability during President Kerth's term, including the installation of three new distribution substations and the reconstruction of two existing substations; and

**WHEREAS**, SMUD continued to be a leader in promoting the economic vitality of our region under President Kerth's leadership, awarding more than 100 contracts representing more than \$60 million to members of SMUD's small-business contracting program;

**WHEREAS**, at the conclusion of President Kerth's term, SMUD's electric rates were among the lowest in the state, approximately 35 percent lower than neighboring PG&E; and

**WHEREAS**, under President Kerth's leadership, SMUD suspended all disconnections and late payments beyond the end of 2020 for customers impacted by the COVID-19 pandemic; and

**WHEREAS**, President Kerth's concern for social justice and environmental equity was reflected in SMUD's Sustainable Communities initiative and the development of a Resource Priorities Map to drive community support for historically underserved neighborhoods; and

**WHEREAS**, President Kerth in 2020 was re-elected to another four-year term by the residents of Ward 5, which includes midtown, downtown, North Sacramento, Natomas, Rio Linda and Elverta; and

**WHEREAS**, the Board has benefited from President Kerth's fair and efficient conduct and management of the Board meetings and other public forums and

workshops sponsored by SMUD, as well as his enthusiastic representation of the Board and SMUD to the public and media; **NOW, THEREFORE,**

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

This Board commends Rob Kerth for his outstanding and dedicated service to the Board, to SMUD, and to the Sacramento community during his tenure as President, and the Board looks forward to the pleasure of serving with him in the future as he continues as the Director for Ward 5.





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

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

**Section 1.** 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 December 11, 2020, through January 15, 2021.

**Section 2.** That this Board hereby approves Board member reimbursement requests for technology-related expenses (pursuant to Resolution 19-12-05).

**Board Member Request for Approval of Technology Reimbursement  
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

**Cell Phone Allowance (check only one box)**

- ☐ Low usage - \$8.75/per pay period  
5 hours or less of calls/texts per month
- ☐ Medium usage - \$16.25/per pay period  
5 hours to 24 hours of calls/texts per month
- ☒ High usage - \$26.25/per pay period  
More than 24 hours of calls/texts per month

**Data (check box if requested)**

- ☒ Email/Data Plan - \$20.00/per pay period

**Internet Access (check box if requested)**

- ☒ Internet access for laptops/tablets - \$12.50 per pay period

**Cell Phone Device Reimbursement (check only one box)**

- ☒ Reimbursement up to \$300 every 36 months for the purchase of a phone
- ☐ Reimbursement up to \$200 every 24 months for the purchase of a phone

**Laptop/Tablet/Computer Device Reimbursement (check if requested)**

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

Date: January 4, 2020

Name: Brandon Rose

Signature: Brandon D. Rose



**Board Member Request for Approval of Technology Reimbursement  
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

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***Laptop/Tablet/Computer Device Reimbursement (check if requested)***

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

**Date:** 1/8/2021

**Name:** Nancy Bui-Thompson

**Signature:**



**Board Member Request for Approval of Technology Reimbursement  
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

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**Laptop/Tablet/Computer Device Reimbursement (check if requested)**

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

**Date:** 12-7-2020

**Name:** Gregg Fishman

**Signature:** //Signed// Gregg B. Fishman

**Board Member Request for Approval of Technology Reimbursement  
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

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***Laptop/Tablet/Computer Device Reimbursement (check if requested)***

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

**Date:** 1/8/2021

**Name:** Rosanna Herber

**Signature** : *Rosanna Herber*

**Board Member Request for Approval of Technology Reimbursement  
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

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***Laptop/Tablet/Computer Device Reimbursement (check if requested)***

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

**Date:** 12/15/20

**Name:** Rob Kerth



**Signature**

:

**Board Member Request for Approval of Technology Reimbursement  
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

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**Laptop/Tablet/Computer Device Reimbursement (check if requested)**

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

Date: January 6, 2021

Name: Dave Tamayo

Signature:



**Board Member Request for Approval of Technology Reimbursement  
(pursuant to Governance Process GP-12, Board Compensation and Benefits)**

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***Laptop/Tablet/Computer Device Reimbursement (check if requested)***

- ☒ Reimbursement up to \$1000 every 24 months for the purchase of a laptop/tablet

**Date:** 12/9/20

**Name:** Heidi Sanborn

**Signature:**





Sacramento, California

December 10, 2020

The Board of Directors of the Sacramento Municipal Utility District met in regular session via virtual meeting (online) at 5:32 p.m.

Roll Call:

Presiding: President Kerth

Present: Directors Rose, Bui-Thompson, Fishman,  
Herber, Tamayo, and Sanborn

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

Director Sanborn shared the environmental tip.

President Kerth called for approval of the agenda. Vice President Bui-Thompson moved for approval of the agenda, Director Herber seconded, and the agenda was unanimously approved.

President Kerth then turned to Item 2 on the agenda, a commendation resolution for Ray Tretheway, who was retiring as the Executive Director of the Sacramento Tree Foundation. He read the resolution highlighting the many accomplishments and contributions Mr. Tretheway had made to the Sacramento region.

Mr. Tretheway thanked the Board and provided a brief history of the relationship between the Sacramento Tree Foundation and SMUD, including the Sacramento Shade program used by 250,000 customers to plant trees for energy saving benefits. He thanked the Board for the delivery of a bench made from reclaimed redwood inscribed with a quote of former General Manager, S. David Freeman, "I think I'll never see an air conditioner as lovely as a tree." He stated that in light of climate change, he would pass along to the next decade that he would "never see a carbon sequestration as lovely as a tree."

Allison Post Harris, Sacramento Tree Foundation Board President, thanked the Board for Mr. Tretheway's commendation and noted he would be



dearly missed. She then introduced Jessica Sanders, who is the new Executive Director of the Sacramento Tree Foundation.

Ms. Sanders thanked the Board for their recognition of Mr. Tretheway and stated that his true impact and legacy would continue to be felt for years to come as residents and visitors enjoy the tree canopy in Sacramento. She stated she was looking forward to working with SMUD and thanked the Board for their time.

Directors Herber, Fishman, Bui-Thompson, Tamayo, Sanborn, Rose, and President Kerth each extended their congratulations and thanks to Mr. Tretheway.

There being no further discussion, Vice President Bui-Thompson moved for approval of the commendation resolution, Director Herber seconded, and Resolution No. 20-12-01 was unanimously approved.

## RESOLUTION NO. 20-12-01

**WHEREAS**, Ray Tretheway is retiring as executive director of the **Sacramento Tree Foundation**, the organization he co-founded in 1982; and

**WHEREAS**, in his 40 years as the **Sacramento Tree Foundation's** executive director, Ray Tretheway has galvanized local communities about the benefits of tree canopies and urban forests; and

**WHEREAS**, Ray Tretheway was instrumental in attaining nonprofit status and state recognition for the **Sacramento Tree Foundation** on Arbor Day 1982; and

**WHEREAS**, SMUD and the **Sacramento Tree Foundation** under Ray Tretheway's leadership have planted more than 650,000 shade trees since 1990 through the popular program known as **Sacramento Shade**, the equivalent of removing approximately 6,300 gasoline-powered vehicles from our roads; and

**WHEREAS**, **Sacramento Shade** has brought together hundreds of thousands of people to make Sacramento a healthier place to live; and

**WHEREAS**, SMUD was the first electric utility in the nation to establish a large-scale, utility-funded tree planting program; and

**WHEREAS**, **Sacramento Shade** was initially launched to help reduce cooling costs for SMUD customers; and

**WHEREAS**, 85 percent of SMUD customers are aware of the free shade tree program, and 98 percent express satisfaction with the program delivery; and

**WHEREAS**, countless parks, schools, streets and homes are more beautiful and welcoming thanks to trees from the **Sacramento Shade** program; and

**WHEREAS**, trees provide cooling benefits, reduce air pollution, offer resistance to climate change and make neighborhoods more aesthetically pleasing; and

**WHEREAS**, through Ray Tretheway's inclusive leadership, the **Sacramento Tree Foundation** and **Sacramento Shade** share a strong

commitment to bringing the benefits and beauty of trees to historically underserved neighborhoods that lack tree canopies; and

**WHEREAS**, Ray Tretheway also served his community by representing District 1 on the Sacramento City Council from 2001 through 2010; and

**WHEREAS**, as a member of on the Sacramento City Council, Ray Tretheway was a strong advocate for building neighborhoods and communities that are great places to live and work; and

**WHEREAS**, the Sacramento City Council renamed the **Natomas Oaks Park** as the **Ray and Judy Tretheway Preserve** in tribute to Ray and his wife Judy; and

**WHEREAS**, the SMUD Board and the Sacramento region have benefited greatly from Ray Tretheway's selflessness, knowledge and service;  
**NOW, THEREFORE**,

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

That this Board would like to formally thank Ray Tretheway for his leadership, passion, and dedicated service to our community, as well as for his partnership with SMUD during the four decades of his tenure as executive director of the **Sacramento Tree Foundation**. Ray Tretheway's work and legacy will be felt across the Sacramento region for years to come.

Approved: December 10, 2020

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

Vice President Bui-Thompson, Chair, presented the report on the Strategic Development Committee meeting held on December 1, 2020.

Director Sanborn, Chair, presented the report on the Policy Committee meeting held on December 2, 2020.

Director Herber, Chair, presented the report on the Finance and Audit Committee meeting held on December 8, 2020.

Director Rose, Chair, presented the report on the Energy Resources & Customer Services Committee meeting held on December 9, 2020.

President Kerth called for statements from the public regarding items on the agenda.

Mark Graham commented on agenda item 12 to authorize SMUD's accountant to defer recognition of \$35 million of 2020 operating revenue and stated his opinion that the Board should recognize revenue when they happen or when a customer pays a bill. He asked the Board to direct staff to prepare a report justifying the change.

President Kerth then addressed the consent calendar consisting of Items 4 through 15. With regard to Item 6, he stated the item requests that the Board approve SMUD's Pay Schedule and Special Compensation items for employees, as required by PERS. The Pay Schedule and Special Compensation items that the Board will approve include the salary schedules and special compensation policy for local agency executives. The salary schedule and special compensation policy for local agency executive, excluding the CEO, includes a maximum range of \$32,446 per month to remain competitive with the market and up to 3% incentive pay based on established metrics. The salary schedule for the CEO includes a maximum range of \$56,667 per month to remain competitive with the market.

Director Tamayo moved for approval of the consent calendar, Vice President Bui-Thompson seconded, and Resolution Nos. 20-12-02 through 20-12-12 were unanimously approved.

**RESOLUTION NO. 20-12-02**

**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, 2020, through December 10, 2020.

Approved: December 10, 2020

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

**RESOLUTION NO. 20-12-03**

**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 A** and **Attachment B**.

Approved: December 10, 2020

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

**2021 SMUD Pay Schedule**  
Effective 12/19/2020

**Attachment A**  
**to Resolution No. 20-12-03**

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50051540	ACCOUNTANT (E)	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50051541	ACCOUNTANT (J)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50083082	ACCOUNTING TECH	6	OSE0680A	\$ 28.70	\$ 29.43	\$ 30.17	\$ 30.91	\$ 31.70	\$ 32.50	\$ 33.30	\$ 34.16	\$ 35.04		Hourly
50051545	ADMIN SUPVR	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50131376	ANALYST TRAINEE	N/	PAS0039O	\$ 5,150									\$ 6,829	Salary
50157614	ART DIRECTOR	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50051631	ASSET PROTECTION OFFICER I	12	SECU220*	\$ 21.29	\$ 21.86	\$ 22.41	\$ 22.96	\$ 23.54	\$ 24.11	\$ 24.72	\$ 25.31	\$ 25.97		Hourly
50051633	ASSET PROTECTION OFFICER II	12	SECU245*	\$ 27.02	\$ 27.69	\$ 28.38	\$ 29.09	\$ 29.82	\$ 30.59	\$ 31.32	\$ 32.12	\$ 32.93		Hourly
50138722	ASSET SUPVR-BUS OPERS	12	PAS0062H	\$ 9,079									\$ 14,649	Salary
50121495	ASSIST ENGINEER	12	PAS0041O	\$ 5,411									\$ 7,164	Salary
50092300	ASSIST SUPT POWER GENERATION	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051551	ASSOC BUS TECH ANALYST (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50090360	ASSOC CIVIL ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50097000	ASSOC CIVIL ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051553	ASSOC DESKTOP SUPPORT SPCLST 1/	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50083179	ASSOC DISTRIB DESIGN ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50051525	ASSOC DISTRIB DESIGN ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50083180	ASSOC DISTRIB SYS ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50051539	ASSOC DISTRIB SYS ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50083181	ASSOC ELECTRICAL ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50051526	ASSOC ELECTRICAL ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50139912	ASSOC EMS ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50139910	ASSOC EMS ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50121331	ASSOC ENTERPRISE TECH ANALYST (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50121274	ASSOC ENTERPRISE TECH DEV (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50168400	ASSOC I&C ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50108175	ASSOC I&C ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051532	ASSOC MECHANICAL ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50083182	ASSOC MECHANICAL ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50134736	ASSOC PROTECTION ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50120123	ASSOC PROTECTION ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50120408	ASSOC PWR OPS ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50121906	ASSOC TELECOMM ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50121894	ASSOC TELECOMM ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50123046	ASSOC TRNSMSN PLNG ENGR (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50123047	ASSOC TRNSMSN PLNG ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50136460	ASST GENERAL MANAGER	N/	EXECU01E	\$ 21,973									\$ 32,446	Salary
50159051	ASST SUPVR,TELECOM O&M	12	PAS0059C	\$ 8,431									\$ 12,023	Salary
50051556	ATTORNEY (E)	N/	PAS0062O	\$ 9,079									\$ 12,023	Salary
50051557	ATTORNEY (J)	N/	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051564	BODY-FENDER MECH	12	IBEW884*	\$ 50.23										Hourly
50160320	BUSINESS CONTINUITY PROGRAM MGR	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50166420	BUSINESS DEV MGR (CUST SALES)	N/	PAS0069B	\$ 10,790									\$ 15,017	Salary
50083187	BUSINESS PLANNING ANALYST (E)	12	PAS0043B	\$ 5,683									\$ 7,906	Salary
50051560	BUSINESS PLANNING ANALYST (J)	12	PAS0052B	\$ 7,097									\$ 9,870	Salary
50051561	BUSINESS TECH ANALYST	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50111755	BUSINESS TECH PROGRAM MANAGER	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50088597	BUSINESS TRANSFORMATION SPCLST	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50084255	BUSINESS UNIT PLANNING COORD	12	PAS0062B	\$ 9,079									\$ 12,634	Salary
50051586	CABLE LOCATOR	12	IBEW873G	\$ 43.18	\$ 44.09	\$ 45.33	\$ 46.49	\$ 47.36						Hourly
50051584	CABLE LOCATOR W/CL A	12	IBEW873M	\$ 44.18	\$ 45.09	\$ 46.33	\$ 47.48	\$ 48.35						Hourly

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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50051585	CABLE LOCATOR W/HAZ	12	IBEW873X	\$ 44.29	\$ 45.20	\$ 46.44	\$ 47.60	\$ 48.47						Hourly
50165732	CABLE SPLC CONSTR FRMN/WM	12	IBEW941C	\$ 68.75										Hourly
50167676	CABLE SPLC CONSTR FRMN/WM W/CL A	12	IBEW941F	\$ 69.75										Hourly
50051574	CABLE SPLC/ELEC	12	IBEW923*	\$ 59.35										Hourly
50083188	CABLE SPLC/ELEC APPR	54	IBEW909A	\$ 38.59	\$ 40.78	\$ 43.01	\$ 45.24	\$ 47.50	\$ 49.73	\$ 51.90	\$ 54.15	\$ 56.36		Hourly
50051575	CABLE SPLC/ELEC APPR W/CL A	54	IBEW909B	\$ 39.59	\$ 41.78	\$ 44.01	\$ 46.24	\$ 48.50	\$ 50.73	\$ 52.90	\$ 55.15	\$ 57.36		Hourly
50051579	CABLE SPLC/ELEC APPR W/HAZ	54	IBEW909C	\$ 39.71	\$ 41.90	\$ 44.13	\$ 46.36	\$ 48.62	\$ 50.85	\$ 53.02	\$ 55.27	\$ 57.48		Hourly
50051577	CABLE SPLC/ELEC FR,LT	12	IBEW942*	\$ 66.86										Hourly
50051578	CABLE SPLC/ELEC FR,LT W/CL A	12	IBEW942L	\$ 67.86										Hourly
50051844	CABLE SPLC/ELEC SUBFRMN/WM	12	IBEW937D	\$ 63.91										Hourly
50051576	CABLE SPLC/ELEC W/CL A	12	IBEW923L	\$ 60.35										Hourly
50051583	CALIBRATION TECH	12	IBEW925*	\$ 59.68										Hourly
50166640	CATEGORY MANAGER	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50131457	CHIEF CUSTOMER OFFICER	N/	EXECU01E	\$ 21,973									\$ 32,446	Salary
50159810	CHIEF ENERGY DELIVERY OFFICER	N/	EXECU01E	\$ 21,973									\$ 32,446	Salary
50051691	CHIEF EXECUTIVE OFFICER & GM	N/	EXECU03E	\$ 35,619									\$ 56,667	Salary
50107656	CHIEF FINANCIAL OFFICER	N/	EXECU01E	\$ 21,973									\$ 32,446	Salary
50136450	CHIEF GRID STRATEGY & OPS OFFICER	N/	EXECU01E	\$ 21,973									\$ 32,446	Salary
50159814	CHIEF INFORMATION OFFICER	N/	EXECU01E	\$ 21,973									\$ 32,446	Salary
50051558	CHIEF LEGAL OFFICER	N/	EXECU01E	\$ 21,973									\$ 32,446	Salary
50136448	CHIEF WORKFORCE OFFICER	N/	EXECU01E	\$ 21,973									\$ 32,446	Salary
50124979	CIP COMPLIANCE SPCLST I	12	PAS0049O	\$ 6,588									\$ 8,730	Salary
50124980	CIP COMPLIANCE SPCLST II	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50124981	CIP COMPLIANCE SPCLST III	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50051599	CIVIL MAINT FRMN/WN, LT	12	IBEW937*	\$ 62.98										Hourly
50051600	CIVIL MAINT FRMN/WN, LT W/CL A	12	IBEW937L	\$ 63.98										Hourly
50051601	CIVIL MAINT FRMN/WN, LT W/HAZ	12	IBEW937X	\$ 64.10										Hourly
50123556	CLAIMS ADMINISTRATOR (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50161455	CLAIMS ADMINISTRATOR (J)	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50051587	COMBUST TURBINE FRMN/WN	12	IBEW945*	\$ 67.05										Hourly
50051588	COMBUST TURBINE TECH	12	IBEW917*	\$ 57.61										Hourly
50160594	COMMUNITY ENGAGEMENT EVENTS SUPVR	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50132074	COMMUNITY ENGAGEMENT REP	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50097275	COMPUTER OPERS SPCLST (E)	6	OSE0680*	\$ 28.60	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81		Hourly
50097276	COMPUTER OPERS SPCLST (J)	6	OSE0720B	\$ 34.81	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40		Hourly
50161490	CONSTR CONTRACT ANALYST (E)	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50161492	CONSTR CONTRACT ANALYST (J)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50051605	CONSTR MGMT INSPCTR I	12	OSE0740*	\$ 38.45	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50	\$ 44.58	\$ 45.72	\$ 46.84		Hourly
50051606	CONSTR MGMT INSPCTR II	12	OSE0770*	\$ 45.20	\$ 46.33	\$ 47.48	\$ 48.65	\$ 49.90	\$ 51.11	\$ 52.42	\$ 53.70	\$ 55.07		Hourly
50122929	CONSTR MGMT INSPCTR III	12	OSE0772*	\$ 47.46	\$ 48.62	\$ 49.86	\$ 51.08	\$ 52.40	\$ 53.67	\$ 55.04	\$ 56.39	\$ 57.83		Hourly
50051616	CONSULTING ENGR II	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50135051	COORD,EDUC RELATIONS	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50084576	COORD,ELEC TRANS PRJCTS	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50051592	COORD,ENERGY & TECH CENTER	12	PAS0059C	\$ 8,431									\$ 12,023	Salary
50100156	COST SCHEDULE SPCLST (E)	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50051609	COST SCHEDULE SPCLST (J)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50051610	CRAFTS HELPER	12	IBEW828G	\$ 29.49	\$ 30.84	\$ 33.21	\$ 35.47	\$ 37.99						Hourly
50083191	CRAFTS HELPER W/CL A	12	IBEW828L	\$ 30.49	\$ 31.84	\$ 34.21	\$ 36.47	\$ 38.99						Hourly
50051611	CRAFTS HELPER W/HAZ	12	IBEW828X	\$ 30.61	\$ 31.96	\$ 34.33	\$ 36.59	\$ 39.11						Hourly
50092958	CUST SERVICES SUPERVISOR	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051622	CUST SVC REP I	6	OSE0641*	\$ 27.05	\$ 27.73	\$ 28.43	\$ 29.14	\$ 29.85						Hourly

N/ Denotes Non-civil service classification

Revised:12/3/2020



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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50051618	CUST SVC REP II	6	OSE0680A	\$ 28.70	\$ 29.43	\$ 30.17	\$ 30.91	\$ 31.70	\$ 32.50	\$ 33.30	\$ 34.16	\$ 35.04		Hourly
50051619	CUST SVCS ASSISTANT	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50051620	CUST SVCS FIELD REP	6	OSE0725*	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50		Hourly
50051617	CUSTODIAN 1/	12	IBEW800G	\$ 29.02	\$ 30.33	\$ 31.72	\$ 33.19							Hourly
50167108	CYBER GOVRN & COMP SPCLST (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50167109	CYBER GOVRN & COMP SPCLST (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50167110	CYBER RISK SPCLST (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50167111	CYBER RISK SPCLST (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50167103	CYBER SECURITY ENGR (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50167112	CYBER SECURITY ENGR (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051623	DATA BASE ADMIN	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051602	DATA CENTER OPS SPCLST	12	PAS0047O	\$ 6,275									\$ 8,307	Salary
50113480	DEPUTY GENERAL COUNSEL	N/	MGR0085G	\$ 15,831									\$ 22,046	Salary
50084608	DESIGN & STANDARDS SPCLST	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50051643	DESKTOP SUPPORT SPCLST 1/	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50051798	DIR,ACCOUNTING & CONTROLLER	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50126853	DIR,ADVANCED ENERGY SOLUTIONS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50051808	DIR,AUDIT SERVICES	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50091654	DIR,CCA DEV	N/	MGR0085G	\$ 15,831									\$ 22,046	Salary
50161661	DIR,COMMERCIAL DEVELOPMENT	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50126698	DIR,CUSTOMER OPERATIONS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50161872	DIR,CYBERSECURITY	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50160177	DIR,DISTRIBUTED ENERGY STRATEGY	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50160010	DIR,DISTRIBUTION OPS MAINT	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50122304	DIR,ENERGY TRADING & CONTRACTS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50160223	DIR,ENVIRONMENTAL & REAL ESTATE SERVICES	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50051801	DIR,FAC & SECURITY OPS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50162575	DIR,GRID ASSETS STRATEGIC SVCS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50145212	DIR,GRID OPERATIONS	N/	MGR0085G	\$ 15,831									\$ 22,046	Salary
50051820	DIR,GRID PLANNING	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50133151	DIR,HRS,DIVERSITY & INCLUSION	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50088304	DIR,IT INFRASTRUCTURE & OPS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50051816	DIR,IT PROJECTS & APPLICATIONS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50160638	DIR,IT STRATEGIC INITIATIVES	N/	MGR0085G	\$ 15,831									\$ 22,046	Salary
50051799	DIR,LINE ASSETS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50137965	DIR,MARKETING & CORP COMMUNICATION	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50133152	DIR,ORG CAPABILITY & EFFECTIVENESS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50151556	DIR,PLANNING, PRICING & ENTERPRISE PERF	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50091575	DIR,POWER GENERATION	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50051856	DIR,PROCUREMENT, WHSE & FLEET	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50124607	DIR,RELIABILITY COMPLIANCE & COORD	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50140348	DIR,RESEARCH & DEVELOPMENT	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50131456	DIR,RESOURCE PLAN,COMM RISK & SETTLE	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50142658	DIR,RETAIL PRODUCT DELIVERY & SALES	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50051819	DIR,SUBST, TELECOMM & METERING ASSETS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50166082	DIR,SUSTAIN COMMUNITY PROGRAMS	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50083424	DIR,TREASURY & TREASURER	N/	MGR0080G	\$ 13,990									\$ 19,487	Salary
50051630	DISTRBUTN SYS SPCLST	12	PAS0066A	\$ 10,023									\$ 13,604	Salary
50154341	DISTRBUTN SYSTEM OPER I	12	IBEW887J	\$ 50.74	\$ 52.01	\$ 53.33	\$ 54.73	\$ 56.11	\$ 57.54	\$ 59.01	\$ 60.59	\$ 62.12		Hourly
50051628	DISTRBUTN SYSTEM OPER I 1/	12	IBEW969A	\$ 59.27	\$ 60.75	\$ 62.32	\$ 63.95	\$ 65.54	\$ 67.25	\$ 68.93	\$ 70.77	\$ 72.57		Hourly
50154343	DISTRBUTN SYSTEM OPER II	12	IBEW945N	\$ 66.14										Hourly

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50051629	DISTRBUTN SYSTEM OPER II 1/	12	IBEW977*	\$ 77.30										Hourly
50140181	DISTRIBUTION LINE DESIGN SUPVR	12	PAS0062T	\$ 9,079									\$ 13,277	Salary
50051624	DOC RECORDS SPCLST I	6	OSE0615*	\$ 20.67	\$ 21.19	\$ 21.72	\$ 22.24	\$ 22.79	\$ 23.39	\$ 23.96	\$ 24.55	\$ 25.18		Hourly
50051625	DOC RECORDS SPCLST II	6	OSE0634*	\$ 22.67	\$ 23.23	\$ 23.86	\$ 24.43	\$ 25.04	\$ 25.70	\$ 26.33	\$ 27.00	\$ 27.66		Hourly
50090307	DOC RECORDS SPCLST II-CONF	6	CONF634*	\$ 24.86	\$ 25.47	\$ 26.10	\$ 26.75	\$ 27.43	\$ 28.10	\$ 28.84	\$ 29.55	\$ 30.32		Hourly
50083194	DRAFTING TECH I	6	OSE0680A	\$ 28.70	\$ 29.43	\$ 30.17	\$ 30.91	\$ 31.70	\$ 32.50	\$ 33.30	\$ 34.16	\$ 35.04		Hourly
50051642	DRAFTING TECH II	6	OSE0716*	\$ 33.92	\$ 34.77	\$ 35.64	\$ 36.54	\$ 37.44	\$ 38.38	\$ 39.34	\$ 40.35	\$ 41.35		Hourly
50115039	ECON & SMALL BUS DEV REP I	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50051822	ECON & SMALL BUS DEV REP II	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50051590	ECON & SMALL BUS DEV REP III	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051823	ECON & SMALL BUS DEV SUPVR	12	PAS0062B	\$ 9,079									\$ 12,634	Salary
50051645	ECONOMIC DEVELOPMENT SPECIALIST	N/	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051646	EDUCATION SPCLST	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50099538	ELEC FRMN/WM, LT	12	IBEW941*	\$ 65.47										Hourly
50099539	ELEC FRMN/WM, LT W/CL A	12	IBEW941L	\$ 66.47										Hourly
50099540	ELEC FRMN/WM, LT W/HAZ	12	IBEW941X	\$ 66.59										Hourly
50140144	ELECTRICAL FIELD CONSULTANT	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051653	ELECTRICAL TECH	12	IBEW937A	\$ 63.82										Hourly
50089229	ELECTRICAL TECH APPR	48	IBEW928B	\$ 41.43	\$ 43.89	\$ 46.26	\$ 48.65	\$ 51.07	\$ 53.48	\$ 55.83	\$ 58.24	\$ 60.63		Hourly
50051654	ELECTRICAL TECH APPR W/HAZ	48	IBEW928C	\$ 42.55	\$ 45.04	\$ 47.42	\$ 49.81	\$ 52.22	\$ 54.64	\$ 56.99	\$ 59.39	\$ 61.78		Hourly
50092739	ELECTRICAL TECH FRMN/WN W/CL A	12	IBEW970M	\$ 74.06										Hourly
50092740	ELECTRICAL TECH FRMN/WN W/HAZ	12	IBEW970N	\$ 74.18										Hourly
50092679	ELECTRICAL TECH FRMN/WN, LT	12	IBEW970A	\$ 73.02										Hourly
50099277	ELECTRICAL TECH FRMN/WN, LT OC	12	IBEW970O	\$ 74.43										Hourly
50091431	ELECTRICAL TECH SUBFRMN/WM	12	IBEW941C	\$ 68.75										Hourly
50120394	ELECTRICAL TEST & REPAIR SPCLST	12	IBEW939A	\$ 66.71										Hourly
50051647	ELECTRICIAN	12	IBEW916*	\$ 57.20										Hourly
50051648	ELECTRICIAN APPR	48	IBEW880*	\$ 37.18	\$ 39.66	\$ 42.07	\$ 44.52	\$ 46.99	\$ 49.44	\$ 51.85	\$ 54.33			Hourly
50051649	ELECTRICIAN APPR W/CL A	48	IBEW880L	\$ 38.18	\$ 40.69	\$ 43.12	\$ 45.55	\$ 48.03	\$ 50.47	\$ 52.88	\$ 55.36			Hourly
50051650	ELECTRICIAN APPR W/HAZ	48	IBEW880X	\$ 38.30	\$ 40.82	\$ 43.24	\$ 45.67	\$ 48.15	\$ 50.59	\$ 53.01	\$ 55.48			Hourly
50051651	ELECTRICIAN W/CL A	12	IBEW916L	\$ 58.20										Hourly
50133656	ELECTRICIAN W/HAZ	12	IBEW916X	\$ 58.32										Hourly
50051664	EMERG PREP SPEC II	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50120629	EMERG PREP SPEC III	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50164527	END USER COMPUTING ANALYST	12	PAS0039O	\$ 5,150									\$ 6,829	Salary
50131802	ENERGY ADVISOR (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50131803	ENERGY ADVISOR (J)	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50051666	ENERGY COORD-SPECIAL PROJ	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50131880	ENERGY SPCLST (E)	6	OSE0725*	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50		Hourly
50131879	ENERGY SPCLST (J)	6	OSE0753*	\$ 41.19	\$ 42.23	\$ 43.26	\$ 44.34	\$ 45.46	\$ 46.57	\$ 47.75	\$ 48.95	\$ 50.14		Hourly
50108843	ENERGY TRADING SPCLST (E)	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50108844	ENERGY TRADING SPCLST (I)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50108900	ENERGY TRADING SPCLST (J)	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50090546	ENGINEERING DES I	12	OSE0711*	\$ 33.17	\$ 33.99	\$ 34.85	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.39		Hourly
50083405	ENGINEERING DES II	12	OSE0745A	\$ 39.40	\$ 40.39	\$ 41.38	\$ 42.44	\$ 43.50	\$ 44.58	\$ 45.69	\$ 46.84	\$ 48.00		Hourly
50083457	ENGINEERING DES III	12	OSE0770A	\$ 46.84	\$ 48.00	\$ 49.20	\$ 50.45	\$ 51.70	\$ 52.99	\$ 54.31	\$ 55.66	\$ 57.06		Hourly
50084126	ENGINEERING DES IV	12	OSE0780*	\$ 52.99	\$ 54.31	\$ 55.66	\$ 57.06	\$ 58.49	\$ 59.94	\$ 61.44	\$ 62.98	\$ 64.56		Hourly
50051656	ENGINEERING SPCLST	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50083195	ENGINEERING TECH (E)	12	OSE0677*	\$ 31.10	\$ 31.87	\$ 32.67	\$ 33.49	\$ 34.33						Hourly
50051658	ENGINEERING TECH (J)	12	OSE0714*	\$ 33.87	\$ 34.71	\$ 35.55	\$ 36.46	\$ 37.37	\$ 38.31	\$ 39.28	\$ 40.23	\$ 41.27		Hourly
50140222	ENTERPRISE APPLICATION ADMIN (E)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary

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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50085578	ENTERPRISE APPLICATION ADMIN (J)	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50166430	ENTERPRISE ARCHITECT (E)	12	PAS00450	\$ 5,972									\$ 7,906	Salary
50166431	ENTERPRISE ARCHITECT (J)	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50051746	ENTERPRISE OPERATIONS ANALYST	12	PAS00540	\$ 7,453									\$ 9,871	Salary
50145378	ENTERPRISE PERF PLNG COORD (E)	12	PAS00450	\$ 5,972									\$ 7,906	Salary
50139957	ENTERPRISE PERF PLNG COORD (J)	12	PAS00560	\$ 7,830									\$ 10,374	Salary
50161011	ENTERPRISE RECORDS ANALYST (E)	12	PAS00430	\$ 5,683									\$ 7,529	Salary
50112642	ENTERPRISE RECORDS ANALYST (J)	12	PAS00520	\$ 7,097									\$ 9,398	Salary
50158464	ENTERPRISE RISK COORD	12	PAS00620	\$ 9,079									\$ 12,023	Salary
50083607	ENTERPRISE TECH ANALYST	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50126639	ENTERPRISE TECH ANALYST (I)	12	PAS00540	\$ 7,453									\$ 9,871	Salary
50083823	ENTERPRISE TECH DEVELOPER	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50138868	ENTERPRISE TECH DEVELOPER (I)	12	PAS00540	\$ 7,453									\$ 9,871	Salary
50138415	ENTERPRISE TECH INFRA SPCLST (E)	12	PAS00450	\$ 5,972									\$ 7,906	Salary
50138421	ENTERPRISE TECH INFRA SPCLST (I)	12	PAS00540	\$ 7,453									\$ 9,871	Salary
50138422	ENTERPRISE TECH INFRA SPCLST (J)	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50051936	ENV,HLTH&SFTY SPCLST I	12	PAS00490	\$ 6,588									\$ 8,730	Salary
50051937	ENV,HLTH&SFTY SPCLST II	12	PAS00560	\$ 7,830									\$ 10,374	Salary
50051938	ENV,HLTH&SFTY SPCLST III	12	PAS00620	\$ 9,079									\$ 12,023	Salary
50051659	EQUIP OPER	12	IBEW858*	\$ 44.82										Hourly
50051660	EQUIP OPR W/CL A	12	IBEW864*	\$ 45.82										Hourly
50051661	EQUIP OPR W/HAZ	12	IBEW864X	\$ 45.94										Hourly
50051662	EQUIP TESTING REP	6	OSE0735*	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50	\$ 44.58	\$ 45.72		Hourly
50083197	EQUIP TESTING REP ASST	6	OSE0695*	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81	\$ 35.71	\$ 36.61	\$ 37.51		Hourly
50088756	EXECUTIVE ADVISOR	N/	EXECU01E	\$ 21,973									\$ 32,446	Salary
50092751	EXECUTIVE ASSISTANT (EO)	N/	PAS00490	\$ 6,588									\$ 8,730	Salary
50159122	FAC STATIONARY ENG APPR	12	IBEW851J	\$ 30.41	\$ 32.17	\$ 33.90	\$ 35.67	\$ 37.41	\$ 39.17	\$ 40.94	\$ 42.68	\$ 44.46		Hourly
50159123	FAC STATIONARY ENG APPR 1/	12	IBEW879F	\$ 35.78	\$ 37.86	\$ 39.91	\$ 41.99	\$ 44.04	\$ 46.11	\$ 48.19	\$ 50.23	\$ 52.31		Hourly
50159124	FAC STATIONARY ENG FMN/WN LT	12	IBEW937*	\$ 62.98										Hourly
50159225	FAC STATIONARY ENG I	12	IBEW872G	\$ 46.79										Hourly
50159226	FAC STATIONARY ENG II	12	IBEW908*	\$ 55.06										Hourly
50131624	FACILITIES BLDG & GRNDS SUPVR	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50113660	FACILITIES CRAFT SUPVR	12	PAS0062B	\$ 9,079									\$ 12,634	Salary
50099209	FACILITIES CUSTODIAN	12	IBEW792*	\$ 22.61	\$ 24.33	\$ 26.28	\$ 28.29							Hourly
50117605	FACILITIES ELEC FRMN/WN,LT	12	IBEW941*	\$ 65.47										Hourly
50051842	FACILITIES ELEC FRMN/WN,LT W/CL A	12	IBEW941L	\$ 66.47										Hourly
50093182	FAULT LOCATOR	12	IBEW941R	\$ 66.67										Hourly
50093183	FAULT LOCATOR W/CL A	12	IBEW941D	\$ 67.67										Hourly
50101800	FIELD SUPPORT TECH W/CL A	12	IBEW888C	\$ 47.56	\$ 48.75	\$ 49.98	\$ 51.20							Hourly
50083165	FINANCIAL ANALYST (E)	12	PAS00430	\$ 5,683									\$ 7,529	Salary
50051681	FINANCIAL ANALYST (J)	12	PAS00520	\$ 7,097									\$ 9,398	Salary
50051683	FINANCING SPCLST 1/	12	PAS00490	\$ 6,588									\$ 8,730	Salary
50083479	FIRE PROTECTION & LOSS CONTROL SPCLST	12	PAS00540	\$ 7,453									\$ 9,871	Salary
50111032	FLEET ASSET COORD	12	PAS00520	\$ 7,097									\$ 9,398	Salary
50111036	FLEET MAINTENANCE SCHEDULER	12	PAS00520	\$ 7,097									\$ 9,398	Salary
50160529	FLEET MAINTENANCE SUPVR	12	PAS0056C	\$ 7,830									\$ 11,171	Salary
50051686	FORMS ASSISTANT	6	OSE0660*	\$ 25.96	\$ 26.57	\$ 27.26	\$ 27.92	\$ 28.60	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58		Hourly
50051687	FORMS TECH	6	OSE0670*	\$ 27.26	\$ 27.92	\$ 28.60	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17		Hourly
50154335	GARDENER	12	IBEW877J	\$ 34.39	\$ 35.27	\$ 36.00								Hourly
50051700	GARDENER 1/	12	IBEW848G	\$ 40.22	\$ 41.24	\$ 42.07								Hourly
50154336	GARDENER W/CL A	12	IBEW877K	\$ 35.39	\$ 36.27	\$ 37.00								Hourly

N/ Denotes Non-civil service classification

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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50051701	GARDENER W/CL A 1/	12	IBEW848L	\$ 41.22	\$ 42.24	\$ 43.07								Hourly
50154337	GARDENER W/HAZ	12	IBEW877L	\$ 35.51	\$ 36.39	\$ 37.12								Hourly
50051702	GARDENER W/HAZ 1/	12	IBEW848X	\$ 41.34	\$ 42.36	\$ 43.19								Hourly
50097100	GAS CONTROL TECH	12	IBEW924*	\$ 59.52										Hourly
50124993	GAS CONTROL TECH APPR	48	IBEW912E	\$ 38.79	\$ 41.34	\$ 43.91	\$ 46.46	\$ 49.04	\$ 51.57	\$ 54.14	\$ 56.69			Hourly
50113669	GAS CONTROL TECH W/CL A	12	IBEW924L	\$ 60.52										Hourly
50051690	GAS PIPELINE FIELDPERSON	12	IBEW873G	\$ 43.18	\$ 44.09	\$ 45.33	\$ 46.49	\$ 47.36						Hourly
50096042	GENERATION DES I	12	OSE0711*	\$ 33.17	\$ 33.99	\$ 34.85	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.39		Hourly
50096043	GENERATION DES II	12	OSE0745A	\$ 39.40	\$ 40.39	\$ 41.38	\$ 42.44	\$ 43.50	\$ 44.58	\$ 45.69	\$ 46.84	\$ 48.00		Hourly
50096044	GENERATION DES III	12	OSE0770A	\$ 46.84	\$ 48.00	\$ 49.20	\$ 50.45	\$ 51.70	\$ 52.99	\$ 54.31	\$ 55.66	\$ 57.06		Hourly
50096045	GENERATION DES IV	12	OSE0780*	\$ 52.99	\$ 54.31	\$ 55.66	\$ 57.06	\$ 58.49	\$ 59.94	\$ 61.44	\$ 62.98	\$ 64.56		Hourly
50097651	GIS DATA ANALYST	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50164498	GIS DATA TECH (E)	6	OSE0705*	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45	\$ 39.40		Hourly
50097650	GIS DATA TECH (J)	6	OSE0736*	\$ 38.22	\$ 39.16	\$ 40.16	\$ 41.16	\$ 42.20	\$ 43.21	\$ 44.32	\$ 45.43	\$ 46.53		Hourly
50110253	GIS MGR	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50051692	GOVERNMENT AFFRS REP I	12	PAS0047O	\$ 6,275									\$ 8,307	Salary
50051693	GOVERNMENT AFFRS REP II	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50051694	GOVERNMENT AFFRS REP III	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50130986	GRADUATE INTERN	N/	PAS0041O	\$ 5,411									\$ 7,164	Salary
50083168	GRANTS ADMIN	12	PAS0056C	\$ 7,830									\$ 11,171	Salary
50051698	GRAPHIC ARTIST	6	OSE0699*	\$ 31.24	\$ 32.04	\$ 32.84	\$ 33.71	\$ 34.54	\$ 35.46	\$ 36.35	\$ 37.29	\$ 38.22		Hourly
50052175	HAZ WASTE FRMN/WN, LT	12	IBEW912*	\$ 56.43										Hourly
50052176	HAZ WASTE FRMN/WN, LT W/CL A	12	IBEW915*	\$ 57.42										Hourly
50052177	HAZ WASTE FRMN-WN, LT W/HAZ	12	IBEW915X	\$ 57.55										Hourly
50055201	HAZARD WASTE TECH	12	IBEW874H	\$ 29.02	\$ 30.33	\$ 40.75	\$ 41.31	\$ 42.66	\$ 44.03	\$ 45.62	\$ 47.87			Hourly
50119981	HAZARD WASTE TECH OC	12	IBEW886*	\$ 50.33										Hourly
50083169	HAZARD WASTE TECH W/CL A	12	IBEW878A	\$ 48.87										Hourly
50052178	HAZARD WASTE TECH W/HAZ	12	IBEW878X	\$ 48.98										Hourly
50154338	HEAD GARDENER	12	IBEW919D	\$ 38.75										Hourly
50051703	HEAD GARDENER 1/	12	IBEW863*	\$ 45.31										Hourly
50154339	HEAD GARDENER W/CL A	12	IBEW919F	\$ 39.75										Hourly
50051704	HEAD GARDENER W/CL A 1/	12	IBEW863L	\$ 46.31										Hourly
50154340	HEAD GARDENER W/HAZ	12	IBEW919G	\$ 39.87										Hourly
50051705	HEAD GARDENER W/HAZ 1/	12	IBEW863X	\$ 46.43										Hourly
50051709	HELP DESK SPCLST 1/	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50109882	HELP DESK SPCLST 1//	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50099375	HIGH VOLTAGE TEST TECH	12	IBEW921*	\$ 58.82										Hourly
50083170	HUMAN RESOURCES ANALYST (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50051710	HUMAN RESOURCES ANALYST (J)	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50092250	HUMAN RESOURCES TECH-CONF	6	CONF702*	\$ 33.21	\$ 34.03	\$ 34.92	\$ 35.83	\$ 36.74	\$ 37.66	\$ 38.64	\$ 39.62	\$ 40.63		Hourly
50083171	HVY DUTY EQ OP	12	IBEW893*	\$ 52.47										Hourly
50051706	HVY DUTY EQ OP APPR	48	IBEW877*	\$ 34.10	\$ 36.33	\$ 38.61	\$ 40.85	\$ 43.07	\$ 45.33	\$ 47.57	\$ 49.83			Hourly
50092744	HVY DUTY EQ OP FRMN/WN, LT	12	IBEW922L	\$ 60.01										Hourly
50099278	HVY DUTY EQ OP FRMN/WN, LT OC	12	IBEW937*	\$ 62.98										Hourly
50092746	HVY DUTY EQ OP FRMN/WN, LT W/CL A	12	IBEW923A	\$ 61.01										Hourly
50092747	HVY DUTY EQ OP FRMN/WN, LT W/HAZ	12	IBEW923B	\$ 61.13										Hourly
50051707	HVY DUTY EQ OP W/CL A	12	IBEW898*	\$ 53.47										Hourly
50051708	HVY DUTY EQ OP W/HAZ	12	IBEW898X	\$ 53.59										Hourly
50099279	HYD ELEC FRMN/WN, LT OC	12	IBEW941C	\$ 68.75										Hourly
50051714	HYD ELEC FRMN/WN, LT W/HAZ	12	IBEW941X	\$ 66.59										Hourly
50051712	HYD ELEC FRMN/WN,LT	12	IBEW941*	\$ 65.47										Hourly

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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50051713	HYD ELEC FRMN/WN,LT W/CL A	12	IBEW941L	\$ 66.47										Hourly
50099894	HYD ELEC OP FRMN/WN,LT	12	IBEW945*	\$ 67.05										Hourly
50051735	HYD FLD TECH	12	IBEW915A	\$ 55.09										Hourly
50098810	HYD FLD TECH FRMN/WN,LT	12	IBEW939*	\$ 65.13										Hourly
50098811	HYD FLD TECH FRMN/WN,LT W/CLA	12	IBEW939F	\$ 66.13										Hourly
50098809	HYD FLD TECH FRMN/WN,LT W/HAZ	12	IBEW939H	\$ 66.25										Hourly
50051737	HYD FLD TECH W/ HAZ	12	IBEW915H	\$ 56.21										Hourly
50051736	HYD FLD TECH W/CL A	12	IBEW915F	\$ 56.09										Hourly
50099281	HYD MECH FRMN/WN, LT OC	12	IBEW939A	\$ 66.71										Hourly
50051720	HYD MECH FRMN/WN,LT	12	IBEW937*	\$ 62.98										Hourly
50051721	HYD MECH FRMN/WN,LT W/CL A	12	IBEW937L	\$ 63.98										Hourly
50051722	HYD MECH FRMN/WN,LT W/HAZ	12	IBEW937X	\$ 64.10										Hourly
50154344	HYD OPER	12	IBEW917C	\$ 55.98										Hourly
50051723	HYD OPER 1/	12	IBEW927F	\$ 60.96										Hourly
50154345	HYD OPER APPR	12	IBEW820B	\$ 36.40	\$ 38.79	\$ 41.20	\$ 43.58	\$ 46.00	\$ 48.37	\$ 50.79	\$ 53.18			Hourly
50083173	HYD OPER APPR 1/	48	IBEW919A	\$ 39.64	\$ 42.25	\$ 44.84	\$ 47.46	\$ 50.09	\$ 52.68	\$ 55.30	\$ 57.90			Hourly
50154346	HYD OPER APPR W/CL A	12	IBEW820C	\$ 37.40	\$ 39.79	\$ 42.20	\$ 44.58	\$ 47.00	\$ 49.37	\$ 51.79	\$ 54.18			Hourly
50094281	HYD OPER APPR W/CL A 1/	48	IBEW919B	\$ 40.64	\$ 43.25	\$ 45.84	\$ 48.46	\$ 51.09	\$ 53.68	\$ 56.30	\$ 58.90			Hourly
50154347	HYD OPER APPR W/HAZ	12	IBEW919H	\$ 37.52	\$ 39.95	\$ 42.35	\$ 44.74	\$ 47.16	\$ 49.53	\$ 51.94	\$ 54.35			Hourly
50051724	HYD OPER APPR W/HAZ 1/	48	IBEW919C	\$ 40.76	\$ 43.37	\$ 45.96	\$ 48.58	\$ 51.21	\$ 53.80	\$ 56.42	\$ 59.02			Hourly
50154348	HYD OPER FRMN/WN	12	IBEW941A	\$ 66.96										Hourly
50114860	HYD OPER FRMN/WN 1/	12	IBEW970*	\$ 72.88										Hourly
50154349	HYD OPER FRMN/WN W/CL A	12	IBEW941G	\$ 67.96										Hourly
50114911	HYD OPER FRMN/WN W/CL A 1/	12	IBEW970L	\$ 73.88										Hourly
50051725	HYD OPER W/CL A	12	IBEW928A	\$ 56.98										Hourly
50051727	HYD OVERHAUL FRMN/WN	12	IBEW945*	\$ 67.05										Hourly
50160050	HYD STATIONARY ENGINEER APPR	12	IBEW851J	\$ 30.41	\$ 32.17	\$ 33.90	\$ 35.67	\$ 37.41	\$ 39.17	\$ 40.94	\$ 42.68	\$ 44.46		Hourly
50160051	HYD STATIONARY ENGINEER I	12	IBEW872G	\$ 46.79										Hourly
50160052	HYD STATIONARY ENGINEER II	12	IBEW908*	\$ 55.06										Hourly
50160200	HYD STATIONARY ENGINEER SUBFRMN/WN	12	IBEW922*	\$ 59.28										Hourly
50160053	HYD STATIONARY ENGR FRMN/WN LT	12	IBEW937*	\$ 62.98										Hourly
50164138	HYD STATIONARY ENGR II W/CL C-HAZ	12	IBEW908K	\$ 55.81										Hourly
50160026	HYD STATIONARY ENGR II W/HAZ	12	IBEW908X	\$ 56.18										Hourly
50155432	HYDROGRAPHER (E)	12	PAS0047O	\$ 6,275									\$ 8,307	Salary
50051734	HYDROGRAPHER (J)	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50051738	HYDROGRAPHY SPCLST	12	OSE0750*	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50	\$ 44.58	\$ 45.72	\$ 46.84	\$ 48.02	\$ 49.20		Hourly
50051741	I/T AUDITOR	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50051742	I/T BRM ANALYST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051747	I/T PROC/CNTRCT SPCLST	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50051748	I/T PROJECT MGR	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051749	I/T SUPVR	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50162765	I/T TECHNICIAN	6	OSE0680*	\$ 28.60	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81		Hourly
50051743	INSTRUCTOR	12	IBEW938A	\$ 64.93										Hourly
50143123	INSURANCE PROGRAM MANAGER	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50083226	INTERNAL AUDITOR (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50051744	INTERNAL AUDITOR (J)	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50051745	INVENTORY TECH	6	OSE0695*	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81	\$ 35.71	\$ 36.61	\$ 37.51		Hourly
50051644	IPPS SPCLST I	6	OSE0646*	\$ 24.65	\$ 25.28	\$ 25.90	\$ 26.56	\$ 27.23	\$ 27.89	\$ 28.60	\$ 29.33	\$ 30.08		Hourly
50052101	IPPS SPCLST II	6	OSE0657*	\$ 25.48	\$ 26.14	\$ 26.80	\$ 27.47	\$ 28.17	\$ 28.87	\$ 29.60	\$ 30.33	\$ 31.10		Hourly
50052051	IPPS SPCLST III	6	OSE0670*	\$ 27.26	\$ 27.92	\$ 28.60	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17		Hourly
50092220	IVR COORD	12	PAS0054O	\$ 7,453									\$ 9,871	Salary



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50096950	LABOR RELATIONS ANALYST (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50086678	LABOR RELATIONS ANALYST (J)	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50083228	LAND AGENT - A	6	OSE0725A	\$ 27.92	\$ 28.59	\$ 29.30	\$ 30.04							Hourly
50083227	LAND AGENT - B	6	OSE0725B	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81					Hourly
50051757	LAND AGENT - C	6	OSE0725C	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50		Hourly
50083229	LAND SPCLST (E)	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50051758	LAND SPCLST (J)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50126010	LAND SURVEYOR	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50051756	LAW CLERK	N/	CONF300*	\$ 30.95	\$ 31.70	\$ 32.51								Hourly
50162417	LEAD DIST SYS OPER	12	IBEW941C	\$ 68.75										Hourly
50162418	LEAD DIST SYS OPER 1/	12	IBEW992*	\$ 80.42										Hourly
50101752	LEAD OFFICE TECH	6	OSE0688*	\$ 29.97	\$ 30.72	\$ 31.49	\$ 32.28	\$ 33.08	\$ 33.91	\$ 34.76	\$ 35.63	\$ 36.53		Hourly
50119427	LEAD OFFICE TECH-CONF	6	CONF688*	\$ 32.32	\$ 33.13	\$ 33.98	\$ 34.82	\$ 35.68	\$ 36.58	\$ 37.52	\$ 38.42	\$ 39.40		Hourly
50051760	LEAD TOOL REPAIRER	12	IBEW901*	\$ 53.34										Hourly
50165758	LEAD UTILITY COMPLIANCE SPECIALIST	12	IBEW828K	\$ 43.30										Hourly
50154184	LEAD VEHICLE MECH	12	IBEW888D	\$ 49.77										Hourly
50051761	LEAD VEHICLE MECH 1/	12	IBEW904*	\$ 54.27										Hourly
50154185	LEAD VEHICLE MECH W/CL A	12	IBEW888F	\$ 50.77										Hourly
50051762	LEAD VEHICLE MECH W/CL A 1/	12	IBEW909*	\$ 55.34										Hourly
50154186	LEAD VEHICLE MECH W/HAZ	12	IBEW888H	\$ 50.89										Hourly
50164311	LEAD VEHICLE MECH W/HAZ (FP)	12	IBEW904*	\$ 54.27										Hourly
50164525	LEAD VEHICLE MECH W/HAZ (FP) 1/	12	IBEW922A	\$ 59.20										Hourly
50051763	LEAD VEHICLE MECH W/HAZ 1/	12	IBEW909X	\$ 55.46										Hourly
50160076	LEARNING & DEV SPCLST (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50160077	LEARNING & DEV SPCLST (J)	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50090306	LEGAL ASSISTANT-CONF	6	CONF706*	\$ 34.54	\$ 35.40	\$ 36.31	\$ 37.25	\$ 38.20	\$ 39.17	\$ 40.20	\$ 41.20	\$ 42.27		Hourly
50133108	LEGISLATIVE & REGULATORY COORDINATOR 1/	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50153089	LEGISLATIVE & REGULATORY PROG MGR	N/	PAS0069O	\$ 10,790									\$ 14,292	Salary
50083472	LINE CONST FRMN/WN	12	IBEW976*	\$ 75.50										Hourly
50083473	LINE CONST FRMN/WN W/CL A	12	IBEW976C	\$ 76.50										Hourly
50083474	LINE CONST FRMN/WN W/HAZ	12	IBEW976X	\$ 76.62										Hourly
50151391	LINE EQUIP OPER ASST 1/	12	IBEW872*	\$ 47.17										Hourly
50151323	LINE EQUIP OPER ASST 1//	12	IBEW872L	\$ 48.29										Hourly
50154187	LINE EQUIP OPER ASST W/CLA	12	IBEW795*	\$ 26.63	\$ 27.76	\$ 29.83	\$ 31.81	\$ 34.03						Hourly
50128409	LINE EQUIP OPER ASST W/CLA 1/	12	IBEW830L	\$ 31.62	\$ 33.02	\$ 35.48	\$ 37.85	\$ 40.40						Hourly
50106535	LINE EQUIP OPER W/CL A 1/	12	IBEW898*	\$ 53.47										Hourly
50154188	LINE EQUIP OPER W/CLA	12	IBEW862D	\$ 44.97										Hourly
50154140	LINE EQUIP OPER W/HAZ	12	IBEW862E	\$ 45.09										Hourly
50108451	LINE EQUIP OPER W/HAZ 1/	12	IBEW898X	\$ 53.59										Hourly
50051767	LINE FRMN/WN LT	12	IBEW965R	\$ 70.93										Hourly
50051768	LINE FRMN/WN LT W/CL A	12	IBEW965C	\$ 71.93										Hourly
50142318	LINE INSPECTOR I	12	IBEW933*	\$ 62.42										Hourly
50108831	LINE INSPECTOR II	12	IBEW941R	\$ 66.67										Hourly
50156652	LINE INSPECTOR W/CL A I	12	IBEW933C	\$ 63.42										Hourly
50114932	LINE INSPECTOR W/CL A II	12	IBEW941D	\$ 67.67										Hourly
50051770	LINE SUBFRMN/WN	12	IBEW941R	\$ 66.67										Hourly
50051771	LINE SUBFRMN/WN W/CL A	12	IBEW941D	\$ 67.67										Hourly
50083465	LINEMN/WM W/HAZ	12	IBEW933X	\$ 63.54										Hourly
50083463	LINEMN/WM	12	IBEW933*	\$ 62.42										Hourly
50083464	LINEMN/WM W/CL A	12	IBEW933C	\$ 63.42										Hourly
50136767	LINEMN/WM W/HELI	12	IBEW933Y	\$ 65.43										Hourly

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50083460	LINEMN/WN-APPR	49	IBEW922R	\$ 40.59	\$ 43.26	\$ 45.93	\$ 48.61	\$ 51.25	\$ 53.95	\$ 56.64	\$ 59.31			Hourly
50083461	LINEMN/WN-APPR W/CL A	49	IBEW922C	\$ 41.59	\$ 44.26	\$ 46.93	\$ 49.61	\$ 52.25	\$ 54.95	\$ 57.64	\$ 60.31			Hourly
50083462	LINEMN/WN-APPR W/HAZ	49	IBEW922Z	\$ 41.71	\$ 44.38	\$ 47.05	\$ 49.73	\$ 52.37	\$ 55.07	\$ 57.76	\$ 60.43			Hourly
50154416	MAINT CARPENTER	12	IBEW865*	\$ 45.99										Hourly
50051805	MAINT CARPENTER 1/	12	IBEW908*	\$ 55.06										Hourly
50154417	MAINT CARPENTER APPR	48	IBEW851E	\$ 29.89	\$ 31.62	\$ 33.35	\$ 35.08	\$ 36.78	\$ 38.51	\$ 40.26	\$ 41.97	\$ 43.71		Hourly
50083233	MAINT CARPENTER APPR 1/	48	IBEW879F	\$ 35.78	\$ 37.86	\$ 39.91	\$ 41.99	\$ 44.04	\$ 46.11	\$ 48.19	\$ 50.23	\$ 52.31		Hourly
50154459	MAINT CARPENTER FRMN/WN LT	12	IBEW901K	\$ 52.62										Hourly
50115406	MAINT CARPENTER FRMN/WN, LT 1/	12	IBEW937*	\$ 62.98										Hourly
50154460	MAINT CARPENTER SUBFRMN/WN	12	IBEW887D	\$ 49.51										Hourly
50051806	MAINT CARPENTER SUBFRMN/WN 1/	12	IBEW922*	\$ 59.28										Hourly
50116262	MAINT CARPENTER W/ CL A 1/	12	IBEW908L	\$ 56.06										Hourly
50159375	MAINT CARPENTER W/CL A	12	IBEW872D	\$ 47.79										Hourly
50103121	MAINT PLANNER GEN SVC	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50103375	MAINT PLANNER PWR PROD	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50112813	MAINT PLANNER SUBS/TELE	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50115702	MAINT PLANNER T&D LINE ASSETS	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50051784	MANAGEMENT ANALYST (E)	12	PAS0041O	\$ 5,411									\$ 7,164	Salary
50051785	MANAGEMENT ANALYST (J)	12	PAS0049O	\$ 6,588									\$ 8,730	Salary
50051786	MAPPER	6	OSE0685*	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81	\$ 35.71		Hourly
50168117	MARKET ANALYST (E)	12	PAS0047O	\$ 6,275									\$ 8,307	Salary
50168205	MARKET ANALYST (J)	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50083901	MARKET RESEARCH SPCLST	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50163624	MARKET RESEARCH SUPVR	12	PAS0062B	\$ 9,079									\$ 12,634	Salary
50102301	MARKET RISK SPCLST (J)	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50137998	MARKETING SPCLST I	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50051546	MARKETING SPCLST II	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50163622	MARKETING SPCLST SUPVR	12	PAS0059C	\$ 8,431									\$ 12,023	Salary
50083235	MATERIAL PARTS CLERK	6	OSE0680*	\$ 28.60	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81		Hourly
50051790	MATERIAL PLANNER/COORD	12	PAS0049O	\$ 6,588									\$ 8,730	Salary
50154399	MATERIAL SPCLST I	12	IBEW793*	\$ 24.61	\$ 28.38	\$ 32.16	\$ 35.95							Hourly
50099003	MATERIAL SPCLST I 1/	12	IBEW851*	\$ 29.41	\$ 33.90	\$ 38.42	\$ 42.95							Hourly
50154525	MATERIAL SPCLST I W/CL A	12	IBEW793A	\$ 25.61	\$ 29.38	\$ 33.16	\$ 36.95							Hourly
50099004	MATERIAL SPCLST I W/CL A 1/	12	IBEW851C	\$ 30.41	\$ 34.90	\$ 39.42	\$ 43.95							Hourly
50154526	MATERIAL SPCLST I W/CR	12	IBEW793C	\$ 26.16	\$ 29.93	\$ 33.71	\$ 37.50							Hourly
50154527	MATERIAL SPCLST I W/CR & CL A	12	IBEW793D	\$ 27.16	\$ 30.93	\$ 34.71	\$ 38.50							Hourly
50099007	MATERIAL SPCLST I W/CR & CL A 1/	12	IBEW851A	\$ 31.96	\$ 36.45	\$ 40.97	\$ 45.50							Hourly
50154528	MATERIAL SPCLST I W/CR & HAZ	12	IBEW793E	\$ 27.28	\$ 31.05	\$ 34.83	\$ 38.62							Hourly
50099008	MATERIAL SPCLST I W/CR & HAZ 1/	12	IBEW851B	\$ 32.08	\$ 36.57	\$ 41.09	\$ 45.62							Hourly
50099006	MATERIAL SPCLST I W/CR 1/	12	IBEW851Y	\$ 30.96	\$ 35.45	\$ 39.97	\$ 44.50							Hourly
50154529	MATERIAL SPCLST I W/HAZ	12	IBEW793B	\$ 25.73	\$ 29.50	\$ 33.28	\$ 37.07							Hourly
50099005	MATERIAL SPCLST I W/HAZ 1/	12	IBEW851H	\$ 30.53	\$ 35.02	\$ 39.54	\$ 44.07							Hourly
50154530	MATERIAL SPCLST II	12	IBEW912D	\$ 37.83										Hourly
50051787	MATERIAL SPCLST II 1/	12	IBEW862*	\$ 45.20										Hourly
50154478	MATERIAL SPCLST II W/CL A	12	IBEW912F	\$ 38.83										Hourly
50051788	MATERIAL SPCLST II W/CL A 1/	12	IBEW862C	\$ 46.20										Hourly
50154479	MATERIAL SPCLST II W/CR	12	IBEW912L	\$ 39.38										Hourly
50154480	MATERIAL SPCLST II W/CR & CL A	12	IBEW912P	\$ 40.38										Hourly
50099011	MATERIAL SPCLST II W/CR & CL A 1/	12	IBEW862A	\$ 47.75										Hourly
50154481	MATERIAL SPCLST II W/CR & HAZ	12	IBEW912R	\$ 40.50										Hourly
50099012	MATERIAL SPCLST II W/CR & HAZ 1/	12	IBEW862B	\$ 47.87										Hourly

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50055200	MATERIAL SPCLST II W/CR 1/	12	IBEW862L	\$ 46.75										Hourly
50154482	MATERIAL SPCLST II W/HAZ	12	IBEW912H	\$ 38.95										Hourly
50083234	MATERIAL SPCLST II W/HAZ 1/	12	IBEW862X	\$ 46.32										Hourly
50154483	MATERIAL SPCLST III	12	IBEW928D	\$ 41.31										Hourly
50052074	MATERIAL SPCLST III 1/	12	IBEW878L	\$ 49.37										Hourly
50154484	MATERIAL SPCLST III W/CL A	12	IBEW928G	\$ 42.31										Hourly
50052075	MATERIAL SPCLST III W/CL A 1/	12	IBEW879A	\$ 50.37										Hourly
50154485	MATERIAL SPCLST III W/CR	12	IBEW928J	\$ 42.86										Hourly
50154486	MATERIAL SPCLST III W/CR & CL A	12	IBEW928L	\$ 43.86										Hourly
50099013	MATERIAL SPCLST III W/CR & CL A 1/	12	IBEW879D	\$ 51.92										Hourly
50154487	MATERIAL SPCLST III W/CR & HAZ	12	IBEW928M	\$ 43.98										Hourly
50099014	MATERIAL SPCLST III W/CR & HAZ 1/	12	IBEW898A	\$ 52.04										Hourly
50083192	MATERIAL SPCLST III W/CR 1/	12	IBEW879C	\$ 50.92										Hourly
50154488	MATERIAL SPCLST III W/HAZ	12	IBEW928H	\$ 42.43										Hourly
50052076	MATERIAL SPCLST III W/HAZ 1/	12	IBEW879B	\$ 50.49										Hourly
50154489	MATERIAL SPCLST IV	12	IBEW858B	\$ 43.90										Hourly
50052170	MATERIAL SPCLST IV 1/	12	IBEW893*	\$ 52.47										Hourly
50154490	MATERIAL SPCLST IV W/CL A	12	IBEW858H	\$ 44.90										Hourly
50052171	MATERIAL SPCLST IV W/CL A 1/	12	IBEW898*	\$ 53.47										Hourly
50154491	MATERIAL SPCLST IV W/CR	12	IBEW858M	\$ 45.45										Hourly
50154570	MATERIAL SPCLST IV W/CR & CL A	12	IBEW858N	\$ 46.45										Hourly
50099009	MATERIAL SPCLST IV W/CR & CL A 1/	12	IBEW893A	\$ 55.02										Hourly
50154571	MATERIAL SPCLST IV W/CR & HAZ	12	IBEW858P	\$ 46.57										Hourly
50099010	MATERIAL SPCLST IV W/CR & HAZ 1/	12	IBEW893E	\$ 55.14										Hourly
50051612	MATERIAL SPCLST IV W/CR 1/	12	IBEW893D	\$ 54.02										Hourly
50154572	MATERIAL SPCLST IV W/HAZ	12	IBEW858J	\$ 45.02										Hourly
50052172	MATERIAL SPCLST IV W/HAZ 1/	12	IBEW898X	\$ 53.59										Hourly
50154141	MECHANIC	12	IBEW865*	\$ 45.99										Hourly
50051791	MECHANIC 1/	12	IBEW884*	\$ 50.23										Hourly
50051792	MECHANIC W/CL A 1/	12	IBEW888*	\$ 51.23										Hourly
50154143	MECHANIC W/HAZ	12	IBEW865D	\$ 47.11										Hourly
50051793	MECHANIC W/HAZ 1/	12	IBEW888X	\$ 51.35										Hourly
50154165	MECHANICAL FRMN/WM,LT	12	IBEW921G	\$ 57.68										Hourly
50099904	MECHANICAL FRMN/WM,LT 1/	12	IBEW937*	\$ 62.98										Hourly
50164526	METER & SERVICE DESIGNER	6	OSE0711A	\$ 33.17	\$ 33.99	\$ 34.85	\$ 35.71	\$ 36.61						Hourly
50051796	METER TECH	12	IBEW925*	\$ 59.68										Hourly
50051797	METER TECH APPR	48	IBEW912E	\$ 38.79	\$ 41.34	\$ 43.91	\$ 46.46	\$ 49.04	\$ 51.57	\$ 54.14	\$ 56.69			Hourly
50128042	MGR,ACCOUNT MGMT & SALES	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50052019	MGR,ACCOUNTING & ASST CNTRLR	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50099975	MGR,AR&DGT	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50051544	MGR,AUDITING	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051627	MGR,BUDGET OFFICE & RATES	12	PAS0072C	\$ 11,618									\$ 16,576	Salary
50088129	MGR,BUSINESS TRANSFORMATION	N/	PAS0066C	\$ 10,023									\$ 14,292	Salary
50140137	MGR,CIVIL ENGINEERING	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50102606	MGR,COMMODITY SETTLEMENT & LOAD FORECAST	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50139537	MGR,COMMUNITY DEV OUTREACH & ED	N/	PAS0064E	\$ 9,539									\$ 14,292	Salary
50126108	MGR,CORP COMMUNICATIONS	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50052025	MGR,CORP LEARNING & DEVELOPMENT	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50167926	MGR,CUST STRATEGY & OPS	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50163673	MGR,CUSTOMER DELIVERY	12	PAS0067O	\$ 10,274									\$ 13,604	Salary
50091780	MGR,CUSTOMER EXPERIENCE STRATEGY	12	PAS0066B	\$ 10,023									\$ 13,945	Salary

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50092302	MGR,CUSTOMER OPERATIONS	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50160766	MGR,CUSTOMER VALUE, PERF & PROJECTS	12	PAS0064C	\$ 9,539									\$ 13,604	Salary
50160085	MGR,CYBERSECURITY	12	PAS0066C	\$ 10,023									\$ 14,292	Salary
50162683	MGR,DG INTERCONNECTIONS	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50159037	MGR,DIGITAL & UX	12	PAS0062D	\$ 9,079									\$ 13,277	Salary
50160208	MGR,DIST OPS ENGINEERING	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50140139	MGR,DIST SYSTEM OPERATIONS	12	PAS0072T	\$ 11,618									\$ 16,985	Salary
50131011	MGR,DISTRIBUTED ENERGY STRATEGY	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50110255	MGR,DISTRIBUTION PLANNING	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50165511	MGR,ECON DEV & PARTNERSHIP	N/	PAS0072O	\$ 11,618									\$ 15,392	Salary
50126016	MGR,ELECTRIC DESIGN & STANDARDS	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50088581	MGR,ELECTRIC TRANS	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50125294	MGR,EMERGING TECHNOLOGY	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50135736	MGR,EMPLOYEE RELATIONS	N/	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051979	MGR,ENERGY MGMT SYSTEM	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50087975	MGR,ENERGY TRADING & CONTRACTS	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50067469	MGR,ENGINEERING	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50134551	MGR,ENTERPRISE PERFORMANCE	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50143384	MGR,ENVIRONMENTAL REG	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50100183	MGR,EXECUTIVE OFFICE	N/	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051679	MGR,FACILITIES MGMT	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50051982	MGR,FIELD METERING	12	PAS0062B	\$ 9,079									\$ 12,634	Salary
50158480	MGR,FINANCE & TREASURY	12	PAS0066C	\$ 10,023									\$ 14,292	Salary
50158550	MGR,FINANCE & TREASURY	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50138557	MGR,FLEET OPS	12	PAS0062D	\$ 9,079									\$ 13,277	Salary
50051984	MGR,FRCASTG& ECON ANALYSIS	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50051948	MGR,GAS PIPELINE ASSETS	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50083431	MGR,GEN MAINTENANCE	12	PAS0069C	\$ 10,790									\$ 15,392	Salary
50135285	MGR,GRID PLANNING	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50051950	MGR,HYDRO GEN ASSETS	N/	PAS0072O	\$ 11,618									\$ 15,392	Salary
50159325	MGR,INFORMATION TECHNOLOGY	12	PAS0066C	\$ 10,023									\$ 14,292	Salary
50164000	MGR,IT STRATEGY, PLANNING & GOVERNANCE	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50166592	MGR,LEARNING, DEVELOPMENT & CULTURE	N/	PAS0066O	\$ 10,023									\$ 13,276	Salary
50140133	MGR,LINE DESIGN	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50051996	MGR,MARKET RESEARCH	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50139366	MGR,OCC HEALTH & SAFETY	N/	PAS0071O	\$ 11,333									\$ 15,017	Salary
50140145	MGR,OPERATIONAL TRAINING CENTER	N/	PAS0066U	\$ 10,023									\$ 15,392	Salary
50052017	MGR,OPERATIONS RISK & COMPLIANCE	N/	PAS0072B	\$ 11,618									\$ 16,172	Salary
50166428	MGR,OT NETWORK ENGINEERING	N/	PAS0072O	\$ 11,618									\$ 15,392	Salary
50052003	MGR,POW SYS OPERS	12	PAS0072T	\$ 11,618									\$ 16,985	Salary
50115350	MGR,POWER OPS ENRG	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50125274	MGR,POWER OPS TRNG	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50128064	MGR,PROGRAM DELIVERY 1/	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50051732	MGR,PROJECT DEV AND RENEWABLE GEN	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50160902	MGR,PROJECT MGMT OFC	12	PAS0067O	\$ 10,274									\$ 13,604	Salary
50130582	MGR,RANCHO SECO ASSETS	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50051915	MGR,RATES ADMIN	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50165633	MGR,REAL ESTATE SERVICES	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50083555	MGR,RENEWABLE GEN ASSETS	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051975	MGR,SECURITY OPERATIONS	N/	PAS0062D	\$ 9,079									\$ 13,277	Salary
50110256	MGR,SUBSTATION ENGINEERING	12	PAS0072O	\$ 11,618									\$ 15,392	Salary

**2021 SMUD Pay Schedule**

Effective 12/19/2020

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50126109	MGR,SUBSTN MAINT	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50083478	MGR,SUPPLY CHAIN	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50088853	MGR,SYSTEM PROTECTION & CONTROL	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50126110	MGR,T&D LINE CONSTR & MAINT	12	PAS0072T	\$ 11,618									\$ 16,985	Salary
50140141	MGR,T&D MAINTENANCE PLANNING	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50051987	MGR,TALENT MANAGEMENT	N/	PAS0066O	\$ 10,023									\$ 13,276	Salary
50159402	MGR,TELECOMMUNICATION O&M	12	PAS0066C	\$ 10,023									\$ 14,292	Salary
50126175	MGR,TELECOMMUNICATIONS	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50067465	MGR,THERM GEN ASSETS	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50051964	MGR,TOTAL REWARDS	N/	PAS0066O	\$ 10,023									\$ 13,276	Salary
50110257	MGR,VEGETATION MGMT	12	PAS0069C	\$ 10,790									\$ 15,392	Salary
50051783	MGR,WAREHOUSE OPERATIONS	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50051839	NTWK CABLE FRMN/WN, LT	12	IBEW941*	\$ 65.47										Hourly
50051841	NTWK ELEC FRMN/WN,LT	12	IBEW941*	\$ 65.47										Hourly
50051843	NTWK ELEC FRMN/WN,LT W/HAZ	12	IBEW941X	\$ 66.59										Hourly
50165507	NTWK ENGR OT (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50165508	NTWK ENGR OT (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051846	OFFICE ASST - A	N/	OSE0901*	\$ 15.18	\$ 15.57	\$ 15.93	\$ 16.32	\$ 16.75	\$ 17.17	\$ 17.58	\$ 18.05	\$ 18.48		Hourly
TBD	OFFICE ASST - B	N/	OSE0902*	\$ 17.67	\$ 18.12	\$ 18.53	\$ 19.03	\$ 19.50	\$ 19.99	\$ 20.47	\$ 21.02	\$ 21.55		Hourly
TBD	OFFICE ASST - C	N/	OSE0615*	\$ 20.67	\$ 21.19	\$ 21.72	\$ 22.24	\$ 22.79	\$ 23.40	\$ 23.95	\$ 24.55	\$ 25.18		Hourly
50051847	OFFICE SPCLST I	6	OSE0615*	\$ 20.67	\$ 21.19	\$ 21.72	\$ 22.24	\$ 22.79	\$ 23.39	\$ 23.96	\$ 24.55	\$ 25.18		Hourly
50051848	OFFICE SPCLST II	6	OSE0647*	\$ 24.76	\$ 25.39	\$ 26.02	\$ 26.67	\$ 27.34	\$ 28.02	\$ 28.74	\$ 29.45	\$ 30.20		Hourly
50122178	OFFICE SPCLST II-CONF	6	CONF647*	\$ 26.68	\$ 27.35	\$ 28.03	\$ 28.75	\$ 29.47	\$ 30.20	\$ 30.97	\$ 31.74	\$ 32.54		Hourly
50051849	OFFICE TECH	6	OSE0672*	\$ 27.44	\$ 28.14	\$ 28.85	\$ 29.57	\$ 30.26	\$ 31.06	\$ 31.79	\$ 32.60	\$ 33.43		Hourly
50085707	OFFICE TECH-CONF	6	CONF672*	\$ 30.01	\$ 30.74	\$ 31.54	\$ 32.32	\$ 33.43	\$ 33.98	\$ 34.84	\$ 35.68	\$ 36.58		Hourly
50051851	OPERS SUPPORT SUPVR	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50125954	ORGANIZATION EFFECTIVENESS SPCLST (E)	12	PAS0047O	\$ 6,275									\$ 8,307	Salary
50125953	ORGANIZATION EFFECTIVENESS SPCLST (J)	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50155433	PARALEGAL-CONF	6	CONF735*	\$ 37.17	\$ 38.09	\$ 39.06	\$ 40.02	\$ 41.02	\$ 42.05	\$ 43.10	\$ 44.17	\$ 45.27		Hourly
50051857	PHYSICAL NTWK SPCLST 1/	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50159569	PHYSICAL SECURITY PROGRAM MGR	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50051860	PLANT MECH	12	IBEW908*	\$ 55.06										Hourly
50083241	PLANT MECH APPR	48	IBEW879E	\$ 35.78	\$ 38.15	\$ 40.52	\$ 42.88	\$ 45.23	\$ 47.58	\$ 49.94	\$ 52.31			Hourly
50083242	PLANT MECH APPR W/CL A	48	IBEW879H	\$ 36.78	\$ 39.19	\$ 41.55	\$ 43.91	\$ 46.25	\$ 48.61	\$ 50.98	\$ 53.35			Hourly
50051861	PLANT MECH APPR W/HAZ	48	IBEW874X	\$ 36.90	\$ 39.31	\$ 41.67	\$ 44.03	\$ 46.40	\$ 48.74	\$ 51.10	\$ 53.47			Hourly
50051862	PLANT MECH W/CL A	12	IBEW908L	\$ 56.06										Hourly
50083240	PLANT MECH W/HAZ	12	IBEW908X	\$ 56.18										Hourly
50100942	PLANT MECH WELDER	12	IBEW920*	\$ 58.51										Hourly
50083244	POWER CONTRACTS SPCLST (E)	12	PAS0049O	\$ 6,588									\$ 8,730	Salary
50161142	POWER CONTRACTS SPCLST (I)	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50067464	POWER CONTRACTS SPCLST (J)	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50139834	POWER GEN ASSET SUPVR	12	PAS0062T	\$ 9,079									\$ 13,277	Salary
50051904	POWER QUALITY TECH	6	OSE0760*	\$ 42.40	\$ 43.50	\$ 44.58	\$ 45.72	\$ 46.84	\$ 48.02	\$ 49.20	\$ 50.45	\$ 51.71		Hourly
50088326	POWER SYS ANALYST (E)	12	PAS0047O	\$ 6,275									\$ 8,307	Salary
50051905	POWER SYS ANALYST(J)	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50154573	POWER SYS OPER (E)	12	IBEW901D	\$ 52.13	\$ 53.45	\$ 54.77	\$ 56.17	\$ 57.54						Hourly
50090560	POWER SYS OPER (E) 1/	12	IBEW955*	\$ 63.57	\$ 65.16	\$ 66.79	\$ 68.49	\$ 70.17						Hourly
50154574	POWER SYS OPER I	12	IBEW921D	\$ 57.54	\$ 58.99	\$ 60.48	\$ 62.00	\$ 63.56	\$ 65.13	\$ 66.76	\$ 68.45	\$ 70.14		Hourly
50051906	POWER SYS OPER I 1/	12	IBEW980*	\$ 70.17	\$ 71.91	\$ 73.76	\$ 75.59	\$ 77.49	\$ 79.43	\$ 81.40	\$ 83.46	\$ 85.55		Hourly
50154600	POWER SYS OPER II	12	IBEW976A	\$ 73.65										Hourly
50051907	POWER SYS OPER II 1/	12	IBEW986*	\$ 89.80										Hourly

N/ Denotes Non-civil service classification

Revised:12/3/2020

**2021 SMUD Pay Schedule**

Effective 12/19/2020

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50162139	POWER SYS OPER INSTRUCTOR I	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50127179	POWER SYS OPER INSTRUCTOR II	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051888	PRE-APPR LINEMN/WN	30	IBEW830*	\$ 30.62	\$ 32.02	\$ 34.48	\$ 36.85	\$ 39.40						Hourly
50051889	PRE-APPR LINEMN/WN W/CL A	30	IBEW830L	\$ 31.62	\$ 33.02	\$ 35.48	\$ 37.85	\$ 40.40						Hourly
50051890	PRE-APPR LINEMN/WN W/HAZ	30	IBEW830X	\$ 31.74	\$ 33.14	\$ 35.60	\$ 37.97	\$ 40.52						Hourly
50051899	PRESS OPERATOR	6	OSE0685*	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81	\$ 35.71		Hourly
50051863	PRIN ARCHITECT	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051865	PRIN CIVIL ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50167113	PRIN CYBER GOVRN & COMP SPCLST	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50167115	PRIN CYBER RISK SPCLST	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50167212	PRIN CYBER SEC ENGINEER	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051866	PRIN DISTRIB DESIGN ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051867	PRIN DISTRIB SYS ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051869	PRIN ELECTRICAL ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50166561	PRIN EMP RELATIONS ANALYST	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50139903	PRIN EMS ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50131800	PRIN ENERGY ADVISOR	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50108902	PRIN ENERGY TRADING SPCLST	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50140366	PRIN ENGINEER	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051870	PRIN ENGINEERING TECH	12	OSE0755*	\$ 41.18	\$ 42.23	\$ 43.25	\$ 44.35	\$ 45.47	\$ 46.60	\$ 47.78	\$ 48.98	\$ 50.19		Hourly
50090325	PRIN ENTERPRISE TECH ANALYST	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50089613	PRIN ENTERPRISE TECH DEV	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051871	PRIN FINANCIAL ACCOUNTANT	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051872	PRIN FINANCIAL ANALYST	12	PAS0066C	\$ 10,023									\$ 14,292	Salary
50051873	PRIN I&C ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50132976	PRIN MARKET ANALYST	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051876	PRIN MARKET RESEARCH SPCLST	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50051877	PRIN MARKET RISK SPCLST	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051875	PRIN MECHANICAL ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50052086	PRIN NTKW ENGR OT	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50139865	PRIN OMS SPCLST 1/	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051879	PRIN PLANT ACCOUNTANT	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051880	PRIN POWER CONTRACT SPCLST	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051881	PRIN POWER OPS ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50161716	PRIN POWER SYS ANALYST	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50088004	PRIN PROTECTION ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051882	PRIN RATE ANALYST	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50051884	PRIN RESOURCE PLANNING ANALYST	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051886	PRIN TELECOMM ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50051887	PRIN TRNSMSN PLNG ENGR	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50093077	PROCESS COORD-CUST INTERCONNECTIONS	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50086500	PROCUREMENT SPCLST (E)	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50086476	PROCUREMENT SPCLST (J)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50083476	PROCUREMENT SUPVR	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50095463	PRODUCT SVCS COORD	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50051591	PRODUCT SVCS SPCLST	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50083245	PRODUCTIVITY ANALYST (E)	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50051893	PRODUCTIVITY ANALYST (J)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50162981	PROG MGR,CYBERSECURITY	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50160537	PROG MGR,DATA GOVERNANCE	12	PAS0062D	\$ 9,079									\$ 13,277	Salary
50120124	PROG MGR,ENTERPRISE RECORDS	12	PAS0062O	\$ 9,079									\$ 12,023	Salary

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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50160926	PROG MGR,VEG MGMT	12	PAS0059C	\$ 8,431									\$ 12,023	Salary
50166590	PROGRAM MGR FUTURE WKFR	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50162852	PROGRAM MGR,CIP	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50137576	PROGRAM MGR,ECON DEV & PARTNER	N/	PAS0072O	\$ 11,618									\$ 15,392	Salary
50100228	PROGRAM MGR,EE & C R	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50139508	PROGRAM MGR,LOCAL GOVT	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50164469	PROGRAM MGR,OP-EX	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50153614	PROGRAM MGR,REG COMP	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50114096	PROGRAM MGR,SYS OPS & RELIAB	12	PAS0072O	\$ 11,618									\$ 15,392	Salary
50135827	PROJECT DEV MANAGER	12	PAS0069O	\$ 10,790									\$ 14,292	Salary
50111813	PROJECT INTEGRATION MGR	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50051896	PROJECT MANAGER I	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50051897	PROJECT MANAGER II	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50051900	PUBLIC INFO SPCLST I	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50051901	PUBLIC INFO SPCLST II	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50121215	QUALITY AUDITOR (J)	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50083247	RATE ANALYST (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50051916	RATE ANALYST (J)	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50095131	RATE/PRICING ADVISOR	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50130984	REGULATORY COMPLIANCE ANALYST (E)	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50130983	REGULATORY COMPLIANCE ANALYST (J)	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50131203	REGULATORY COORDINATOR GENERATION	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50104213	RELAY SPCLST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50160580	RELIABILITY COMPLIANCE MANAGER	N/	PAS0072O	\$ 11,618									\$ 15,392	Salary
50167855	RESOURCE PLANNING ANALYST (E)	12	PAS0047O	\$ 6,275									\$ 8,307	Salary
50167858	RESOURCE PLANNING ANALYST (J)	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50092218	RETAIL PARTNER COORD	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50150275	REVENUE ANALYST (E)	12	PAS0043O	\$ 5,683									\$ 7,529	Salary
50116324	REVENUE ANALYST (J)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50154604	REVENUE PROTECTION REP(IBEW)	12	IBEW873N	\$ 42.86	\$ 44.18	\$ 45.77	\$ 47.93							Hourly
50051920	REVENUE PROTECTION REP(IBEW) 1/	12	IBEW903A	\$ 48.24	\$ 49.78	\$ 51.54	\$ 53.97							Hourly
50051918	RISK MGMT ANALYST (J)	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50051922	SAFETY COORD	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50083249	SAFETY&LOSS PREVNTN SPCLST (E)	12	PAS0041O	\$ 5,411									\$ 7,164	Salary
50051921	SAFETY&LOSS PREVNTN SPCLST (J)	12	PAS0049O	\$ 6,588									\$ 8,730	Salary
50051935	SCHEDULING TECH	6	OSE0670*	\$ 27.26	\$ 27.92	\$ 28.60	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17		Hourly
50051926	SECRETARY	6	OSE0637*	\$ 23.23	\$ 23.86	\$ 24.44	\$ 25.05	\$ 25.70	\$ 26.33	\$ 27.01	\$ 27.69	\$ 28.37		Hourly
50083605	SECURITY ADMIN	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50166825	SECURITY INVESTIGATOR	12	PAS0054O	\$ 7,453									\$ 9,871	Salary
50124535	SECURITY OPERATIONS DISPATCHER	12	SECU248L	\$ 26.64	\$ 27.32	\$ 28.01	\$ 28.72	\$ 29.44	\$ 30.20	\$ 30.96	\$ 31.77	\$ 32.57		Hourly
50113765	SECURITY OPERATIONS SUPERVISOR	12	SECU450*	\$ 38.75	\$ 39.72	\$ 40.72	\$ 41.73	\$ 42.78	\$ 43.85	\$ 44.94	\$ 46.07	\$ 47.22		Hourly
50051925	SECURITY SPECIALIST	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50051927	SERVICE DISPATCHER	6	OSE0705*	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45	\$ 39.40		Hourly
50167601	SHIFT POWER SYS OPER I	12	IBEW921D	\$ 57.54	\$ 58.99	\$ 60.48	\$ 62.00	\$ 63.56	\$ 65.13	\$ 66.76	\$ 68.45	\$ 70.14		Hourly
50164886	SHIFT POWER SYS OPER I 1/	12	IBEW980*	\$ 70.17	\$ 71.91	\$ 73.76	\$ 75.59	\$ 77.49	\$ 79.43	\$ 81.40	\$ 83.46	\$ 85.55		Hourly
50167434	SHIFT POWER SYS OPER II	12	IBEW976A	\$ 73.65										Hourly
50167436	SHIFT POWER SYS OPER II 1/	12	IBEW986*	\$ 89.80										Hourly
50154602	SHIFT SR POWER SYS OPER	12	IBEW991*	\$ 77.34										Hourly
50115207	SHIFT SR POWER SYS OPER 1/	12	IBEW990*	\$ 94.32										Hourly
50166436	SMUD CARES PROG MGR	12	PAS0056B	\$ 7,830									\$ 10,900	Salary
50168122	SOCIAL MEDIA MGR	N/	PAS0062D	\$ 9,079									\$ 13,277	Salary

N/ Denotes Non-civil service classification

Revised:12/3/2020

**2021 SMUD Pay Schedule**

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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50168118	SOCIAL MEDIA SPCLST	12	PAS00540	\$ 7,453									\$ 9,871	Salary
50051751	SOFTWARE QUALITY ASSURANCE SPCLST	12	PAS00540	\$ 7,453									\$ 9,871	Salary
50091953	SPAC ADVISOR	12	PAS00710	\$ 11,333									\$ 15,017	Salary
50165227	SPACE & MOVE MGMT SPCLST	12	PAS00430	\$ 5,683									\$ 7,529	Salary
50051940	SPCL ASST TO BOARD OF DIR	N/	PAS00590	\$ 8,431									\$ 11,171	Salary
50094275	SR ACCOUNTANT	12	PAS00560	\$ 7,830									\$ 10,374	Salary
50052030	SR ADMIN ASST	N/	PAS00450	\$ 5,972									\$ 7,906	Salary
50052032	SR ARCHITECT	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50052033	SR ATTORNEY	N/	PAS0072Z	\$ 11,618									\$ 19,217	Salary
50052034	SR BUS TECH ANALYST	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50120609	SR CABLE LOCATOR	12	IBEW888L	\$ 51.11										Hourly
50122828	SR CABLE LOCATOR W/CL A	12	IBEW888N	\$ 52.11										Hourly
50052037	SR CALIBRATION TECH	12	IBEW937A	\$ 63.82										Hourly
50052038	SR CIVIL ENGR	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50161721	SR CLAIMS ADMIN	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50166301	SR COMMUNITY ENGAGEMENT REP	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50052039	SR COMPUTER H/W SUP SPCLST 1/	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50122844	SR CONSTR CONTRACT ANALYS	12	PAS00560	\$ 7,830									\$ 10,374	Salary
50052036	SR COST SCHEDULE SPCLST	12	PAS00540	\$ 7,453									\$ 9,871	Salary
50083251	SR CUST SVCS FIELD REP	6	OSE0745*	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50	\$ 44.58	\$ 45.72	\$ 46.84	\$ 48.02		Hourly
50052043	SR CUST SVCS REP	6	OSE0700*	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45		Hourly
50052040	SR CUSTODIAN	12	IBEW814*	\$ 35.44										Hourly
50167118	SR CYBER GOVRN & COMP SPCLST	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50167210	SR CYBER RISK SPCLST	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50167119	SR CYBER SEC ENGINEER	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50165225	SR DATA CTR OPS SPCLST	12	PAS00520	\$ 7,097									\$ 9,398	Salary
50052045	SR DB ADMIN	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50052046	SR DESIGNER/DRAFTER	6	OSE0735*	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50	\$ 44.58	\$ 45.72		Hourly
50052049	SR DESKTOP SUPPORT SPCLST 1/	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50052047	SR DISTRIB DESIGN ENGR	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50052048	SR DISTRIB SYS ENGR	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50161454	SR DISTRIBUTION SYSTEM OPERATOR	12	IBEW950*	\$ 69.46										Hourly
50159864	SR DISTRIBUTION SYSTEM OPERATOR 1/	12	IBEW984*	\$ 85.02										Hourly
50052050	SR DOC RECORDS SPCLST	6	OSE0650*	\$ 24.95	\$ 25.58	\$ 26.24	\$ 26.87	\$ 27.58	\$ 28.26	\$ 28.97	\$ 29.68	\$ 30.42		Hourly
50090305	SR DOC RECORDS SPCLST-CONF	6	CONF650*	\$ 27.34	\$ 28.02	\$ 28.73	\$ 29.44	\$ 30.18	\$ 30.95	\$ 31.71	\$ 32.51	\$ 33.33		Hourly
50052052	SR ELECTRICAL ENGR	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50137575	SR ELECTRICAL TECH	12	IBEW960*	\$ 70.55										Hourly
50139897	SR EMS ENGR	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50164848	SR END USER COMPUTING ANALYST	12	PAS00470	\$ 6,275									\$ 8,307	Salary
50131801	SR ENERGY ADVISOR	12	PAS00560	\$ 7,830									\$ 10,374	Salary
50108901	SR ENERGY TRADING SPCLST	12	PAS00670	\$ 10,274									\$ 13,604	Salary
50052055	SR ENGINEERING TECH	6	OSE0735A	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.40	\$ 41.41	\$ 42.45	\$ 43.52	\$ 44.60	\$ 45.76		Hourly
50083624	SR ENTERPRISE APPLICATION ADMIN	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50166432	SR ENTERPRISE ARCHITECT	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50158753	SR ENTERPRISE PERF PLAN COORD	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50161012	SR ENTERPRISE RECORDS ANALYST	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50090326	SR ENTERPRISE TECH ANALYST	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50089611	SR ENTERPRISE TECH DEV	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50138502	SR ENTERPRISE TECH INFRA SPCLST	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50052057	SR FINANCIAL ANALYST	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50142686	SR FINANCIAL ANALYST BDGT OFF	12	PAS00590	\$ 8,431									\$ 11,171	Salary



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Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50111253	SR FIRE PROTECTION ENGR	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50163938	SR GIS DATA ANALYST	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50164575	SR GIS DATA TECH	6	OSE0750*	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50	\$ 44.58	\$ 45.72	\$ 46.84	\$ 48.02	\$ 49.20		Hourly
50052059	SR GRAPHIC ARTIST	6	OSE0720*	\$ 34.81	\$ 35.71	\$ 36.61	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40		Hourly
50164310	SR HIGH VOLTAGE TEST TECH	12	IBEW941*	\$ 65.47										Hourly
50052060	SR HUMAN RESOURCES ANALYST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50154400	SR HYD OPER	12	IBEW931A	\$ 60.48										Hourly
50118747	SR HYD OPER 1/	12	IBEW941B	\$ 65.84										Hourly
50128232	SR I&C ENGR	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50052064	SR I/T APPLIC DEVELOPER 1/	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50052065	SR I/T AUDITOR	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50052068	SR I/T PROC/CNTRCT SPCLST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50052069	SR I/T SYSTEMS ANALYST 1/	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50052071	SR INTERNAL AUDITOR	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50099398	SR LABOR RELATIONS ANALYST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50051898	SR LAND SPCLST	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50160078	SR LEARNING & DEV SPCLST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50122845	SR LINE INSPECTOR	12	IBEW965R	\$ 70.93										Hourly
50052073	SR MAPPER	6	OSE0713*	\$ 33.47	\$ 34.32	\$ 35.15	\$ 36.04	\$ 36.94	\$ 37.86	\$ 38.78	\$ 39.77	\$ 40.75		Hourly
50091987	SR MARKET ANALYST	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50160569	SR MARKET RESEARCH SPCLST	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50102303	SR MARKET RISK SPCLST	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50138025	SR MARKETING SPCLST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50088378	SR MATERIAL PLANNER/COORD	12	PAS0052O	\$ 7,097									\$ 9,398	Salary
50052077	SR MECHANICAL ENGR	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50052079	SR METER TECH	12	IBEW937A	\$ 63.82										Hourly
50167750	SR MGMT ADMIN ASST	12	PAS0045O	\$ 5,972									\$ 7,906	Salary
50051840	SR NTKW ENGR OT	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50052087	SR OFFICE SPCLST	6	OSE0671*	\$ 27.23	\$ 27.92	\$ 28.61	\$ 29.35	\$ 30.08	\$ 30.84	\$ 31.60	\$ 32.40	\$ 33.21		Hourly
50122177	SR OFFICE SPCLST-CONF	6	CONF671*	\$ 29.35	\$ 30.09	\$ 30.84	\$ 31.63	\$ 32.42	\$ 33.24	\$ 34.04	\$ 34.91	\$ 35.79		Hourly
50139846	SR OMS SPCLST 1/	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50125952	SR ORGANIZATION EFFECTIVENESS SPCLST	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50085328	SR PARK MAINT WORKER	12	IBEW814*	\$ 35.44										Hourly
50052090	SR PHYSICAL NTKW SPCLST 1/	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50052093	SR POWER CONTRACTS SPCLST	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50136253	SR POWER OPERATIONS ENGR	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50154603	SR POWER SYS OPER	12	IBEW991*	\$ 77.34										Hourly
50112454	SR POWER SYS OPER 1/	12	IBEW990*	\$ 94.32										Hourly
50052094	SR POWER SYSTEM ANALYST	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50052091	SR PRESS OPERATOR	6	OSE0714*	\$ 33.87	\$ 34.71	\$ 35.55	\$ 36.46	\$ 37.37	\$ 38.31	\$ 39.28	\$ 40.23	\$ 41.27		Hourly
50086475	SR PROCUREMENT SPCLST	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50095464	SR PRODUCT SVCS COORD	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50052092	SR PROJECT MANAGER	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50088003	SR PROTECTION ENGR	12	PAS0066O	\$ 10,023									\$ 13,276	Salary
50051902	SR PUBLIC INFO SPCLST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50052097	SR RATE ANALYST	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50052098	SR RESOURCE PLANNING ANALYST	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50098850	SR REVENUE ANALYST	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50087904	SR RISK MANAGEMENT ANALYST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary
50089612	SR SECURITY ADMIN	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50168121	SR SOCIAL MEDIA SPCLST	12	PAS0059O	\$ 8,431									\$ 11,171	Salary

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50052070	SR SOFTWARE QUALITY ASSURANCE SPCLST	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50052099	SR STAFF SECRETARY	6	OSE0667*	\$ 26.71	\$ 27.38	\$ 28.07	\$ 28.77	\$ 29.47	\$ 30.22	\$ 30.99	\$ 31.77	\$ 32.56		Hourly
50089955	SR STAFF SECRETARY-CONF	6	CONF667*	\$ 28.94	\$ 29.68	\$ 30.41	\$ 31.15	\$ 31.94	\$ 32.74	\$ 33.54	\$ 34.39	\$ 35.24		Hourly
50052100	SR STAFF SECY TO BD OFF-CONF	6	CONF667*	\$ 28.94	\$ 29.68	\$ 30.41	\$ 31.15	\$ 31.94	\$ 32.74	\$ 33.54	\$ 34.39	\$ 35.24		Hourly
50160570	SR STRATEGIC BUSINESS PLANNER	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50099720	SR SUPPLIER DIVERSITY ANALYST	12	PAS00560	\$ 7,830									\$ 10,374	Salary
50099177	SR SURV ENGRG TECH-COP	6	OSE0740*	\$ 38.45	\$ 39.40	\$ 40.36	\$ 41.38	\$ 42.40	\$ 43.50	\$ 44.58	\$ 45.72	\$ 46.84		Hourly
50092752	SR SURV ENGRG TECH-OFF	6	OSE0735A	\$ 37.51	\$ 38.45	\$ 39.40	\$ 40.40	\$ 41.41	\$ 42.45	\$ 43.52	\$ 44.60	\$ 45.76		Hourly
50052103	SR TELECOMM ENGR	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50052107	SR TELECOMM TECH	12	IBEW939*	\$ 65.13										Hourly
50154498	SR TELEPHONE TECH	12	IBEW922G	\$ 58.45										Hourly
50100561	SR TELEPHONE TECH 1/	12	IBEW939*	\$ 65.13										Hourly
50052109	SR TOOL REPAIRER	12	IBEW922*	\$ 59.28										Hourly
50052108	SR TRNSMSN PLNG ENGR	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50052114	SR TROUBLESHOOTER	12	IBEW976*	\$ 75.50										Hourly
50163133	SR UX SPCLST	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50154166	SR VEHICLE MECH	12	IBEW874B	\$ 46.67										Hourly
50083253	SR VEHICLE MECH 1/	12	IBEW887*	\$ 50.95										Hourly
50154167	SR VEHICLE MECH W/CL A	12	IBEW874D	\$ 47.67										Hourly
50052115	SR VEHICLE MECH W/CL A 1/	12	IBEW887L	\$ 51.95										Hourly
50154168	SR VEHICLE MECH W/HAZ	12	IBEW874E	\$ 47.79										Hourly
50052116	SR VEHICLE MECH W/HAZ 1/	12	IBEW887X	\$ 52.07										Hourly
50051928	STAFF SECRETARY	6	OSE0655*	\$ 25.29	\$ 25.96	\$ 26.57	\$ 27.26	\$ 27.92	\$ 28.60	\$ 29.30	\$ 30.04	\$ 30.80		Hourly
50086677	STAFF SECRETARY-CONF	6	CONF655*	\$ 27.31	\$ 28.00	\$ 28.70	\$ 29.39	\$ 30.12	\$ 30.88	\$ 31.65	\$ 32.45	\$ 33.24		Hourly
50151393	STATION RECORDER 1/	12	IBEW872*	\$ 47.17										Hourly
50052118	STATION RECORDER 1//	12	IBEW861*	\$ 30.18	\$ 31.57	\$ 40.68	\$ 42.42	\$ 45.05						Hourly
50162807	STEM CO-OP STUDENT ASST	N/	OSE0550*	\$ 20.84	\$ 21.36	\$ 21.90	\$ 22.44	\$ 23.00	\$ 23.58	\$ 24.16	\$ 24.77	\$ 25.39		Hourly
50051657	STEM STUDENT ASST	N/	OSE0550*	\$ 20.84	\$ 21.36	\$ 21.90	\$ 22.44	\$ 23.00	\$ 23.58	\$ 24.16	\$ 24.77	\$ 25.39		Hourly
50160145	STRATEGIC ACCOUNT ADVISOR I	12	PAS00450	\$ 5,972									\$ 7,906	Salary
50160202	STRATEGIC ACCOUNT ADVISOR II	12	PAS00540	\$ 7,453									\$ 9,871	Salary
50160192	STRATEGIC ACCOUNT ADVISOR III	12	PAS0056C	\$ 7,830									\$ 11,171	Salary
50160040	STRATEGIC ACCOUNT ADVISOR IV 1/	12	PAS0064O	\$ 9,539									\$ 12,634	Salary
50051626	STRATEGIC BUSINESS PLANNER I	12	PAS0056O	\$ 7,830									\$ 10,374	Salary
50052044	STRATEGIC BUSINESS PLANNER II	12	PAS0062O	\$ 9,079									\$ 12,023	Salary
50052119	STUDENT STAFF ASST	N/	OSE0549*	\$ 16.88	\$ 17.30	\$ 17.73	\$ 18.18	\$ 18.63	\$ 19.10	\$ 19.58	\$ 20.07	\$ 20.57		Hourly
50165789	SUBSTATION MAINT WORKER I	12	IBEW861A	\$ 36.97	\$ 38.82	\$ 40.75	\$ 42.79							Hourly
50125721	SUBSTATION MAINT WORKER II	12	IBEW861B	\$ 44.93	\$ 47.17									Hourly
50137994	SUBSTATN ASSETS SUPVR	12	PAS0062T	\$ 9,079									\$ 13,277	Salary
50091428	SUBSTATN CONSTR FRMN/WM	12	IBEW945*	\$ 67.05										Hourly
50091429	SUBSTATN CONSTR FRMN/WM W/CL A	12	IBEW945L	\$ 68.05										Hourly
50091430	SUBSTATN CONSTR FRMN/WM W/HAZ	12	IBEW945X	\$ 68.17										Hourly
50051929	SUBSTATN FRMN/WN,LT	12	IBEW941*	\$ 65.47										Hourly
50051930	SUBSTATN FRMN/WN,LT W/CL A	12	IBEW941L	\$ 66.47										Hourly
50051931	SUBSTATN FRMN/WN,LT W/HAZ	12	IBEW941X	\$ 66.59										Hourly
50051932	SUBSTATN SUBFRMN/WN	12	IBEW927K	\$ 61.60										Hourly
50051933	SUBSTATN SUBFRMN/WN W/CL A	12	IBEW927E	\$ 62.60										Hourly
50051934	SUBSTATN SUBFRMN/WN W/HAZ	12	IBEW927H	\$ 62.71										Hourly
50164529	SUPPORT CENTER SUPVR	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50091625	SUPT PROJECT DEV & ENGRG	12	PAS0071O	\$ 11,333									\$ 15,017	Salary
50051957	SUPVG ACCOUNTING TECH	12	PAS0047O	\$ 6,275									\$ 8,307	Salary
50165907	SUPVG ADMIN ANALYST I	12	PAS0041O	\$ 5,411									\$ 7,164	Salary

N/ Denotes Non-civil service classification

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50165911	SUPVG ADMIN ANALYST II	12	PAS00490	\$ 6,588									\$ 8,730	Salary
50165909	SUPVG ADMIN ANALYST III	12	PAS00520	\$ 7,097									\$ 9,398	Salary
50051973	SUPVG CUST SVC FIELD REP	12	PAS0052B	\$ 7,097									\$ 9,870	Salary
50051972	SUPVG CUSTOMER REP	12	PAS00490	\$ 6,588									\$ 8,730	Salary
50166563	SUPVG HUMAN RESOURCES ANALYST	12	PAS00620	\$ 9,079									\$ 12,023	Salary
50135199	SUPVG PARALEGAL	12	PAS00470	\$ 6,275									\$ 8,307	Salary
50150056	SUPVG PROCUREMENT SPECIALIST 1/	12	PAS0059A	\$ 8,431									\$ 11,450	Salary
50052015	SUPVG RESOURCE PLANNER	12	PAS00690	\$ 10,790									\$ 14,292	Salary
50129649	SUPVR,APPRENT & OPS TRAINING	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50130191	SUPVR,BT RESOURCES & PLNG	12	PAS00710	\$ 11,333									\$ 15,017	Salary
50163093	SUPVR,BUDGET OFFICE	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50090727	SUPVR,BUSINESS PROCESS SUPPORT	12	PAS00620	\$ 9,079									\$ 12,023	Salary
50164253	SUPVR,COMMODITY SETTLEMENTS	12	PAS0066B	\$ 10,023									\$ 13,945	Salary
50124592	SUPVR,CONSTRUCTION MGMT INSPECTION	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50051994	SUPVR,DATA MANAGEMENT	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50126020	SUPVR,DIST SV NEW BUSINESS	12	PAS00690	\$ 10,790									\$ 14,292	Salary
50051852	SUPVR,DIST SYS OPS-FLD OP	12	PAS00690	\$ 10,790									\$ 14,292	Salary
50128766	SUPVR,EE EMERG TECH	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50162517	SUPVR,ENERGY MGMT SYS	12	PAS0069B	\$ 10,790									\$ 15,017	Salary
50160221	SUPVR,ENERGY TRADING & CONTRACTS	12	PAS00720	\$ 11,618									\$ 15,392	Salary
50160265	SUPVR,ENGINEERING	12	PAS00710	\$ 11,333									\$ 15,017	Salary
50158442	SUPVR,ENV,HLTH&SFTY SVCS	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50051981	SUPVR,FACILITIES & MAINT	12	PAS00690	\$ 10,790									\$ 14,292	Salary
50162321	SUPVR,FIELD METERING	12	PAS0059B	\$ 8,431									\$ 11,737	Salary
50051697	SUPVR,FLEET OPS	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50094154	SUPVR,HLTH & SFTY SVCS 1/	12	PAS0066C	\$ 10,023									\$ 14,292	Salary
50051729	SUPVR,HYDRO LICENSE IMPLEMENTATION	12	PAS00660	\$ 10,023									\$ 13,276	Salary
50051990	SUPVR,IPPS & ADMIN	12	PAS0052C	\$ 7,097									\$ 10,117	Salary
50136695	SUPVR,LOAD RESEARCH & FORECASTING	12	PAS00690	\$ 10,790									\$ 14,292	Salary
50091651	SUPVR,MAINT ENGRG	12	PAS00690	\$ 10,790									\$ 14,292	Salary
50083477	SUPVR,MATERIAL PLANNING & COORDINATION	12	PAS00620	\$ 9,079									\$ 12,023	Salary
50116025	SUPVR,OPER & AVAIL	12	PAS00710	\$ 11,333									\$ 15,017	Salary
50052007	SUPVR,OPS SCHEDULING & PRODUCTIVITY	12	PAS00590	\$ 8,431									\$ 11,171	Salary
50052012	SUPVR,RATES	12	PAS00690	\$ 10,790									\$ 14,292	Salary
50052014	SUPVR,REAL ESTATE SVCS	12	PAS00620	\$ 9,079									\$ 12,023	Salary
50163671	SUPVR,SEGMENT DELIVERY	12	PAS00640	\$ 9,539									\$ 12,634	Salary
50160146	SUPVR,STRATEGIC ACCOUNT MANAGEMENT	12	PAS0062D	\$ 9,079									\$ 13,277	Salary
50052021	SUPVR,SURVEY	12	PAS00620	\$ 9,079									\$ 12,023	Salary
50126182	SUPVR,T&D LINE MAINT	12	PAS00690	\$ 10,790									\$ 14,292	Salary
50092750	SURVEY ENGRG TECH (J)	6	OSE0714*	\$ 33.87	\$ 34.71	\$ 35.55	\$ 36.46	\$ 37.37	\$ 38.31	\$ 39.28	\$ 40.23	\$ 41.27		Hourly
50145210	SYSTEM OPERATIONS & TRNG MANAGER	N/	PAS0072T	\$ 11,618									\$ 16,985	Salary
50151305	T&D LINE ASSETS SUPVR-PROJECTS	12	PAS0062U	\$ 9,079									\$ 13,827	Salary
50140030	T&D LINE CONSTR CONSULTANT	12	PAS0066C	\$ 10,023									\$ 14,292	Salary
50052124	TECHNICAL WRITER I	12	PAS00520	\$ 7,097									\$ 9,398	Salary
50052125	TELECOMM TECH 1/	12	IBEW928*	\$ 61.39										Hourly
50154313	TELECOMM TECH APPR	12	IBEW845A	\$ 35.81	\$ 39.12	\$ 42.43	\$ 45.74	\$ 49.04	\$ 52.34					Hourly
50083255	TELECOMM TECH APPR 1/	48	IBEW921A	\$ 39.91	\$ 43.59	\$ 47.30	\$ 50.94	\$ 54.64	\$ 58.33					Hourly
50154499	TELECOMM TECH I	12	IBEW915A	\$ 55.09										Hourly
50161055	TELECOMM TECH II	12	IBEW928*	\$ 61.39										Hourly
50154625	TELEPHONE TECH	12	IBEW915A	\$ 55.09										Hourly
50100560	TELEPHONE TECH 1/	12	IBEW928*	\$ 61.39										Hourly



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50154626	TELEPHONE TECH APPR	12	IBEW845A	\$ 35.81	\$ 39.12	\$ 42.43	\$ 45.74	\$ 49.04	\$ 52.34					Hourly
50100562	TELEPHONE TECH APPR 1/	36	IBEW921A	\$ 39.91	\$ 43.59	\$ 47.30	\$ 50.94	\$ 54.64	\$ 58.33					Hourly
50052131	TOOL REPAIRER	12	IBEW874G	\$ 42.66	\$ 44.03	\$ 45.62	\$ 47.87							Hourly
50052132	TOOL REPAIRER W/CL A	12	IBEW874M	\$ 43.66	\$ 45.03	\$ 46.62	\$ 48.87							Hourly
50052133	TOOL REPAIRER W/HAZ	12	IBEW874Z	\$ 43.78	\$ 45.15	\$ 46.74	\$ 48.99							Hourly
50086933	TOOL ROOM FRMN/WN	12	IBEW936*	\$ 62.84										Hourly
50092673	TRADE SHOW COORD	6	OSE0743*	\$ 39.21	\$ 40.17	\$ 41.18	\$ 42.23	\$ 43.25	\$ 44.35	\$ 45.47	\$ 46.60	\$ 47.78		Hourly
50111034	TRAINING & COMPLIANCE COORD	12	PAS0052O	\$ 7.097									\$ 9,398	Salary
50160075	TRAINING COORDINATOR	12	PAS0045O	\$ 5.972									\$ 7,906	Salary
50052134	TROUBLESHOOTER	12	IBEW941R	\$ 66.67										Hourly
50093281	TROUBLESHOOTER W/CL A	12	IBEW941D	\$ 67.67										Hourly
50151422	UTILITY ASSISTANT	12	IBEW785*	\$ 18.07	\$ 20.66									Hourly
50083807	UTILITY COMPLIANCE SPECIALIST	12	IBEW828G	\$ 29.49	\$ 30.84	\$ 33.21	\$ 35.47	\$ 37.99						Hourly
50151392	UTILITY COMPLIANCE SPECIALIST 1/	12	IBEW872*	\$ 47.17										Hourly
50151322	UTILITY COMPLIANCE SPECIALIST 1//	12	IBEW872L	\$ 48.29										Hourly
50166507	UTILITY COMPLIANCE SPECIALIST II	12	IBEW919J	\$ 39.94										Hourly
50052154	UTILITY CREW FRMN/WN W/HAZ	12	IBEW888X	\$ 51.35										Hourly
50052155	UTILITY WORKER I	12	IBEW802G	\$ 29.49	\$ 30.84	\$ 32.18	\$ 33.53							Hourly
50052156	UTILITY WORKER I W/CL A	12	IBEW802L	\$ 30.49	\$ 31.84	\$ 33.18	\$ 34.53							Hourly
50163854	UTILITY WORKER II	12	IBEW814*	\$ 35.44										Hourly
50116120	UTILITY WORKER III	12	IBEW816H	\$ 31.27	\$ 32.51	\$ 33.92	\$ 35.30	\$ 36.82						Hourly
50052157	UTILITY WORKER W/HAZ	12	IBEW802X	\$ 30.61	\$ 31.96	\$ 33.30	\$ 34.65							Hourly
50163132	UX SPCLST (E)	12	PAS0045O	\$ 5.972									\$ 7,906	Salary
50092219	UX SPCLST (J)	12	PAS0054O	\$ 7.453									\$ 9,871	Salary
50154631	VEGETATION MANAGEMENT SPCLST W/CL A	12	IBEW878H	\$ 49.43										Hourly
50150005	VEGETATION MANAGEMENT SPCLST WCL A 1/	12	IBEW901L	\$ 54.34										Hourly
50052146	VEGETATION MANAGEMENT SUPVR I	12	PAS0056O	\$ 7.830									\$ 10,374	Salary
50162373	VEGETATION MANAGEMENT SUPVR II	12	PAS0059O	\$ 8.431									\$ 11,171	Salary
50154627	VEGETATION WORK PLANNER	12	IBEW878G	\$ 48.43										Hourly
50052143	VEGETATION WORK PLANNER 1/	12	IBEW901*	\$ 53.34										Hourly
50154628	VEGETATION WORK PLANNER W/CL A	12	IBEW878H	\$ 49.43										Hourly
50052144	VEGETATION WORK PLANNER W/CL A 1/	12	IBEW901L	\$ 54.34										Hourly
50154630	VEGETATION WORK PLANNER W/HAZ	12	IBEW878J	\$ 49.54										Hourly
50052145	VEGETATION WORK PLANNER W/HAZ 1/	12	IBEW901X	\$ 54.46										Hourly
50052158	VEHICLE ATTENDANT	12	IBEW816G	\$ 30.45	\$ 31.74	\$ 33.16	\$ 34.54	\$ 36.03						Hourly
50083257	VEHICLE ATTENDANT W/CL A	12	IBEW817*	\$ 31.45	\$ 32.74	\$ 34.16	\$ 35.54	\$ 37.03						Hourly
50052159	VEHICLE ATTENDANT W/HAZ	12	IBEW817X	\$ 31.57	\$ 32.86	\$ 34.28	\$ 35.66	\$ 37.15						Hourly
50099030	VEHICLE MAINT AIDE	12	IBEW790*	\$ 21.70	\$ 26.78									Hourly
50052164	VEHICLE MAINT AIDE W/CL A	12	IBEW790L	\$ 22.70	\$ 27.78									Hourly
50052165	VEHICLE MAINT AIDE W/HAZ	12	IBEW790X	\$ 22.82	\$ 27.90									Hourly
50154169	VEHICLE MECH	12	IBEW858A	\$ 43.83										Hourly
50052160	VEHICLE MECH 1/	12	IBEW874*	\$ 47.87										Hourly
50154049	VEHICLE MECH APPR W/HAZ	48	IBEW851D	\$ 29.14	\$ 31.08	\$ 32.98	\$ 34.89	\$ 36.81	\$ 38.71	\$ 40.66	\$ 42.53			Hourly
50052161	VEHICLE MECH APPR W/HAZ 1/	48	IBEW866X	\$ 32.25	\$ 34.30	\$ 36.36	\$ 38.41	\$ 40.46	\$ 42.50	\$ 44.57	\$ 46.62			Hourly
50154225	VEHICLE MECH W/CL A	12	IBEW858D	\$ 44.83										Hourly
50052162	VEHICLE MECH W/CL A 1/	12	IBEW878A	\$ 48.87										Hourly
50154240	VEHICLE MECH W/HAZ	12	IBEW858K	\$ 44.95										Hourly
50052163	VEHICLE MECH W/HAZ 1/	12	IBEW878X	\$ 48.98										Hourly
50168478	VEHICLE MECH WELDER	12	IBEW851I	\$ 45.84										Hourly
50154213	VEHICLE MECH WELDER APPR W/A	12	IBEW851F	\$ 30.49	\$ 32.52	\$ 34.51	\$ 36.49	\$ 38.54	\$ 40.52	\$ 42.54	\$ 44.56			Hourly
50125306	VEHICLE MECH WELDER APPR W/A 1/	48	IBEW888A	\$ 33.45	\$ 35.60	\$ 37.80	\$ 40.00	\$ 42.21	\$ 44.38	\$ 46.57	\$ 48.74			Hourly

**2021 SMUD Pay Schedule**

Effective 12/19/2020

Job Id	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Pay Type
50154214	VEHICLE MECH WELDER APPR W/HAZ	12	IBEW851K	\$ 30.55	\$ 32.58	\$ 34.56	\$ 36.55	\$ 38.58	\$ 40.56	\$ 42.56	\$ 44.60			Hourly
50125304	VEHICLE MECH WELDER APPR W/HAZ 1/	48	IBEW888B	\$ 33.51	\$ 35.65	\$ 37.85	\$ 40.05	\$ 42.23	\$ 44.42	\$ 46.62	\$ 48.79			Hourly
50154218	VEHICLE MECH WELDER W/CL A	12	IBEW874A	\$ 46.84										Hourly
50052166	VEHICLE MECH WELDER W/CL A 1/	12	IBEW888*	\$ 51.23										Hourly
50154219	VEHICLE MECH WELDER W/HAZ	12	IBEW872H	\$ 46.96										Hourly
50052167	VEHICLE MECH WELDER W/HAZ 1/	12	IBEW888X	\$ 51.35										Hourly
50052168	VEHICLE PARTS CLERK	6	OSE0680*	\$ 28.60	\$ 29.30	\$ 30.04	\$ 30.80	\$ 31.58	\$ 32.33	\$ 33.17	\$ 33.99	\$ 34.81		Hourly
50161540	WAREHOUSE OPS COORD	12	PAS0054C	\$ 7,453									\$ 10,629	Salary

**SACRAMENTO MUNICIPAL UTILITY DISTRICT  
2021 SPECIAL COMPENSATION POLICY**

**Attachment B  
to Resolution No. 20-12-03**

SPECIAL COMPENSATION CATEGORY	WAGE TYPE	ELIGIBLE EMPLOYEE GROUPS					EFFECTIVE DATE
		OSE	IBEW	PAS/MGMT	PSOA	CONFIDENTIAL	
Special Assignment Pay	2nd Shift Differential Pay	\$ 2.54	\$ 3.43	*6%		4%	12/19/2020
Special Assignment Pay	3rd Shift Differential Pay	\$ 3.39	\$ 4.58	*8%		6%	12/19/2020
Special Assignment Pay	4th Shift Diff Pay - R.S.	\$ 4.24	\$ 4.58	*8%		8%	12/19/2020
Special Assignment Pay	PSOA 2nd Shift Differential Pay				8%		12/19/2020
Special Assignment Pay	Dbltm 4th Shift Diff	2X + 4.24	2X + \$4.58	*2X + 8%	2X + 8%	0	12/19/2020
Special Assignment Pay	Instructor/Training Officer				8%		12/19/2020
Statutory Items	DT Incentive Erngs	2X	2X	*2X	2X		12/19/2020
Incentive Pay	Employer Paid Member Contributions	0.00%	0.00%	1.75%	1.75%	1.75%	12/19/2020
Statutory Items	FRC Cleaning Allowance	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr			12/19/2020
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS	**	**	**	**	**	12/19/2020
Statutory Items	Overtime Incentive Erngs	1.5X	1.5X	*1.5X	1.5X		12/19/2020
Statutory Items	PERS Uniform Allowance	\$80 - 100 / mos	\$80 - 100 / mos	\$80 - 100 / mos			12/19/2020
Incentive Pay	PIP Award			0 - 9%			12/19/2020
Special Assignment Pay	Relief Shift Differential	\$ 3.39	\$ 4.58	*8%	8%	8%	12/19/2020
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS			*1.5X + 6%			12/19/2020
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS			*1.5X + 8%			12/19/2020
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS			*1.5X + 8%			12/19/2020
Statutory Items	Sch Holiday Dbl Time	2X	2X	*2X	2X		12/19/2020
Statutory Items	Sch Holiday Work	1.5X	1.5 X	*1.5X	1.5 X		12/19/2020
Statutory Items	Sch Holiday Worked - PAS			*1.5X	1.5X		12/19/2020
Special Assignment Pay	Schd Hol DT Shft 2 Diff	2X + \$2.54	2X + \$3.43	*2X + 6%	2X + 6%		12/19/2020
Special Assignment Pay	Schd Hol DT Shft 3 Diff	2X + \$3.39	2X + \$4.58	*2X + 8%	2X + 8%		12/19/2020
Special Assignment Pay	Schd Hol DT Shft 4 Diff	2X + \$ 4.24	2X + \$4.58	*2X + 8%	2X + 8%		12/19/2020
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff	1.5X + \$2.54	1.5X + \$3.43	*1.5X + 6%	1.5X + 6%		12/19/2020
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff	1.5X + \$ 3.39	1.5X + \$4.58	*1.5X + 8%	1.5X + 8%		12/19/2020
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff	1.5X + \$ 4.24	1.5X + \$4.58	*1.5X + 8%	1.5X + 8%		12/19/2020
Premium Pay	WOC DT Incentive	2X	2X		2X	2X	12/19/2020
Premium Pay	WOC OT Special	2X	2X		2X	2X	12/19/2020
Premium Pay	WOC OT Incentive	1.5X	1.5X		1.5X	1.5X	12/19/2020
Premium Pay	WOC Reg	1X	1X		1X	1X	12/19/2020
Special Assignment Pay	Temporary Upgrade 2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	12/19/2020
Special Assignment Pay	Temporary Upgrade 5%	5%	5%	5%	5%	5%	12/19/2020
Special Assignment Pay	Temporary Upgrade 7.5%	7.50%	7.50%	7.50%	7.50%	7.50%	12/19/2020
Special Assignment Pay	Temporary Upgrade 10%	10%	10%	10%	10%	10%	12/19/2020
Incentive Pay	Off-Salary-Schedule Pay						12/19/2020

**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 Security Ops/Energy Trading & Contracts working a shift schedule

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

**RESOLUTION NO. 20-12-04**

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

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

Approved: December 10, 2020

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

# SACRAMENTO MUNICIPAL UTILITY DISTRICT

## OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** 11/24/2020

**FROM:** Claire Rogers *CR 11/24/20*

**SUBJECT: Audit Report No. 28007217  
Board Monitoring Report; SD-11: Public Power Business  
Model**

Audit and Quality Services (AQS) received the SD-11 *Public Power Business Model* 2020 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 2020

## 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, who are their owners, 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 2020 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.* The legislative year was unlike any other in recent memory. The year began with several legislative victories on issues important to SMUD and the public power business model, including defeating a bill that would impact our Board's ability to set rates [Senate Bill (SB) 953], a bill that would have made compliance with the Renewable Portfolio Standard (RPS) much more costly [Assembly Bill (AB) 2547], a bill that would prohibit any caps on fuel cell microgrids (AB 740), and attempts to make unfavorable changes to the Cap-and-Trade program. However, all legislative activity came to a screeching halt once COVID-19 hit, impacting both the budget and policy priorities. Dozens of bills related to solar, utilities, electric vehicles, and energy storage were shelved for the year. Even bills related to wildfires were reduced to the necessities, with few bills impacting utility operations. SMUD's legislative priorities at the end of the legislative session were COVID-19-related legislation, ensuring feasible and flexible implementation of bills on notification and reporting protocols (AB 685) and workers' compensation (SB 1159), and supporting a budgetary appropriation for electric

vehicle infrastructure funding through the California Electric Vehicle Infrastructure Project (CALeVIP).

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

At the CEC, SMUD developed and submitted the first application for the community solar alternative to the mandated solar provision in the 2019 Building Standards. SMUD's Neighborhood SolarShares (NSS) Program application was unanimously approved by the Commission at the CEC Business Meeting on February 20, 2020.

SMUD staff also participated in the RPS Enforcement Procedures for Publicly Owned Utilities (POUs) Rulemaking, 2022 Energy Code Pre-Rulemaking, Load Management Standard Rulemaking, and implementation activities pursuant to new data collection requirements.

Further, SMUD staff is participating in the SB 100 Joint Agency Report proceeding, a joint effort by the CEC, CARB and the California Public Utilities Commission (CPUC) to prepare a joint agency report to the Legislature evaluating the 100 percent zero-carbon electricity policy. The report is due every four years, and the first report is due by January 1, 2021. The proceeding is docketed at the CEC for purposes of stakeholder comments.

At CARB, staff participated in proceedings to modify the Low Carbon Fuel Standard (LCFS) regulations, transportation electrification programs, and the gas-insulated equipment sulfur hexafluoride (SF<sub>6</sub>) regulations. All of these regulatory proceedings are ongoing, and at least one is likely to extend into 2021.

*Federal.* At the federal level, SMUD was able to leverage its strong relationship with Rep. Doris Matsui (D-CA) to spearhead a letter signed by nearly 50 Members of Congress calling for a new forgivable loan program specifically to aid public power utilities impacted by customer non-payments caused by the COVID-19 pandemic. SMUD also advocated against a nationwide moratorium on utility disconnections, sharing key data about its existing programs to work with customers who are struggling to pay their bills. SMUD also participated in the efforts of the National Special Districts Coalition to dedicate a share of state and local Coronavirus Relief Funds for special districts in future COVID-19 relief bills. SMUD also called for restoring advance refunding as a way to mitigate losses from COVID-19, and such a proposal has been included in several infrastructure-related stimulus proposals, cementing it as a priority for House Democrats. Outside the legislative arena, which has been dominated by COVID-19 response for the majority of the year, SMUD, through the American Public Power Association (APPA), pushed back on the Federal Energy Regulatory Commission's (FERC) incursion into local control over distributed generation in its Order 2222 and saw a disappointing loss in the Ninth Circuit decision to uphold the Federal Communication Commission's (FCC) 2018 Declaratory Order on pole attachments.

*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 (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.

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 2020 issues were as follows:

- Policies related to COVID-19 (e.g., reporting requirements, workers' compensation, special district federal funding)
- Board's ability to set rates
- Changes to Cap-and-Trade
- Electric vehicle funding
- CEC proceeding on Building Energy Efficiency Standards
- CEC implementation of more detailed data collection requirements
- CARB proceeding to modify the SF<sub>6</sub> regulations
- Legislation pending in Congress to restore the cost-savings benefits of advance refunding, or refinancing municipal bonds
- FERC order on distributed generation
- FCC order on pole attachments

### **4. Challenges:**

SMUD continues to face prescriptive legislative and regulatory mandates for energy efficiency, carbon reduction, renewable energy, data requirements, wildfire planning, and resource planning, in part because of the State's robust climate change goals. The heat waves in August that resulted in rotating outages in the California Independent System Operator (CAISO) territory could lead 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, which will be made more challenging with a financially strapped state government.

## **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, data management, wholesale energy, and operational services. SMUD is supporting EBCE with call center and data management services, and this year, EBCE extended our contract for another two years. SMUD also provides program design, development, and administration services to SVCE.

These CCAs allow their customers to access many of the same public power benefits that SMUD and other POU have provided millions of Californians. SMUD is leveraging our over 70 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 23 active CCAs in California, and many more that are emerging or investigating the feasibility of starting a new CCA.

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

#### ***Cap-and-Trade*** **Budget Trailer Bill**

Like every year, the state budget bill is escorted into law by numerous "trailer bills" that implement the budget. These bills touch on any number of policy issues. This year, a proposed trailer bill would have directed CARB to reopen the Cap-and-Trade regulation in order to make numerous changes to the program, including reducing the total number of allowances, raising the floor price, and limiting the use of banking, in order to make the program more strict. With strong opposition, the proposal was dropped in the final budget deal, replaced by a letter from California Environmental Protection Agency Secretary Jared Blumenfeld stating the agency's intent to consider the role and structure of Cap-and-Trade during the next Scoping Plan in 2023.

#### **AB 841 (Ting): Energy Efficiency Program**

In its original form, AB 841 would have stripped millions of dollars from SMUD and other POU by requiring POU to allocate unspent public goods and Cap-and-Trade dollars

to fund a statewide school energy efficiency program. Those POU provisions of the bill were ultimately removed, leaving only the IOUs' funds affected. The bill also allows for rate basing of electric vehicle (EV) charging infrastructure, mandates the CPUC to approve the IOU applications for EV charging infrastructure investments, and puts in place new training standards for electricians installing such infrastructure.

SMUD Position: Watch

Status: Passed and signed by Governor

Staff Comment: SMUD and other POUs avoided new regulations this year but expect many of the same proposals to be reintroduced in 2021.

### ***Microgrids***

#### **AB 740 (Burke): Microgrids**

AB 740, a bill SMUD opposed, would have prohibited POUs from imposing a size cap on a fuel cell microgrid project.

SMUD Position: Oppose

Status: Dead

Staff Comment: This bill was unnecessary, could have presented safety concerns to our system, and would have hindered local control.

### ***Renewable Energy***

#### **SB 953 (Wiener): Discriminatory Fees**

SB 953 would have required the CPUC or a POU governing board to ensure that customers within its jurisdiction who have customer-sited renewable energy or energy storage systems are not subject to discriminatory fees or charges levied as a result of installing or using those customer-sited renewable energy or energy storage systems.

SMUD Position: Oppose

Status: Dead

Staff Comment: As you may recall, last year SMUD joined with a coalition of other POUs and labor to defeat Senator Wiener's SB 288, which would have prohibited any "discriminatory fees" for Net Energy Metering (NEM) customers, effectively limiting SMUD's ability to address the cost shift issue. Senator Wiener brought this idea back in SB 953 this year, and again, SMUD, the POUs, and labor swiftly defeated it. While rooftop solar is certainly a part of our clean energy future, SMUD must ensure our non-solar customers do not disproportionately shoulder SMUD's fixed costs.

#### **AB 2547 (Gonzales): Renewables Portfolio Standard (RPS)**

AB 2547 would have prohibited the purchase of category 3 products in meeting the retail sellers' renewable energy procurement obligations for RPS compliance periods

after 12/31/2020. The bill also would have increased the requirement for the purchase of category 1 products to 85%.

SMUD Position: Watch

Status: Dead

Staff Comment: Unbundled Renewable Energy Credits are important for SMUD to cost-effectively comply with RPS. Prohibiting these category 3 products would have resulted in significant commodity cost increases. With SMUD's and the State's electrification goals, keeping this and other RPS compliance cost containment levers is necessary to ensure we keep rates reasonable so as to not lose the financial incentive for customers to electrify.

### ***Electric Vehicles***

#### **Governor's Executive Order**

On September 23, Governor Newsom signed an [executive order](#) establishing a goal that 100 percent of light duty vehicles sold in California will be zero-emission by 2035. The order also provides a target so that 100 percent of medium and heavy-duty fleets transition to zero-emission trucks and buses where feasible. The order directs CARB to develop and propose regulations that require increasing volumes of zero-emission vehicles sales by the deadlines mentioned above, taking into account technological feasibility and cost-effectiveness. The order also directs various state agencies, such as the CEC, to accelerate the deployment of affordable fueling and charging options. The order does not define the term "zero-emission vehicle," but by using that term it is clear it is intended to be more expansive than just electric vehicles.

#### **Electric Vehicle Funding**

In August, the Legislature and Governor negotiated additional aspects of the budget once a clearer fiscal picture was visible. Importantly, this included a provision that SMUD supported to increase funding for electric vehicle charging infrastructure via the California Electric Vehicle Infrastructure Project (CALeVIP) at the California Energy Commission. The additional \$51 million in SB 115 (Budget) will expand the program to more areas of the state. It currently includes Sacramento, where SMUD is partnering to contribute our own funds as well.

Due to the negative budget outlook, however, several items were deferred until next year. This included the Greenhouse Gas Reduction Fund (GGRF), which funds electric vehicle incentives via the Clean Vehicle Rebate Project (CVRP).

### ***COVID-19 Bills***

#### **SB 1159 (Hill): Workers' Compensation**

SB 1159 establishes a rebuttable presumption for COVID-19 workers compensation claims, which is triggered based on a cluster approach. The presumption is triggered for employers with 100 or fewer employees if four employees test positive and triggered for employers with more than 100 employees when four percent of employees test positive.

SMUD Position: Watch

Status: Passed and signed by Governor. As an urgency measure, it went into effect when it was signed into law on September 17 and lasts until January 1, 2023.

Staff Comment: SMUD worked with a coalition to ensure this change to workers' compensation was reasonable, including the timeline to rebut the claim and the threshold for an injury.

### **AB 685 (Reyes): COVID-19 Notification and Reporting**

AB 685 requires employers to provide written notice and instructions to employees who may have been exposed to COVID-19 at their worksite and requires certain health and safety reporting requirements.

SMUD Position: Watch

Status: Passed and signed by Governor

Staff Comment: SMUD worked with a larger coalition to retain some flexibility in implementation. Amendments the coalition succeeded in achieving remove a \$10,000 misdemeanor for non-compliance with the reporting provision, and unnecessary and resource-intensive notification procedures.

### ***Local Government***

#### **AB 2093 (Gloria): Email Retention**

AB 2093 would have required all public agencies to retain and preserve for at least 2 years every public record that is transmitted by electronic mail.

SMUD Position: Watch

Status: Dead

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

#### ***2019 Building Energy Code and Neighborhood SolarShares***

California's Energy Code is designed to reduce wasteful and unnecessary energy consumption in newly constructed and existing buildings. The California Energy Commission updates the Building Energy Efficiency Standards (Title 24, Parts 6 and 11) every three years by working with stakeholders in a public and transparent process. In 2019, the CEC adopted changes to mandate rooftop solar on all new low-rise residential homes starting in 2020, with a community solar compliance option.

Status: SMUD developed and submitted the first application for the community solar alternative to the mandated solar provision in the 2019 Building Standards. SMUD's Neighborhood SolarShares (NSS) Program provides developers with the choice of a compliance option that supports the State's goal of encouraging the development of more affordable housing by providing a lower cost method of meeting the mandate

while ensuring equivalent carbon reduction benefits. The NSS Program application was unanimously approved by the Commission at the CEC Business Meeting on February 20, 2020.

### **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.

Status: SMUD is actively monitoring the 2022 Energy Code proceeding, which is currently in the pre-rulemaking stage. The CEC is considering options to modify compliance baselines and metrics for building energy performance to reduce emissions from fossil fuels, and SMUD is advocating for the addition of an all-electric baseline in the 2022 Energy Code update to increase the Energy Code's support of the State's carbon reduction goals. On July 7, 2020, SMUD submitted a letter from Arlen Orchard supporting an all-electric baseline for the 2022 Building Energy Code for residential and new construction. An all-electric baseline would require that if a builder wants to include gas end-uses, then the building cannot use more energy or carbon than an all-electric building. Energy is measured in Time Dependent Valuation, which incorporates the societal and environmental impacts into the cost of energy during a given hour of the year, and carbon is measured in Time Dependent Source energy, which represents the amount of fossil fuel used per kilo-watt hour (kWh).

### **Sulfur Hexafluoride (SF<sub>6</sub>) Regulations**

SF<sub>6</sub> is used as an insulator in utility switchgear and has a high global warming potential. CARB is modifying the SF<sub>6</sub> regulations to include a potential "phase-out" of utility SF<sub>6</sub> equipment by size class and switching from a format that allows no more than 1% annual leakage to a format that allows no more than an absolute standard tonnage of leakage for each utility.

SMUD, along with other POUs and IOUs, has argued for SF<sub>6</sub> "phase-out" to include technical exemptions where replacement technology is not available or during emergency situations, credit for early action, and a prudent enforcement and penalty structure.

Status: On September 24, 2020, the CARB Board unanimously passed Resolution 20-28 to adopt the proposed amendments to the *Regulation for Reducing Sulfur Hexafluoride (SF<sub>6</sub>) Emissions from Gas Insulated Switchgear*. The Resolution directs CARB staff to continue to work with the Joint Utilities Group (JUG), of which SMUD is a member, and other stakeholders to resolve several outstanding concerns before the finalizing the regulation.

### **SB 100 Joint Agency Report**

SB 100 established a landmark policy requiring renewable energy and zero-carbon resources supply 100 percent of electric retail sales to end-use customers by 2045. It requires the CEC, CPUC and CARB to prepare a joint agency report to the legislature

evaluating the 100 percent zero-carbon electricity policy. The report is being developed using a public process and qualitative and quantitative analyses to address the requirements and intent of the statute. In consultation with all California balancing authorities and as part of a public process, the three agencies must issue a report to the legislature by January 1, 2021, and at least every four years afterward.

SMUD has participated in workshops and filed comments in the SB 100 Joint Agency Report proceeding regarding the draft results of the agencies' analysis presented on September 2, 2020. Key points include:

- The draft modeling results underestimate rate impacts and revenue requirements and do not adequately evaluate reliability;
- More details are needed regarding resource characteristics and selection;
- Transmission and distribution costs should be evaluated, and analyses should be transparent;
- Land and marine use impacts must be discussed.

The Joint Agencies will hold a workshop in December to present a draft of the report due to the legislature. SMUD staff plans to participate in the workshop and submit comments.

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

The 2020 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 has indicated support for a SMUD staff recommendation to allow for voluntary programs versus rates to meet the standard. SMUD is awaiting the release of revised LMS language, and the CEC expects to adopt the amendments to the regulation by year-end 2020.

### ***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 2020, and SMUD continues to work out small kinks in the submittal process. Compliance with the detailed interval meter data has been postponed as the CEC and utilities work out the protocols for data structure and data submittal and discuss data security.

The CEC is proposing new regulations to Public Resource Code, Title 20, on data collection to support implementation of SB 350 (De León, 2015) and to 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 proposed changes seek to 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.

### ***Renewables Portfolio Standard (RPS) Policies***

The CEC is updating the *Enforcement Procedures for the Renewables Portfolio Standard for Local Publicly Owned Electric Utilities* to implement changes in law from SB 350 (De León, 2015), SB 1393 (De León, 2016), SB 100 (De León, 2018), and SB 1110 (Bradford, 2018). The proposed modifications implement changes to RPS procurement requirements, optional compliance measures, reporting requirements, and special exemptions and exclusions. Additional modifications are also proposed to facilitate program implementation and improve clarity.

Staff has participated in the rulemaking and had no substantive concerns with the CEC 45-Day and 15-Day Language proposals. With regard to voluntary green pricing programs, the proposed language 1) allows a POU with a qualifying voluntary green pricing program to exclude from its retail sales any generation from an RPS-eligible generating facility that is credited to customers in the program, subject to various restrictions; and 2) allows a POU to seek to procure this generation from a facility located in a California Balancing Authority Area. SMUD supported both of these additions.

A second 15-Day Language proposal included language that raised significant concerns regarding long-term contracting. SMUD comments on this language made the following arguments:

- The language introduces substantial uncertainty, economic risk, and administrative burden into the renewable contracting and procurement process.
- These challenges come at a time when, more than ever, utilities need to integrate zero-emission resources into their portfolios.
- The limitations on long-term contracts are vague and inconsistent with Public Utility Code section 399.13(b).
- The Commission does not have ex post facto contract oversight authority.

The CEC, SMUD, and other stakeholders are currently evaluating modifications to the long-term procurement requirement in the *RPS Enforcement for POUs Rulemaking*. The CEC is expected to issue a third 15-Day Language proposal in the fourth quarter of 2020 and vote on final regulations prior to the end of 2020. In collaboration with the California Municipal Utilities Association (CMUA), SMUD and other POUs are developing a consensus proposal that will comprehensively address stakeholder and CEC concerns regarding loopholes to circumvent long-term contract requirements.

### ***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. The voluntary agreements process has been informally suspended until the presidential election process is completed. The U.S. Department of the Interior has a large presence in the negotiation, and the friction between the Trump and Newsom administrations has been perceived as a stumbling block. It is expected that with Joe Biden's victory, negotiations have a chance of success.

Although the two-tunnel Delta conveyance Water Fix Project was cancelled and its environmental documents rescinded last year, the Department of Water Resources (DWR) quickly relaunched the project as a one-tunnel option, renamed Delta Conveyance Project. The environmental review process is expected to go public next year. 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. 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. No major tax legislation has passed the Congress in the nearly two years since tax reform was enacted, but several infrastructure bills have been proposed and moved through the House of Representatives that would restore advance refunding. In addition, bipartisan bills in the Senate would restore advance refunding. However, no legislation has passed both chambers and become law.

### ***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 9<sup>th</sup> circuit rejected APPA’s challenge and the 9<sup>th</sup> 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 have gained 59 and 8 Democratic co-sponsors, respectively, but have failed to gain bipartisan support or traction in either chamber.

### ***Appropriations***

Congress has not yet finalized Fiscal Year (FY) 2021 appropriations and a continuing resolution will keep the government operating at FY20 levels through December 11. The House FY21 Energy & Water Appropriations bill includes language explicitly rejecting the Trump Administration’s proposal to divest transmission assets owned by

the federal Power Marketing Administrations (PMAs) such as the Western Area Power Administration (WAPA), but the Senate has not yet released its draft bills.

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

Members of Congress continue to struggle to find consensus over how to resolve the longstanding political impasse over nuclear waste storage. The House Energy & Water FY21 appropriations bill includes funding for interim storage, including a program for waste removal at permanently shut-down sites like Rancho Seco. The Senate bill is also expected to include such language, but Speaker Nancy Pelosi (D-CA) has blocked funds for interim storage from being included in final legislation and is expected to do so again should FY21 spending bills move forward.

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

#### ***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: Arizona, California, Colorado, Nebraska, New Mexico, Nevada, Utah, South Dakota, Texas, Montana, and Wyoming. 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 October of 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-public transmission provider has a right to withdraw from the cost allocation determination. In August 2018, El Paso Electric, a WestConnect jurisdictional transmission provider, appealed FERC's decision in the 5<sup>th</sup> Circuit Court of Appeals. El Paso contends that a non-jurisdictional's decision not to accept cost allocation for a project will cause free-ridership, resulting in unjust and unreasonable rates under WestConnect's current structure. However, since December 2018, El Paso and the other jurisdictional transmission providers have received multiple grants of abeyance by the court to work with the non-jurisdictionals to develop a revised WestConnect structure that addresses the jurisdictionals' concern. SMUD and the other non-jurisdictional transmission providers are currently in the process of working with the jurisdictionals for a resolution.

In the meantime WestConnect continues its planning process. WestConnect has completed two transmission regional plans which identified no projects for cost allocation, and WestConnect is currently conducting its 2020-2021 transmission regional plan.

#### ***FERC Order 2222***

FERC finalized a landmark regulation ordering regional transmission organizations (e.g., the CAISO) to facilitate participation by aggregators of distributed energy

resources (DER) in the wholesale market. The Order would give FERC a regulatory “hook” to monitor and control traditionally behind-the-meter generation by asserting jurisdiction over DER aggregator sales of power to the market. Both Chairman Neil Chatterjee and Commissioner Rich Glick, who rarely agree, supported the final rule. Commissioner James Danly dissented, expressing concerns about the jurisdiction creep. APPA pushed back on this encroachment into local control and was successful in winning an opt-in mechanism for small utilities selling 4 million MWh per year or less. The Order does not apply to SMUD, because our service territory is located outside of the CAISO Balancing Authority Area (BAA).

### ***Energy Imbalance Market (EIM) and Extended Day Ahead Market (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 Balancing Authority of Northern California (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) are planning to join the EIM on March 25, 2021 under what is referred to as BANC EIM “Phase 2.” It is hoped that with the broader resource participation in EIM, BANC members and WAPA will see both economic benefits and have 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 the other EIM participants, has now launched a stakeholder initiative 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. EDAM could be in place as early as 2023 and participation is voluntary. SMUD believes EDAM is an important step forward in 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 goals.

**RESOLUTION NO. 20-12-05**

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

This Board accepts the monitoring report for **Strategic Direction SD-6, Safety**, substantially in the form set forth in **Attachment D** hereto and made a part hereof.

Approved: December 10, 2020

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

## SACRAMENTO MUNICIPAL UTILITY DISTRICT

### OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** September 29, 2020

**FROM:** Claire Rogers *CR 9/29/20*

**SUBJECT: Audit Report No. 28007214  
Board Monitoring Report; SD-06: Safety**

Audit and Quality Services (AQS) received the SD-06 *Safety* Q1-Q2 2020 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 First & Second Quarters, 2020 Strategic Direction SD-6, Safety



## 1. Background

Creating a safe environment for employees and the public is a core value of SMUD.

Through continuous improvement, SMUD will be recognized as a leader in employee safety while also assuring the safety of the public related to SMUD operations and facilities. This includes a comprehensive approach to monitoring organizational and public safety performance.

Therefore, SMUD will continue to improve safety results to:

### Workplace Safety

- a) Reduce SMUD's injury severity rate to 1.4 by 2020, as measured by OSHA's Days Away Restricted Time (DART), a rate that demonstrates strong safety performance.
- b) Provide timely, quality health care for injured employees that aids their recovery while maintaining positive financial performance of the workers' compensation program.

### Public Safety

- a) Track and report injuries to the public related to SMUD operations or facilities.
- b) Implement measures to protect the public from injuries related to SMUD operations or facilities.

## 2. Executive Summary

**SMUD is in compliance with the SD-6 direction and is in alignment with SMUD's 5-year strategy of working toward a zero-incident culture.** In the first half of 2020, SMUD met its safety performance targets related to SD-6.

### **Workplace Safety**

SMUD recorded 32 OSHA Recordables injuries during the first half of 2020. Of the 32 injuries, 13 (2 Lost Time & 11 Modified Duty injuries) resulted in a DART rate of 1.2. Seventy-seven percent of the DART cases resulted in non-soft tissue related injuries with 92% occurring in a field environment. The forecasted 2020 DART Rate is on track to stay within the limit of 1.4. (See Appendix A).

Quality care of injured employees is measured through the Workers' Compensation program's performance, which is assessed annually by an independent actuary. This report will be available during the second half of 2020.

## **Public and Community Safety**

SMUD tracks public and community incidents in the Safety Incident Tracking System (SITS) involving car-pole, electrical contact, dig-in incidents and injuries to the public that are related to SMUD's operations or facilities.

From January through June 2020, there were 120 incidents where the public hit SMUD equipment. Of those incidents, zero resulted in fatalities or hospitalizations, however one claim has been filed against SMUD. Five electrical contacts were reported resulting in four minor shocks and one fatality. Sixteen dig-ins were reported with one injury, a minor electrical shock.

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

The new SD-6 Safety Direction became effective August 21, 2014. Our goal is to achieve the desired performance objectives by year-end 2020. A discussion concerning how to maintain and continue to lower SMUD's incident rates are presented in the Challenge section of this report. This report summarizes the performance for the first half of 2020.

**Safety Leadership.** Continuing in 2020, the new Safety Manager continues with his integration efforts to support Executive Leadership's 5-year plan that emphasized zero incidents and injuries and a focus on a zero-accident safety culture. SMUD's Chief Executive Officer (CEO) Arlen Orchard, re-emphasized the need to improve safety at SMUD with a greater focus of developing a "Safety for Life" culture at SMUD, reducing the risk of serious injuries and fatalities, implementing a safety management system, and improving the analysis of injury and incident trends. These goals are outlined in SMUD's updated Strategic Plan for 2020 thru 2024. .

**Safety Management System.** SMUD's new Safety Manager is partnering with IT to finalize the SMUD selection process for the safety software vendor selection. Enhancement areas that the Safety team are working to elevate within core safety competencies include: leadership and staff roles and responsibilities, updating safety standards; field training, change management, human performance engineering, field observations, SCORCH, safe driving, ergonomics, job hazard analyses, contractor, and public safety improvements.

**Safety Standards Development.** During 2020, Safety continued the efforts to develop new standards and update existing standards to assist in the improved safety of SMUD operations. Standards ready for Director Review include: Bloodborne Pathogens; Confined Space Entry; Excavation, Trenching & Shoring; Fall Protection; Heat Illness;

and Personal Protective Equipment, to name a few. In the routing process is a new standard; Powered Industrial Trucks. Completed standards include the Injury and Illness Prevention Program COVID-19 Appendix; ; and Special Motorized Equipment. Safety is continuing to use the developed tracking program to assist in the review and intake of standard comments from business units throughout SMUD.

**Supervisor-Employee Interactions.** Safety staff updated and strengthened its supervisor-employee interaction quality program. Improvements included data governance definitions for Supervisor-Employee Interactions, Safety Contacts, Field and Office visits. Emphasis is placed on field visits for work with the highest hazard potential. For office personnel, an emphasis is placed on observing personnel pertaining to ergonomic risk, and slip/trip/fall hazards in walking areas, etc,. During the first half of 2020, a total of 8,639 Supervisor-Employee interactions were complete that resulted in a percentage observed of 168%.

**Near Miss Reporting.** Leadership continues to support and encourage near miss reporting. The process improvements that were initiated in SMUD's Safety Incident Tracking System (SITS), provide a method to more effectively track and implement near miss reporting and public incident tracking. The goal of this process is to identify opportunities for learning before injuries and accidents occur. During the first two quarters of 2020, SMUD reported and investigated 41 near misses through SITS.

**Community and Public Safety.** Community and Public Safety efforts have focused on providing awareness messaging to customers and contractors in the Sacramento area. Partnering with the Marketing Department, SMUD Public Safety messaging campaign has reached audiences on billboards, visual media, and print regarding car pole, excavating, and electrical safety. This messaging was tailored to educate and make aware the public on how to safely avoid interaction with SMUD infrastructure.

Through June, 2020, SMUD held one public safety outreach session in collaboration with Grid Assets and Sacramento Power Academy (SPA) for Cal Fire that included a technical presentation on how the electrical distribution and transmission system function and a tour of the electrical equipment used for training at SPA. Public safety outreach opportunities have been challenged by COVID-19, with more than 10 training sessions with local emergency personnel, local contractors, local companies, and Sacramento community members being cancelled. SMUD has continued to collaborate with local emergency personnel through development of electrical safety fact sheets for Captains internally during incident report outs.

**Contractor Safety.** SMUD's contractor safety program, is continuing to use ISN, as our online contractor pre-qualification and management program that is used in the evaluation of our contractor's safety record and safety program. The program initially focused on SMUD contractors in Power Generation and Environmental Services and has expanded to include, Line, Substation, and Vegetation management contractors



that perform high risk work, such as high voltage work, working at heights, vegetation management, confined spaces, excavations, etc.

SMUD currently has 65 contractors in the ISN program. We continue to network and benchmark with the other utilities, who are using ISN as part of their contractor safety program to further enhance SMUD's process. As part of the growth we have expended our site safety evaluations performed on our high-risk contractors, a tool to aid SMUD in validating their safety performance on the jobsites. Last year 61 site safety evaluations were completed, and we are on track to complete 140 for the year of 2020. We are continuing to validate our prequalification criteria and selection processes. SMUD's prequalification criteria focuses on Contractor Fatality History, OSHA Citation History, DART and Total Recordable Incident Rates (TRIR), Insurance Experience Ratio, Safety Culture Questions, and Safety Program Review, to aid in the evaluation of on the safety performance of our contractors.

Procurement and Safety have partnered together working on enhancing SMUD's contract language as it relates to contractor safety requirements, RFP templates for high risk work, and incorporating contractor safety as part of the onboarding process.

**Safely Conducted Observations Reduce Common Hazards (SCORCH).** For the first half of 2020, SCORCH team members conducted 1,682 Office and Professional interactions whereas the SCORCH Field groups employee interactions were 853. These interactions resulted in the removal of 3 barriers to safety. The immediate implementation of remote work called for a quick pivot of our process to allow observation engagement to take place in our traditional peer to peer and an enhanced virtual self-observation format. An updated digital observation sheet was created to elevate the user experience and enhance our ability to timely capture the work behaviors associated with the large numbers of employees now in a work environment. Valuable best practices and trending analysis data was shared with Safety, Facilities, IT and leadership. This was done to aid departments in aligning and prioritizing business practices in ways that best meet the ergonomic challenges of a remote work environment, with data to support the steps.

## **4.0 Challenges**

**Incidents and Injuries.** Currently, the number of non-ergonomic injuries (29) outnumber ergonomic injuries (18). The ergonomic impact of remote work has not impacted the number of ergonomic injuries at this time but has the potential to do so during the second half of 2020. As a result, Health & Safety Services has revised the ergonomic process to compliment the current approach of utilizing Remote Work Agreements to address this challenge. A revised ergonomic inspection form for supervisors to utilize when performing supervisor-employee interactions with their remote workers is now available and a new supervisor training class will be available upon request beginning the 4<sup>th</sup> quarter of 2020.

Remote work and new efforts - In addition, Safety re-established SMUD's Field Ergonomics committee in working toward the expansion of activities to Grid Assets. Other efforts include work by Grid Assets Joint Labor Management Subcommittee (JLMSC) to improve the capture and review of incident corrective actions.

**Data Management.** Improving the quality, automation, and use of safety data is an ongoing challenge. Efforts are underway with SMUD's IT staff to select a Safety Management System to automate the generation of data and so that Safety can trend recorded incidents using data analytics. In addition, Safety expanded its dashboard reporting and real-time DART, OSHA Recordable, and Preventable Vehicle Accident (PVA) reporting. The new SMS will also allow improved data management of employee suggestions, correction action closure rates, and tailboard status.

**Zero Accident Culture.** As presented in this report, SMUD continues to work toward a reduction in all incidents. During the past 6 months, SMUD leadership and employees have worked together to build trust and create effective JLMSC Teams, SCORCH (behavior-based) Committees, Safety for Life efforts, contractor safety field visits, and standards/programs. In addition, SMUD has worked closely with contractors conducting high risk work to support the reduction of injuries and incidents to their employees and subcontractors. The challenge for Safety this year is COVID-19. SMUD safety, HRD&I, Emergency Planning, Facilities and Communications worked to develop new COVID-19 guidance and testing programs to protect employees, contractors, and the public. These efforts resulted in no work-related COVID-19 exposures and limited absenteeism to our employees. During the second half of 2020, SMUD will focus on planning for the safe re-entry of employees, and the development of new safety controls and programs for remote workers.

## **5. Recommendation**

SMUD is committed to becoming a recognized leader in safety. Both SMUD's leadership team and employees recognize that to achieve success we must integrate safety into all that we do. It is recommended that the Board accept the Monitoring Report for SD-6.

## **6. Appendices - Business Segment Safety Program Improvement Initiatives**

**Grid Assets (GA).** Grid Assets Leadership is continuing its approach, to encourage field staff input and participation on work group specific Joint Labor Management Safety Committees (JLMSC), with representatives from Field, Supervision, Union and Safety in attendance. The Quarterly Business Segment JLMSC has been expanded to an "All Energy Delivery" Joint Labor Management Safety Committee, to include Power Generation, which allows sharing of ideas and mitigation controls, for similar risks. The first meeting was held on Wednesday, April 29<sup>th</sup>, 2020, via Skype, due to COVID-19 impacts. The second meeting was held on Thursday, August 13, 2020, (also via Skype). Response from participants have been positive and the value is being recognized.

The Safety Team continues to use TapRoot® to identify causal factors, root causes of Serious Injury/Illness Incidents; and reduce workplace hazards and the potential for repeat incidents.

Safety has continued to work with the SMUD Power Academy, through the COVID Pandemic to review internal and external safety training programs, to ensure consistency and quality. An example of collaboration, teamwork, and a process improvement is recording Safety Meetings and uploading them into LMS, for review by employees who missed their originally scheduled Monthly Safety Meeting. Safety has also worked with the Learning and Development Team on the COVID-19 e-learning courses to provide this important training topic online.

The Safety Team has also assisted various work groups for onsite crew trainings, which have been minimized, due to the COVID-19 social distancing requirements. The Safety Team has worked to create social distancing floor plans for these trainings, provided signage, temperature stations, sanitization, PPE, and other support, as needed.

### **Energy Supply/Power Generation (ES).**

Since the beginning of the COVID-19 Pandemic, Power Generation has been flexible in their response to be able to prioritize employee safety while also ensuring that the work is completed. The UARP increased work planning efforts to isolate crews and document work routes in case contact tracing is needed. Gas Pipeline began reporting directly to the field to limit employee to employee contact. Safety meetings including Joint Labor Management Safety Committee, Tailboards, Safety Meetings and Safety Training, including annual crew training, have continued with appropriate modifications to occur virtually, or when an in-person meeting is required social distancing and facial coverings are utilized.

COVID-19 also halted the continuation of the Functional Movement Screens (FMS); however, Power Generation employees continued with their Savvy FIT Daily Dozen for soft tissue injury reduction. As a result, soft tissue injuries continue to trend down.

In addition to the COVID-19 Pandemic, Power Generation has also responded to extreme high heat and wildfire smoke events. Work was planned to ensure that employees able to reduce or eliminate potential exposures.

Although Cal/OSHA's Voluntary Protection Program (VPP) program has been limited in its scope and participation due to the COVID-19 pandemic, both the UARP and Gas Pipeline Operations (GPO) continue to pursue best in class improvements. The UARP continues to implement the 2017 arc-flash study recommendations and provides periodic updates to Cal/OSHA on their VPP Certified status. GPO continues to meet and prepare for the Cal/OSHA audit that will likely be scheduled in 2021 due to COVID-19 restriction.

**Customer & Community Services (CCS).** The Customer Operations Leadership Team safety efforts have continued to emphasize leadership involvement, and employee engagement. Leadership has demonstrated visible involvement through written and verbal communications, as well as through regular supervisory inspections and observations to identify and reinforce the importance of smart set-up of workstations, as well as safe ergonomic behaviors. In addition, Safety worked with CCS and Security in developing new safety guidelines for customer service staff in managing an improved customer/employee emergency response program for the building. Safety continues to work with CCS and Security on a SMUD-wide situational awareness program in 2020. Employees are taking COVID-19 training and practice their situational awareness training while social distancing, frequently washing hands, and wearing protective masks when on SMUD campus.

**Workforce Enterprise Services (WES).** Workforce Enterprise Services continued efforts to identify and update procedures, and/or work practices for areas of high-risk work. These efforts have been consistently applied through the fleet, warehouse, and facility operations. Other injury prevention efforts have included updating of ergonomic training to address methodologies for self-help for employees to maintain strength, mobility, and conditioning. In addition, the Environmental Services team is also participating in the beta testing of the contractor safety pre-qualification program.

**Driver Safety.** In 2020 the approach to Driver Safety was significantly adjusted due to the impacts of COVID-19. In-cab and in-person instruction and ride along activities such as Driving RODEO's and Supervisor Ride-a-longs were halted to prevent possible COVID-19 exposure. The van pool program was also suspended for the same reason. Additional adjustments for 2020 include the development and implementation of "virtual" defensive driving refresher training that covers Smith System techniques as well as SMUD related information. Drivers will be offered the opportunity to take the behind the wheel portion of the training when it can be performed safely. Revised refresher training is available through LMS now. Additional educational information in the form of brief PowerPoint Presentations covering various vehicle related topics have been made available on the Health and Safety SharePoint site for the use of business unit supervisors when conducting safety meetings

**Safety for Life.** The Safety for Life events scheduled for 2020 were postponed due to COVID-19. To ensure the Safety for Life culture continues to evolve during this time of social distancing and remote work, more emphasis will be placed on Safety for Life communications and testimonials. Safety at a Glance and formal safety meetings will be the primary methods of communication utilized.

**Safety Support.** SMUD Safety Services and Roebbelen Construction (RC) have been collaborating to improve their health and safety processes during the Headquarters' rehabilitation process. As the construction project is finished up, SMUD Safety conducted a Polychlorinated biphenyls (PCBs) and Volatile Organic Compound air sampling, worked with Environmental Services in completing a PCB risk assessment, and is supporting and reviewing a PCB Close Out report that will be sent to the U.S.

Environmental Protection Agency, and is conducting joint safety assessments with RC to ensure that work practices are being performed properly. Safety Services has developed specific work practices; created a work permitting process and develop a Health and Safety Standard for work involving PCBs. In addition, Safety is developing an ergonomic checklist and pamphlet for employees returning to the Headquarters building.

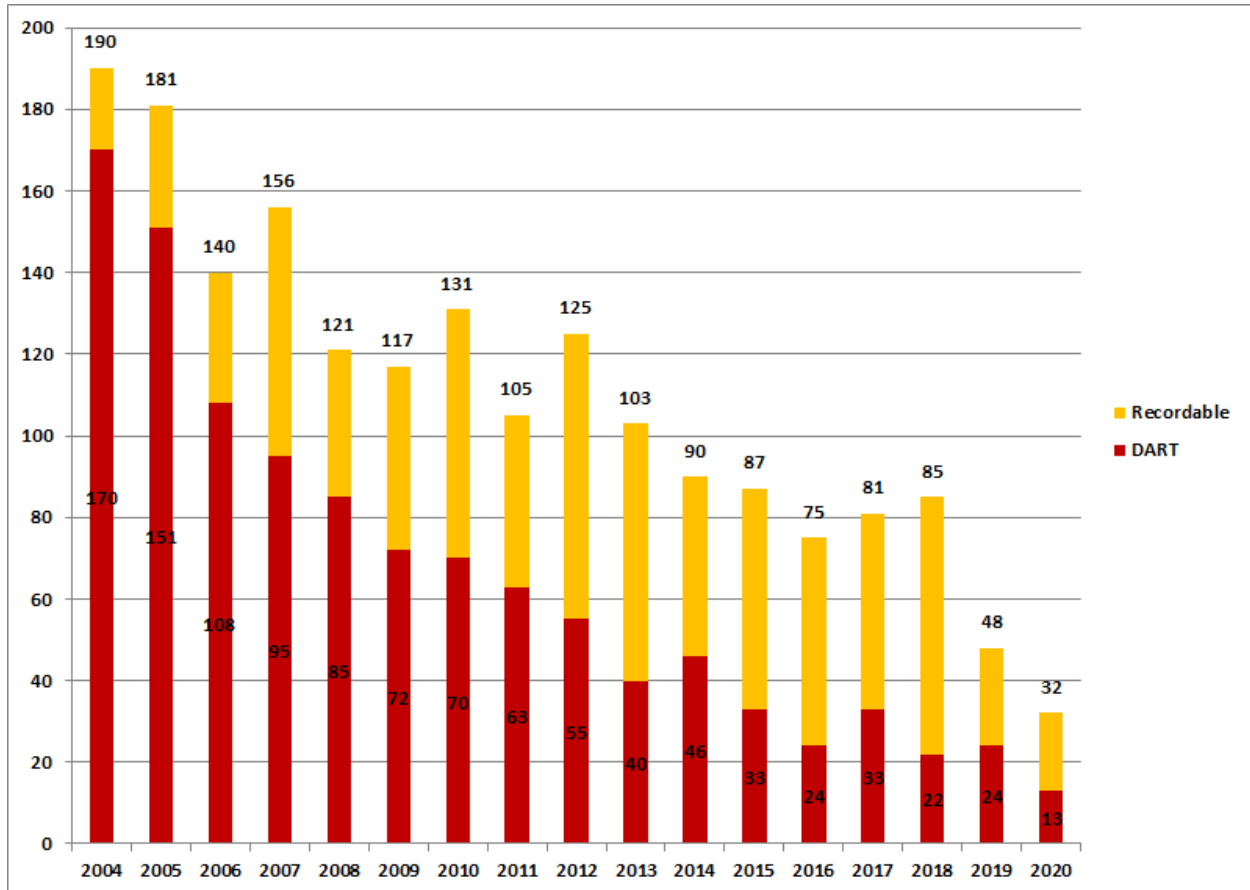
**Wellness.** Employee health and wellness continues to be a priority for SMUD. Wellness is a state of being, evolving from a way of living, that helps individuals achieve their highest potential through the integration of all components of their lives. SMUD promotes wellness through a holistic approach that recognizes all areas of employee health and well-being including physical, financial, emotional, spiritual and social wellness. We encourage personal responsibility for achieving and maintaining wellness. SMUD's approach not only assists in the process of healing, but also provides information and care to maintain and enhance well-being according to individual needs and desires.

During the first half of 2020, Wellness activities were modified to support employees working remotely through remote wellness programs and activities. These activities focused on improving and supporting physical and mental health, healthy eating, stress, and coping with changes in lifestyle.

Health & Wellness realizes the environments in which we live and work, impacts our well-being. SMUD efforts includes employees and their families by empowering individuals to promote and model positive attitudes and behaviors through a lifelong commitment to wellness.

## Appendix A

### DART Count and OSHA Recordable 2004-2020



**RESOLUTION NO. 20-12-06**

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

This Board approves the revisions to **Board-Staff Linkage BL-6,**  
**Evaluating the GM's Performance**, substantially in the form as set forth in  
**Attachment E.**

Approved: December 10, 2020

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

<b><u>SMUD BOARD POLICY</u></b>	
Category: <b>Board-Staff Linkage</b>	Title: <b>Evaluating the Chief Executive Officer and General Manager's Performance</b>
	Policy Number: <b>BL-6</b>
Date of Adoption: <b>December 19, 2002</b>	Resolution No. <b>02-12-14</b>
Revision Date: <b>October 16, 2003</b>	Resolution No. <b>03-10-14</b>
Revision Date: <b>November 3, 2005</b>	Resolution No. <b>05-11-03</b>
Revision Date: <b>December 18, 2008</b>	Resolution No. <b>08-12-16</b>
Revision Date: <b>November 19, 2009</b>	Resolution No. <b>09-11-07</b>
Revision Date: <b>December 10, 2020</b>	Resolution No. <b>20-12-06</b>

The Chief Executive Officer and General Manager's job performance shall be evaluated by comparing the organization's results, operations and their personal performance to the policies established by the Board.

Specifically:

- a) The Board shall evaluate the Chief Executive Officer and General Manager's performance on an annual basis in December. In the same month, the Chief Executive Officer and General Manager shall propose performance criteria for the following year that represent their reasonable interpretation of achieving the results defined by the Board.
- b) The evaluation will be based on a review of the organization's performance and the Chief Executive Officer and General Manager's personal performance against the performance criteria proposed under subsection a), as accepted by the Board.
- c) Additional performance discussions and check-ins with the Chief Executive Officer and General Manager should occur at mid-year.
- d) The Board will use data to determine the degree to which Board policies are being met.
- e) All policies that instruct the Chief Executive Officer and General Manager shall be monitored at a frequency and by a method chosen by the Board.

**Monitoring Method: Board Report**  
**Frequency: Annual**



**RESOLUTION NO. 20-12-07**

**WHEREAS**, Contract No. 4600001356 was awarded to **Diversified Utility Services, Inc. (Diversified Contract 46-1356)** and Contract No. 4600001355 was awarded to **Hot Line Construction, Inc. (Hot Line Contract 46-1355)** on a competitive basis in February 2020 to provide general line construction work for the period from February 10, 2020, to February 9, 2022, for an aggregate not-to-exceed amount of \$8 million; and

**WHEREAS**, Contract Change No. 1 to **Hot Line Contract 46-1355** added Supplier Education and Economic Development (SEED) material supplier, **Hanford Sand and Gravel, Inc.** to Exhibit I, Designation of Prime Contractor, Subcontractors and Suppliers; and

**WHEREAS**, Contract Change No. 2 to **Hot Line Contract 46-1355** and Contract Change No. 1 to **Diversified Contract 46-1356** will change the contract termination date from February 9, 2022, to August 1, 2021; and

**WHEREAS**, SMUD has been adversely affected by the labor climate induced by Pacific Gas & Electric (PG&E) and its ongoing commitment to reduce wildfire risk across its service area and the resultant loss of contract crews that supported Line Assets programs; and

**WHEREAS**, increasing the aggregate contracts amount and modifying the term of **Hot Line Contract 46-1355** and **Diversified Contract 46-1356** will allow SMUD to augment general line construction work while maintaining flexibility to realign its internal workforce to complete workload until SMUD secures new contracts in May 2021; **NOW, THEREFORE,**

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

**Section 1.** That this Board hereby authorizes the Chief Executive Officer and General Manager, or his designee, to increase the aggregate not-to-exceed contract amount by \$5 million for Contract No. 4600001356 with **Diversified Utility Services, Inc.** and Contract No. 4600001355 with **Hot Line Construction, Inc.**, for a total aggregate contract amount of \$13 million.

**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 contracts that, in his prudent judgment: (a) further the primary purpose of the contracts; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized contract amounts and applicable contingencies.

Approved: December 10, 2020

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

## RESOLUTION NO. 20-12-08

**WHEREAS**, this Board has received the Certificate of Facts from the Registrar of Voters of the County of Sacramento determining the results of the election held on November 3, 2020, for the Director from SMUD Ward 5; and

**WHEREAS**, those results are as follows:

Ward No. 5	Total Votes Cast
Rob Kerth	45,046
Fatima Malik	40,117

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

This Board hereby determines that Rob Kerth has been elected to the position of Director Ward 5 pursuant to **Attachment F**.

Approved: December 10, 2020

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

**CERTIFICATE OF FACTS**

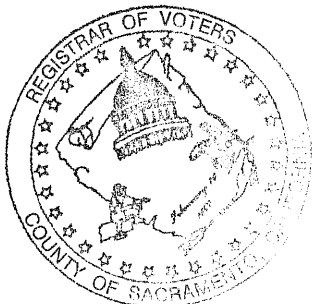
I, COURTNEY BAILEY-KANELOS, Registrar of Voters of the County of Sacramento, State of California, do hereby certify that the names of the candidates shown below were submitted to the known qualified electors in Sacramento County in the **Sacramento Municipal Utility District, Ward 5** for the purpose of electing **One (1) Director** at the November 3, 2020 Presidential General Election.

The results of the Official Canvass conducted by this office are as follows:

Name	Votes Cast
Rob Kerth*	45,046
Fatima Malik	40,117

And that the conduct of the election and canvass of the ballots was in every respect in accordance with the election laws of the State of California.

Witness My Hand and Seal this 1st day of December, 2020.



  
COURTNEY BAILEY-KANELOS  
REGISTRAR OF VOTERS  
County of Sacramento  
State of California

\*Elected

**RESOLUTION NO. 20-12-09**

**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 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 \$35.0 million of 2020 operating revenues to offset future one-time specific

expenditures in order to match such expenditures in the appropriate accounting period for rate-making purposes.

Approved: December 10, 2020

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

**RESOLUTION NO. 20-12-10**

**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 G** hereto and made a part hereof.

Approved: December 10, 2020

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

## SACRAMENTO MUNICIPAL UTILITY DISTRICT

### OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** December 1, 2020

**FROM:** Claire Rogers *CR 12/01/20*

**SUBJECT: Audit Report No. 28007216  
Board Monitoring Report; SD-17: Enterprise Risk Management**

Audit and Quality Services (AQS) received the SD-17 *Enterprise Risk Management* 2020 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 2020

## 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 is reviewed and updated as applicable to include new best practices to support the achievement of the Board's Strategic Directions.

SMUD's ERM program provides a framework for risk(s) to be identified, assessed, prioritized, and managed. The framework allows for the implementation of mitigations and/or action plans that are aligned with SMUD's risk appetite. The 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 2019 Annual Monitoring Report, staff has reviewed SMUD's portfolio of risks and provided 3 updates to the Board. The Year-on-Year Residual Risk Exposure results are summarized as follows:

			Nov. 2018	Nov. 2019	Nov. 2020
✓	"Red":	Extremely High Residual Exposure	(0)	(0)	(0)
✓	"Orange":	High Residual Exposure	(5)	(4)	(4)
✓	"Yellow":	Medium Residual Exposure	(37)	(33)	(36)
✓	"Green":	Low Residual Exposure	(38)	(40)	(38)
✓	"Blue":	Extremely Low Residual Exposure	(0)	(0)	(0)
			<b>(80)</b>	<b>(77)</b>	<b>(78)</b>

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”	4
Yellow “medium”	Green “low”	28
Yellow “medium”	Yellow “medium”	8
Green “low”	Green “low”	38

SMUD’s enterprise-wide risk exposure continues to remain moderate. Evolving technologies, the increasing pace of change in the utility business environment, skilled workforce shortages for some key skillsets, and increased legislative/regulatory requirements are key components that could impact SMUD’s risk profile in the upcoming year. Staff continues to implement initiatives to mitigate the risks appropriately.

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

#### **a) Summary of 2020 activities**

In 2020, ERM continued to support the organization with processes and methodologies based on best practices for risk identification, assessment, mitigation, management, and communications. 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 Resource Planning Coordination Committee (RPCC), the Operational Alignment Team (OAT) and the Three Lines of Defense (3LOD).

In 2020, staff continues to leverage the enterprise risk management framework to support enterprise-wide risk management/mitigation activities. Some samples of these activities include:

#### **Wildfire Mitigation Plan Update and Tabletop Exercise**

The SMUD Board adopted the 2021 Wildfire Mitigation Plan (WMP) on November 19, 2020. SMUD’s WMP describes the array of initiatives SMUD has implemented to reduce the risk of fire ignition related to SMUD’s facilities. It incorporates initiatives SMUD has adopted since the Board adopted the 2020 WMP. Law requires that

SMUD reviews and updates the WMP on an annual basis and present it at a publicly noticed meeting. Staff submitted the 2020 WMP to the Wildfire Safety Advisory Board (WSAB) and have received a draft advisory opinion. Staff will review the advisory opinion and update the 2021 WMP as appropriate before submitting the 2021 WMP to the WSAB before July 1, 2021, as required annually.

To test SMUD's WMP, over 40 SMUD staff representing many business units participated in the second Wildfire Mitigation Plan Table-Top Exercise (WMP TTX). The exercise's objectives were to test, evaluate, and identify gaps in SMUD's approach to extreme fire weather and wildfire and to provide recommendations for resolving the gaps. The scenario was extreme fire weather and concurrent wildfire in multiple areas within SMUD's service territory. The simulation focused on SMUD's wildfire communication and coordination during extreme fire weather, during wildfire response and short-term wildfire recovery.

### **Carbon Disclosure Project (CDP)**

CDP is an internationally recognized, voluntary reporting framework used by over 8,000 companies annually to transparently share information about their strategies for responding to climate change and associated risk management. Completing a CDP submittal is part of staff's Environmental Sustainability Road Map to demonstrate SMUD's leadership in our actions to address the climate change. SMUD completed its third CDP this year and will receive a grade in early 2021.

Submittals will be scored and benchmarked against companies worldwide and a letter grade (A through F) will be assigned. In 2019, only about 2% of respondents reached the A-list, defined as a company taking bold and ambitious action.

The CDP responded in early 2020 with the grade for SMUD's 2019 submittal. SMUD received a "B" grade which demonstrates SMUD's commitment to instituting leading climate practices including incorporating risk management into its overall approach. Among the utilities CDP benchmarked SMUD against, SMUD consistently outperformed its peers across all of the questionnaire's key categories including Scope 1 and 2 GHG emissions data (i.e., those from SMUD's electricity generation, facilities, vehicles and from purchased electricity), governance, and emissions reduction initiatives. Since climate strategy is so important, staff's response to CDP helps to position SMUD as a leader on climate change on the global stage and may be of strategic importance as SMUD continues to attract and retain the best talent, source capital (bonds), and support our customers in their efforts to decarbonize.

### **Risk Management Stress Tests – Statewide Blackouts and COVID-19**

This year, SMUD was faced with COVID-19 and hotter than normal temperatures which resulted in real-time stress tests that provided staff with results to assess how our risk-based approach performs under stress conditions. For example, an August heat wave resulted in rolling blackouts around the state. During this event, SMUD assets continued to perform as planned and we had the necessary power supply

and reserve capacity to avoid blackouts, continuing to provide our customers with reliable power while also aiding other nearby utilities by supplying emergency power. Amid the COVID-19 outbreak, to ensure safety and business continuity, the majority of staff were deployed to work remotely. SMUD benefitted from investments in risk mitigation activities that allowed for remote workforce deployment. This included technology with the right security measures, policies, and proper training. SMUD's strategic investments in cyber risk reduction allowed the Cybersecurity team to be well prepared, resulting in minimal impacts when SMUD shifted to remote work in response to COVID-19.

### **Risk Based Budget Prioritization Process**

With COVID-19 and other external factors such as a possible economic down-turn, putting pressure on SMUD operations and finance, staff continues to leverage the enterprise risk management framework in its budget process to help build resiliency against future impacts and capacity for future activities in support of SMUD's climate goals. This year, the process was further enhanced, staff evaluated both SMUD's capital and O&M portfolio at the lowest level using the ERM risk rubric, the risk score was used to allocate limited resources in the most optimal way, ensuring that the areas deemed to be the highest areas of risk to SMUD were appropriately funded. New limits were set which reflected the organization's risk tolerance, this tolerance level will be used to monitor the resources allocated. This risk-based budget prioritization process will continue to be enhanced moving forward.

**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 2020, 5 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 expand 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, Executive Perspectives on Top Risks for 2020, provides insight from 1,063 global board members and executives from across several industries to determine the top risks for 2020. The study found that for 2020, there were two overarching themes

identified in the top 10 risks: talent and culture, and technology and innovation, which aligns with most organizations as they strive to advance their digital maturity and embrace the transformative potential of technology. The top risk identified for 2020 was regulatory change and scrutiny. 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 2021, staff will continue to enhance the enterprise risk management program, the following initiatives have been planned:
















- Develop a plan for implementing third party recommendations to further enhance the ERM program.
- Mitigation plans for high risks identified in the enterprise risk register shall continue to be monitored closely to ensure risks are managed appropriately.
- Continue to:
  - Leverage risk tools to help build resiliency and future capacity in financial planning; expanding upon approaches used for the 2021 budget plan
  - Support the Board's 2030 Climate Emergency Resolution with studies and stakeholder engagement to develop a pathway for achieving zero carbon by 2030.
  - Support initiatives for the management of cyber risk with vendors
  - Enhance SMUD's emergency operations center capabilities
  - Improve safety performance to meet SD-6 Safety DART goal
  - 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
  - Make progress in strengthening aging transmission and distribution substation assets
  - Enhance data quantity and quality for 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
  - Develop, evaluate, and deploy technology and new business models to maximize shared value for the utility and the customer

- 4. Challenges:** In 2020, challenges to managing risk have increased because of COVID-19 and continued occurrences of wildfires throughout the region, putting strains on critical resources as well as the challenges of transitioning to a remote











workforce. The risk environment continually evolves and SMUD continues to become nimbler, enabling fast, yet measured decision making to manage risks effectively. By leveraging the ERM framework and existing data analytics tools, staff can better manage risks as a portfolio, rather than in silos. This leads to 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

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
<b>Financial</b>	Load variation: customer owned generation						In July 2020, SMUD's Board adopted a Climate Emergency Declaration, and called for staff to return to the Board by March 31, 2021 with an action plan to work towards carbon neutrality by 2030. Staff expects that the resultant scenarios will include greater investments in customer-sited distributed energy resources such as rooftop solar and storage, while evolving rates designs and program incentives to ensure reliability and maintaining affordable rates.
	Project execution						Work on the new Project Portfolio Management solution is in progress with phased go lives through 2020. staff has implemented modules that supported the annual capital prioritization process. Staff continues to work on optimizing the Enterprise Project Management Process through streamlining information being collected across the different project phases, and how project data is used in reporting. Operational Alignment Team (OAT) meeting discussions have focused on ensuring budget offsets are identified for projects with increased costs. They have also encouraged greater accountability for Enterprise Project Closeout and Benefits Realization document submission.
<b>Operational: People</b>	Employee safety						SMUD supports the Safety for Life culture throughout the organization with the continuous goal toward zero-incidents and injuries. This year, staff is on track to meet the Board DART (Days Away, Restricted Time or Job Transferred) rate target of 1.4 in 2020. In addition, Safety took on a new role this year in leading the support of a COVID-19 mitigation and Wildfire Smoke programs. Efforts included: development of COVID-19 standards and guidance, contact tracing programs, management of the Emergency Operations Center (EOC), personal protective equipment (PPE) selection, and employee/contractor screening, updates, and training. Moving into 2021, Safety is implementing a Safety Management System (SMS) that is aligned with a three-year roadmap to reduce risks to SMUD employees, contractors, and the community. Key initiatives planned for 2021 to reduce safety risks include: expanded field visits and near miss reporting; development of ergonomic programs for remote work and use of functional movement screening (FMS), increased frequency of contractor safety field inspections, training on human performance engineering, and improved safety messaging to the community and emergency responders. In addition, during 2021, Safety will be populating its SMS software

## Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							to provide improved visibility to safety key metrics and use of data analytics to evaluate and mitigate identified safety concerns.
	Strategic workforce agility						Succession Planning efforts have largely been postponed to 2021 due to SMUD's pandemic response and related priorities and resource allocation. Ongoing Succession Planning efforts include identification and development strategies to ensure diverse talent pools. Strategic Workforce Planning, a related effort which assists in identifying critical roles, will also continue in 2021. With the transition to a new Chief Executive Officer (CEO), the deployment of his new vision/strategy, and much movement among SMUD's executive talent and beyond, this work is critical to managing the associated risk in the coming year.
<b>Operational: Systems and IT</b>	Cyber security						<p>In 2019, Information Technology (IT) Information Security reorganized staff and restructured our service and capabilities to align to the National Institute of Standard and Technology (NIST) Cybersecurity Framework (CSF) to protect SMUD's people, processes, and technology with a goal to implement an organizational-wide risk management approach. Accordingly, in 2020 with this renewed focus and goal staff officially changed the department name to Cybersecurity. In line with the CSF, Cybersecurity executes activities and other risk measures intended to protect SMUD from an attack, disruption, or other threats to SMUD's infrastructures, computers, networks, related hardware/devices, software and the data/information they contain and communicate. Important to note, these risk measures are critical to SD-16 and encompasses Information Security and other major components such as privacy, data security, supply chain security, and business applications and cloud security. To improve SMUD's risk posture and support resiliency of SMUD's people, processes, and technology the cybersecurity department continues to engineer security measures and implement policy to protect and manage information confidentiality, integrity, and availability.</p> <p>The work to implement the CSF in 2019 is already yielding improvements in maturity across multiple subcategories of framework and SMUD's current cybersecurity capabilities and services. Note, current capabilities and services include cybersecurity program management, governance, risk &amp; compliance, security engineering, information asset security, emergency operations &amp; incident management command center, security</p>













## Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							<p>operations center, identity management, application security and personal &amp; external relationships.</p> <p>In 2020, to improve SMUD's cyber risk posture and support resiliency Cybersecurity's first line of defense, Cybersecurity Operations:</p> <ul style="list-style-type: none"> <li>Continues to mature its implementation of CSF in accordance with organizational policy (AP 07.03.01). Operations has implemented a red team/penetration test capability to identify asset vulnerabilities as part of that framework's control set "Identify Risk Assessment - (ID.RA-1)". Moving forward, staff's target cadence for this activity is to assess SMUD's systems control implementation quarterly. Despite COVID-19, staff has been successful with conducting operational risk assessments.</li> <li>Formalized the Cybersecurity Emergency Operations and Incident Management Program in 2019 and appointed a dedicated Program Manager to oversee this crucial resilience capability. The program is responsible for cybersecurity incident management, including planning, coordination, communication, and oversight during an actual cyber incident, including scenarios such as data breach events, lost devices, and similar attacks. In 2020, this capability integrated and collaborates with SMUD's enterprise Emergency Operations function</li> <li>Emergency Operations Center (EOC) to ensure cybersecurity needs are addressed throughout the duration of more general emergency events such as extended power outages, COVID-19, and other incidents.</li> <li>Added two new staff. Recruiting actively for three positions for two areas highly targeted by cyber threat actors to cause harm (Cloud and Operational Technology). These positions will help protect all of SMUD's Information and Communications Technology (ICT) systems and their contents. This extends beyond SMUD's traditional corporate IT to its control systems and components of SMUD's Critical Infrastructure.</li> <li>Successfully Collaborated with IT Infrastructure and Operations &amp; Applications to implement Microsoft (MS) 365 Multifactor Authentication (MFA) 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.</li> </ul>
















## Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							<p>In 2020, to improve SMUD's cyber risk posture and support resiliency Cybersecurity's second line of defense, Cybersecurity Governance, Compliance and Risk Program:</p> <ul style="list-style-type: none"> <li>Initiated a policy refresh effort to mature our program and assist with implementing critical security controls across IT and OT environments. This refresh will result in an updated set of cybersecurity policies that are aligned to the NIST CSF and the NIST 800-53 Security and Privacy Control families.</li> <li>Introduction of new Security Standards (Security Controls), the program published its first standard for digital encryption July 31, 2020. The program joined a director sponsored working group with the goal of aligning related "information management" policies owned by different departments who, like Cybersecurity, are also guided by SD-16.</li> <li>Procured ServiceNow's Integrated Risk Management and SecOps modules is complete, and the program is now in the process of seeking a system integrator who will help configure these modules to establish and tailor the NIST Risk Management Framework and ensure compliance of policy, procedures and standards across SMUD's enterprise computing and technology environment.</li> <li>As required by CIP-013, Cybersecurity worked with Procurement to formalize an enterprise supply chain risk management process. The CIP standards require this process be in place for CIP-related procurements, but both the Cybersecurity and Procurement, Warehouse, and Fleet Directors saw this as an opportunity to establish a single supply chain risk management process to be used for all technology-related procurements.</li> <li>Introduced New and Improved Cybersecurity &amp; Privacy Mandatory Training for SMUD staff.</li> <li>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. Increased from \$20M to \$40M.</li> </ul> <p>In 2021, Cybersecurity will continue building on work from 2020 to mitigate cyber and privacy risk through efforts to mature the department's implementation of the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) to protect our people, processes, and technology, in 2021 staff will be working to finalize system integration</p>











## Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							<p>of two new technical solutions to mature our cybersecurity governance, risk, and compliance program and security operations program. These systems will enhance SMUD's cybersecurity engineer practices and ensure we are implementing effective policy to protect our information confidentiality, integrity, and availability.</p> <ul style="list-style-type: none"> <li>Initiate 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, Business Strategy and Requirements, IT Strategy and Governance, and Project and Procurement Lifecycles.</li> <li>Maturing cybersecurity technical and programmatic efforts to be integrated in critical business capability and requirements processes and practices to ensure cyber and privacy are baked in early to avoid risk to cost, schedule, and performance of SMUD's operational business requirements.</li> </ul>
	Privacy						<p>2020 saw the California Consumer Privacy Act (CCPA) take effect with an unexpectedly low amount of fanfare. Although we did not see as much coverage around this as we expected, this act continues to be precedent setting legislation and truly does an excellent job providing privacy protection and control of personal data to California consumers. SMUD's Data Sharing Policy and data sharing request process are aligned with this legislation and Cybersecurity has been collaborating with the Customer business unit regarding our processes related to the customer interactions required by the CCPA.</p>
	Data governance						<p>In 2020, staff continued to improve on the data categorization process and expand the incorporation of National Institute of Standards and Technology (NIST) standards into new data domains. The roles of data owner and data lead have been integrated into core business processes and continue to expand data accountability within SMUD.</p> <p>In 2021, staff will work to categorize additional data sets and continue collaborating with other teams to improve data accountability, consistency, and transparency within SMUD in support of our Strategic Directions,</p>
















## Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							Management Policies, Administrative Procedures, and other risk mitigation initiatives.
	Enterprise-wide documentation						<p>The Grid2EDM project is substantially on target to complete by the end of 2020. The eCommunications rollout will meet its target, with all work completed by end of 2020, except for the automated deletion component of email management, which is scheduled to take effect on March 1, 2021. Teams was launched and integrated with the records management program. The Gimmel Records Management tool was deployed. Several business unit specific tools were deployed as well and integrated with the records management program. Progress on records evaluations other than for Grid Assets stalled due to the records manager being out for most of the year and the senior team member's untimely retirement.</p> <p>Records and Information Management (RIM) will continue to complete records evaluations across the enterprise throughout 2020. In 2021, staff will complete the substantial multi-year effort to institute the eCommunications policy. RIM will continue to support implementation of new tools, including Kiteworks, which will require training and communication as well as analysis. A simplified records evaluation process will be deployed. The final conversion to use of the Gimmel Records Management Tool will occur for the Electronic Document Management system.</p>
	Technology systems infrastructure						<p>In 2020, IT staff faced many challenges with COVID and work from home. In the past several years, staff have been preparing and planning for major disaster scenarios which prepared SMUD well for the pivot that occurred this year. Improvements to our data centers, remote access, improved data circuits and many other projects have been implemented that placed SMUD in a great space to quickly respond to 2020's challenges. The existing disaster plans were tested this year and have been revised/updated to cover new pandemic topics and continuous improvement efforts have been in progress to ensure continuity of business operations in a new remote style work environment.</p>
<b>Operational: Process</b>	Gas & gas pipeline assets						<p>In 2020, SMUD staff conducted a virtual emergency response plan exercise with first responders and outside agencies in both Sacramento and Yolo County. This exercise not only helped us evaluate the effectiveness of our emergency response plans, it also helped us develop relationships with the community and improve response capabilities. In</p>






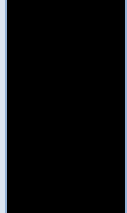









## Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							<p>addition, staff 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. Staff installed two new connection points near the terminus of Line 700B to allow PG&amp;E to serve its gas customers, Procter &amp; Gamble and Air Products. These connections do not change the risk profile of SMUD's gas pipeline, but greatly improved the risk profile of the community along Fruitridge Road based on the abandonment of a PG&amp;E line that was at end of life. Staff also completed multiple community outreach events in an attempt to reduce or eliminate the number of unplanned excavations within or near SMUD's gas pipeline easements.</p> <p>In 2021, SMUD staff intend to continue or program of emergency response plan exercises with first responders and outside agencies in both Sacramento and Yolo County; continue to perform multiple community outreach events in an attempt 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>
	Enterprise continuity management						<p>Staff will finalize the Emergency Operation Center (EOC) Procedures, train on EOC roles and test the EOC Procedures in 2021. Staff will also develop a template for department Emergency Plans, and will procure an 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.</p>
	Internal communications and alignment						<p>In 2020, staff focused on educating SMUD leaders on the behavior and language needed to advance a culture of high trust at SMUD. When the COVID pandemic hit, staff increased the pace with which we regularly communicated decisions affecting our rapidly changing environment, addressing topics such as health and wellness, paid leave, remote work, and campus re-entry. Staff also began efforts to deepen and enrich diversity, equity, and inclusion in the workplace, with plans to continue this commitment in 2021 with the help of a dedicated program manager. Plans include: the launch of a Diversity Council; incorporating Speed of Trust language and behaviors into SMUD's Diversity, Equity, and Inclusion (DEI) strategy; enhanced employee and community relations efforts; and continued improvement of equitable practices and approaches to talent</p>

## Enterprise Risk Mitigations for Risks Currently not within Target
















Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							acquisition and development. Communication of the CEO's vision and strategy is critical work in 2021.
	Energy management center (EMC)						The Energy Management Center building is a critical operation for SMUD. Facilities continues to implement projects to address inefficiencies in the building without impacting business operations. Staff has worked on refining the playbook and will continue to monitor changes and look for ways to reduce risk to core business functions or refine failure response plans as needed.
	Physical asset security						Low-Impact Security requirements have been implemented and Security continues to monitor SMUD sites per regulations. SMUD Security hired 5 additional staff to ensure protection of SMUD and its employees; penetration testing was completed. The conversion to digital security cameras is 80% complete; but due to budgetary constraints in 2019, the rest of the conversion is currently scheduled for 2021. SMUD will be conducting a Physical Security Assessment of the Head Quarters Campus via third party vendor to commence October 2020 and ending approximately the 1st Quarter of 2021. Recommendations from vendor will be available to SMUD in 2021.
	Transmission and distribution substation assets						<p>Staff is on track with its multi-year replacement plan for T&amp;D substation assets which include circuit breakers, transformers, and switchgears. Critical assets were identified and prioritized for replacement. In 2020, staff has completed the design of several projects to be executed in 2021 and has completed the replacement of four transformers and two transmission circuit breakers. Staff has included in their work plan to complete four transformer replacements, three transmission circuit breaker replacements and eight 69kV circuit breaker replacements in 2021. This multi-year replacement plan will continue to be an on-going process to maintain SMUD's assets.</p> <p>Based on equipment issues staff has seen in 2020, this risk is still trending up. Since the substation equipment replacement program is new, staff does not anticipate that the trend will go downwards until a few years into the program when a substantial amount of the replacement work has been completed and staff is able to replace poor assets in the backlog at a pace that outweighs the newly identified assets each year.</p>

## Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
	Operational excellence						<p>In 2020, Energy Delivery identified and implemented several operational excellence initiatives. Some highlights include:</p> <ul style="list-style-type: none"> <li>The Workforce Optimization Project implemented the Distribution Line Inspection (DLI) Mobility initiative which increased data integrity, drove an increase in distribution inspection and work assignment efficiencies, and led to substantial annual cost savings.</li> <li>The Distribution Design Solution (DDS) implementation will reduce the training time required for the design tool, improve end-to-end design time, and streamline/standardize the current design process.</li> <li>Maximized efficiencies and cost reductions in the delivery of workforce training; and</li> <li>Implementation of operational efficiencies in business processes driving unit cost savings across multiple work categories.</li> </ul> <p>In 2021, Staff will continue to identify and implement operational efficiencies in business processes.</p>
	Pricing rate design implementation						<p>Staff initiated and completed a rigorous public process with numerous stakeholders in 2020. This began with the Technical Working Group and continued with the public process to receive feedback once the draft Value of Solar + Storage study was completed. Staff continue to embark on this public process to identify where we can find win/win solutions in the NEM 2.0 rate design working directly with Solar Industry Representatives.</p>
	CPUC General Orders						<p>Automated processes to create work notifications for time-based compliance work is in progress. This will significantly reduce the risk of non-compliance due to failure to identify compliance tasks as they become due.</p> <p>SAP equipment records have been created for substation assets and automated SAP maintenance plans were leveraged for issuing the 2020 substation inspections.</p> <p>The SAP/GIS interface updates required to capture line equipment attributes in SAP is still in process. This work will allow for the use of SAP Maintenance Plans for time-based maintenance (inspections and corrective maintenance) of line assets.</p>


















## Enterprise Risk Mitigations for Risks Currently not within Target
















Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
	NERC/FERC Standards						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 & Planning and CIP Reliability Standards.
	Meter to cash						<p>Meter to cash systems and processes continued to stabilize following the Time of Day (TOD) transition which was completed in 2019. Several meter to cash system upgrades and enhancements were also completed including deployment of two pricing increases in January and October respectively. COVID-19 introduced additional system and process complexities with the suspension of all collection activities which requires manual system adjustments and rigorous monitoring.</p> <p>Staff will continue to resume collection activities in January 2021 which will require configuration and additional system and process monitoring. There will also be two price increases, in January and October, in addition to ongoing system and process work to support the commercial rate transition in 2022.</p>
	Supply chain						<p>In 2020, staff focused heavily on the acquisition of 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 2020, 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</p>








## Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							<p>increases which were somewhat related to COVID-19 responses, wildfire, and other natural disasters across the United States.</p> <p>To ensure that The Board's procurement policy (BL-8) reflects staff's commitment to supply chain risk management, new language was included in 2020; "Supply Chain Risk: SMUD's procurement activities shall identify, manage, and mitigate supply chain risks through a coordinated effort across the enterprise."</p> <p>Simultaneously, staff completed a project implementing new procedures to ensure compliance (required by October 1, 2020) with the NERC reliability standard CIP 013: Cyber Security – Supply Chain Risk Management.</p> <p>In 2020, staff has effectively monitored our supply chain to avoid disruptions or resulting operational, financial, legal, and/or reputational impacts. In 2021, supply chain risk management will be focused on continuing to strengthen our material and equipment supply chain through partnering with critical suppliers, focusing on contract management, and working with key stakeholders on process improvements.</p>
	Energy efficiency						<p>In January 2020, SMUD's Board adopted a new metric for Strategic Direction (SD) 9, moving from a Giga watt hour (GWh) metric for Energy Efficiency to a carbon-based metric. Given the climate imperative, the change focuses SMUD's substantial customer energy efficiency program investments in ways that save the greatest amounts of carbon at the lowest cost while providing the greatest amount of benefits to our customers and SMUD, and does so in a way that aligns our efficiency goals with our integrated resource plan and climate goals.</p>
Strategic	Innovation						<p>Given the Board-adopted Climate Emergency Declaration of carbon neutrality by 2030, the pace of innovation at SMUD needs to increase to support work to achieve the "moonshot" goal. Analysis has begun to support identifying the scenarios as part of the action plan due to the Board by March 31, 2021, and technologies originally considered as longer-term items that have been traditionally lower-priority have been included to consider for the 2030 goal. Agility and flexibility will be key for the future and focus on enabling that for the organization must be a priority.</p>
	Changing customer expectations						<p>In 2020, staff improved digital self-service tools for SMUD customers, and implemented customer-facing and back-office system enhancements that</p>
















## Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							<p>improved operational efficiencies and the customer experience. Examples include significant enhancements to the SMUD app, online program enrollments and launching a virtual assistant for afterhours support on SMUD.org</p> <p>Unknown external risk factors associated with the COVID pandemic and the resulting economic downturn will see an increase risk trend in 2021. In 2021 we plan to balance revenue recovery with customer experience with a focus on supporting vulnerable communities through the recovery.</p>
	Competitive workforce total rewards						Human Resources Diversity & Inclusion continues to explore financially prudent ways to deliver benefit offerings for an increasingly diverse and multi-generational workforce at SMUD. Staff successfully rolled out changes to our deferred compensation program in 2020 and negotiated a new medical services contract. In 2021, we will conduct a comprehensive review of the Total Rewards benefit package, including alternative options for health care coverage, paid leave offerings and additional ancillary benefits.
	Renewable portfolio standards (RPS)						SMUD will achieve the 2020 33% RPS requirement and the Compliance Period 3 requirements. Several renewable resources are planned online by the end of 2020 including 173 MW of local solar, and 3 MW of small hydro. Staff continues to explore options for the next fleet of renewable resources that will contribute to the higher 2030 60% RPS put in place under SB100. Between 2021-2024, staff has approximately 500 MW of new renewable resources in various stages of development.
External	Economic business agility						Due to COVID, Commercial Rate Restructure was postponed by one year. Faced with much uncertainty about SMUD's revenues and costs, the organization has pivoted and really focused on optimizing resources and looking at risk relative to our spending. The executive team implemented a hiring freeze, evaluated spending based on risk by WBS, for both capital & noncapital, and implemented limits on the 2021 budget. They will be continuing this work for 2022 and 2023 as well. We have synced up the 10-year forecasting model with our shorter-term model and continue to reconcile among those two models. We have not taken any specific efforts on operational excellence in 2020 due to the impacts of COVID and focus in other areas.

## Enterprise Risk Mitigations for Risks Currently not within Target

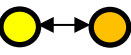




Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
	CEC: Integrated resource planning (IRP)						<p>In December 2019, the CEC Commissioners approved their staff's determination that SMUD's IRP was complete and met the requirements under SB350, and the CEC's IRP Reporting Guidelines. With the CEC approval of our IRP, this closes SMUD's 2019 CEC IRP filing.</p> <p>In 2021, SMUD will focus on the following activities in support of achieving its' SD-9 goals:</p> <ul style="list-style-type: none"> <li>• Expansion of renewables and increased reliability: <ul style="list-style-type: none"> <li>○ Continue the development of Solano Phase 4 in Solano County adjacent to SMUD's other wind resources at this location.</li> <li>○ Continue the evaluation and development of several utility solar and battery storage projects, which could be online by 2024.</li> <li>○ New 100 MW solar project with the Navajo Tribal Utility Authority in Southern California due online in 2022.</li> <li>○ Installation of SMUD's first utility-scale battery at the Hedge Substation in 2021. This battery storage project will provide operational benefits for SMUD's system and provide staff beneficial operations experience with battery storage, prior to ramping up too much larger systems.</li> <li>○ New local system upgrades to be completed in 2021, including the completion of a transmission line upgrade project that will increase SMUD's ability to serve customer demand.</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> </ul> </li> <li>• Support the Board's 2030 Climate Emergency Resolution with studies and stakeholder engagement to develop a pathway for achieving carbon neutrality by 2030.</li> <li>• Implement the Integrated Distributed Resource Plan to plan for impacts of higher electrification on our grid.</li> <li>• Transition electric vehicle offerings from the "Charge Free for 2 Years" program to a statewide "Point of Purchase" program.</li> <li>• Significantly expanding SMUD's building electrification offerings with a goal of growing participation by more than 30% over 2020.</li> <li>• Coordinate comprehensive messages for marketing and customer engagement around building electrification programs.</li> <li>• Work with local and state government to guide local and statewide building codes to encourage building electrification.</li> </ul>

## Enterprise Risk Mitigations for Risks Currently not within Target





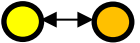
Risk Category	Risk	Year on Year Profile			Risk Trend	Target	2021 Risk Mitigation
		2018	2019	2020			
							<ul style="list-style-type: none"> <li>Continue to explore NEM 2.0 rate structures that reflect the value of solar and encourage intelligent dispatch of battery storage, either through tariffs or associated programs.</li> <li>Complete 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>Begin to track and report SMUD's progress towards achievement of our Net-Zero 2040 carbon goal by incorporating carbon savings attributed to energy efficiency, and the electrification of buildings and transportation.</li> </ul>
	Post 2020 carbon markets						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 up 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).
	Wildfire						Staff has expanded vegetation clearances in the CPUC high fire threat tiers 2 and 3 and within the Eucalyptus Grove located within our service territory. This significantly reduces the risks of trees falling into our lines. Staff has begun the installation of non-expulsion equipment on distribution facilities in higher risk areas and will complete this work prior to the next fire season. High resolution imagery of SMUD's transmission assets located in Tiers 2 and 3 will be collected via drones and will be analyzed to identify possible deficiencies with these assets. The corrective maintenance activities resulting from the drone pilot will be prioritized based on risk.
	Climate Change						SMUD is starting work to update its Climate Readiness Action Plan, last updated in 2017, which will be completed in 2021.

<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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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	Regulatory changes and scrutiny may heighten, noticeably affecting the way our products or services will be produced or delivered.	<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 Wildfire	The current residual risk exposure ranges from medium to high 
2	Resistance to change may restrict our organization from making necessary adjustments to the business model and core operations.	<b>Operational risk:</b> Strategic workforce agility Operational excellence <b>Strategic risk:</b> Innovation	
3	Our organization may not be sufficiently prepared to manage cyber threats that have the potential to significantly disrupt core operations and/or damage our brand.	<b>Operational risk:</b> Cyber security Privacy	
4	Our organization's succession challenges and ability to attract and retain top talent may limit our ability to achieve operational targets.	<b>Operational risk:</b> Strategic workforce agility Competitive workforce total rewards	
5	Our existing operations and legacy IT infrastructure may not be able to meet performance expectations related to quality, time to market, cost and innovation as well as our competitors, especially new competitors that are “born digital” and with a low-cost base for their operations, or established competitors with superior operations.	<b>Operational risk:</b> Technology system infrastructure Grid operational system & support <b>Strategic risk:</b> Innovation <b>External risk:</b> Business agility	

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

6	Economic conditions in markets we currently serve may significantly restrict growth opportunities for our organization.	<b>External risk:</b> Business agility	
7	Ensuring privacy/identity management and information security/system protection may require significant resources for us	<b>Operational risk:</b> Cyber security Privacy	
8	Our organization's culture may not sufficiently encourage the timely identification and escalation of risk issues that have the potential to significantly affect our core operations and achievement of strategic objectives.	<b>Operational risk:</b> Strategic workforce agility <b>Strategic risk:</b> Corporate governance	
9	Our organization may not be sufficiently prepared to manage an unexpected crisis significantly impacting our reputation.	<b>Operational risk:</b> Enterprise continuity management Media & community relations <b>External risk:</b> Pandemic	
10	Inability to utilize data analytics and "big data" to achieve market intelligence and increase productivity and efficiency may significantly affect our management of core operations and strategic plans.	<b>Operational risk:</b> Data governance Data availability Cyber security Privacy	<p>The current residual risk exposure ranges from medium to high</p> 

## **RESOLUTION NO. 20-12-11**

**WHEREAS**, SMUD has long worked with companies to innovate products and services to enhance affordability and reliability of electrical energy service; and

**WHEREAS**, in 2018 this Board adopted an **Integrated Resource Plan (IRP)**, with an ambitious goal of carbon neutrality by 2040, which will require several billions of dollars of investments in renewable power resources, other assets, and programs; and

**WHEREAS**, in 2020 this Board adopted a **Climate Emergency Declaration** in which the Board committed to work toward carbon neutrality by 2030 and to collaboratively find creative solutions to eliminate greenhouse gas (GHG) emissions until a safe atmosphere is restored; and

**WHEREAS**, substantial investment will be needed in new technologies, grid modernization, energy resources, and electric transportation to meet SMUD's and California's carbon reduction and clean energy goals; and

**WHEREAS**, section 12773 of the California Public Utilities Code ("Municipal Utility District Act") authorizes SMUD to operate a pilot project, effective until January 1, 2025, under which it may hold nonstock security in a corporation or other private entity, if such security is acquired as part of a procurement of goods or services from that entity, provided no separate funding is expended solely for the nonstock security; and

**WHEREAS**, under the pilot project, SMUD may acquire up to three (3) nonstock security instruments wherein the value of each security (e.g., number of units multiplied by the unit price) at the time of acquisition by SMUD does not exceed three (3) percent of SMUD's annual revenue in the fiscal year of the acquisition; and

**WHEREAS**, prior to SMUD exercising the authority to implement the pilot project, the Board must adopt a policy governing the acquisitions to address, at a minimum, conflicts of interest, an approval process, and procedures to ensure the security acquisition does not unduly affect the price of the underlying goods and services, and that SMUD receives a reasonable return

for any underlying use of its intellectual property or other SMUD resources;

**NOW, THEREFORE,**

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

**Section 1.** That it is the intent of this Board to exercise the authority in section 12773 of the Municipal Utility District Act, and hereby establishes the **Nonstock Security Pilot Project Program**, as set forth in **Attachment H** hereto, to hold nonstock security in a corporation or other private entity if acquired as part of a procurement of goods or services from that entity.

**Section 2.** That this Board finds that the **Nonstock Security Pilot Project Program** furthers SMUD's public purposes as an electric utility and to develop programs that encourage economic development for the benefit of SMUD ratepayers, and that it is in the best interest of SMUD ratepayers and the public for SMUD to acquire nonstock security in a corporation or other private entity because doing so will help:

- Promote carbon reduction, clean energy and other technologies that will help foster a better environment for the Sacramento community and beyond
- Fairly compensate ratepayers for their community investment in development of such technologies by creating a revenue stream that may potentially offset future rate increases
- Attract businesses to the SMUD service area, which in turn may lead to job growth in the Sacramento region

**Section 3.** That this Board hereby establishes a policy consistent with section 12773 of the Municipal Utility District Act, to govern the acquisition of nonstock security in a corporation or other private entity, that includes: (1) preventing conflicts of interest and violations of Article 4 (commencing with Section 1090) of Chapter 1 of Division 4 of Title 1 of the Government Code; (2) determining how much of an acquisition to accept in lieu of, or in addition to, other forms of remuneration, in order to ensure SMUD secures a reasonable return on any intellectual property or other resources it provides the private entity; (3) approval process for accepting any acquisitions; and (4) ensuring acquisition



of a nonstock security does not unduly influence the amount paid for the associated goods and services.

**Section 4.** The Chief Executive Officer and General Manager, or his designee, is hereby directed to implement the **Nonstock Security Pilot Project Program** and procedures in **Attachment H** consistent with this policy.

Approved: December 10, 2020

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

**Nonstock Security Pilot Project Program  
Sacramento Municipal Utility District**

**Pilot Project Program Description**

1. **Purpose:** To provide an opportunity for a return on investment from SMUD's contribution to the development of goods or services procured from a corporation or private entity, consistent with Strategic Directives (SD-10: Innovation, SD-13: Economic Development, and SD-19: Diversified Business).

2. **Definitions:**

Acquisition – An act of obtaining an asset.

Nonstock Security – A “security,” as defined in Section 25019 of the California Corporations Code, that is not a stock.

Stock – A distinct type of security that specifically includes an ownership interest in a corporation, where the owner is entitled to participate in: (i) the company's management (e.g., has a voting right); (ii) a proportionate share of profits; and (iii) distribution of assets upon dissolution of the company. Its unit of measurement is the share.

3. **Conflict of interest:** To avoid any potential conflict or perceived conflict of interest and to prevent violations of applicable conflict of interest rules including Cal. Gov't Code § 1090, et seq.; the Political Reform Act (Cal. Gov't Code § 81000, et seq.); and the Fair Political Practices Commission Regulations (Cal. Code of Regulations § 18700, et seq.), SMUD shall not enter into an agreement to acquire a nonstock security interest in a corporation or private entity under any of the following situations:
  - a. A board member, or spouse or dependent child of the board member, has a financial interest in the corporation or private entity.
  - b. A board member, or spouse or dependent child of the board member, has a personal or familial relationship with any officer or employee of the corporation or private entity.
  - c. An executive officer of SMUD, or spouse or dependent child of the officer, has a financial interest in the corporation or private entity.

Board members and certain other SMUD staff are each to file annually a Statement of Economic Interests (Form 700) to ensure that those public agency officials are disclosing certain financial interests in a manner that is transparent. It also serves as a reminder for public agency officials and employees to abstain from participating in decisions, including agreements, that could enhance their personal finances in a manner that is inconsistent with law or policy.

Prior to entering into an acquisition agreement, SMUD shall review Board members' most recent financial disclosure filing for potential financial conflicts of interest related to the acquisition.

Further, existing federal and state laws prohibit individuals from purchasing or selling a security when that individual knows material, non-public information about a company which would significantly affect the market price of the security in that company (e.g., company stock price). To avoid any appearance or accusation of insider trading, non-public information received by SMUD may not be used to make decisions concerning the acquisition or sale of the security issued to SMUD.

4. **Determination of how much of nonstock security to accept:** Prior to SMUD's acquiring any nonstock security, the Business Unit initiating the procurement of the underlying goods or services shall, in consultation with New Business Development and Treasury Departments, ensure that:
  - a. SMUD, overall, receives a reasonable return for SMUD's investment, considering, at a minimum, the value of the following: (i) use of any SMUD intellectual property; (ii) SMUD's investment of staff time; and (iii) use of SMUD facilities for field testing; and
  - b. The value of the nonstock security acquisition does not unduly influence the amount paid for the associated goods and services.
5. **Payment of associated goods or services:** SMUD may only hold nonstock security in a corporation or private entity if acquired as part of a procurement of goods or services from that entity. The price paid for such goods or services should not be increased due to the availability of acquiring nonstock security in that corporation or private entity. SMUD is not "purchasing" the nonstock security, so no cash will be exchanged solely for the acquisition of the nonstock security. Any acquisition of nonstock security is incidental to the procurement of goods or services.

6. **Approval for acquisition:** The Chief Executive Officer and General Manager shall seek Board approval prior to entering into an acquisition agreement.
7. **Reporting to the Board:** Staff shall report annually to the Board on the status of this Pilot Project Program and any related acquisitions.
8. **Management of Security:** All decisions and administrative actions concerning the management of any security issued to SMUD by a corporation or other private entity shall be recommended by the Chief Financial Officer or her delegee and approved by the Board. This includes decisions on when the security will be exercised or converted to cash. The Chief Financial Officer shall carry out this function consistent with her delegated investment authority.
9. **Distribution of Security Interest:** Upon such time that SMUD's security interest is sold for cash, the proceeds will be received and recorded by SMUD accounting, indicating the source of funds. SMUD's subsequent use of any cash proceeds shall be in accordance with SMUD policies and to benefit SMUD ratepayers.
10. **Related Reference:** SD-10 Innovation; SD-13 Economic Development; SD-19 Diversified Business; BL-8 Procurement; BL-14 Products, Services and Programs

**RESOLUTION NO. 20-12-12**

**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 I** hereto and made a part hereof.

Approved: December 10, 2020

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

## **SACRAMENTO MUNICIPAL UTILITY DISTRICT**

### **OFFICE MEMORANDUM**

**TO:** Board of Directors

**DATE:** December 1, 2020

**FROM:** Claire Rogers [CR 12/01/20](#)

**SUBJECT: Audit Report No. 28007215  
Board Monitoring Report; SD-16: Information Management and  
Security**

Audit and Quality Services (AQS) received the SD-16 *Information Management and Security* 2020 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 2020

## 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 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 December	Discuss security technologies and business processes to protect information
Customer Privacy: Annually notify customers about use of information	Annual notice of privacy practices	Notify customers of our privacy practices	Notice sent June 2020	Language updated to clarify SMUD does not sell personal information
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 collection and dissemination	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	
Records 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 for entire enterprise	
Records Management: Education	Ongoing enterprise training and Records Custodian Forums	Provide training to all of SMUD, with focused efforts on the Records Custodians	Provided annually 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 during critical incidents	Protect SMUD employees and those who visit SMUD facilities	Completed 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 of SMUD physical properties and assets	Protect SMUD campuses and grid facilities through assessment and implementation of security-industry best practices	Security Operations personnel continue to provide security evaluations for SMUD real properties	Third-party Risk, Threat, and Vulnerability Analysis scheduled to begin Q4 2020

### **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 Cybersecurity group (formerly Information Security) in line with policy AP 07.03.01 adopted the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) to establish prudent and reasonable measures to effectively manage information and security risk. The CSF has five core functions (Identify, Protect, Detect, Respond, and Recover) which comprise both administrative and technical controls to manage risk to SMUD's information security, physical security, customer privacy, and records management. The Chief Information Officer's (CIO) cybersecurity group is actively collaborating with the Chief Legal Officer's (CLO) records management group and Chief Workforce Officer's (CWO) physical security group to implement the CSF measures to enhance information management and security risk management practices and processes in support of SD-16. Cybersecurity will highlight capabilities provide an update to the board for SD-16 during a 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 June bill cycle. The notice was updated this year to add a bullet explicitly stating that we will not sell personal information. 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.**

As part of a 2020 Supply Chain Risk Management project, Cybersecurity worked with Procurement to identify, establish, and formalize a supply chain risk management process. As part of that process SMUD continues to use 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.

### **Records 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 RIM Program is making continued progress toward our 5-year plan of completing record evaluations for all business areas; currently in year 2, and projecting completion by year 5. Through this process we have a high level of confidence that SMUD records will be identified and managed appropriately once complete.

We are also driving implementation of a SMUD-wide eCommunication policy around management of emails, chats and electronic recordings. Chats and electronic

recordings changes have been implemented as of Q4-2020, with email being managed per the policy beginning Q1-2021. Extensive training and communications are being performed now in support of the new policy.

The RIM program is actively partnering with IT to review and support new software integrations to ensure they meet records policies and information best practices. We have created a cross-functional governing body to review and approve Microsoft Office 365 tools to ensure their implementations are also in alignment with records policies. We are also actively partnering with Cybersecurity, CIP Program, Data Governance, and other business partners on document management efforts to ensure alignment.

#### **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.

In 2019 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 September.

The Cybersecurity team continues to ensure compliance with updated Critical Infrastructure Protection (CIP) standards as well. This year saw new standards become enforceable related to supply chain risk management and CIP designated low impact facilities. The team worked with internal and external stakeholders to ensure our ability to demonstrate compliance prior to the enforcement dates for these standards.

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. New policy has been drafted and an enterprise wide incident response plan has been drafted and exercised as well.

##### **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.

Nevertheless, Physical Security continues working to limit unauthorized physical access to SMUD. Efforts to mitigate tailgating, both pedestrian and vehicle, into SMUD facilities continued this year, including making changes to gate opening timers, posting additional signage, and educating employees via the internal Employee News Network.

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 affirmed as being adequate, but opportunities for policy refinement and a better communication of those policies and procedures to all SMUD employees was highlighted.

### **Customer Privacy**

The California Consumer Privacy Act (CCPA) went into effect this year aimed at protecting the privacy of California citizens. Due to SMUD's existing policies and processes already having been aligned to privacy best practices, new policies and procedures were not necessary to become compliant with this law. Our transparency around these policies and practices (starting with SD-16), has helped SMUD build a level of trust with our customers that resulted in a relatively small amount of inquiries and requests related to the CCPA.

As tracked by SMUD's Enterprise Risk group, we continue to operate at a high level of residual risk in the categories of Cybersecurity and Privacy. In order to help address this, SMUD Cybersecurity has begun the process of tailoring the NIST Risk Management Framework (RMF) to our environment. Aligned with the Cybersecurity Framework (CSF) this will ensure our governance and cybersecurity risk management process appropriately address cybersecurity risks as well as facilitate informed decisions by Director-data owners and system owners regarding the management of the cybersecurity risk of their data and systems.

### **Records Management**

Due to access restrictions related to COVID-19, we were unable to complete our standard physical content reviews as part of our records evaluation process. We implemented new processes to accommodate these restrictions and have partnered with the business areas to ensure physical content is inventoried and managed appropriately as part of our record evaluations going forward, even in light of continuing remote work.

We have implemented corrective action in response to Audit and Quality Services' audit 28006022, Finding #02, which stated that SMUD needed to ensure record destruction features are working appropriately. A recently purchased tool provides the required records management and destruction over four different document repository systems. The tool is being used in a systematic manner to destroy documents as part of record evaluations completed this year. In addition, in 2021 we will use it to apply retention for record evaluations completed in previous years.

## **5) Recommendation**

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

## **6) Appendices**

Acronyms used in this report:

NIST – National Institute of Standards and Technology

CSF – Cybersecurity Framework

CCPA – California Consumer Privacy Act

RMF – Risk Management Framework

RTVA – Risk, Threat, and Vulnerability Assessment

LLEA – Local Law Enforcement Agency

SRRCS – Sacramento Regional Radio Communications System

President Kerth then turned to Discussion Calendar Items 16.a. and 16.b., pertaining to the 2021 Budget. He stated Item 16.a., is to adopt the 2021 Budget which, among other things, establishes:

- An Operations and Maintenance Budget of \$1,140 million (including Public Goods Charge of \$68.1 million);
- A Debt Service budget of \$213.7 million;
- A Capital and Reserve Budget of \$390.9 million; and
- Authorized contingencies.

He stated Item 16.b., is a Declaration of Intent to Issue Debt to create \$200 million of additional bonding authority to reimburse for qualifying expenditures, and Official Intent to reimburse for 2021 and 2020 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Jennifer Restivo, Director of Planning, Pricing & Enterprise Performance, gave a presentation regarding the 2021 Budget and borrowing authority. A copy of the slides used in her presentation is attached hereto.

Mr. Graham read from a document he had sent to the Board, a copy of which is attached to these minutes, and commented on accounting practices. He asked the Board to allocate money in the budget toward upgrading distribution lines to add a fifth wire to reduce magnetic fields and stray voltage and to direct staff to prepare a report on the items referenced in the attachment.

There being no further discussion, President Kerth entertained a motion to approve Discussion Calendar Item 16.a. to adopt the 2021 Budget. Director Rose moved for approval of Discussion Calendar Item 16.a., Vice President Bui-Thompson seconded, and Resolution No. 20-12-13 was unanimously approved.



## RESOLUTION NO. 20-12-13

**WHEREAS**, the proposed 2021 Budget is expected to result in a positive net income for 2021; **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 2021 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, 2021, through December 31, 2021.

Operations and maintenance:

Commodity - purchased power, fuel, and wheeling	\$440,888,802
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Public Goods	68,093,780
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Customer, energy delivery, energy operations, internal service, technology, corporate services and Rancho Seco	631,223,310
--	-------------

Sub-Total	\$1,140,205,891
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Debt Service	213,731,963
Capital and reserve	390,903,450

<b>TOTAL</b>	<b>\$1,744,841,305</b>
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(b) The Commodity line item budget is based on assumptions of average rainfall and temperatures during 2021. SMUD has in place a Hydro Generation Adjustment (HGA) mechanism whereby, based on the actual rainfall amounts between April 1, 2020 and March 31, 2021 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 2021 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 2021 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 \$14 million; for every megawatt hour over 661,000 transfer the NP15 power price per MWh into the Fund, up to a maximum of \$14 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 (10,087 GWh) are based on average weather conditions and expected customer growth in 2021. 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 2021 may not exceed the total budget amount 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 2021 shall not exceed 2,157 employees plus a two percent contingency without further authorization of this Board.

**Section 6.** The Public Goods Charge shall be adjusted from 15.07 percent of 1994 revenues to 16.51 percent of 1994 revenues. The percentage allocation for the public goods charge expenditures shall be adjusted from 6.60 percent to 7.82 percent for low income assistance, and from 5.67 percent to 5.45 percent for energy efficiency, and from 2.11 percent to 3.13 percent for research and development, and from 0.69 percent to 0.11 percent for new renewable generation.

**Section 7.** The authorization for spending includes \$48.6 million of commodity for Valley Clean Energy which will be reimbursed in full to SMUD.

Approved: December 10, 2020

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

President Kerth then turned to Discussion Calendar Item 16.b., to adopt the Declaration of Intent to Issue Debt.

There being no further discussion, Director Fishman moved for approval of Discussion Calendar Item 16.b., Director Sanborn seconded, and Resolution No. 20-12-14 was unanimously approved.

## RESOLUTION NO. 20-12-14

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, and )  
19-11-05) 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, and 19-11-05 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 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 \$7,655,000,000 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 2021 capital budget, 2020 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 \$200,000,000. Such maximum principal amount is in addition to the \$7,655,000,000 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 2021 capital budget, 2020 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.

Approved: December 10, 2020

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

President Kerth then turned to Informational Items 17 through 19 and noted that any public comment on informational items could be provided during the general public comment period.

With regard to agenda item 17, Financial Report: October 2020 Financial Results and Operations Data, no clarifying questions were forthcoming.

With regard to agenda item 18, Audit Report: Power Source Disclosure Program Report, no clarifying questions were forthcoming.

Jennifer Davidson, Chief Financial Officer, gave a presentation on agenda item 19, a summary of SMUD's current Power Supply Costs. A copy of the slides used in her presentation is attached hereto.

President Kerth then turned to agenda item 20, statements from the public regarding items not on the agenda. He 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.

Mr Graham thanked Mr. Tretheway for his leadership and asked that support continue for Sacramento Tree Foundation. He then referenced his comments on Agenda Item 16 and asked the Board to direct staff to prepare reports on what financial results would be in 2022 and 2023 with rates in effect at the end of 2021.

Dave Wright stated he was thrilled to hear about the 2030 Zero Carbon Plan and thanked the Board for partnering with customers to achieve the goals.

President Kerth then turned to Directors' Reports.

Director Rose reported on his attendance at a virtual Clean Tech Meetup sponsored by CALSTART which discussed research used to set Time of Day rates and how things like precooling were very effective.

Vice President Bui-Thompson congratulated Director Sanborn for being recognized by the *Sacramento Business Journal's* Women Who Mean Business. She also reported on her attendance at the virtual Zero Carbon community meetings and thanked staff for making Question & Answer (Q&A)

available so that the community could ask questions. She then reported on her attendance and presentation at the Water Energy Summit and thanked Jose Bodipo-Memba and Rachel Huang for their assistance.

Director Fishman reported on his attendance at a webinar regarding hydrogen policy sponsored in part by the California Fuel Cell Partnership.

Director Herber reported on her attendance at the Sacramento Transportation Authority Board meeting where it was announced that the new Executive Director, Sabrina Drago, had been chosen. She also reported on her attendance at the Sacramento Black Chamber of Commerce annual event where Nicole Howard, Brandy Bolden, and Arlen Orchard were recognized. She stated she would be attending an event for the National Association of Women Business Owners where they would be having a fundraiser for Habitat for Humanity. She closed by thanking City Councilmember for District 4, Steve Hansen, for his work in making the community better and noting this was his last meeting.

Director Tamayo reported on his tour of the Community Resource Project headquartered in Del Paso Heights. He stated he was impressed by their offerings and looked forward to exploring partnerships in the community with regard to meeting the 2030 zero carbon goals.

Director Sanborn thanked Vice President Bui-Thompson for her recognition and reported on her attendance at two state planning sprint meetings with the Sacramento Asian Pacific Chamber where economic development was discussed and she had the opportunity to introduce State Treasurer Fiona Ma and City of Sacramento Mayor Steinberg. She thanked Jim Alves and his team for assisting in preparation for the meetings. She then reported on her meeting with a representative from Sunrun, one of the largest solar panel installers in the country. She closed by thanking President Kerth for his leadership as Board President in 2020.

President Kerth reported on his attendance at the Black Chamber of Commerce installation meeting. He thanked the Board for picking him as

President for 2020 and noted that much was accomplished despite the challenges posed.

Paul Lau, Chief Executive Officer and General Manager, thanked President Kerth and the Board for the exceptional leadership they showed in 2020. He then reported on the following items:

- 1) **COVID Update.** Due to the challenges facing many of our customers during the coronavirus pandemic, SMUD has extended the period in which we will not be disconnecting power for non-payment. The moratorium on disconnects will now continue at least through April 30, 2021. With hospitalizations surging across the state, Governor Newsom last week issued a region-based stay-at-home order due to a shortage of intensive care unit, or ICU, beds throughout the state. With the Greater Sacramento's ICU capacity dropping below the 15-percent threshold this week, the region will be placed under the state's strictest shutdown order starting tonight, just before midnight. The restrictions will close outdoor dining, barbershops, and hair and nail salons. Retail outlets will be required to limit customers to 20 percent capacity at a time. Residents are asked to remain at home except to go to essential jobs or do basic chores. The restriction will be in place for at least three weeks. SMUD has reactivated our Emergency Operations Center to Level 1 (virtual only) to ensure we have a coordinated response to the recent surge in COVID-19 cases. Out of an abundance of caution, we have moved our employee re-entry date to SMUD facilities to late in the second quarter of 2021, with a reassessment at the end of the first quarter. The ban on business travel by SMUD employees has also been moved to the end of the second quarter.
- 2) **2030 Clean Energy Vision.** We developed a new web page to provide customers with information on SMUD's 2030 Clean

Energy Vision. The address is [smud.org/ZeroCarbon](http://smud.org/ZeroCarbon). SMUD is committed to removing 100 percent of greenhouse gas emissions from our electric generation by 2030. The web page explains how this is the most ambitious clean-energy goal of any utility in the country, why we are doing it, and how we need the support of our customers to create this sustainable future. To that end, we have begun the community outreach process outlined at the December 1 Strategic Development Committee meeting by Scott Martin, SMUD's Director of Resource and New Business Strategy. We held three community engagement sessions on the Clean Energy Vision this week - one on Tuesday for our community partners, one for residential customers yesterday, and another session with residential customers right now, as we speak. At yesterday's session with residential customers, we received more than 100 questions from the approximately 225 participants. The main themes of the questions included how customers can partner with us on this journey, what kinds of clean technology we are considering, how our power mix today compares to what it will be in 2030, how much implementing this vision will cost, and the role of rooftop solar in our efforts. Next week, we have scheduled four engagement sessions with a range of stakeholders, including community, business and environmental groups, and with representatives from the solar and storage industry. Twenty-six (26) people have committed to attend next week's community meeting; 26 for the environmental meeting; and 68 for the business meeting. Seven of the nine invitees to the solar/storage meeting have committed to attend.

- 3) **Holiday Deals at SMUD Energy Store.** Also at [smud.org](http://smud.org), the SMUD Energy Store is offering holiday discounts on energy-

saving products such as LED lights, Nest thermostats and Nest video doorbells. These are the best deals of the year.

4) **Military ERG Supporting Veterans.** Kudos to SMUD's Military Employee Resource Group (ERG) for organizing a drive-by donation drive yesterday for patients at Mather Veterans Hospital. The event followed all of SMUD's COVID-19 health and safety guidelines.

5) **Board Video.** Tonight's video looks back at 2020 - one of the most unusual and challenging years in SMUD's long history.

President Kerth requested the Summary of Board Direction, but there was none.

No further business appearing, President Kerth adjourned the meeting at 7:19 p.m.

Approved:

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President

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Secretary

# Exhibit to Agenda Item #16

Adopt the following:

- a. **2021 Budget** which, among other things, establishes:
  - An Operations and Maintenance Budget of \$1,140 million (including Public Goods Charge of \$68.1 million);
  - A Debt Service budget of \$213.7 million;
  - A Capital and Reserve Budget of \$390.9 million; and
  - Authorized contingencies.
- b. Declaration of Intent to Issue Debt to create \$200 million of additional bonding authority to reimburse for qualifying capital expenditures, and Official Intent to reimburse for 2021 and 2020 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Board of Directors Meeting

Thursday, December 10, 2020, scheduled to begin at 5:30 p.m.

Virtual Meeting (online)

# Overview of 2021 Budget Process

**November 6**

**Board members receive  
Draft 2021 Budget Book**

**November 11**

**Finance & Audit  
Committee Meeting  
Presentations**

- CFO SMUD overview
- Corporate Services
- Energy Operations
- Energy Delivery

**November 12**

**Finance & Audit  
Committee Meeting  
Presentations**

- Customer
- Technology
- Workforce

**December 10**

**Board Meeting**

- Approve 2021 Budget



# Budget Resolution

- Spending Limits
- Automatic spending adjustments for:
  - Increased sales
  - Low Precipitation & Hydro generation
  - Low Carbon Fuel Standard and Cap-and-Trade proceeds
- Authorizes staff to expend funds
- Sets funding for public goods
- Intent to issue debt

# Rate Stabilization Fund (RSF) & Regulatory Accounting

- RSF created in 1984
- Board Authorization for Accountant to transfer revenues in/out of RSF for specified items
- Last few years used for WAPA transfers as part of budget resolution and starting last year used for transfers related to Low Carbon Fuel Standard (LCFS) and Cap-and-Trade funding
- Minor change to limits within Board Resolution for fund transfers

# 2021 Budget Authorization (\$M)

Commodity	\$440.9
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Public Goods	68.1
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Operating Expenses	631.2
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<b>Sub-Total</b>	<b>\$1,140.1</b>
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Debt Service	213.7
--------------	-------

Capital and Reserve	390.9
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<b>Budget Resolution Amount</b>	<b>\$1,744.8</b>
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Totals may reflect minor rounding differences

## 2021 Budget – Net Income (\$M)

Customer and Other Revenues	\$1,547
Energy Supply Commodity Expenses	<u>441</u>
Net Power Margin	\$1,106
O&M	631
Public Good	108
Depreciation & Non-Cash	220
Interest Expense	100
Other Income	31
Net Income	<u>\$78</u>
Fixed Charge	1.80

For the SMUD Board of Directors meeting December 10 2020

Recommendation from Mark Graham, a long time SMUD customer-owner;

SMUD should allocate money in the budget for upgrading old existing distribution lines such as by the addition of a fifth wire to reduce magnetic fields and stray voltage. Magnetic fields are a health hazard. Stray voltage is an environmental pollutant and wasted electricity.

SMUD currently is rolling in money as your monthly updates from Lisa Limcaco have been showing you all year long and as the Board briefly discussed with staff at the November, 2020 Board meeting. You have the money to make these improvements.

The National Electrical Safety Code (NESC) rules 92D and 215B forbid objectional flow of current down a grounding wire and forbid the use of the earth as part of an electrical supply circuit.

In California, the analogous rule forbidding the use of the earth as a conductor is CPUC General Order No. 95, Rule 33.2:

“33.2 Ground or Earth as a Conductor: Ground or earth shall not be used as a normal return or circuit conductor. In direct current supply systems or in single phase or polyphase supply systems, a neutral or any other conductor shall be used under normal use as a return or circuit conductor; however, the grounding of the neutral or any other conductor is not permitted as a normal return or circuit conductor. The neutral or any other conductor is permitted to be grounded only for the purposes of stabilization and protection.”

Unfortunately this is happening with many of SMUD’s distribution lines, such as along 20<sup>th</sup> Street in Sacramento.

Many SMUD 21 kV distribution lines were installed in 1963 and were not designed for modern power loads with switching power supplies and other electrical equipment (that had not yet been developed in the 1960s) which interferes with 60 Hz power quality and delivery.

See, for example, this paper: (Short, et al., Five-Wire Distribution System Demonstration Project, IEEE Transactions on Power Delivery, Vol. 17, No. 2, April 2002). The paper describes how the addition of a second neutral return wire, or “fifth wire” may reduce magnetic fields by 50% and stray voltage by 40%, with improved high-impedance fault detection

Action: Direct staff to prepare a report to the Board on the current condition of its older (say, pre 1970 distribution lines), the prevalence of long term as opposed to emergency grounding to the Earth, known or suspected magnetic fields and stray voltage, and an estimate for how much it would cost for SMUD to upgrade these lines, and what areas are most urgently in need of upgrading and should be the highest priority.

# Exhibit to Agenda Item #19

Provide the Summary of SMUD's current Power Supply Costs.

Board of Directors Meeting

Thursday, December 10, 2020, scheduled to begin at 5:30 p.m.

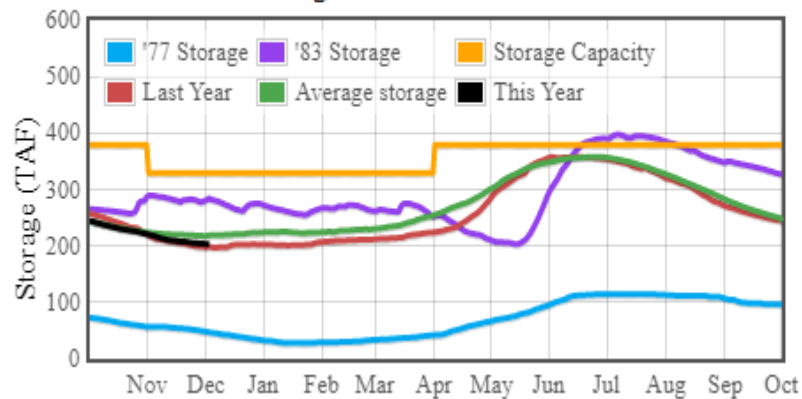
Virtual Meeting (online)

# Precipitation Levels

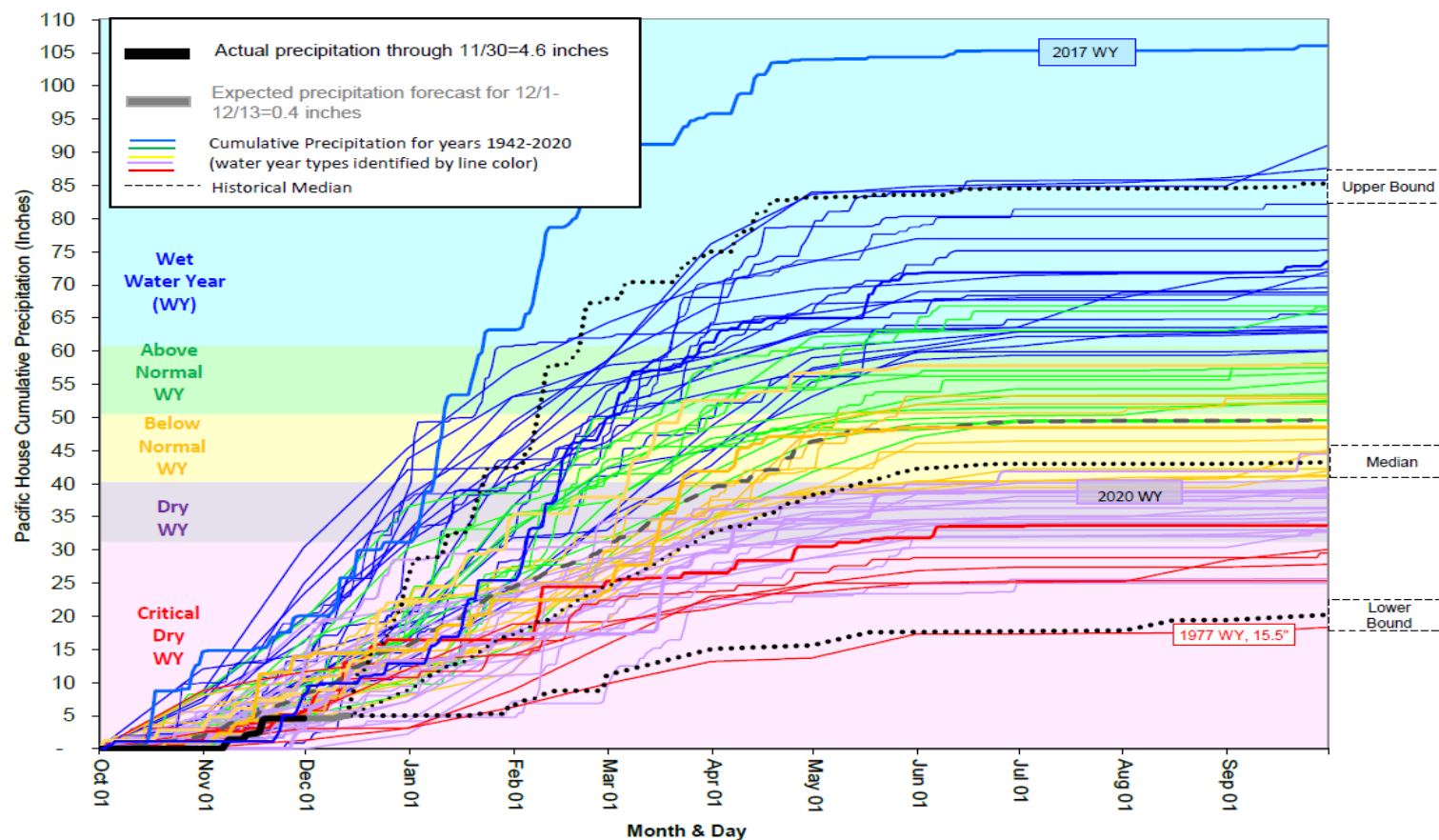
**Precipitation - Pacific House  
Plan vs. Actual/Forecast**

Month	Plan	Actual	Difference
Oct-20	2.13"	0.00"	-2.13"
Nov-20	7.61"	5.29"	-1.81"
Total	9.74"	5.29"	-4.45"

**Storage reservoir contents**



**Comparison of 2021 WY Precipitation to History (1942-2020 WYs)**



# Commodity Budget: Mitigations & Forecast

SMUD has in place financial mitigation tools that hedge against hydroelectric uncertainty

## Fund Balances:

- HRSF Balance - \$74.7M
- RSF WAPA Balance - \$43.1M

## 2020 Fund Transfers:

- Projected transfer into the WAPA RSF \$914k

2020 Commodity Costs Forecast vs. Budget (in millions)		
Forecast	Budget	Difference
\$ 460	\$ 474	\$ ( 14)

Hydro Performance as November 30, 2020			
	Forecasted (GWh)	2020 Budget (GWh)	Variance (GWh)
UARP	759	1,523	-763
WAPA	686	661	25
UARP + WAPA	1,446	2,184	-738





SSS No. SCS 20-351

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance & Audit - 01/20/21Board Meeting Date  
January 21, 2021

TO					TO				
1.	Tasha Crawford				6.	Jennifer Davidson			
2.	Robert Adams				7.				
3.	Jacob Berks				8.				
4.	Casey Fallon				9.	Legal			
5.	Gary King				10.	CEO & General Manager			

<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) Dejona Lopez	DEPARTMENT Procurement, Warehouse & Fleet			MAIL STOP B357	EXT. 5331	DATE SENT 12/31/20	

**NARRATIVE:**

**Requested Action:** Authorize the Chief Executive Officer and General Manager to award a Direct Procurement Contract to Zeus Electric Chassis, LLC ("Zeus") for five all-electric work trucks for a two-year term for a not-to-exceed amount of \$1,200,000.

**Summary:** SMUD has invested in fleet electrification for over 10 years. These investments have been primarily in the light duty vehicle class and more recently include hybrid bucket trucks along with other medium duty work trucks with idle mitigation. The manufacturers that SMUD has competitively bid contracts with for medium and heavy duty vehicles (Altec, Terex, and ETI) do not offer an all-electric drive chassis. This offering is rare in today's market and only provided by a few companies that primarily focus on conversion from internal combustion engine ("ICE") platforms manufactured by Ford and other original equipment manufacturers ("OEMs"). The market for all-electric drive work trucks is beginning to develop and take shape mostly for light duty pickup trucks (less than 8,500 gross vehicle weight rating ("GVWR") amongst the OEMs.

Given the limited market offerings, Zeus Electric Chassis, LLC, a startup based out of Lindstrom, MN, has developed an all-electric work truck chassis that is uniquely positioned in the class 4 and class 5, vehicle categories (GVWR of 14,001 to 19,500 pounds, similar to a Ford F450 or F550 platform). Zeus is currently the only complete custom upfit electric truck chassis manufacturer in North America. SMUD and Zeus were originally introduced by the California Mobility Center ("CMC").

This action request seeks to finalize terms, conditions, and pricing with Zeus for the procurement of five all-electric work trucks for a two-year term for a not-to-exceed amount of \$1,200,000. Zeus is a designer and original manufacturer of electric chassis capable of being customized for multiple uses throughout the SMUD fleet.

The vehicle specifications for the five all-electric work trucks will be designed by SMUD's Fleet Engineers in collaboration with Zeus and will be fabricated by Zeus in collaboration with the CMC and other upfitters. Manufacturing will begin in early 2021 with a nine-month lead-time enabling SMUD to put these vehicles in-service potentially before year end 2021.

Market pricing for equivalent vehicles that are not all-electric is of course a less expensive option for SMUD. However, this contract with Zeus presents a unique opportunity to accelerate fleet electrification at SMUD and in our region, which in turn will reduce greenhouse gas ("GHG") emissions. The increase in purchase cost compared to the ICE market equivalent vehicles will more than likely be made up in funding available from the California Air Resources Board ("CARB") Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project ("HVIP"). This project intends to accelerate the adoption of cleaner, more-efficient trucks and buses, based on HVIP credits available in 2019-2020. SMUD estimates that each of the

five equipment purchases from Zeus will have a voucher or credit of nearly \$100,000 or \$500,000 in total for all five all-electric work trucks. Zeus has partnered with other organizations such as California Strategies through the CMC ecosystem to secure CARB and Air Quality Management District (“AQMD”) authorizations for market entry and incentives. In addition, Zeus has provided a breakdown of their pricing, including the electric chassis, which aligns with industry standards, and the battery system, which is the most expensive component of each vehicle. Given this information, pricing for these electric vehicles is considered fair and reasonable.

Based on these market dynamics and Zeus being the only custom upfit electric truck chassis manufacturer in North America, a direct procurement contract is in SMUD’s best interest because advertising a bid opportunity would not produce a competitive outcome for SMUD; and it would be practically impossible to obtain the specifications we are seeking through such a solicitation. Further, Zeus will price all equipment (parts, labor, technology, etc.) at cost to SMUD, and there will be no mark-up or profit.

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

**Recommendation:** Award a Direct Procurement Contract

Award to:  
[Zeus Electric Chassis, LLC](#)  
30345 Neal Avenue  
Lindstrom, MN 55045

**Comments:** This will be a non-standard SMUD contract format. The terms and conditions that will govern this contract will be reviewed and approved by all parties prior to contract execution.

**Benefits:** The ability to accelerate the conversion of additional fossil fuel vehicles and equipment to electric, demonstrate the business case for fleet electrification, and further establish leadership in fleet electrification and environmental sustainability.

**Cost/Budgeted:** \$1,200,000; Budgeted for 2021-2023 by Procurement, Warehouse & Fleet.

**Alternatives:** Do not approve this direct procurement. This would not be in the best interest of SMUD, as this would hinder SMUD’s ability to increase the electric vehicle options available, which demonstrates leadership in fleet electrification and environmental sustainability.

**Affected Parties:** Procurement, Warehouse & Fleet, Supply Chain Services, and Zeus Electric Chassis, LLC.

**Coordination:** Procurement, Warehouse & Fleet, Jacob Berks (Contract Manager), and Supply Chain Services.

**Presenter:** Casey Fallon, Director of Procurement, Warehouse & Fleet

**Additional Links:**

SUBJECT

Direct Procurement Contract with Zeus Chassis, LLC.

ITEM NO. (FOR LEGAL USE ONLY)

7

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

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

**WHEREAS, Zeus Electric Chassis, Inc. (“Zeus”)** is a designer and manufacturer of all-electric work truck chassis capable of being customized for multiple uses in the class 4 and class 5 vehicle categories (gross vehicle weight rating of 14,001 to 19,500 pounds, similar to a Ford F450 or F550 pickup); and

**WHEREAS, SMUD and Zeus** were originally introduced by the **California Mobility Center (“CMC”)**; and

**WHEREAS, SMUD Fleet Engineers** will design vehicle specifications for five all-electric work trucks in collaboration with **Zeus**; and

**WHEREAS, Zeus** will fabricate the vehicles in collaboration with the **CMC** and other upfitters; and

**WHEREAS, manufacture** of the vehicles is anticipated to begin in early 2021, with a nine-month lead-time, which would enable SMUD to put these vehicles into service potentially before year-end 2021; and

**WHEREAS, Zeus** will price all equipment (parts, labor, technology, etc.) at cost to SMUD with no mark-up or profit; and

**WHEREAS, SMUD** has invested in fleet electrification for over 10 years and partnering with **Zeus** on this procurement provides SMUD an opportunity to accelerate the conversion of additional fossil fuel vehicles and equipment to electric, and further establish leadership in fleet electrification and environmental sustainability; and

**WHEREAS, awarding** a direct procurement contract to **Zeus** is in SMUD’s best interest because **Zeus** is the only custom upfit electric truck chassis manufacturer

in North American capable of producing the all-electric work trucks (class 4 and 5) to SMUD's specifications, and **Zeus's** pricing is deemed to be fair and reasonable given that **Zeus** will price the equipment at cost to SMUD without mark-up or profit; **NOW, THEREFORE,**

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

**Section 1.** That the Chief Executive Officer and General Manager, or his designee, is authorized to execute a direct procurement contract with **Zeus Electric Chassis, Inc.** for the purchase of five all-electric work trucks for a two-year term in an amount not to exceed \$1,200,000.

**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.



SSS No.

E,S,RES 21-01

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
ERCS, January 20, 2021Board Meeting Date  
January 21, 2021

TO		TO	
1.	Steve Johns	6.	Brandy Bolden
2.	Steve Lins	7.	Jennifer Davidson
3.	Frankie McDermott	8.	
4.	Gary King	9.	<b>Legal</b>
5.	Stephen Clemons	10.	<b>CEO &amp; General Manager</b>

<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>
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FROM (IPR) Patrick Durham	DEPARTMENT Env., Safety, and Real Estate Services	MAIL STOP B203	EXT. 6327	DATE SENT 12/21/2020
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**NARRATIVE:**

**Requested Action:** SMUD is seeking Board approval of the developer for the 59<sup>th</sup> St Reuse Request for Proposal.

**Summary:** Provide the Board's Energy Resources & Customer Services Committee with the proposal outcomes and the recommended developer team that SMUD would partner with to re-use and develop the former 59<sup>th</sup> Street Corporation Yard.

**Board Policy:** SD-7, Environmental Leadership  
(Number & Title) SD-17, Enterprise Risk Management

**Benefits:** Provides the Board with a developer team recommendation that delivers the highest value and most certain proposal to create a high-quality, state of the art, mixed use, transit-oriented, market responsible, financially feasible infill development reflecting SMUD's sustainability and energy program goals and is compatible with its neighbors.

**Cost/Budgeted:** SMUD 59<sup>th</sup> Street Re Use Project Budgeted \$1,149,225  
(Excludes 59<sup>th</sup> Street Remediation Project)

**Alternatives:** Retain the site or sell the site without remediation or improvements, to the detriment of SMUD's expressed goals.

**Affected Parties:** SMUD Board of Directors and organization and several other stakeholders

**Coordination:** All Executives and affected Businesses units

**Presenter:** Paul Lau, Chief Executive Officer and General Manager  
Patrick Durham, Director of Environmental & Real Estate Services  
Steve Johns, Regional & Local Government Affairs Manager

**Additional Links:**

SMUD. Org project site page

<https://www.smud.org/en/Corporate/Do-Business-with-SMUD/59th-Street-Reuse-Project>

Committee Meeting – Finance &amp; Audit: Developer Presentations on July 14, 2020

<http://smud.granicus.com/player/clip/2320>

SUBJECT

59<sup>th</sup> Street Reuse Project

ITEM NO. (FOR LEGAL USE ONLY)

**8**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

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

**WHEREAS**, in September 2019, SMUD issued Request for Qualifications No. 190180.DJM (RFQ) for redevelopment of the former SMUD Corporation Yard at 59<sup>th</sup> Street, Folsom Boulevard, and U.S. Highway 50 in the City of Sacramento (**59<sup>th</sup> Street Re-use Project**); and

**WHEREAS**, in March 2020 SMUD issued to **StoneBridge Properties, LLC (StoneBridge)** and **SKK Developments/BlackPine Communities (SKK/BlackPine)**, based on their responses to the RFQ, a Request for Proposal No. 200040.DJM (RFP) concerning the disposition and development of the former Corporation Yard property as part of the **59<sup>th</sup> Street Re-use Project**; and

**WHEREAS**, **StoneBridge** and **SKK/BlackPine** provided presentations to the Board at the July 14, 2020, Finance and Audit Committee and Special Board of Directors meeting; and

**WHEREAS**, the proposal outcomes were presented to the Board at the January 20, 2021, Energy Resources & Customer Services Committee and Special Board of Directors meeting; **NOW, THEREFORE**,

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

**Section 1.** That this Board approves designation of **SKK Developments/BlackPine Communities (SKK/BlackPine)** as developer of the **59<sup>th</sup> Street Re-use Project**.



**Section 2.** Staff is directed to work with **SKK/BlackPine** to develop the **59<sup>th</sup> Street Re-use Project**.



SSS No.
CFO 20-017

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date N/A
Board Meeting Date January 21, 2021

TO					TO				
1.	Gary King				6.				
2.	Jennifer Davidson				7.				
3.	Stephen Clemons				8.				
4.					9.	Legal			
5.					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) Lisa Limcaco					DEPARTMENT Accounting				
					MAIL STOP B352	EXT. 6957	DATE SENT 12/30/20		

**NARRATIVE:**

**Requested Action:** Provide SMUD's financial results for the year-to-date period in 2021.

**Summary:** Staff will present SMUD's financial results for the year-to-date period in 2021 to the Board of Directors.

**Board Policy:** GP-3, Board Job Description  
*(Number & Title)*

**Benefits:** Provides Board members with information regarding SMUD's financial condition.

**Cost/Budgeted:** n/a

**Alternatives:** None

**Affected Parties:** Accounting

**Coordination:** Accounting

**Presenter:** Lisa Limcaco

<b>Additional Links:</b>
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SUBJECT Year-to-date Financial Results for SMUD	ITEM NO. (FOR LEGAL USE ONLY) <b>9</b>
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT  
OFFICE MEMORANDUM**

TO: Distribution

DATE: December 31, 2020  
ACC 20-018

FROM: Kathy Ketchum / Lisa Limcaco

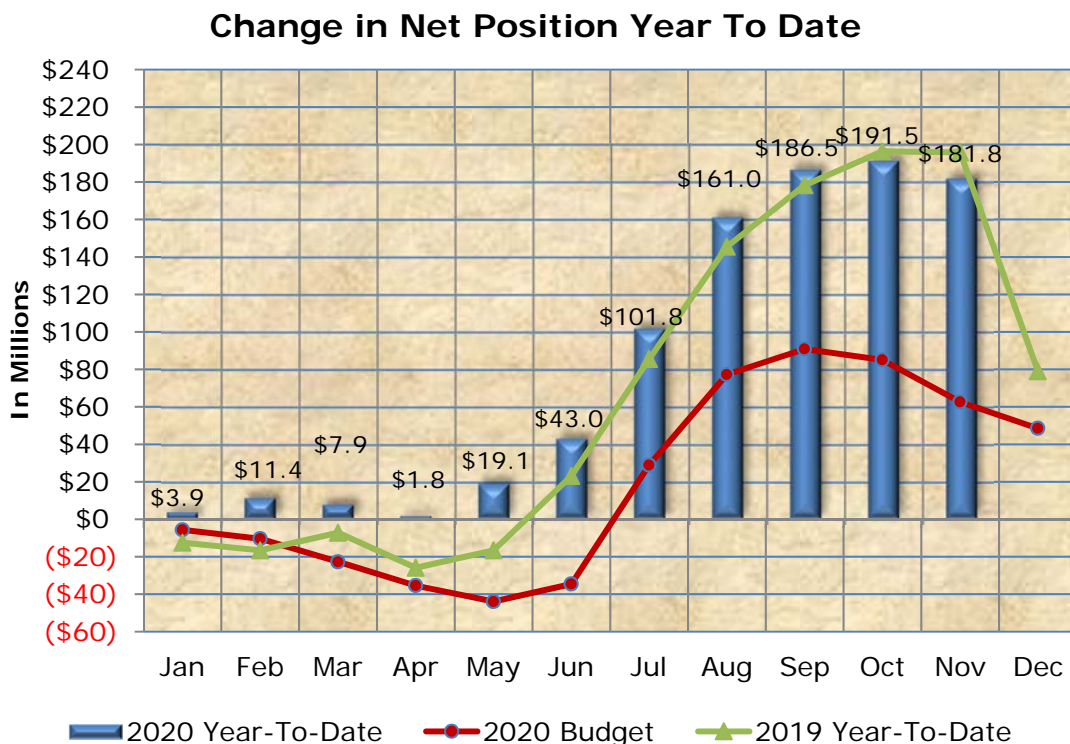
**SUBJECT: NOVEMBER 2020 FINANCIAL RESULTS AND OPERATIONS DATA**

We are attaching the financial and operating reports for the eleven months of 2020. They include sales and generation statistics and other selected data.

SMUD's year-to-date net position increased \$181.8 million compared to a \$62.6 million increase projected in the budget. We attribute the favorable variance of \$119.2 million to higher operating revenues, higher non-operating revenue, lower operating expenses and lower interest expense.

We prepared these statements on the accrual basis of accounting, and they conform to generally accepted accounting principles. The bases for the budget amounts are:

- 1) Budgeted electric revenues are based on the Forecast of Revenues by the Rates Department, adjusted for unbilled revenues; and
- 2) Budgeted operating expenses reflect the 2020 Budget approved by the Board of Directors on November 21, 2019.



**SACRAMENTO MUNICIPAL UTILITY DISTRICT**  
**EXECUTIVE SUMMARY**  
**For the Eleven Months Ended November 30, 2020**

Net Position

- SMUD's net position increased \$181.8 million compared to a \$62.6 million increase projected in the budget. We attribute the favorable variance of \$119.2 million to higher operating revenues, higher non-operating revenue, lower operating expenses and lower interest expense.

Revenues

- Revenues from sales to customers were \$1,333.0 million, which was \$16.0 million (1.2 percent) higher than planned.
  - The variance was mostly due to higher customer usage of \$26.6 million and a higher average customer rates per kilowatt-hour of \$19.7 million, offset by a higher uncollectible provision of \$29.1 million. Due to COVID-19 there was a shift in usage between residential customers and commercial and industrial (C & I) customers, thus resulting in higher residential sales and lower C & I sales. Additionally, a warmer than anticipated summer and fall has resulted in higher overall usage.
- Other electric revenues were \$27.6 million, which was \$5.3 million (16.0 percent) lower than planned.
  - Low Carbon Fuel Standard (LCFS) revenue of \$6.4 million is lower because it is budgeted under other electric revenue; however, actuals are recorded to LCFS revenue.
  - Miscellaneous service revenues and customer late fee revenue is lower by \$3.0 million and \$2.2 million, respectively. This is due to COVID-19 and the moratorium on electric shut offs.
  - Other electric revenue is higher by \$5.3 million primarily due to transmission wheeling of \$3.1million and Greenenergy of \$1.3 million.
- Non-cash revenues transferred to the rate stabilization fund was \$10.8 million, of which \$9.0 million was for LCFS and \$2.3 million for a true-up of qualified program expenses on the final 2019 California Air Resources Board carbon allowances report. Funds are deferred until SMUD has qualified program expenses to recognize revenue.
- Non-cash revenues transferred from the rate stabilization fund was \$24.8 million, of which \$9.4 million was for programs helping to reduce carbon emissions, \$7.7 million was for Hydro and \$7.7 million for LCFS electric vehicle programs.

Operating Expenses

- Purchased power expense of \$308.9 million, less surplus power sales of \$43.3 million, was \$265.6 million, which was \$45.8 million (20.8 percent) higher than planned.
  - Purchased power expense increased as a result of higher quantities purchased of \$84.5 million, offset by lower prices of \$38.7 million. Higher quantities of purchased power were necessary to replace hydro generation (due to lower precipitation levels) and to meet additional loads due to warmer than anticipated weather.
- SMUD's generation was lower by 1,034 GWh (15.1 percent).
  - Hydro generation was lower by 778 GWh (53.1 percent).
  - JPAs generation was lower by 198 GWh (4.1 percent).
- Production operations cost of \$248.2 million, less gas sales of \$62.9 million, was \$185.4 million, which was \$54.5 million (22.7 percent) lower than planned.
  - Fuel costs, net of gas sales, were \$42.5 million lower due primarily to lower fuel prices of \$51.8 million, offset by higher fuel usage of \$10.6 million.
  - Other power generation expenses were \$3.5 million lower primarily due to the deferral of non-critical maintenance from the spring outage to the fall outage.
  - Hydro production and gas pipeline O&M expenses were \$4.2 million lower, mainly due to deferred non-critical work activities.
- The "power margin", or revenues less cost of purchased power, production operations costs and gas hedges included in investment expense was \$935.5 million, which was \$41.5 million (4.6 percent) higher than planned. Power margin as a percentage of total operating revenues was 62.6 percent, which was 0.1 percent higher than planned.

- All other operating expenses were \$714.1 million, which was \$44.9 million (5.9 percent) lower than planned.
  - Administrative and general expenses were \$19.8 million lower which included the following: 1) Governmental Accounting Standards Board (GASB) 75 Other Post Employment Benefits amortization of \$9.5 million, 2) timing difference for funding designated for the California Mobility Center of \$5.0 million (this was budgeted to the Statement of Revenues, Expenses and Changes to Net Position; however, actuals will be recorded to the Statement of Net Position when they occur), 3) lower retiree medical premiums of \$6.8 million, 4) lower outside services expenses of \$5.4 million due to several postponed projects as a result of COVID-19, 5) lower disbursements for the 2019 Performance Management Program and 2019 Enterprise Performance Awards of \$2.7 million and 6) a reduction in claims reserve for workers compensation of \$2.2 million. Lower expenses were offset by higher GASB 68 Pension amortization of \$13.0 million. As a note, administrative and general expenses include COVID-19 related expenses of \$8.8 million, of which paid leave and sequestration stipend expense was \$8.0 million.
  - Customer service and information expenses were \$9.6 million lower, primarily as a result of programs, projects and travel being placed on hold due to COVID-19.
  - Public good expenses were \$10.6 million lower, primarily due to the delay and suspension of programs due to COVID-19.
  - Transmission and distribution operating expenses were \$9.2 million lower, primarily due to labor of \$3.1 million from distribution operations overhead line expense. The variance is mainly a result of increased work on capital projects as well as less overtime hours because of fewer storms in 2020.
  - Production maintenance expenses were \$5.9 million lower, mostly due to lower hydro maintenance expenses of \$5.4 million.
  - Transmission and distribution maintenance expenses were \$15.0 million higher, primarily due to outside services for overhead lines of \$21.7 million, offset by lower labor of \$3.3 million. This was a direct result of an increase in prevailing wage for clearance tree trimmers (Senate Bill-247-Wildland fire prevention approved by the Governor October 2, 2019) that was not anticipated at the time of the 2020 budget adoption.
- Non-cash depletion expense was \$3.6 million lower, due to the sale of Rosa after the preparation of the 2020 budget.

#### Non-Operating Revenues and Expenses

- Other revenue, net was \$59.1 million, which was \$30.1 million (103.7 percent) higher than planned.
  - Other income was \$24.4 million higher than planned. This is primarily due to the dissolution of the Royal Bank of Canada gas prepay contract of \$10.9 million, non-cash Transmission Agency of Northern California (TANC) equity earnings of \$7.2 million, reimbursement of 2017 winter storms claim of \$5.5 million, and a refund on overpaid property taxes for Solano 3 wind farm of \$1.2 million.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT**  
**STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION**  
**For the Month Ended November 30, 2020**  
(thousands of dollars)

	<u>Actual</u>	<u>Budget</u>	<u>Over (Under)</u>	<u>Percent of Increase (Decrease)</u>
<b>OPERATING REVENUES</b>				
Sales to customers	\$ 89,999	\$ 86,960	\$ 3,039	3.5 %
Sales of surplus power	2,601	4,613	(2,012)	(43.6)
Sales of surplus gas	6,397	-	6,397	*
Public good revenue	578	333	245	73.6
SB-1 revenue (deferral)/recognition, net	357	342	15	4.4
LCFS revenue	4,665	-	4,665	*
Other electric revenue	2,193	2,398	(205)	(8.5)
Revenue to rate stabilization fund	(4,665)	-	(4,665)	*
Revenue from rate stabilization fund	2,388	-	2,388	*
Total operating revenues	104,513	94,646	9,867	10.4
<b>OPERATING EXPENSES</b>				
Operations				
Purchased power	20,710	19,752	958	4.9
Production	23,988	23,119	869	3.8
Transmission and distribution	6,720	7,830	(1,110)	(14.2)
Customer accounts	4,460	4,914	(454)	(9.2)
Customer service and information	4,880	5,106	(226)	(4.4)
Administrative and general	12,808	14,469	(1,661)	(11.5)
Public good	4,103	5,463	(1,360)	(24.9)
Total operations	77,669	80,653	(2,984)	(3.7)
Maintenance				
Production	3,092	1,539	1,553	100.9
Transmission and distribution	7,843	7,101	742	10.4
Total maintenance	10,935	8,640	2,295	26.6
Depreciation	17,345	17,948	(603)	(3.4)
Depletion	-	323	(323)	(100.0)
Amortization of regulatory asset	2,903	2,928	(25)	(0.9)
Total operating expenses	108,852	110,492	(1,640)	(1.5)
<b>OPERATING LOSS</b>	(4,339)	(15,846)	11,507	72.6
<b>NON-OPERATING REVENUES AND EXPENSES</b>				
Other revenues/(expenses)				
Interest income	849	1,031	(182)	(17.7)
Investment revenue (expense)	14	(124)	138	111.3
Other income (expense) - net	1,779	741	1,038	140.1
Unrealized holding gains (losses)	(195)	-	(195)	*
Revenue - CIAC	1,465	1,150	315	27.4
Total other revenues	3,912	2,798	1,114	39.8
Interest charges				
Interest on long-term debt	9,241	9,167	74	0.8
Interest on commercial paper	-	273	(273)	(100.0)
Total interest charges	9,241	9,440	(199)	(2.1)
<b>CHANGE IN NET POSITION</b>	\$ (9,668)	\$ (22,488)	\$ 12,820	57.0 %

\* Equals 1000% or greater.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT**  
**STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION**  
For the Eleven Months Ended November 30, 2020  
(thousands of dollars)

	<u>Actual</u>	<u>Budget</u>	<u>Over (Under)</u>	<u>Percent of Increase (Decrease)</u>
<b>OPERATING REVENUES</b>				
Sales to customers	\$ 1,332,990	\$ 1,316,990	\$ 16,000	1.2 %
Sales of surplus power	43,306	72,511	(29,205)	(40.3)
Sales of surplus gas	62,881	-	62,881	*
Public good revenue	2,928	3,667	(739)	(20.2)
SB-1 revenue (deferral)/recognition, net	1,332	3,758	(2,426)	(64.6)
LCFS revenue	9,047	-	9,047	*
Other electric revenue	27,569	32,837	(5,268)	(16.0)
Revenue to rate stabilization fund	(10,828)	-	(10,828)	*
Revenue from rate stabilization fund	24,789	-	24,789	*
Total operating revenues	1,494,014	1,429,763	64,251	4.5
<b>OPERATING EXPENSES</b>				
Operations				
Purchased power	308,923	292,344	16,579	5.7
Production	248,244	239,836	8,408	3.5
Transmission and distribution	73,959	83,118	(9,159)	(11.0)
Customer accounts	50,110	54,301	(4,191)	(7.7)
Customer service and information	52,982	62,540	(9,558)	(15.3)
Administrative and general	146,897	166,741	(19,844)	(11.9)
Public good	48,899	59,467	(10,568)	(17.8)
Total operations	930,014	958,347	(28,333)	(3.0)
Maintenance				
Production	31,234	37,097	(5,863)	(15.8)
Transmission and distribution	89,474	74,508	14,966	20.1
Total maintenance	120,708	111,605	9,103	8.2
Depreciation	188,587	188,998	(411)	(0.2)
Depletion	-	3,555	(3,555)	(100.0)
Amortization of regulatory asset	31,933	32,207	(274)	(0.9)
Total operating expenses	1,271,242	1,294,712	(23,470)	(1.8)
<b>OPERATING INCOME</b>	222,772	135,051	87,721	65.0
<b>NON-OPERATING REVENUES AND EXPENSES</b>				
Other revenues/(expenses)				
Interest income	13,451	11,287	2,164	19.2
Investment revenue (expense)	(3,266)	(1,421)	(1,845)	(129.8)
Other income (expense) - net	30,984	6,538	24,446	373.9
Unrealized holding gains (losses)	2,049	-	2,049	*
Revenue - CIAC	15,896	12,614	3,282	26.0
Total other revenues	59,114	29,018	30,096	103.7
Interest charges				
Interest on long-term debt	99,042	98,464	578	0.6
Interest on commercial paper	1,053	3,001	(1,948)	(64.9)
Total interest charges	100,095	101,465	(1,370)	(1.4)
<b>CHANGE IN NET POSITION</b>	\$ 181,791	\$ 62,604	\$ 119,187	190.4 %

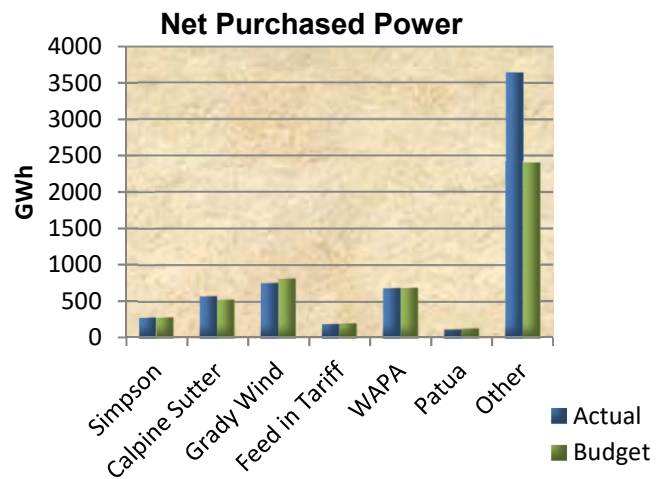
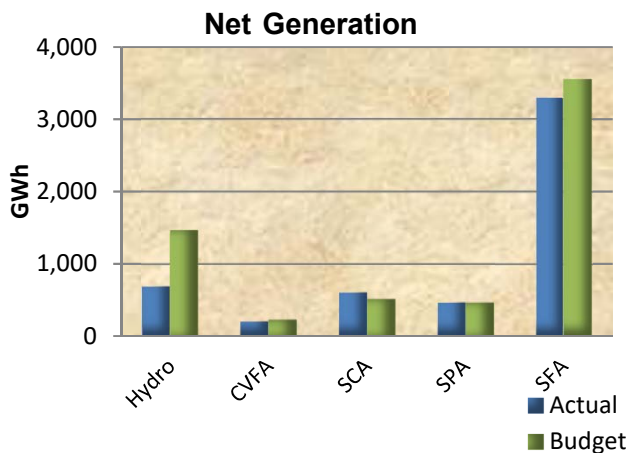
\* Equals 1000% or greater.



**SACRAMENTO MUNICIPAL UTILITY DISTRICT**  
**SOURCES AND USES OF ENERGY - COMPARED TO BUDGET**  
For the Period Ended November 30, 2020

Sources of Energy (GWh)	Month		Increase	Year-to-Date		Increase
	Actual	Budget	(Decrease) Percentage	Actual	Budget	(Decrease) Percentage
<b>Net Generated</b>						
Hydro	48	36	33.3 %	688	1,466	(53.1) %
Carson Ice (CVFA)	14	36	(61.1)	208	232	(10.3)
Procter & Gamble (SCA)	57	73	(21.9)	605	518	16.8
Campbell Soup Project (SPA)	36	15	140.0	469	469	0.0
SMUD Financing Authority (SFA)	320	429	(25.4)	3,295	3,556	(7.3)
Other	21	14	50.0	540	598	(9.7)
<b>Total net generation</b>	<b>496</b>	<b>603</b>	<b>(17.7)</b>	<b>5,805</b>	<b>6,839</b>	<b>(15.1)</b>
<b>Purchased Power less transmission losses:</b>						
Avangrid	18	5	260.0	111	123	(9.8)
Calpine Sutter	-	-	*	574	528	8.7
Feed in Tariff	9	9	0.0	195	206	(5.3)
Grady Wind	80	82	(2.4)	756	812	(6.9)
Great Valley Solar	9	8	12.5	153	164	(6.7)
Kiefer - Greenenergy	8	9	(11.1)	103	101	2.0
Patua	12	14	(14.3)	123	133	(7.5)
Simpson	25	29	(13.8)	285	284	0.4
WAPA	18	24	(25.0)	686	690	(0.6)
WSPP and other	279	120	132.5	3,014	1,704	76.9
Other long term power	26	27	(3.7)	257	307	(16.3)
<b>Total net purchases</b>	<b>484</b>	<b>327</b>	<b>48.0</b>	<b>6,257</b>	<b>5,052</b>	<b>23.9</b>
<b>Total sources of energy</b>	<b>980</b>	<b>930</b>	<b>5.4</b>	<b>12,062</b>	<b>11,891</b>	<b>1.4</b>
<b>Uses of energy:</b>						
SMUD electric sales and usage	766	749	2.3	9,573	9,378	2.1
Surplus power sales	184	133	38.3	2,109	2,054	2.7
System losses	30	48	(37.5)	380	459	(17.2)
<b>Total uses of energy</b>	<b>980</b>	<b>930</b>	<b>5.4 %</b>	<b>12,062</b>	<b>11,891</b>	<b>1.4 %</b>

\* Change equals 1000% or more.



Net generation is lower than budget for the eleven-month period.

- Hydro generation is lower than planned (53.1 percent).
- JPA generation is lower than planned (4.1 percent).

Purchased power, less surplus power sales, is higher than plan (38.4 percent).

**SACRAMENTO MUNICIPAL UTILITY DISTRICT**  
**STATEMENTS OF NET POSITION**  
**November 30, 2020 and 2019**  
**(thousands of dollars)**

**ASSETS**

								<u>Total</u>	
	SMUD	CVFA	SCA	SFA	SPA	NCEA	NCGA #1	2020	2019
<b>ELECTRIC UTILITY PLANT</b>									
Plant in service, original cost	\$ 5,349,125	\$ 153,440	\$ 197,578	\$ 388,365	\$ 208,220	\$ -	\$ -	\$ 6,296,728	\$ 6,150,277
Less accumulated depreciation	2,509,192	122,134	148,475	183,890	159,996	-	-	3,123,687	3,092,002
Plant in service - net	2,839,933	31,306	49,103	204,475	48,224	-	-	3,173,041	3,058,275
Construction work in progress	519,007	536	3	3,893	750	-	-	524,189	575,258
Investment in Joint Power Agencies	305,094	-	-	-	-	-	-	22,757	15,900
Total electric utility plant - net	3,664,034	31,842	49,106	208,368	48,974	-	-	3,719,987	3,649,433
<b>RESTRICTED ASSETS</b>									
Revenue bond reserves	3,813	-	-	-	-	-	-	3,813	4,748
Restricted for payment of debt service	58,429	-	-	-	-	-	-	58,429	53,350
JPA funds	-	-	-	6,877	-	16,244	8,731	31,852	29,985
Nuclear decommissioning trust fund	8,873	-	-	-	-	-	-	8,873	8,792
Rate stabilization fund	129,709	-	-	-	-	-	-	129,709	115,079
Other funds	16,365	-	-	-	-	3,000	3,880	23,245	32,540
Due (to) from unrestricted funds (decommissioning)	(6,684)	-	-	-	-	-	-	(6,684)	-
Due (to) from restricted funds (decommissioning)	6,684	-	-	-	-	-	-	6,684	-
Less current portion	(69,157)	-	-	(6,877)	-	(19,154)	(12,611)	(107,799)	(100,040)
Total restricted assets	148,032	-	-	-	-	90	-	148,122	144,454
<b>CURRENT ASSETS</b>									
Cash, cash equivalents and investments									
Unrestricted	718,134	5,280	20,581	16,221	10,829	-	-	771,045	497,245
Unrestricted - collateral obligation	-	-	-	-	-	-	-	-	110
Restricted	69,157	-	-	6,877	-	19,154	12,611	107,799	100,040
Accounts receivable - net	237,580	4,056	6,041	24,337	3,863	2,525	2,157	214,059	191,963
Energy efficiency loans due within one year	3,021	-	-	-	-	-	-	3,021	3,163
Interest receivable	1,731	4	18	14	10	-	224	2,001	2,502
Regulatory costs to be recovered within one year	37,162	-	-	104	-	-	105	37,371	27,356
Derivative financial instruments maturing within in one year	4,122	-	-	-	-	-	-	4,122	9,708
Inventories	60,979	2,236	4,354	7,236	4,691	-	-	79,496	78,265
Prepaid gas to be delivered within one year	-	-	-	-	-	3,466	19,595	23,061	20,693
Prepayments and other	19,091	264	438	2,390	296	20	16	22,515	25,108
Total current assets	1,150,977	11,840	31,432	57,179	19,689	25,165	34,708	1,264,490	956,153
<b>NONCURRENT ASSETS</b>									
Regulatory costs for future recovery									
Decommissioning	70,787	-	-	-	-	-	-	70,787	83,833
Pension	358,990	-	-	-	-	-	-	358,990	376,018
OPEB	294,847	-	-	-	-	-	-	294,847	319,329
Bond Issues	-	-	-	896	-	-	585	1,481	1,691
Derivative financial instruments	7,081	-	-	-	-	-	-	7,081	10,558
Derivative financial instruments	11,441	-	-	-	-	-	-	11,441	8,164
Prepaid gas	-	-	-	-	-	532,948	161,857	694,805	717,866
Prepaid power and capacity	605	-	-	-	-	-	-	605	813
Energy efficiency loans - net	18,736	-	-	-	-	-	-	18,736	23,632
Other	44,355	2	1	5	1	-	87	44,451	62,994
Total noncurrent assets	806,842	2	1	901	1	532,948	162,529	1,503,224	1,604,898
<b>TOTAL ASSETS</b>	<b>\$ 5,769,885</b>	<b>\$ 43,684</b>	<b>\$ 80,540</b>	<b>\$ 266,447</b>	<b>\$ 68,664</b>	<b>\$ 558,203</b>	<b>\$ 197,237</b>	<b>\$ 6,635,823</b>	<b>\$ 6,354,938</b>
<b>DEFERRED OUTFLOWS OF RESOURCES</b>									
Accumulated decrease in fair value of hedging derivatives	46,666	-	-	-	-	-	-	46,666	83,283
Deferred pension outflows	76,472	-	-	-	-	-	-	76,472	81,173
Deferred OPEB outflows	22,717	-	-	-	-	-	-	22,717	14,783
Deferred ARO outflows	-	1,657	-	-	-	-	-	1,657	2,105
Unamortized bond losses	13,647	-	-	1,858	-	-	-	15,505	19,108
<b>TOTAL DEFERRED OUTFLOWS OF RESOURCES</b>	<b>159,502</b>	<b>1,657</b>	<b>-</b>	<b>1,858</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>163,017</b>	<b>200,452</b>
<b>TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES</b>	<b>\$ 5,929,387</b>	<b>\$ 45,341</b>	<b>\$ 80,540</b>	<b>\$ 268,305</b>	<b>\$ 68,664</b>	<b>\$ 558,203</b>	<b>\$ 197,237</b>	<b>\$ 6,798,840</b>	<b>\$ 6,555,390</b>

\*Numbers may not add across due to elimination entries not shown on this sheet.

**SACRAMENTO MUNICIPAL UTILITY DISTRICT**  
**STATEMENTS OF NET POSITION**  
**November 30, 2020 and 2019**  
(thousands of dollars)

LIABILITIES AND NET ASSETS

								Total	
	SMUD	CVFA	SCA	SFA	SPA	NCEA	NCGA #1	2020	2019
<b>LONG-TERM DEBT - NET</b>	\$ 2,428,685	\$ -	\$ -	\$ 113,353	\$ -	\$ 557,211	\$ 163,485	\$ 3,262,734	\$ 2,946,976
<b>CURRENT LIABILITIES</b>									
Commercial paper notes	-	-	-	-	-	-	-	-	-
Accounts payable	67,161	1,754	989	3,261	1,236	-	1,040	75,441	84,737
Purchased power payable	74,668	1,357	4,305	18,603	2,319	-	-	34,751	18,421
Credit support collateral obligation	533	-	-	-	-	-	3,880	4,413	3,231
Long-term debt due within one year	98,040	-	-	10,900	-	-	18,450	127,390	118,305
Accrued decommissioning	5,649	-	-	-	-	-	-	5,649	5,562
Interest payable	28,850	-	-	2,335	-	9,064	266	40,515	38,345
Accrued salaries and compensated absences	35,715	-	-	-	-	-	-	35,715	33,131
Derivative financial instruments maturing within one year	22,101	-	-	-	-	-	-	22,101	44,558
Customer deposits	19,414	-	-	-	-	-	-	19,414	23,099
Other	23,984	-	-	-	-	-	-	23,984	18,155
<b>Total current liabilities</b>	<b>376,115</b>	<b>3,111</b>	<b>5,294</b>	<b>35,099</b>	<b>3,555</b>	<b>9,064</b>	<b>23,636</b>	<b>389,373</b>	<b>387,544</b>
<b>NONCURRENT LIABILITIES</b>									
Accrued decommissioning - net	73,192	8,529	-	-	-	-	-	81,721	93,549
Derivative financial instruments	33,155	-	-	-	-	-	-	33,155	54,016
Net pension liability	348,786	-	-	-	-	-	-	348,786	434,044
Net OPEB liability	52,211	-	-	-	-	-	-	52,211	42,067
Other	91,193	-	-	-	-	76	-	91,269	88,033
<b>Total noncurrent liabilities</b>	<b>598,537</b>	<b>8,529</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>76</b>	<b>-</b>	<b>607,142</b>	<b>711,709</b>
<b>TOTAL LIABILITIES</b>	<b>3,403,337</b>	<b>11,640</b>	<b>5,294</b>	<b>148,452</b>	<b>3,555</b>	<b>566,351</b>	<b>187,121</b>	<b>4,259,249</b>	<b>4,046,229</b>
<b>DEFERRED INFLOWS OF RESOURCES</b>									
Accumulated increase in fair value of hedging derivatives	15,550	-	-	-	-	-	-	15,550	17,491
Deferred pension inflows	26,155	-	-	-	-	-	-	26,155	39,699
Deferred OPEB inflows	29,442	-	-	-	-	-	-	29,442	42,676
Regulatory credits	472,236	-	-	-	-	-	-	472,236	478,223
Unamortized bond gains - other	6,583	-	-	-	-	-	-	6,583	7,603
Unearned revenue	3,552	5	-	-	-	-	-	3,557	2,343
<b>TOTAL DEFERRED INFLOWS OF RESOURCES</b>	<b>553,518</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>553,523</b>	<b>588,035</b>
<b>NET POSITION</b>									
Balance at beginning of year	1,777,144	38,724	78,298	118,948	70,061	(6,846)	10,114	1,804,277	1,725,362
Net increase (decrease) for the year	195,388	(5,028)	(3,052)	905	(4,952)	(304)	430	181,791	195,764
Member contributions (distributions) - net	-	-	-	-	-	(998)	(428)	-	-
<b>TOTAL NET POSITION</b>	<b>1,972,532</b>	<b>33,696</b>	<b>75,246</b>	<b>119,853</b>	<b>65,109</b>	<b>(8,148)</b>	<b>10,116</b>	<b>1,986,068</b>	<b>1,921,126</b>
<b>TOTAL LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND NET POSITION</b>	<b>\$ 5,929,387</b>	<b>\$ 45,341</b>	<b>\$ 80,540</b>	<b>\$ 268,305</b>	<b>\$ 68,664</b>	<b>\$ 558,203</b>	<b>\$ 197,237</b>	<b>\$ 6,798,840</b>	<b>\$ 6,555,390</b>

\*Numbers may not add across due to elimination entries not shown on this sheet.



# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

N/A

Board Meeting Date

January 21, 2021

TO					TO							
1.	Jennifer Davidson				6.							
2.	Gary King				7.							
3.	Stephen Clemons				8.							
4.					9.	<b>Legal</b>						
5.					10.	<b>CEO &amp; General Manager</b>						
<b>Consent Calendar</b>		<input 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>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>		
FROM (IPR) Claire Rogers					DEPARTMENT Audit and Quality Services					MAIL STOP ME-2	EXT. 7122	DATE SENT 12/30/20
<b>NARRATIVE:</b>												
<p><b>Requested Action:</b> Provide the Board with an informational presentation on Internal Audit and the 2021 Annual Plan.</p> <p><b>Summary:</b> The presentation will review the purpose, authority and responsibilities of Audit and Quality Services. In addition, the organizational relationship and role in SMUD's overall risk management and control will be presented.</p> <p>Audit and Quality Services takes multiple steps to create the proposed plan. The objective is to develop a plan that is risk based and focused to deliver value to SMUD. The following key steps are completed: understand SMUD's business environment, organization and strategic goals; assess risk and exposure in achieving goals; understand controls/ strategies in place to mitigate risks; obtain input from executives, managers and key stakeholders; assess impact of prior audit work; availability and expertise of resources and best practices. This information is gathered, evaluated and prioritized to develop the final plan. The audits selected reflect greater business risks, audits that are performed cyclically or areas that may not have as robust systems of internal controls to help ensure adequate business risk mitigation.</p> <p><b>Board Policy:</b> Board-Staff Linkage, Board-Internal Auditor Relationship (BL-3) <i>(Number &amp; Title)</i></p> <p><b>Benefits:</b> N/A</p> <p><b>Cost/Budgeted:</b> N/A</p> <p><b>Alternatives:</b> N/A</p> <p><b>Affected Parties:</b> Board, Internal Auditor</p> <p><b>Coordination:</b> N/A</p> <p><b>Presenter:</b> Claire Rogers, Internal Auditor and Director of Audit Services</p>												
<b>Additional Links</b>												

SUBJECT

Audit and Quality Services 2021 Annual Plan

ITEM NO. (FOR LEGAL USE ONLY)

**10**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.



SSS No. AQS 2021-2

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
n/aBoard Meeting Date  
January 21, 2021

TO		TO	
1.	Jennifer Davidson	6.	
2.	Frankie McDermott	7.	
3.		8.	
4.		9.	Legal
5.		10.	CEO & General Manager

Consent Calendar		Yes	No If no, schedule a dry run presentation.	Budgeted	X	Yes	No (If no, explain in Cost/Budgeted section.)		
FROM (IPR) Claire Rogers				DEPARTMENT Audit and Quality Services			MAIL STOP ME-2	EXT. 7122	DATE SENT 12/30/20

**NARRATIVE:**

**Requested Action:** Informational agenda item to provide Board Members with the opportunity to ask questions and/or discuss recent reports issued by Audit and Quality Services.

**Summary:** Reports Issued by Audit and Quality Services:

<u>Title</u>	<u>Report Number</u>
• Status of Recommendations Report for Q4 2020 .....	n/a

**Board Policy:** Board-Staff Linkage, Board-Internal Auditor Relationship (BL-3)  
*(Number & Title)*

**Benefits:** n/a

**Cost/Budgeted:** n/a

**Alternatives:** n/a

**Affected Parties:** Board, Internal Auditor

**Coordination:** n/a

**Presenter:** Claire Rogers

**Additional Links**

SUBJECT

Reports Issued by Audit and Quality Services

ITEM NO. (FOR LEGAL USE ONLY)

11

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

# SACRAMENTO MUNICIPAL UTILITY DISTRICT

## OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** January 8, 2021

**FROM:** Claire Rogers

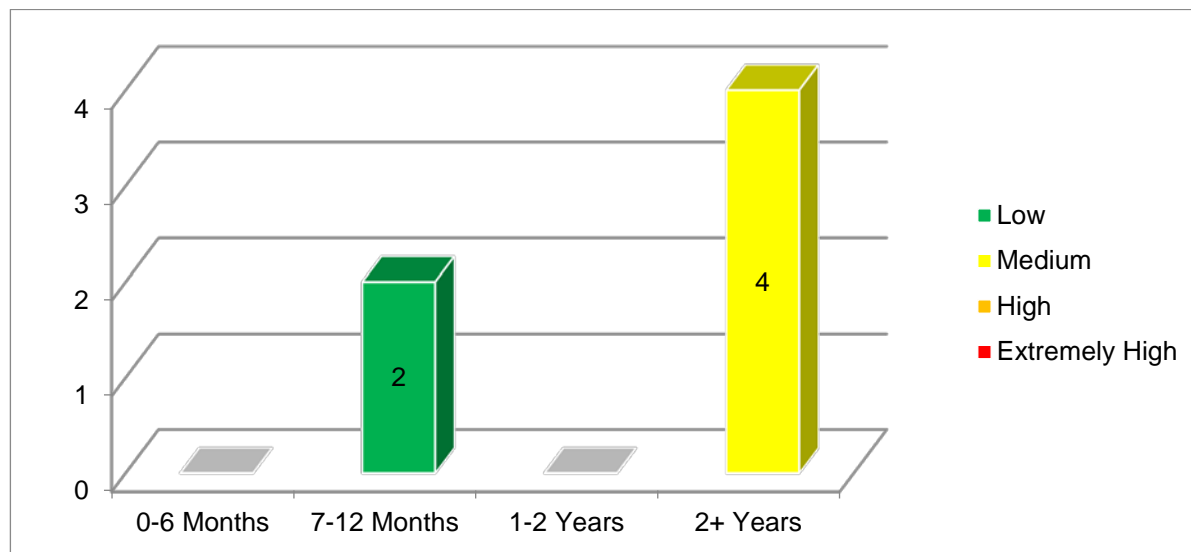
**SUBJECT: QUARTERLY REPORT ON THE STATUS OF RECOMMENDATIONS AS OF DECEMBER 31, 2020**

Attached for your review is the Status of Recommendations report for the Fourth Quarter of 2020. Prior to this report being finalized, all outstanding recommendations were given to the responsible department Manager/Director for follow up.

The attached report includes all outstanding items as of December 31, 2020 regardless of their risk ranking.

One open item was closed during the reporting period and was reviewed to assure implementation in accordance with the management response. None of the remaining 6 items are currently overdue. The chart below is a breakdown by age and risk of the outstanding items regardless of their risk ranking:

**Age and Risk of Outstanding Items**



If you need further information or wish to discuss any aspect of the report, please contact me at 732-7122, or [Claire.Rogers@smud.org](mailto:Claire.Rogers@smud.org).



## STATUS OF RECOMMENDATIONS AT 12/31/2020

RISK	RECOMMENDATION	RESPONSIBLE DEPARTMENT	STATUS / DATE	COMMENTS
<b>Project Management</b> 28006647-01 <b>Medium</b> Policies and Procedures	Enterprise Performance should update its project management templates to include clear guidance on communication plans, benefits realization and analysis, resources, and quality management. As more projects are completed under the project management process, EP should evaluate whether the required deliverable documents provide sufficient information.	Planning, Pricing & Enterprise Performance Department	<b>Date Issued</b> 12/06/2018  <b>Outstanding</b> 08/15/2019  3 Extensions  Revised to 04/15/2021	<p>The development of deliverable document guidance related to communications plans, benefits realization and analysis, and quality management will be incorporated into the changes made with the implementation of the PPM tool. Because it would not be efficient to update these deliverable documents before making additional changes with the PPM tool, the due date for this corrective action will be extended to align with implementation of the tool.</p> <p>Note: Due date has been extended to April 15, 2021 to accommodate changing priorities associated with SMUD's COVID-19 response.</p>
<b>Project Management</b> 28006647-02 <b>Medium</b> Policies and Procedures	EP should update project management process guidance to include the process for reviewing key deliverable documents and clarify when EP may request resubmission of incomplete or inaccurate documents. EP should also ensure that updated guidance is communicated to project managers and PMOs.	Planning, Pricing & Enterprise Performance Department	<b>Date Issued</b> 12/06/2018  <b>Outstanding</b> 10/15/2019  3 Extensions  Revised to 04/15/2021	<p>As stated in the previous management response, communication and accountability will improve upon implementation of the PPM tool. In the interest of efficiency, EP will extend the corrective action due date to align with implementation of the tool, as job aids will be updated and training provided with the roll out of the tool.</p> <p>Note: Due date has been extended to April 15, 2021 to accommodate changing priorities associated with SMUD's COVID-19 response.</p>
<b>Project Management</b> 28006647-03 <b>Medium</b>	EP should define the roles and responsibilities of project management offices, and then evaluate existing PMO structures to determine what will best support the needs of the business.	Planning, Pricing & Enterprise Performance Department	<b>Date Issued</b> 12/06/2018  <b>Outstanding</b> 08/15/2019  3 Extensions	<p>Based on feedback from Executives, Enterprise Performance will not be making any changes or clarifications to the organizational structure of PMOs. However, it is continuing to work on the clarification of PMO roles and responsibilities. The corrective action due date will be extended as EP determines how best to proceed.</p>

## STATUS OF RECOMMENDATIONS AT 12/31/2020

RISK	RECOMMENDATION	RESPONSIBLE DEPARTMENT	STATUS / DATE	COMMENTS
Policies and Procedures			Revised to 04/15/2021	Note: Due date has been extended to April 15, 2021 to accommodate changing priorities associated with SMUD's COVID-19 response.
<b>Project Management</b>  28006647-04  <b>Medium</b>  Policies and Procedures	Enterprise Performance should require that all projects are tracked in a central database.	Planning, Pricing & Enterprise Performance Department	<b>Date Issued</b> 12/06/2018  <b>Outstanding</b> 10/15/2020  1 Extension  Revised to 04/15/2021	Note: Due date has been extended to April 15, 2021 to accommodate changing priorities associated with SMUD's COVID-19 response.

## STATUS OF RECOMMENDATIONS AT 12/31/2020

RISK	RECOMMENDATION	RESPONSIBLE DEPARTMENT	STATUS / DATE	COMMENTS
<b>Pole Inspections SoR</b> 28007140-01 <b>Low</b> Process Improvement	AQS recommends Distribution Systems Operations and Maintenance - TDMP evaluate the annual pole inspection planning process to identify what caused some poles due for inspection to not be included in the annual plan and enhance controls to ensure going forward all poles are that are due for inspection per GO 165 and the TMIP are added to the annual plan.	Distribution Operations Department	<b>Date Issued</b> 01/21/2020  <b>Outstanding</b> 01/15/2021	Distribution System Operations and Maintenance agrees with AQS's recommendation. TDMP was unaware that an existing flow chart was not being followed, that indicated any 'found in field' asset would have an immediate detailed line inspection and pole test (if applicable) performed at the time of discovery. Additionally, TDMP was not made aware by any other departments that new facilities were 'found in field' and need an inspection notification created for the following year. TDMP will update its queries and procedures to ensure all distribution equipment 'found in field' are included in the upcoming year's maintenance plan. All 11 pole locations will have a detailed line inspection and pole test performed by the end of 2020. It is anticipated that all corrective actions will be implemented by January 15, 2021.
<b>Pole Inspections SoR</b> 28007140-02 <b>Low</b> Policies and Procedures	Distribution Systems Operations and Maintenance - TDMP: AQS recommends TDMP formally document the process to develop the annual plan for intrusive pole tests and its process to monitor the completion of the annual plan for intrusive pole tests. The procedures should include items such as: roles and responsibilities, the process description and methodology, and service levels (if applicable).  Line Assets - Transmission and Distribution Line Construction and Maintenance: AQS recommends Transmission and Distribution Line Construction and	Distribution Operations Department	<b>Date Issued</b> 01/21/2020  <b>Outstanding</b> 01/15/2021	Distribution Systems Operations and Maintenance - TDMP: Distribution System Operations and Maintenance agrees with AQS's recommendation. TDMP will formally document the process to develop the annual plan for intrusive pole tests and the process to monitor the completion of the annual plan for intrusive pole tests. It is anticipated that all corrective actions will be implemented by January 15, 2021.  Line Assets - Transmission and Distribution Line Construction and Maintenance: Energy Deliver recognizes the need for formal, documented processes and is currently reviewing and updating work, safety and preferred work method procedures / processes throughout

## STATUS OF RECOMMENDATIONS AT 12/31/2020

RISK	RECOMMENDATION	RESPONSIBLE DEPARTMENT	STATUS / DATE	COMMENTS
	Maintenance formally document the process to schedule work for intrusive pole tests and the process to monitor the completion of scheduled inspections. The procedures should include items such as: roles and responsibilities, the process description and methodology, and service levels (if applicable).			Energy Delivery. The proposed timeline schedule for completion of this effort has not been finalized but this recommendation will be included in the scope of the project (roles & responsibilities, the process description and methodology, and service levels). This effort will be prioritized and completed by January 15, 2021.



SSS No.
CFO 20-016

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date
N/A
Board Meeting Date
January 21, 2021

TO					TO				
1.	Gary King				6.				
2.	Jennifer Davidson				7.				
3.	Stephen Clemons				8.				
4.					9.	Legal			
5.					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)	Jennifer Restivo				DEPARTMENT	Planning, Pricing & Enterprise Performance			
					MAIL STOP		EXT.		DATE SENT
					B356		6343		12/30/20

**NARRATIVE:**

**Requested Action:** Provide the summary of SMUD's current Power Supply Costs.

**Summary:** Staff will present the summary of SMUD's current Power Supply Costs to the Board of Directors.

**Board Policy:** GP-3, Board Job Description  
(Number & Title)

**Benefits:** Provides Board members with current power supply costs information for SMUD.

**Cost/Budgeted:** n/a

**Alternatives:** n/a

**Affected Parties:** Planning, Pricing & Enterprise Performance

**Coordination:** Planning, Pricing & Enterprise Performance

**Presenter:** Jennifer Davidson

**Additional Links:**

SUBJECT	Summary of SMUD's current Power Supply Costs	ITEM NO. (FOR LEGAL USE ONLY)
		12

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.



SSS No.

BOD 2021-002

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

N/A

Board Meeting Date

January 21, 2021

TO					TO				
1.					6.				
2.					7.				
3.					8.				
4.					9.	Legal			
5.					10.	CEO & General Manager			

<b>Consent Calendar</b>		<b>Yes</b>	<input checked="" type="checkbox"/>	<b>No</b> <i>If no, schedule a dry run presentation.</i>	<b>Budgeted</b>		<b>Yes</b>		<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR) Nancy Bui-Thompson / Donna Lofton					DEPARTMENT Board Office			MAIL STOP B307	EXT. 5079
								DATE SENT 12/22/2020	

**NARRATIVE:**

**Requested Action:** Enable the Board of Directors and Executive Staff an opportunity to review the Board Work Plan.

**Summary:** The Board President reviews the Board Work Plan at the Policy Committee meeting to ensure agenda items support the work of the Board.

**Board Policy:** This review of the work plan supports GP-6 Role of the Board President which states that the Board President shall give progress reports on the Board's work plan.  
*(Number & Title)*

**Benefits:** Reviewing the Work Plan allows the Board members and Executive staff to make changes to the Work Plan and Parking Lot items as necessary.

**Cost/Budgeted:** N/A

**Alternatives:** Not review the Work Plan at this time

**Affected Parties:** Board and Executive staff

**Coordination:** Donna Lofton

**Presenter:** Nancy Bui-Thompson, Board President

**Additional Links:**

SUBJECT

Board Work Plan

ITEM NO. (FOR LEGAL USE ONLY)

**13**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.