

# Board of Directors Meeting Agenda

Date: December 8, 2022  
Time: 5:30 p.m.  
Location: Virtual Meeting (online)



# AGENDA

## SACRAMENTO MUNICIPAL UTILITY DISTRICT BOARD OF DIRECTORS MEETING

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

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

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

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

Members of the public that are listening to or watching the live stream of a Board meeting and wish to submit written comments on a specific agenda item as it is being heard may submit their comments, limited to 250 words or less, to [PublicComment@smud.org](mailto:PublicComment@smud.org), noting the agenda item number in the subject line. The Board President may read comments for items on the agenda into the record, in 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.

***December 8, 2022 – 5:30 p.m.***

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

**Webinar/Meeting ID: 161 609 2747**

**Passcode: 255858**

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

Call to Order.

a. Roll Call.

1. Approval of the Agenda.

2. Committee Chair Reports.

- a. Committee Chair report of November 29, 2022, Strategic Development Committee
- b. Committee Chair report of November 30, 2022, Policy Committee
- c. Committee Chair report of December 6, 2022, Finance and Audit Committee

**Items 5 and 8 were reviewed by the November 8, 2022, Finance and Audit Committee. Item 6 was reviewed by the November 30, 2022, Policy Committee. Item 7 was reviewed by the December 6, 2022, Finance and Audit Committee.**

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

**Consent Calendar:**

- 3. Approve Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of November 16, 2022, through December 8, 2022.
- 4. Approval of the minutes of the meeting of November 17, 2022.
- 5. Adopt **SMUD's Pay Schedule** and **Special Compensation** items for employees pursuant to California Code of Regulations, Title 2, sections 570.5 and 571(b). **Finance and Audit Committee 11/8. (Dr. Markisha Webster)**
- 6. Accept the monitoring report for **Strategic Direction SD-11, Public Power Business Model**. **Policy Committee 11/30. (Laura Lewis)**
- 7. Certify November 8, 2022, election results from the County of Sacramento electing **Gregg Fishman** to serve as **SMUD's Director for Ward 3** and **Rosanna Herber** to serve as **SMUD's Director for Ward 4** for the four-year term beginning January 1, 2023. **Finance and Audit Committee 12/6. (Laura Lewis)**

\* \* \* \* \*

**Discussion Calendar:**

- 8. Adopt the following:
  - a. **2023 Budget** which, among other things, establishes:
    - An Operations and Maintenance Budget of \$1,253.2 million (including Public Goods Charge of \$75.5 million);
    - A Debt Service budget of \$225.5 million;
    - A Capital and Reserve Budget of \$624.9 million; and
    - Authorized contingencies.

- b. Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures, and Official Intent to reimburse for 2023 and 2022 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Finance and Audit Committee 11/8, 11/9, and 11/15. (Jennifer Davidson)

*Presenter: Jennifer Restivo*

- 9. Discuss possible merit increase to the Chief Executive Officer and General Manager's base salary and/or performance bonus, pursuant to the Chief Executive Officer and General Manager's employment contract. Closed Session 11/17 and 12/6. (President Rose)

*Presenter: President Rose*

\* \* \* \* \*

**Public Comment:**

- 10. Items not on the agenda.

**Board and CEO Reports:**

- 11. Directors' Reports.
- 12. President's Report.
- 13. CEO's Report.
  - a. Board Video

**Summary of Board Direction**

\* \* \* \* \*

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

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

\* \* \* \* \*

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

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

December 6, 2022	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
January 17, 2023	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.
January 17, 2023	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 scheduled to begin at 5:30 p.m.
January 18, 2023	Policy Committee and Special SMUD Board of Directors Meeting	Virtual Meeting (online)	5:30 p.m.

\* \* \* \* \*

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

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

January 19, 2023

Virtual Meeting (online)

5:30 p.m.

***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.***







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

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

That this Board hereby approves Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of November 16, 2022, through December 8, 2022.



Sacramento, California

November 17, 2022

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

Roll Call:

Presiding: President Rose

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

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

Vice President Sanborn shared the environmental tip.

President Rose announced that Agenda Item 13.a. on the Consent Calendar was moved to the Discussion Calendar. He then called for approval of the agenda, as revised. Director Herber moved for approval of the agenda as revised, Director Fishman seconded, and the agenda as revised was unanimously approved.

Director Herber, Chair, presented the report on the Finance and Audit Committee meeting held on November 15, 2022.

Director Fishman, Vice Chair, presented the report on the Policy Committee meeting held on November 16, 2022.

President Rose then called for public comment for items on the agenda, but none was forthcoming.

President Rose then addressed the consent calendar consisting of Items 3 through 12 and 13.b. Director Tamayo moved for approval of the consent calendar, Director Kerth seconded, and Resolution Nos. 22-11-01 through 22-11-08 were unanimously approved.

**RESOLUTION NO. 22-11-01**

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

That this Board hereby approves Board member compensation for service rendered at the request of the Board (pursuant to Resolution 18-12-15) for the period of October 16, 2022, through November 15, 2022.

Approved: November 17, 2022

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

**RESOLUTION NO. 22-11-02**

**WHEREAS**, by Resolution No. 16-12-06 adopted on December 1, 2016, this Board awarded Contract No. 4500099793 to **Intercare Holdings Insurance Services, Inc. (“Intercare”)** for Workers’ Compensation (“WC”) & Short Term / Long Term Disability (“SDT/LTD”) Third Party Claims Administration Services for a five-year period beginning March 15, 2017, to March 14, 2022, in the not-to-exceed amount of \$1,825,800; and

**WHEREAS**, by Resolution No. 21-10-08 adopted on October 21, 2021, this Board approved Contract Change No. 1 to extend the contract expiration date to December 31, 2022, and increase the contract amount by \$294,200, from \$1,825,800 to \$2,120,000; and

**WHEREAS**, there is a regular monthly spend of \$30,000 for this service, and this additional funding will cover through December 2024; and

**WHEREAS**, additional funding and time will allow SMUD to provide consistency of benefits to employees while staff continues to analyze options for optimal administration of current and future benefits; **NOW, THEREFORE,**

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

**Section 1.** That this Board approves Contract Change No. 2 to Contract No. 4500099793 with **Intercare Holdings Insurance Services, Inc.** for Workers’ Compensation & Short Term / Long Term Disability Third Party Claims Administration Services to extend the contract expiration date by two years from December 31, 2022, to December 31, 2024, and increase the contract not-to-exceed amount by \$1,000,000, from \$2,120,000 to \$3,120,000.

**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.

Approved: November 17, 2022

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

**RESOLUTION NO. 22-11-03**

**WHEREAS**, in August 2022, SMUD issued Request for Proposal No. Doc3586798068 (RFP) to solicit qualified firms to provide civil annual construction services; and

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

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

**Section 1.** As a result of such examination, **Arrow Construction, Sierra National Construction, Inc., and Mountain G. Enterprises, Inc.** are hereby determined and declared to be the three highest evaluated responsive proposers for civil annual construction services.

**Section 2.** The Chief Executive Officer and General Manager, or his designee, is authorized, on behalf of SMUD, to award contracts to **Arrow Construction, Sierra National Construction, Inc., and Mountain G. Enterprises, Inc.** for civil annual construction services for a contract term of three years from November 21, 2022, to November 20, 2025, for a total aggregate contract not-to-exceed amount of \$100,000,000.

**Section 3.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the terms and conditions of the 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: November 17, 2022

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



**RESOLUTION NO. 22-11-04**

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

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

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

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

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

**WHEREAS**, on February 28, 2022, the California Department of Public Health rescinded the mask requirement effective March 1, 2022, for all individuals regardless of vaccination status and instead issued a strong recommendation that all persons, regardless of vaccine status, continue indoor masking; and

**WHEREAS**, the Sacramento County Department of Public Health on its Epidemiology COVID-19 Dashboard continues to show elevated case and death data that appears to have been stable for weeks, and this is supported by ongoing wastewater sampling; and

**WHEREAS**, Sacramento County and surrounding counties currently have low community transmission rates for COVID-19 as defined by the Centers for Disease Control and Prevention; and

**WHEREAS**, on April 21, 2022, the California Department of Industrial Relations, Division of Occupational Safety and Health (Cal/OSHA) re-adopted its workplace COVID-19 Emergency Temporary Standards (ETS), as modified, effective May 6, 2022, through December 31, 2022, including outbreak reporting; and

**WHEREAS**, SMUD staff and other community members are still reporting infections with lasting symptoms; and

**WHEREAS**, adoption of the new bivalent booster is still relatively low; and

**WHEREAS**, SMUD Board and Committee meetings can last as long as four hours, with participants sitting in the same room sharing air the entire time; and

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

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

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

**WHEREAS**, by Resolution No. 21-10-03 adopted on October 21, 2021, this Board made findings that requisite conditions exist for the SMUD

Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

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

**WHEREAS**, by Resolution No. 21-12-04 adopted on December 9, 2021, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-03-01 adopted on March 8, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-03-03 adopted on March 17, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-04-01 adopted on April 13, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-04-03 adopted on April 21, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-05-06 adopted on May 19, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-06-02 adopted on June 16, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-07-02 adopted on July 21, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-08-05 adopted on August 18, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-09-06 adopted on September 15, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-10-01 adopted on October 12, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

**WHEREAS**, by Resolution No. 22-10-03 adopted on October 20, 2022, this Board made findings that requisite conditions exist for the SMUD Board to conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; **NOW, THEREFORE**,

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

**Section 1.** Risks to Health and Safety of Attendees. The Board has reconsidered the circumstances of the state of emergency and hereby finds that the state of emergency continues to directly impact the ability of the members to meet safely in person and holding SMUD Board meetings in person would present imminent risks to the health and safety of attendees.

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

**Section 3. Effective Date of Resolution.** This Resolution shall take effect immediately upon its adoption and shall be effective until the earlier of (i) December 17, 2022, or (ii) such time the Board of Directors adopts a subsequent resolution in accordance with Government Code section 54953(e)(3) to extend the time during which the SMUD Board may continue to teleconference without compliance with paragraph (3) of subdivision (b) of section 54953.

Approved: November 17, 2022

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

**RESOLUTION NO. 22-11-05**

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

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

Approved: November 17, 2022

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

## SACRAMENTO MUNICIPAL UTILITY DISTRICT

### OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** November 2, 2022

**FROM:** Claire Rogers *CR 11/2/22*

**SUBJECT: Audit Report No. 28007435  
Board Monitoring Report; SD-16: Information Management and  
Security**

Audit and Quality Services (AQS) received the SD-16 *Information Management and Security* 2022 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 2022

## SD-16 Information Management and Security



### 1) Background

Strategic Direction Information Management and Security policy states that:

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

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

### 2) Executive summary

- a) The Information Security, Physical Security, Privacy, and Records and Information Management programs and initiatives align directly to our 2030 goal of providing world



class safety & reliability. 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	Security controls and processes are in place to protect people, processes and technology	
Customer Privacy: Annually notify customers about use of information	Annual notice of privacy practices	Notify customers of our privacy practices	Notice sent in the May bill package	Minor changes (how we protect data and change address to PO Box)
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 & Information Management: Identify and manage records and information	Records Evaluations	Evaluate and classify records and ensure retrieval, disposal and protection.	On-track to meet 5-year plan of completing evaluations for entire enterprise	Content subject to evaluations to be migrated beginning in 2023
Records & Information Management: Ensure all information systems are	Information System Evaluations	Review of software tools housing SMUD data and information.	Evaluate software tools for RIM compliance	RIM being added to software purchase process

compliant with RIM requirements and best practices.				
Records & Information Management: Education	Ongoing Enterprise training and Records Custodian Forums	Provide training to all of SMUD, with focused efforts on the Records Custodians	Annual training provided to all employees, with supplemental support, as needed. Also quarterly focused support for Records Custodians	
Physical Security: safeguard employees, customers, and visitors	AP 06.03.01 Increase interoperability with local law enforcement agencies during critical incidents	Protect SMUD employees and those who visit SMUD facilities	Completing operational component of project to facilitate direct radio contact with local law enforcement agencies	SMUD Security Operations Supervisors and Dispatchers communicate in the field and via dispatch 24/7
Physical Security: protect SMUD facilities	AP 06.03.01 Physical Security Assessment(s) of SMUD physical properties and assets	Protect SMUD campuses and grid facilities through assessment and implementation of security-industry best practices	Security Operations personnel continue to provide security evaluations for SMUD real properties	Third-party Risk, Threat, and Vulnerability Analysis tentatively scheduled to begin Q1 2023

3) **Additional supporting information**

**Information Security**

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

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

**Physical Security**

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

As a continuation of the project that successfully allows SMUD to utilize the Sacramento Regional Radio Communications system through an agreement with the Sacramento County Sheriff's Department, training was facilitated to SMUD Security Operations personnel to ensure our obligations were fulfilled. The modification of appropriate policy and procedure documents, as well as installation of the radios in our two Security Operations Centers, and to our personnel, will finalize the implementation of this effort. This last operational component will ensure that SMUD can communicate directly with local law enforcement during critical incidents so they can provide the most expeditious and effective support to our personnel.

**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 was able to work with a cross-departmental group of stakeholders to successfully down-select and procure a replacement Physical Access Control System, which is the first line of defense for protecting the Bulk Electrical System. This effort continues to progress and will result in a greater level of protection and awareness. Physical Security is concurrently working on a project to provide all SMUD campuses with a Risk, Threat, and Vulnerability Assessment (RTVA) conducted by a third party to examine the overall security posture and protection measures as they currently exist and make recommendations for mitigation of identified risks. This RTVA will prove to be an invaluable tool to allow for the identification and mitigation of security-centric issues.

**Customer Privacy**

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

SMUD sent out our annual privacy notice via email and as a bill insert to customers during the May bill cycle. The notice was updated this year to add a brief overview of how SMUD protects customer personal information and to change our address to our PO Box. The notice is otherwise very similar to previous years and continues to include plain language regarding SMUD's collection, use, and release of customer sensitive and confidential information, the business purposes for which customer information is used, as well as a reaffirmation of SMUD's commitment to customer privacy.

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

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

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

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

**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 policy and process were this year subjected to an audit by SMUD’s Audit and Quality Services department. Although no high-risk observations were made, the audit discovered ways to improve both the data sharing policy and the associated process. Responses to the audit observations are on schedule to be completed by the end of October 2022.

### **Records and Information Management**

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

The Records and Information Management (RIM) Program is making continued progress toward our 5-year plan of completing record evaluations for all business areas; we are currently in year 4, and projecting completion by year 5. We have streamlined our evaluation processes to make

the identification of gaps, and implementation of compliant solutions, easier and faster. These changes provide us with a high level of confidence that SMUD records will be identified and managed appropriately once this effort is complete.

The RIM Program in collaboration with the Enterprise Content Management (ECM) team formulated a plan to launch a two-year mass content migration project beginning in 2023. Using completed RIM records evaluations, the effort will identify, organize and migrate content from non-approved records repositories into approved record repositories. This will allow this content to be managed in accordance with SD-16.

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

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

#### 4) **Challenges**

##### **Information Security**

This year saw a significant change to the cybersecurity threat landscape in the form of heightened geopolitical tension and nation state cyber actors targeting critical infrastructure (including energy), leading to a “Shields Up” declaration from the Department of Homeland Security’s Cybersecurity and Infrastructure Security Agency (CISA). Cybersecurity requested the focus and assistance of numerous IT teams to follow this guidance to help manage the cyber risk. An associated awareness campaign has also been helpful in educating all staff of the risks we’re facing and the role they play in keeping our systems and data protected. In addition to the technical controls put in place, cybersecurity also partnered with other departments to ensure our continued cyber insurance coverage.

SMUD’s Payment Card Industry (PCI) card payment transaction volume increased slightly; however, we remain a Level 2 Merchant. SMUD is again compliant with the PCI Data Security Standard (PCI DSS) this year as determined by an independent third-party PCI Qualified Security Assessor. Our required assessment documents were submitted to Chase Paymentech in June. This year we also performed a gap assessment between our current posture and the upcoming PCI DSS v4, where we found that our mature cybersecurity practices have us well prepared for the updated standard’s requirements. Although a small technology investment may be needed, the team is confident that SMUD will be compliant well before the new standard takes effect in March of 2024.

The Cybersecurity team continues to ensure compliance with updated Critical Infrastructure Protection (CIP) standards as well. In Q3 of 2022, for the second audit cycle in a row, our

compliance program experienced an audit by WECC with no findings. Speaking to the strength of our compliance program, SMUD received five positive observations.

In addition to the compliance related work that results from the breaches in the news, SMUD Cybersecurity has also continued to mature our Cybersecurity Emergency Operations Program (CEOP). Under the CEOP program the team conducted an incident response exercise for our CIP sub-plan. The exercise met all test objectives and validated capabilities in place to respond to a cyber incident. Plans are in place for an additional tabletop exercise in November 2022.

### **Physical Security**

Physical Security is the first line of defense to safeguard SMUD's employees and visitors, as well as SMUD's assets, facilities, and infrastructure. Due to our 'open campus' construct, Physical Security will continue to experience challenges in preventing unauthorized persons from entering SMUD property and buildings. Physical Security continues working to limit unauthorized physical access to SMUD. SMUD assets throughout the region are also subject to challenges in preventing persons from damaging or accessing them, and work continues to try to deter and prevent those occurrences.

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. Security Operations has worked with several other stakeholder business units to begin the implementation of the replacement of the system that is used to monitor, detect, and report physical security events and alarms throughout the SMUD enterprise. This will allow better compliance and provide for greater levels of awareness. The system that is used by Security Operations to record calls for service, document their outcome, and provide for constant awareness of the status of ongoing events is also in the process of being replaced to better allow SMUD to capture metrics to increase operational efficiency and decrease unnecessary activities. Physical Security also worked over the past year with several other stakeholders to revise and refine all the security-related policies and procedures. In addition, new standard operating procedures were created that provide Security Operations personnel with clear and concise direction for situations requiring a response to issues associated with our physical security compliance program.

### **Customer Privacy**

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

### **RIM**

The RIM program continues to mature and integrate information management best practices into SMUD's daily operations. Business areas are actively collaborating with RIM in the creation

of recordkeeping policies and procedures specific to their day-to-day operational needs. SMUD's continued development of the RIM program further reduces the risk of potential multi-million-dollar fines and reputational damage associated with lack of records management controls.

Recently RIM launched an initiative to turn on minor (draft) versions in SharePoint Online information repositories. Most organizations use minor versions when files are under development, and only create major versions when certain milestones are reached in document creation or when the document is ready access or review by a wide audience. Many organizations also use minor versions as a means of securing draft documents to ensure only necessary individuals' access to the document. That means that minor versions cannot be seen by anyone else until a major version is published. This initiative will align SMUD with information management best practices that many of our organizational peers are already doing. This will reduce the risk of SMUD documents being exposed to an audience before they are finalized, and possibility of that audience taking non-approved action.

#### 5) **Recommendation**

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

## 6) **Appendices**

### Definitions and acronyms:

NIST – National Institute of Standards and Technology

CSF – Cybersecurity Framework

RTVA – Risk, Threat, and Vulnerability Assessment

LLEA – Local Law Enforcement Agency

SRRCS – Sacramento Regional Radio Communications System

CISA – Cybersecurity and Infrastructure Security Agency

PCI – Payment Card Industry

PCI DSS – Payment Card Industry Data Security Standard

CEOP – Cybersecurity Emergency Operations Program

CIRP – Cybersecurity Incident Response Plan



**RESOLUTION NO. 22-11-06**

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

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

Approved: November 17, 2022

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

## SACRAMENTO MUNICIPAL UTILITY DISTRICT

### OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** November 2, 2022

**FROM:** Claire Rogers *CR 11/2/22*

**SUBJECT: Audit Report No. 28007436  
Board Monitoring Report; SD-17: Enterprise Risk Management**

Audit and Quality Services (AQS) received the SD-17 *Enterprise Risk Management 2022* 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 2022

## 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.

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

Since the 2021 Annual Monitoring Report, staff continues to review SMUD’s portfolio of risks. The Year-on-Year Residual Risk Exposure results are summarized as follows:

			<b>Dec. 2020</b>	<b>Nov. 2021</b>	<b>Nov. 2022</b>
✓	“Red”:	Extremely High Residual Exposure	(0)	(0)	(0)
✓	“Orange”:	High Residual Exposure	(4)	(5)	(5)
✓	“Yellow”:	Medium Residual Exposure	(36)	(40)	(40)
✓	“Green”:	Low Residual Exposure	(38)	(38)	(38)
✓	“Blue”:	Extremely Low Residual Exposure	(0)	(0)	(0)
			<b>(78)</b>	<b>(83)</b>	<b>(83)</b>

Since the 2021 Board Monitoring Report, the Enterprise Risk Management Program has made changes to the risk scoring rubric by adding a new impact category, environmental impact, to the existing 6 impact categories (financial, legislative/regulatory/compliance, operational, strategic, reputational, and workforce). Adding environmental impact as a

scoring category allows SMUD to monitor potentially adverse outcomes or events due to pressures or changes in environmental conditions resulting from SMUD activities. 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 45 risks, shown in the last two lines of the table, which are within the risk management goal.

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

Current Residual Risk Exposure	Risk Management Goal	Number of Risks
Orange “high”	Yellow “medium”	5
Yellow “medium”	Green “low”	33
Yellow “medium”	Yellow “medium”	7
Green “low”	Green “low”	38

SMUD’s enterprise-wide risk exposure is a medium/high. The ongoing challenges of the pandemic continue to unfold, with it, comes a bigger landscape of ever-changing risks that must be managed. SMUD’s ambitious 2030 Zero Carbon goal, the rapid pace of disruptive innovation and technology developments in an advancing digital world, availability of skilled workforce, global supply chain pressure and inflationary conditions related to economic and geo-political instability, increasing legislative/regulatory requirements, the need for resiliency, and ability to pivot when the unexpected occurs is at an all-time high. Managing these risks well are key to SMUD’s performance in the upcoming years. Staff continues identify risks and implement initiatives to mitigate and manage the risks appropriately.

### 3. Additional Supporting information:

#### a) Summary of 2022 activities

In 2022, ERM continued to support the organization with facilitating risk conversations and providing a risk framework for uniformed risk assessments across the organization. The overarching goal is to encourage the integration of risk-based thinking into decision-making at all levels, effectively balancing risks with opportunities.

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

2022 continues to bring changes and challenges. Despite the many challenges, staff continues to leverage the enterprise risk management framework to support enterprise-wide risk management/mitigation activities integrated within our enterprise strategy and prioritization processes, bringing positive outcomes for SMUD, our customers, and the community. Some samples of these activities include:

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

The Western Electricity Coordinating Council (WECC) conducted a required comprehensive triennial audit of SMUD’s compliance with NERC reliability and security standards. The audit scope included NERC’s Critical Infrastructure Protection (CIP) and Operations and Planning (O&P) standards that apply to Bulk Electric System (BES) operations.

Representatives of the Federal Energy Regulatory Commission (FERC) and NERC participated as audit observers. The WECC audit included both a review of SMUD's historical compliance performance over the last three years (2019 to 2022) as well as reviewing how SMUD manages forward-looking reliability risks in areas governed by these standards.

WECC determined SMUD was compliant with all of the NERC standards reviewed based on a thorough inspection of evidence, interviews with subject matter experts, and inspections of SMUD facilities. Significantly, WECC noted five specific positive examples of SMUD performing exemplary practices that support reliability objectives and reduce future reliability risks. The many positive outcomes from the audit include WECC's increased confidence in SMUD's ability to identify and mitigate risks to the reliability and security of the BES. These outcomes reinforce the success of SMUD implementing risk-based approaches to achieve reliability and regulatory compliance objectives.

### **Tabletop Exercises**

Staff continues to conduct emergency exercises and coordinate emergency response to actual events at SMUD by coordinating cross-functionally with leaders and team members from across SMUD. Since the last SD-17 report, staff has conducted emergency exercises and coordinated responses to more than a dozen events. Some notable exercises include the annual wildfire mitigation tabletop exercise and gas pipeline operations response exercise. These exercises are conducted with both internal and external participants with the goal to test SMUD's response and communications plans, both internally and externally. The outcome of these exercises is that SMUD has well documented and coordinated response when it comes to wildfire events and gas pipeline operations.

### **Supply Chain Risk Management**

Staff has implemented a formal Supply Chain Risk Management (SCRM) process. The process is a robust approach to supply chain risk management including detailed annual enterprise risk management assessment addressing: demand planning, supplier base, internal logistics, market dynamics, supplier performance/relationships, natural disasters, government regulation, attracting/retaining/training skilled employees, and technology applications (these criteria were based on best practice from ISO 31000 standards). SCRM was expanded to include a risk register with quarterly assessments in detailed categories of construction, materials/equipment, and services/technology to measure and better predict the changing levels of risk of certain material from quarter to quarter. In 2022 staff implemented a cross functional team that included SMUD executive leaders to manage the industry-wide shortage of distribution transformers and mitigate impact to SMUD customers. SCRM allows staff to anticipate operational needs earlier, therefore, reduce wait time; SMUD was not as impacted as other organizations by worldwide supply chain impacts we were able to identify and get materials when others aren't able allowing SMUD to better serve new customers and keep up with maintenance requirements and outage response as a result.

### **Protection Against Rising Interest Rates**

Staff continually monitors the effects from a riskier interest rate environment. These efforts provide opportunities to proactively mitigate exposure to higher capital funding costs and provide for opportunities to lower debt service costs through refunding outstanding bonds. In 2019 and 2020, staff entered a series of three interest rate hedges (swaps) to lock in refunding rates for 2021, 2022 and 2023, that provide savings to SMUD and protect against rising interest rates that could eliminate the opportunity to refund bonds for those savings.

In 2022, the proactive risk mitigation proved to be timely and necessary, after the Federal Reserve Bank (FED) began raising its rates to reign in inflationary pressures. Even with rates rising swiftly from historical lows, SMUD's 2022 bond refunding transaction was successful due to the interest rate hedge and will provide for \$31 million of cash flow savings over the next decade. Staff expects additional benefits from another interest rate hedge for a 2023 refunding next year. Staff will continue to look for opportunities to mitigate risk to SMUD from rising interest rates and provide for the lowest cost of capital funding possible.

### **Enterprise Prioritization**

Staff continues to leverage the enterprise risk management framework to optimize resource allocation and help build grid resiliency and future capacity for SMUD's zero carbon goal. In 2022, staff launched a new executive prioritization process to help align our 2023 resource plan to areas of high risk and strategic value. New work proposals were evaluated in part to identify the associated enterprise risk and to determine the risk management benefits of adding these items to our enterprise work plan. Staff continues to refine and further expand upon the first-year implementation of the new prioritization process.

### **2030 Zero Carbon Plan**

Climate change is a pressing issue facing our region and the world. On April 28, 2021, SMUD's Board solidified SMUD's commitment to leading the way to a clean energy future with the approval of our 2030 Zero Carbon Plan (Plan). The Plan is a flexible pathway to eliminate carbon emissions from our power supply by 2030, the most ambitious goal of any large utility in the country. The Plan demonstrates our commitment to finding innovative ways to reach our zero-carbon goal without impacting reliability, or rates, which are among the lowest in California. To pay for new technologies and make them available to customers in an equitable manner, we'll aggressively pursue partnerships, investors, and grant funding, while keeping our rate increases at or below inflation. In 2022, staff continues to conduct and review reliability studies to ensure that reliability levels are maintained, develop utility scale proven clean technology projects, launch customer pilot programs, research the viability of new technologies to pilot, and look for ways to limit rate increases through cost offsets from operational efficiencies and grants/partnerships.

**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 2022, 12 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," and identified mitigations for enterprise risks currently not within risk management goal. The attachment includes year-on-year changes, current "risk trend," and actions staff is taking to reach the "target"; which could be either low "green" or medium "yellow."

- b) **Benchmarking:** Staff reviews available enterprise risk related information and incorporates new risk issues and/or expands existing risk issues where appropriate. North Carolina State University's (NCSU) Enterprise Risk Management Initiative and Protiviti continue to jointly publish benchmark information. The joint study, 2022 & 2031 Executive Perspectives on Top Risks, provides insight for short-term and long-term risks from 1,453 global board members and executives from across several industries. The study found that for 2022, the scope of global top risks was more expansive than previous years. People and culture are top of mind for many leaders as it becomes increasingly challenging to attract and retain talent to address needs across organizations. Economic uncertainties as well as massive disruptions in the global supply chain and innovative disruptions continue to impact strategic initiatives for many organizations. 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 2023, ERM's goal is to build a more risk aware culture through the development and implementation of a Risk Champion Network and frequent risk communications and learning modules. Staff will continue to implement programmatic changes and fine tune risk management practices within business processes. The following initiatives have been planned:

- Develop risk awareness trainings
- Continue to fine-tune risks in enterprise prioritization and strategy process
- Update SMUD's 5-year Local Hazard Mitigation Plan
- Continue to support SMUD's wildfire safety program
- 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
- Support SMUD's Environmental and Safety initiatives
- Enhance data categorization and availability to support business and customer decisions
- Continue cyber security and privacy awareness and compliance activities
- Improve upon current physical security and public safety practices
- Increase alignment between costs and revenue collection in SMUD's rate design

- 4. Challenges:** The recovery after Covid-19 along with inflation have disrupted the job market and continues to put strain on business operations and critical resources. Workforce evolution is creating uncertainty around how to operate and sustain culture while also pursuing ambitious goals. There continues to be a growing focus on climate change policies, regulations, as well as Environmental, Social, and Governance (ESG). The risk environment continues to challenge staff to be vigilant at making measured risk informed decisions to achieve business objectives. SMUD's ERM framework allows staff to better manage risks as a portfolio, rather than in silos. The result is increased awareness of SMUD's risks, 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

<b>Financial</b>	Project execution						The Project Portfolio Management tool was used for capturing all new project requests for one time work for the 2023 budget. This streamlined the level of effort for executive decision making and discussion, and the inputs were streamlined to work for the new prioritization process, and the data was pulled into the prioritization dashboards. Work is continuing on building reports for the tool and incorporating the data so that it can be used with PowerBI for other reporting. With the centralization of PMO's (IT & Non-IT) and the soon to be created 2030 Zero Carbon Plan PMO, staff continues to work with the Project Management Office's to create standards and expectations and clarification of roles as we move forward, especially based on the changes created by the prioritization process, and monthly prioritization meetings.
<b>Operational: People</b>	Strategic workforce agility						The work completed on both Succession Planning and Strategic Workforce Planning in 2022 was foundational for 2023. In Succession Planning, the focus will be on supporting leaders' development plans to ensure wherever possible that we have the internal talent for senior leader roles. In Strategic Workforce Planning, the focus will be on the actions plans to close talent gaps on key roles. Depending on the role, actions plans may include strategies like training and development, workforce outreach, or other efforts to programs to ensure SMUD has the talent it needs. With both programs, we employ a Diversity Equity Inclusion and Belonging (DEIB) lens to ensure these programs and strategies are consistent with SMUD's overall DEIB strategy.
	Diversity, equity, inclusion, and belonging (DEIB)						In 2023, DEIB team will continue to focus and prioritize the connection of DEIB to our ZCP



# Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Risk Trend		2023 Risk Mitigation			
		2020	2021	2022	Trend	Target	
	Employee Safety						SMUD operations continue to develop numerous business unit specific safety work instruction documents to provide details of job hazards and work steps to prevent an incident. In addition, the SMUD CAL OSHA Injury Illness Prevention Program (IIPP) has been updated and is being followed. Key areas of risk mitigation measures that SMUD performs include safety responsibility awareness, OSHA regulatory compliance, safety communications, hazard assessments, accident/exposure investigations, hazard correction, safety training and instruction, and recordkeeping. In addition, SMUD continues to maintain an effective contractor safety oversight program and SCORCH behavior-based safety. SMUD operations is also making significant upgrades and improvements to the safety software systems that are used throughout the company.
<b>Operational: Systems and IT</b>	Cyber security						"Since 2019, SMUD's IT Cybersecurity Department has strategically planned and implemented foundational measures to manage cyber risk to business operations from a cyber-attack, disruption, and from other threats to its people, processes, and technology. Accordingly, the Director of Cybersecurity established a cybersecurity program plan aligned to the National Institutes of Standards and Technology (NIST) Cybersecurity Framework. Organized the department by two core functions Cybersecurity Operations & Cybersecurity Governance, Risk, and Compliance (GRC). Introduced the following program capabilities under these two departments to effectively manage cyber risk: Governance (Policy and Control Frameworks), Risk Assessment and Management, Compliance, Awareness & Training, Audit & Assessment, Privacy, Incident Management & Response, and Operational Technology (OT) and Information Technology (IT) Engineering & Asset Security. Matured the Integrated Security Operations Center and NERC CIP Program Compliance & Standards Enforcement, which in 2022 SMUD's WECC CIP audit results yielded 100 percent compliant for the second time in a row. The cybersecurity program has continued to mature year-after-year and staff to appropriately manage SMUD's

# Enterprise Risk Mitigations for Risks Currently not within Target

cyber, privacy, and compliance risk. In 2022, Cybersecurity has been focused on maturing and automating the department’s cyber risk reduction capabilities, processes, and technologies:

- ServiceNow Platform Integration Maturity (Security Operations - SecOps Module & Integrated Risk Management -IRM):
  - 2022 the Cyber & IT department is now successfully leveraging the ServiceNow Vulnerability Response Module (Goal: Visibility – Establish and Improve response and patch metrics / Information protection processes and procedures / Security continuous monitoring)
  - 2022 the Cyber department is successfully leveraging ServiceNow for Cyber Vendor Risk Management (2023 Goal: Dashboard, Asset Management, Governance - IT & Business Environment, Risk Assessments, and Compliance. Dependencies on IT Departments Asset Management efforts and enrichment efforts for Configuration Management Database - CMDB)
- Cybersecurity Policy - Publish New Cybersecurity Policies (Goal: Aligned to the NIST 800-53 Families / Governance / enforcement). Supports Cybersecurity’s governance structure and formalizes organizational-wide risk-based approach to drive accountability to the program.
  - 2022 Polices (19 Management Procedures – MP) have been drafted and are in the SMUD’s policy review process for publishing and are expected to be published by end of year). 22 Supporting Standards will be reviewed by the Chief Information Officer (CIO) and published by end of year.
- 2022 Operational Technology (OT) Security (Goal: IT & OT Convergence) - Continued to move current OT Technology visibility Initiatives forward and process improvement.
- 2022 continued to adopt Zero Trust Model and Principles to reduce cyber risk of attack and impacts across business operations. (Goal - Embrace and gain Information Technology’s commitment to further

# Enterprise Risk Mitigations for Risks Currently not within Target

						adopt its system design principles to eliminate implicit trust and require continuous verification to determine access). Example of a Zero Trust principle is IT's implementation of Multi-factor Authentication (MFA) Strategic Goal added to IT Strategic Plan for adoption - Continuous evolution."	
	Privacy	●	●	●	➡	●	SMUD continues to see demand for SMUD customer data to be used and shared for additional purposes and programs, including customer personally identifiable information (PII). Requests for such data have come from internal programs, state agencies and vendors. SMUD's Data Sharing Policy and Process are in place to provide request tracking and approval to ensure that all sharing of PII is authorized and performed using a secure transfer mechanism.
	Enterprise-wide documentation	●	●	●	➡	●	Records and Information Management will work with IT and the Business Units to address and implement solutions for the findings identified in completed records evaluations. The group will also continue to perform records evaluations across the remainder of business units, as well as continue refining and simplifying the evaluation process itself.
	Technology systems infrastructure	●	●	●	➡	●	Mechanical System (Chilled Water Loop) - Lack of redundancy remains a single point of failure.
<b>Operational: Process</b>	Gas & gas pipeline assets	●	●	●	⬇	●	SMUD Gas Pipeline Operations (GPO) and Power Generations Engineering staff conduct annual programs that are designed to provide overlapping risk mitigation measures. The overall program for risk mitigation is the SMUD Gas Pipeline Integrity Management Program. Additionally, SMUD has a Public Awareness Program which targets segments of the public that are identified as having the potential to affect the SMUD gas pipeline such as Agricultural Operators, Excavation companies, engineering firms, and various public entities and utilities.
	Enterprise continuity management	●	●	●	➡	●	In 2022, staff will work to implement Enterprise Continuity Management Software (ECMS) solution to support efficient access











# Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Risk Trend		2023 Risk Mitigation			
		2020	2021	2022	Trend	Target	
							to real-time business continuity plan information and requirements during events that pose a threat to SMUD's continuity.
	Internal communications and alignment						The emphasis this year on senior leaders holding live sessions with their employees is designed to help mitigate the risk of misalignment and to engage in trust building through transparency and strong communications. This activity must be ongoing and sustained, particularly in times of rapid change, in order to mitigate this risk.
	Energy management center (EMC)						Facilities has continued to implement key projects that reduce the risk to electrical infrastructure.
	Physical asset security						Low-Impact Security requirements have been implemented and Security Operations continues to monitor sites and works to align the security plan to the One SMUD vision. The conversion to digital security cameras at substations is currently scheduled to be completed in Q4 2023. SMUD has updated its Physical Security policies and procedures in preparation for the 2022 Western Electricity Coordinating Council (WECC) audit, which was successful. Staff is developing a risk-based assessment program to demonstrate active and ongoing protection of defined assets to ensure that adequate protection measures are implemented.
	Transmission and distribution substation assets						The 2023 Capital Portfolio includes continuation and/or initiation of multi-year projects to replace circuit breakers, transformers, and switchgear.
	Secondary Networks						SMUD's Network Team has implemented key projects that reduce the risk to Network outages downtown. These projects include taking oil samples for all the 400 transformers in the downtown Network to assess the health of the transformers. SMUD's Network Team is also partnering with Supply Chain to begin pre-ordering long lead time transformers and network protectors ahead of a significant maintenance effort to replace transformers and network protectors in 2024 that are showing signs of end of life.











# Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Risk Trend		2023 Risk Mitigation			
		2020	2021	2022	Trend	Target	
	Operational excellence						Ongoing execution of Operational Excellence Initiatives that focus on cost reduction, cost avoidance, increased revenue, and/or increased efficiency & productivity. Additional focus on building organizational competencies in continuous improvement will ramp up in 2023.
	Pricing and rate design implementation						The successor Net Energy Metering (NEM) rate or Solar and Storage Rate (SSR), along with other key rate implementation items went live by the deadline. No associated risk on implementation at this point.
	Labor: Business Disruption						In 2022, SMUD successfully reached agreement for successor 4-year labor contracts with the International Brotherhood of Electrical Workers (IBEW) Local 1245 and the Organization of SMUD Employees (OSE); both Memorandums of Understanding (MOUs) will be in place through December 31, 2025. Additionally, SMUD is currently in negotiations with the Public Safety Officers' Association (PSOA) for a successor MOU due to the current contract set to expire on December 31, 2022.
	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						The current 2023 project proposals include significant system work including, Itron IEE upgrade, continued deployment of 2023 rate work, and ongoing ZCP program deliverables. IT, CCS, Strategy, and 2030 Zero Carbon leadership and staff have partnered to build robust planning, implementation, and QA/QC teams to ensure

# Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Risk Trend		Target			2023 Risk Mitigation
		2020	2021	2022	Trend	Target	
							successful deployments of all changes. While the “Yellow” risk rating accurately reflects the level of change and effort to manage the change, advanced testing gives staff the opportunity to identify areas of concern before the customer experience is impacted. Should an error be identified after a customer’s bill has been impacted, SMUD Rate, Rules, and Regulations provide the latitude to rebill as needed to resolve the concern.
	Supply chain						Supply chain risk management (SCRM) efforts have become more sophisticated in 2022 including an internal coordination that has been escalated to include the Chief Operating Officer (COO) and Chief Financial Officer (CFO) to drive progress in demand planning, risk (of supply disruption) mitigation, and supplier performance management. Key accomplishments in 2022 include completing annual risk assessments for all SCRM categories (materials/equipment, services/technology, and construction), creating, and maintaining quarterly risk register documents, a cadence for internal SCRM meetings and senior leadership engagement. In 2023 these efforts will continue, the focus will be to stabilize the reporting, data, and cadence of meetings/process to keep the regular focus and continue to mitigate supply chain risks across all categories. New in 2023, a goal to establish more senior leadership involvement in managing critical third-party relationships - those top 10 to 20 suppliers that are 60 to 80% of SMUD’s spend and provide mission critical material, equipment, services, and technology - for example, meters, transformers, cable, wood/steel poles, veg management, underground and overhead line construction, substation construction, benefits, ERP, and other areas.
	59 <sup>th</sup> Street reuse						Risk reduction efforts underway include the following: 1) Lobbying efforts with the state, local agencies, and development organizations to support an agency developed attenuation factor that balances science and health risk to support risk-based cleanup level; 2) Development of a due diligence agreement with SKK/BlackPine to support off-ramps and land reuse options should SMUD be unable

# Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Risk Trend		2023 Risk Mitigation			
		2020	2021	2022	Trend	Target	
							to remediate PCE in soil to residential cleanup standards; 3) Purchase of an insurance document to reduce liability and risk from future offsite and onsite health exposure/liability claims; 4) Ongoing research and investigation to delineate the solvent plume and evaluate remedial action technologies for use at the site; and 5) Planned soil removal of the "hot spot" area and continued soil vapor extraction at 59th Street.
	New Services & Local Agency Projects						Inadequate levels of resources may compromise our ability to maintain existing levels of service reliability, increase new load and hinder objectives within the 2030 plan. A work group was established to identify and mitigate challenges, find solutions, and establish a transformer issuance criterion. The team provides recommendations priorities ensuring that we maintain appropriate safety to regular stock of inventory. Some examples of solutions include reallocation of underutilized transformers, right-sizing of projects, and electrical alternatives.
	Innovation						<p>In partnership with EPRI's Global Innovation Effectiveness Network SMUD will conduct an Innovation Effectiveness Framework and Maturity Assessment to assist utilities in evaluating the effectiveness of their innovation activities and capabilities in order to pursue targeted improvements.</p> <p>EPRI's Innovation Effectiveness Assessment covers several areas of innovation management, including strategy, organization, culture, operating models, metrics, governance, and more. The framework used in the assessment is informed by leading utilities as well as academic literature and industry experience outside the electric utility sector to help ensure applicability to a broad set of innovation strategies and approaches.</p> <p>This project seeks to leverage benefits from the assessment application to organize a collaborative network of utility staff who are pursuing common methods to improve the performance and outcomes of their innovation initiatives. The project objectives are:</p>



# Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Risk Trend		2023 Risk Mitigation			
		2020	2021	2022	Trend	Target	
						<ul style="list-style-type: none"> <li>Assess the current state of the participant utility’s innovation activities using EPRI’s Innovation Effectiveness Assessment in order to create a baseline to help clarify gaps and areas for further growth.</li> <li>Evaluate future innovation growth and improvement options for the participant company using current state inputs and an industry knowledge base of results.</li> <li>Collect and exchange best practices across multiple participant utilities and companies to inform strategies for improvement.</li> <li>Summarize aggregate findings across multiple assessments to provide industry insights on innovation capabilities.</li> <li>Explore specific aspects of the practice of innovation in-depth (i.e., metrics, incentives, structures, etc.) to provide an applicable “toolkit” to utility innovation professionals.</li> </ul> <p>Utilities participating in the Global Innovation Effectiveness Network have access to EPRI’s assessment findings for their own organization as well as aggregate benchmarking data from other utilities who have completed the assessment. Additionally, the network is created as a means to collaborate with other participating utilities on innovation topics of interest.</p>	
<b>Strategic</b>	Changing customer expectations						<p>In 2022, the restart of collections has gone relatively smoothly considering the significant number of accounts in arrears. Our successful application for California Arrearage Payment Program (CAPP) funds brought in \$41M that were applied to customers' accounts. Although value for what you pay is down for 2022 compared to 2021, the drop has not been as significant as originally expected. The Customer Strategy team continues to work closely with teams across SMUD to identify the ideal customer experience as we launch new products and services to our customers, as well as improve our current processes that impact the customer. Due to challenges with resource availability and responsiveness with our partner, SEW, we have not been successful in implementing the commercial portal as anticipated. The project is currently in a holding pattern while SMUD awaits SOC2 (security) certification.</p>



# Enterprise Risk Mitigations for Risks Currently not within Target

						Further delays of this project and a continued reliance on SEW could create significant risks for the "customer platform" project planned for 2022. Operational teams across SMUD continue to provide solid customer service with SMUD's customer satisfaction scores remaining at or above targets.	
	Competitive workforce total rewards						We continue to leverage the 2022 activities in the strategy with Procurement and Benefits Team to build the healthcare cost containment roadmap using the GOST framework. Six Strategies with associated tactics were identified. Several of the strategies have been implemented and proven successful in recent renewal including building stronger relationships with carriers and more heavily leveraging AON along with assertive negotiations. The roadmap and associated actions were used to result in very favorable medical premium renewal. Premiums generally increase by 8%. After negotiations, United HealthCare presented SMUD with a renewal increase for the 2023 plan year of 4.9% for our active employee, pre-65 retiree and Medicare Advantage medical plans. Based on these rates and current enrollment, the total cost for 2023 medical benefit plans is projected at \$37.4 million. Kaiser Permanente presented SMUD with renewal increases for the 2023 plan year of -5.1% for our active employee, pre-65 retiree and Medicare Advantage medical plans.
	Renewable portfolio standards (RPS)						SMUD achieved the 2020 RPS requirements for Compliance Period 3 2017-2020, achieving a 33% RPS in 2020. SMUD also filed its annual RPS compliance filing to be completed by end of year. The next compliance period is being planned for Compliance Period 4, 2021-2024, the next RPS target statute is a 44% RPS in 2024. Project delays and increased demand require careful planning and procurement of RPS eligible renewables to meet CP4 requirements. Market Strategy team has developed the RPS Strategy to provide a plan to compliance.
	Enterprise grant integration,						Current projected resources needed to support the grant strategy and associated control measures and processes necessary have not

# Enterprise Risk Mitigations for Risks Currently not within Target

Risk Category	Risk	Risk Trend	Target		2023 Risk Mitigation			
		2020	2021	2022	Trend	Target		
	execution and alignment							been fully identified or approved for 2023. Further alignment and organizational changes are anticipated to take place in early 2023 for this purpose.
	2030 Zero Carbon Plan							In 2023, staff continues to conduct and review reliability studies to ensure that reliability levels are maintained, develop utility scale proven clean technology projects, launch customer pilot programs, research the viability of new technologies to pilot, and look for ways to limit rate increases through cost offsets from operational efficiencies and grants/partnerships.
	Economy: business agility							In the 2022 Rate process, staff introduced a 2% rate increase for 2023. The CEO and CFO have shown fiscal prudence and have kept the budget within financial limits, which is an improvement. SMUD's hiring process has been streamlined in order to have clarity around what hiring needs Executive review. Staff incorporated the new prioritization framework into the planning process and were able to finalize the 2023 budget within revised financial limits. As we get further insight into the programs and items included in the 2030 Zero Carbon Plan, we are getting a better insight into the cost and financial concerns. Our models continue to be synced up and that work will continue. We're starting to see the benefits of Operational Excellence in our forecasts and 2023 plan. Given the financial implications of the prolonged CPP outage & heat storm in September 2022, financial knowledge & transparency will need to have increased focus in 2022 and beyond as a mechanism to help SMUD adjust to changes in financial status. Additionally, the monthly prioritization meetings will help re-allocate budget funds in 2023. Increased focus on forecasts from the CEO will help drive better financial forecasts & visibility.
	CEC: Integrated resource planning (IRP)							SMUD's IRP filing was completed in 2022 pending CEC review for consistency with IRP reporting guidelines. Assuming compliance is met, SMUD will not have to file another IRP with the CEC for another 5 years.

# Enterprise Risk Mitigations for Risks Currently not within Target




External	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.
	Wildfire						In 2022, the work to underground the 4kV lines at the UARP was completed. The 2023 Capital and O&M budget include funds to continue implementation of SMUD's Wildfire Mitigation Plan.
	Climate Change						SMUD has issued a task order to assess heat vulnerability of SMUD transformers and integrate EV and BE adoption projections into new transformer standards. Enterprise-wide vulnerability and residual risk assessment or targeted assessment of Zero Carbon Plan technologies pending funding and management prioritization.
	Pandemic						During 2022, SMUD Safety, Emergency Planning (EP), and Workforce, Diversity, and Inclusion (WDI), herein referred to as the COVID response team, continued to provide COVID-19 prevention guidance to its employees and contractors. In addition, staff continued to track COVID-19 regulatory changes with the Centers for Disease Control (CDC), California Department of Public Health, and Cal-OSHA, as well as participation in utility roundtables that discussed COVID-19 controls and remote work re-entry planning. Regulatory and roundtable information was used to update COVID-19 prevention guidance, facility openings, community event planning, customer service support, and travel/training protocols. SMUD continues to be able to provide COVID-19 antigen testing at its onsite medical service center with confirmation molecular testing at a third-party test laboratory. SMUD hired a 3rd party COVID support specialty company named Axiom to assist in supporting contact tracing and employee notification requirements. SMUD continues to maintain contractor COVID-19 prevention guidance, remote work support, and wellness/exposure requirements on the SMUD COVID homepage. These have assisted SMUD in providing

# Enterprise Risk Mitigations for Risks Currently not within Target

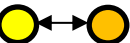




Risk Category	Risk	Risk Trend		2023 Risk Mitigation		
		2020	2021	2022	Trend	Target
						<p>reliable power and quality customer service while protecting our employees and the public during the pandemic. The SMUD's COVID response team will continue to track regulatory changes and update guidance as needed. In addition, the team continues to work with IT and Facilities to support the re-entry plan of its remote work employees. The re-entry plan has been followed and provided a phased employee return throughout 2022. Re-entry controls to ensure the safety of our employees include mandatory on-line re-entry training; frequent sanitation of work areas; conference room scheduling/cleaning; adoption of a hybrid work schedules; Personal Protective Equipment usage at lobby entries and vending machines. Facilities and Safety has installed an air ionization filtration in a few operational areas to support returning personnel. Lastly, Safety continues to work with hybrid remote working staff to ensure that they have ergonomic workstations at home and work.</p>

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



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

North Carolina State ERM Initiative and Protiviti Top 10 Enterprise Risks		SMUD's Corresponding Risks	SMUD's Current Residual Risk Exposure
Specific to Energy and Utilities Industry			
1	Succession challenges, ability to attract and retain top talent	<b>Operational risk:</b> Strategic workforce agility Competitive workforce total rewards Diversity, Equity, Inclusion and Belonging Change Management	
2	Uncertainties in supply chain including the viability of key suppliers, scarcity of supplies, volatile shipping and delivery options, or stable prices in the supply chain ecosystem may make it difficult to deliver services	<b>Operational risk:</b> Supply Chain	
3	Regulatory changes and scrutiny heightened, impacting how processes are designed and how products or services are produced and delivered	<b>Operational risk:</b> Regulatory compliance <b>Strategic risk:</b> 2030 Zero Carbon Plan Carbon emissions Renewable Portfolio Standards CEC: Integrated Resource Planning <b>External risk:</b> Legislative & regulatory Natural hazards	The current residual risk exposure ranges from medium to high 
4	Growing focus on climate change policies, regulations and expanding disclosure requirements as well as stakeholder expectations on climate change, supply chain transparency, reward systems, and other governance and sustainability issues may require us to significantly alter strategy and business model in ways that	<b>Operational risk:</b> Regulatory compliance <b>Strategic risk:</b> 2030 Zero Carbon Plan Carbon emissions Renewable Portfolio Standards CEC: Integrated Resource Planning Innovation	The current residual risk exposure ranges from

**TOP 10 ENTERPRISE RISKS COMPARED TO SMUD'S ENTERPRISE RISK CATEGORIES**  
**Specific to Energy and Utilities 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			
	may be difficult to implement on a timely basis.	<b>External risk:</b> Legislative & regulatory Economic business agility Natural hazards Climate Change	medium to high 
5	Resistance to change in our culture may restrict our organization from making necessary adjustments to the business model and core operations	<b>Operational risk:</b> Strategic workforce agility Operational excellence Diversity, Equity, Inclusion and Belonging Change Management <b>Strategic risk:</b> Innovation 2030 Zero Carbon Plan	
6	Our organization's culture may not sufficiently encourage the timely identification and escalation of risk issues and market opportunities that have the potential to significantly affect our core operations and achievement of strategic objectives	<b>Operational risk:</b> Strategic workforce agility Operational excellence Diversity, Equity, Inclusion and Belonging Change Management <b>Strategic risk:</b> Innovation 2030 Zero Carbon Plan	
7	Third-party risks arising from our reliance on outsourcing and strategic sourcing arrangements, IT vendor contracts, and other partnerships/joint ventures to achieve operational goals may prevent us from meeting organizational targets or impact our brand image	<b>Operational risk:</b> Supply chain Technology Systems Infrastructure <b>Strategic risk:</b> Innovation 2030 Zero Carbon Plan	
8	Shifts in perspectives and expectations about social issues and priorities surrounding diversity, equity and inclusion are occurring faster than the pace at which our organization is motivated and able to manage effectively (e.g., recruiting, retention, career advancement, reward systems, behavioral incentives, shared values, and culture), which may	<b>Operational risk:</b> Strategic workforce agility Operational excellence Diversity, Equity, Inclusion and Belonging Change Management Workforce Total Rewards <b>Strategic risk:</b> Innovation	

**TOP 10 ENTERPRISE RISKS COMPARED TO SMUD'S ENTERPRISE RISK CATEGORIES  
Specific to Energy and Utilities 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			
	significantly impact our ability to attract/retain talent and compete in the marketplace		
9	Privacy/identity management and information security protection Our organization may not be sufficiently prepared to manage cyber threats such as ransomware and other attacks that have the potential to significantly disrupt core operations and/or damage our brand	<b>Operational risk:</b> Cyber security Privacy	
10	Opportunities for organic growth through customer acquisition and/or enhancement may be significantly limited for our organization	<b>Strategic risk:</b> Innovation 2030 Zero Carbon Plan Changing Customer Expectations <b>External risk:</b> Business agility	

**RESOLUTION NO. 22-11-07**

**WHEREAS**, Governmental Accounting Standards Board Statement No. 68 (**GASB 68**) regarding Pension accounting and Governmental Accounting Standards Board Statement No. 75 (**GASB 75**) regarding other post-employment benefits (OPEB) accounting required SMUD to record non-cash accounting journal entries for certain annual charges in the actuarial valuation in the net Pension and OPEB liabilities; and

**WHEREAS**, these changes may have significant negative financial impacts to SMUD's financial statements; and

**WHEREAS**, in order to minimize these financial impacts in the future and match revenue requirements with Pension and OPEB expenses, staff recommends the Board authorize deferral of expenses related to the net Pension and OPEB liability as a regulatory asset in order to match such costs in the appropriate accounting period for rate-making purposes; and

**WHEREAS**, it is expected that amortization of the regulatory asset will begin in 2022 with the receipt of the annual actuarial report for **GASB 68** and **GASB 75**; and

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

**WHEREAS**, 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 certain expenses related to the net Pension and net other post-employment



benefits (OPEB) liability in order to match such costs in the appropriate accounting period for rate-making purposes.

Approved: November 17, 2022

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

**RESOLUTION NO. 22-11-08**

**WHEREAS**, due to the prolonged outage of the **Cosumnes Power Plant** and the heat storm in September 2022, commodities costs have increased significantly; and

**WHEREAS**, by Resolution No. 22-10-09, adopted on October 20, 2022, this Board approved augmentation to the 2022 Budget Resolution to increase the line item expenditure for Commodity by \$309.3 million; and

**WHEREAS**, due to the negative financial impact to the financial statements and uncertainty of SMUD financial position at December 31, 2022, staff recommends the Board authorize deferral of commodity expenses for the year ending December 31, 2022, for an amount in that net income equals to at least \$1 million, as a regulatory asset in order to match such costs in the appropriate accounting period for rate-making purposes; and

**WHEREAS**, it is expected that the regulatory asset will be recognized in the future when insurance proceeds are received for the business interruption insurance claim for **Cosumnes Power Plant**; and

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

**WHEREAS**, pursuant to Governmental Accounting Standards Board (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 commodity expenditures for the year ending December 31, 2022, for an amount in that net income equals to at least \$1 million, as a regulatory asset in

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

Approved: November 17, 2022

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

President Rose then turned to Discussion Calendar Item 13.a., to authorize SMUD's Accountant to utilize \$41 million of deferred operating revenues in order to offset future Community Impact Plan expenditures from 2022 through 2025 in order to match such expenditures in the appropriate accounting period for rate-making purposes.

Jennifer Davidson, Chief Financial Officer, gave some brief introductory remarks to clarify that the Board was being asked to approve an accounting transaction to give the Controller authority to use money in savings for the Community Impact Plan, with the benefit that it would reduce the rate increase amount needed for 2024 and 2025. She noted that although the authority called for \$41 million, the Board was not being asked to commit the full plan amount with the requested transaction. She stated the Board authorization for spending the funds would be part of the annual budget authorization in 2023, 2024, and 2025.

Lisa Limcaco, Director, Accounting & Controller, gave a presentation on Agenda Item 13.a. A copy of the slides used in her presentation is attached hereto.

No public comment was forthcoming for Discussion Calendar Item 13.a.

There being no discussion, Vice President Sanborn moved for approval of Agenda Item 13.a., Director Herber seconded, and Resolution No. 22-11-09 was approved by a vote of 6-0, with President Rose abstaining.

**RESOLUTION NO. 22-11-09**

**WHEREAS**, pursuant to Governmental Accounting Standards Board (GASB) codification section Re10 Regulated Operations, staff recommends the Board authorize utilization of \$41 million of deferred operating revenues in order to offset future Community Impact Plan expenditures from 2022 through 2025; and

**WHEREAS**, this utilization of deferred revenues is in line with the plan to offset additional **2030 Zero Carbon Plan** spending for pilots and programs; and

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

**WHEREAS**, pursuant to Governmental Accounting Standards Board (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 utilize \$41 million of deferred operating revenues in order to offset future Community Impact Plan expenditures from 2022 through 2025 in order to match such expenditures in the appropriate accounting period for rate-making purposes.

Approved: November 17, 2022

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

President Rose then turned to Discussion Calendar Item 14, to election of officers for the SMUD Board of Directors for 2023.

No public comment was forthcoming on Discussion Calendar Item 14.

President Rose then nominated Director Sanborn for the position of President of the SMUD Board of Directors for 2023, and Resolution No. 22-11-10 was unanimously adopted.

**RESOLUTION NO. 22-11-10**

**WHEREAS**, President Rose called for the election of the President of the Board of Directors for the year 2023; and

**WHEREAS**, President Rose nominated Director Sanborn for the position of President of the Board of Directors for 2023; and

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

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

That this Board hereby elects Director Sanborn to serve as President of the Board of Directors for the 2023 term commencing January 1, 2023, through December 31, 2023.

Approved: November 17, 2022

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

Vice President Sanborn thanked President Rose for the nomination and stated she looked forward to continuing to outstanding work SMUD had been doing in her previous four years with the Board.

Director Fishman then nominated Director Herber for the position of Vice President of the SMUD Board of Directors for 2023, and Resolution No. 22-11-11 was unanimously adopted.



**RESOLUTION NO. 22-11-11**

**WHEREAS**, President Rose called for the election of the Vice President of the Board of Directors for the year 2023; and

**WHEREAS**, Director Fishman nominated Director Herber for the position of Vice President of the Board of Directors for 2023; and

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

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

That this Board hereby elects Director Herber to serve as Vice President of the Board of Directors for the 2023 term commencing January 1, 2023, through December 31, 2023.

Approved: November 17, 2022

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

Director Herber stated that it had been an honor to serve on the Board for the previous four years, and she was grateful for the opportunity to serve as Vice President in the coming year.

President Rose then turned to Informational Items 15 and 16 and stated that any public comment on informational items could be provided during the general public comment period.

Lisa Limcaco, Director, Accounting & Controller, gave a presentation on Agenda Item 15, to provide the Board with SMUD's financial results from the nine-month period ended September 30, 2022, and a summary of SMUD's current Power Supply Costs. A copy of the slides used in her presentation is attached hereto.

With regard to Agenda item 16, Audit Reports for the Quarterly Report on the Status of Recommendations as of September 30, 2022; Work Flow Integration; California Independent System Operator (CAISO) Settlement Quality Meter Data – SMUD; and California Independent System Operator (CAISO) Settlement Quality Meter Data – Community Choice Aggregators (CCA), no clarifying questions were forthcoming.

President Rose then turned to Agenda Item 17, 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.

Public comment was received, a copy of which is attached to these minutes, from the following member of the public:

- Derek Cressman

President Rose then turned to Directors' Reports.

Director Bui-Thompson reported on her participation in the two-by-two meeting with the Sacramento Tree Foundation.

Director Fishman reported on his attendance at KFBK Radio's 100<sup>th</sup> anniversary event where he spoke on SMUD's sponsorship and the 2030 Zero Carbon Plan. He also reported on his attendance at the SMUD Museum of

Science and Curiosity (MOSAC) Gala and his speaking engagement at the *Sacramento Business Journal's* Innovation Awards. He closed by thanking Vice President Sanborn for her assistance with his annual project of collecting campaign signs to make them available to people and organizations that reuse them. He noted his appreciation for the organizations that participated in the effort including Habitat for Humanity, Atlas Disposal and Shira Lane with Atrium 916.

Director Herber reported on her attendance at the Sierra Curtis Neighborhood Association's Gather at the Table event as well as the Sacramento Tree Foundation two-by-two. She then reported on her attendance at the Sacramento Bar Association's Night with the Mayors as well as the installation of Luanne Leineke as Grand Matron for the Harding San Juan Masonic Lodge. She also reported on her attendance at the unveiling of the statue of Joan Didion commissioned by the Sacramento Historical Society. She closed by reporting on her attendance at the Sacramento Metro Advocates for Rail and Transit event.

Director Kerth reported on his attendance Sacramento Metro Advocates for Rail and Transit event as well as the MOSAC gala. He closed by reporting on his attendance at a day-long conference on Innovations in Energy at the Precourt Institute for Energy at Stanford.

Director Tamayo reported he had spoken at the Hollywood Park Tree Planting but unfortunately was not able to stay for the tree planting due to a conflict with the opening of the California Museum's display of Filipino History. He noted it was a point of pride since he is a member of the Filipino community. He then reported on his attendance at a press conference with Congresswoman Matsui in the Avondale neighborhood, whom he noted has done a wonderful job of getting resources directed to Sacramento generally but also in particular with regard to the Inflation Reduction Act funds. He reported on his attendance at the MOSAC gala and closed by reporting on his attendance at the Catalyst H2, a green hydrogen conference.

Vice President Sanborn reported on her attendance at the Carmichael Chamber lunch with President Rose. She then reported on her attendance at the Slavic American Chamber lunch as well as the MOSAC gala. She closed by reporting on her attendance at the Sacramento Metro Advocates for Rail and Transit event with Directors Herber and Kerth.

President Rose reported on his attendance at the National Hydro Conference as well as the MOSAC gala. He reported on his attendance at the Capital Asian American Professional Society (CAAPS) Annual Red Carpet Gala and congratulated Chief Zero Carbon Officer Lora Anguay and CEO and General Manager Paul Lau for winning awards. He reported on his attendance at the awards ceremony dinner for the Public Relations Society where SMUD received an award for the SMUD Cares charitable campaign. He reported on his attendance at the dedication of a Habitat for Humanity home where he got to hand the keys to a deserving family as well as joining the Military Employees Resource Group at the Folsom Veteran's Day parade. He reported on his participation in the press conference with Congresswoman Matsui. He closed by reporting on his attendance at the Carmichael Chamber lunch with Vice President Sanborn.

Scott Martin, acting Chief Executive Officer and General Manager, reported on the following items:

- 1) **Decarbonization of Energy Supply.** Earlier this month, Congresswoman Matsui held a press conference with local leaders highlighting the work SMUD is doing to aggressively decarbonize our energy supply and bring customers from all communities along in our journey. The press conference was at the home of one of our customers, Barbara Currie, in South Sacramento. Our Residential Assistance Delivery team has been working for several months on the electrification and other energy efficiency upgrades to Barbara's home. Congresswoman Matsui explained how the Inflation Reduction Act (IRA) will make clean energy and electrification

improvements accessible for even more customers, not just in SMUD's service area but across the country. The Congresswoman called the approved Inflation Reduction Act the "largest climate investment in our history." We are excited for the many benefits this investment will bring our customers.

**2) Habitat for Humanity Mandolin Estates.** We saw environmental equity and social justice in action at Habitat for Humanity's Mandolin Estates last weekend. After years of supporting Habitat for Humanity, we were proud to support the creation of an all-electric community. The final five homes in the 13-home community were dedicated on November 5th. Every family receiving one of these homes contributed 500 hours of sweat equity during the building process. The neighborhood will be home to some 60 people, 40 of whom are children. SMUD employees contributed many volunteer hours at Mandolin Estates. SMUD supported the electrification, rooftop solar and electric vehicle readiness for each of these homes

**3) Veteran's Day.** In honor of Veteran's Day last week, SMUD employees demonstrated big support for those who have served or are currently serving in the military. SMUD Cares partnered with our Military Employee Resource Group to support two Veteran's Day parades this year! Fifty-seven employees and family members signed up for the Elk Grove parade and 94 registered for the Folsom parade. At both parades, SMUD employees and their families wore special SMUD MERG shirts, carried flags and banners. MERG also put together a Veteran's Day slideshow honoring colleagues or family who are or have been members of the military. SMUD Cares and MERG also worked together on a military comfort drive to benefit Sacramento Blue Star Moms, a nonprofit that supports active military, deployed troops and families of fallen military members.

I was fortunate to attend this event along with many SMUD colleagues. My grandfather served in the Navy during World War II, my father served in the Navy during the Vietnam War, and my son is currently on active duty in the Navy right now. I have tremendous respect for the many sacrifices our veterans and their families make, and I was really, really proud to support this event with so many other SMUD employees, their families, and all of the community members. It was a great time.

4) **Awards.** I am pleased to let you know SMUD and our employees continue to collect awards for their leadership and good work. Late last month, at the CAAPS Annual Red Carpet Gala, our CEO Paul Lau was recognized with the AMA Pioneer Award and our Chief Zero Carbon Officer Lora Anguay was awarded the AMA Woman Leadership Award. On November 9th, SMUD was selected the Net-Zero Leader of the Year by the WE3 Summit, where Paul was a keynote speaker.

5) **Board Video.** Tonight's video is our fifth of the Road to Zero series. In this installment, we meet Power Generation Director Joel Ledesma who leads the team that is reimagining our existing generation portfolio, as well as overseeing the development of new generation resources.

President Rose requested the Summary of Board Direction.

General Counsel Lewis stated that staff will provide a written response to Derek Cressman's written comment.

President Rose then announced that having completed the open session agenda for the meeting, the Board would enter into closed session to discuss the following item:

1. **Public Employment.**

Pursuant to Section 54957 of the Government Code:

CEO and General Manager.

President Rose stated that the Board would not be taking any action during the closed session, so there would be nothing to report out at the end of the session. The Board entered into closed session at 6:34 p.m.

The meeting adjourned at 7:40 p.m. with no reportable action taken.

Approved:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

# Exhibit to Agenda Item #13.a.

Authorize SMUD's Accountant to:

- a. Utilize \$41 million of deferred operating revenues in order to offset future Community Impact Plan expenditures from 2022 through 2025 in order to match such expenditures in the appropriate accounting period for rate-making purposes.

Board of Directors Meeting

Thursday, November 17, 2022, scheduled to begin at 5:30 p.m.

Virtual Meeting (online)



# Regulatory Accounting – Deferred revenues utilized for Expenditures

- In 2020 and 2021 SMUD deferred \$35 million/year, (total \$70 million) of operating revenues
- Expenditures identified:
  - Community Impact Plan
  - \$41 million of expenditures for 2022 through 2025

# Request for Authorization

- Authorize SMUD's Accountant to utilize \$41 million of deferred operating revenues in order to offset future Community Impact Plan expenditures from 2022 through 2025 in order to match revenue with expenditures in the appropriate accounting period for rate-making purposes.

# Exhibit to Agenda Item #15

Provide the Board with SMUD's financial results from the nine-month period ended September 30, 2022, and a summary of SMUD's current Power Supply Costs.

Board of Directors Meeting

Thursday, November 17, 2022, scheduled to begin at 5:30 p.m.

Virtual Meeting (online)

# September 2022 Financial Highlights

**\$110**  
Million

**“Net  
Income”**  
Net position  
YTD  
*Favorable compared  
to budget*

<b>\$1,275</b> Million	<h2>Customer Revenue</h2> <p>\$70M or 5.8% higher customer revenues than budgeted (favorable)</p> <ul style="list-style-type: none"> <li>• \$83M higher than target primarily due to higher customer usage &amp; lower bad debt expense</li> <li>• Offset by \$13M reduction in commercial customer revenues due to overstatement of 2021 estimated unbilled revenues</li> </ul>
<b>\$672</b> Million	<h2>Commodity</h2> <p>\$272M or 68.0% higher commodity expenditures than budgeted (unfavorable)</p> <ul style="list-style-type: none"> <li>• Purchased power higher due to increased load, reduced hydro, and thermal generation down due to Cosumnes power plant outage</li> <li>• Non-cash revenue transfer from Hydro Rate Stabilization fund of \$25 million will offset increased purchased power costs from lack of hydro</li> </ul>
<b>\$409</b> Million	<h2>Other Operating Expenses</h2> <p>\$24M or 5.6% lower expenditures than budgeted (favorable)</p> <ul style="list-style-type: none"> <li>• Customer expenses &amp; program costs - \$21M lower primarily due to lower transportation electrification expenses and supply chain issues leading to delay in participation in customer programs</li> <li>• Public Good \$6M lower primarily from less participation in energy efficiency programs, due to slower economic recovery in the commercial sector</li> <li>• Offset by \$10M higher Transmission and Distribution operating &amp; maintenance expenses - primarily due to higher distribution maintenance underground line &amp; station equipment expenses</li> </ul>
<b>\$135</b> Million	<h2>Non-cash Expenses</h2> <p>\$67M or 33.2% lower non-cash expenses than budgeted (favorable)</p> <ul style="list-style-type: none"> <li>• Accounting Governmental Accounting Standards Board required journal entries for pension</li> </ul>

\* There are \$51M other net revenues and expenses not included in the highlights above – primarily \$25M transfer from the Hydro rate stabilization fund

# September 2022 Energy Sources



Hydro generation was 21% higher than budget in September, and 29% lower than budget year-to-date.

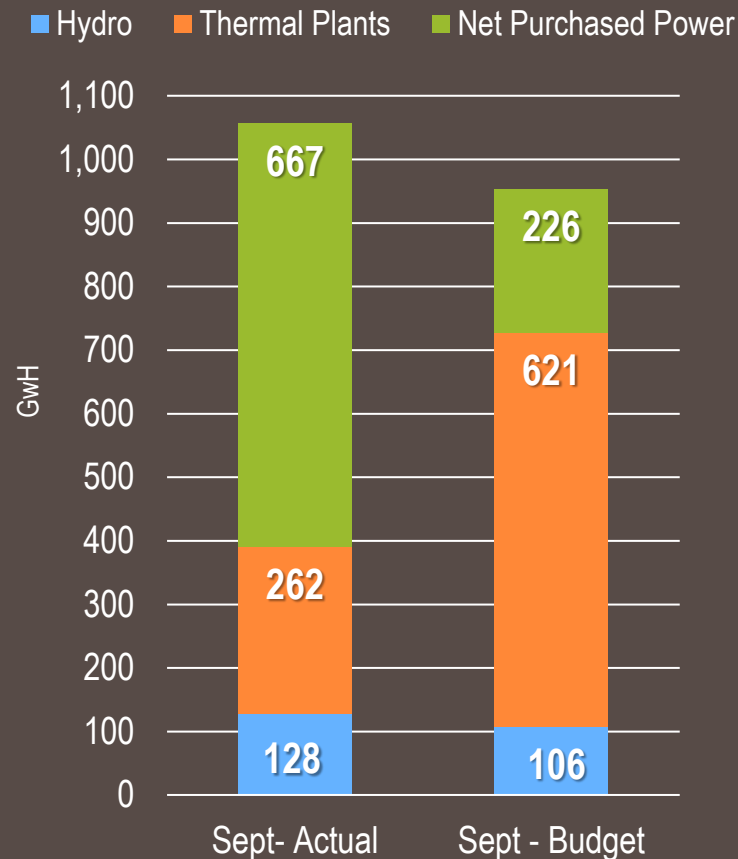


Thermal plants generation 58% lower than budget for September due to the Cosumnes power plant outage, and 38% lower than budget year-to-date.

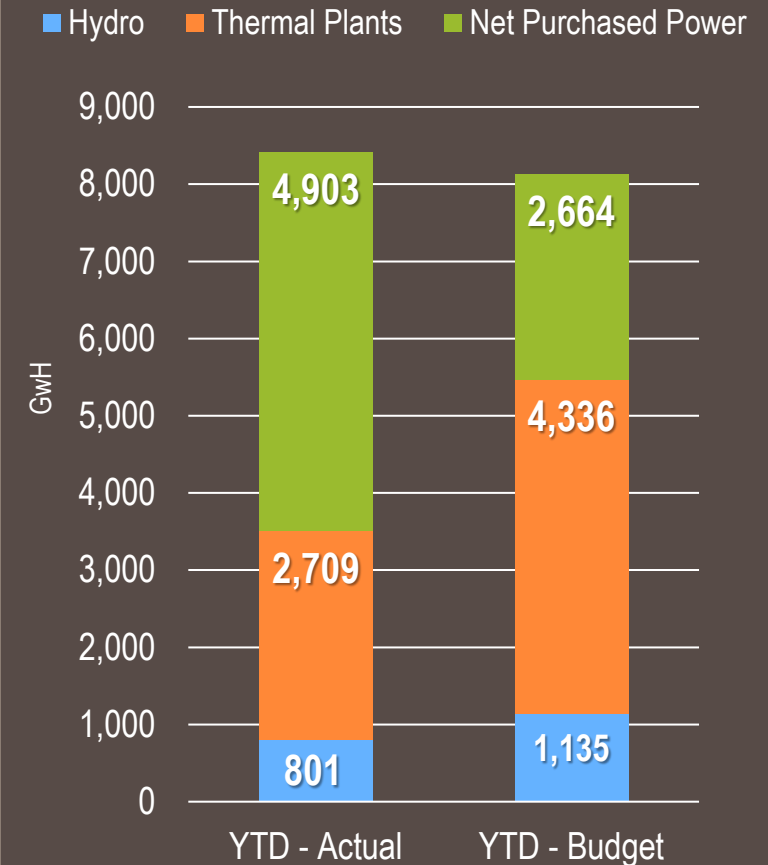


Net purchased power was 195% higher than budget for September due to purchase of replacement power for the Cosumnes power plant, and 84% higher year-to-date due to higher load and the shortfall of hydro & thermal.

### Sept 2022 Month-to-Date

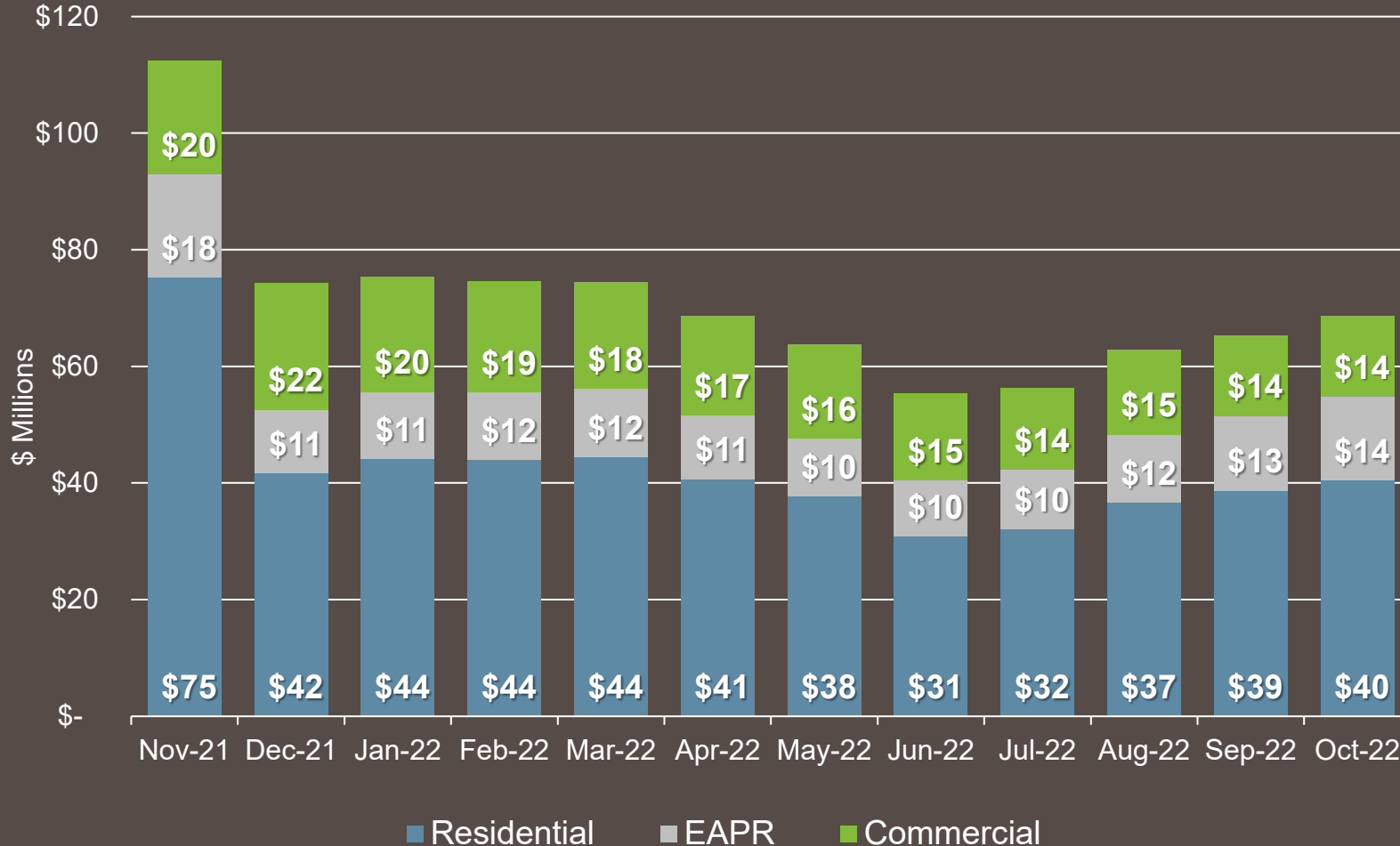


### Sept 2022 Year-to-Date



# Delinquency by Account Type

As of October 31, 2022



Delinquency Summary as of 10/31/2022		
	Delinquency (millions)	Number of Customers
Residential	\$40.4	117,573
Energy Assistance Program Rate (EAPR)	\$14.4	33,905
Commercial	\$13.9	9,302
All other (St. Lighting, Night Light, Agriculture)	\$ 0.8	1,494
<b>Totals</b>	<b>\$69.5</b>	<b>162,274</b>

# Commodity Budget: Mitigations & Forecast



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

\$56.1 Million	HRSF balance
-\$25.1 Million	HRSF withdrawal for Water Year April 2021 to March 2022
\$31.0 Million	HRSF remaining balance after withdrawal
\$33.5 Million	WAPA RSF balance
-\$30.0 Million	WAPA RSF forecasted withdrawal
\$3.5 Million	Estimated – WAPA RSF remaining balance after forecasted withdrawal

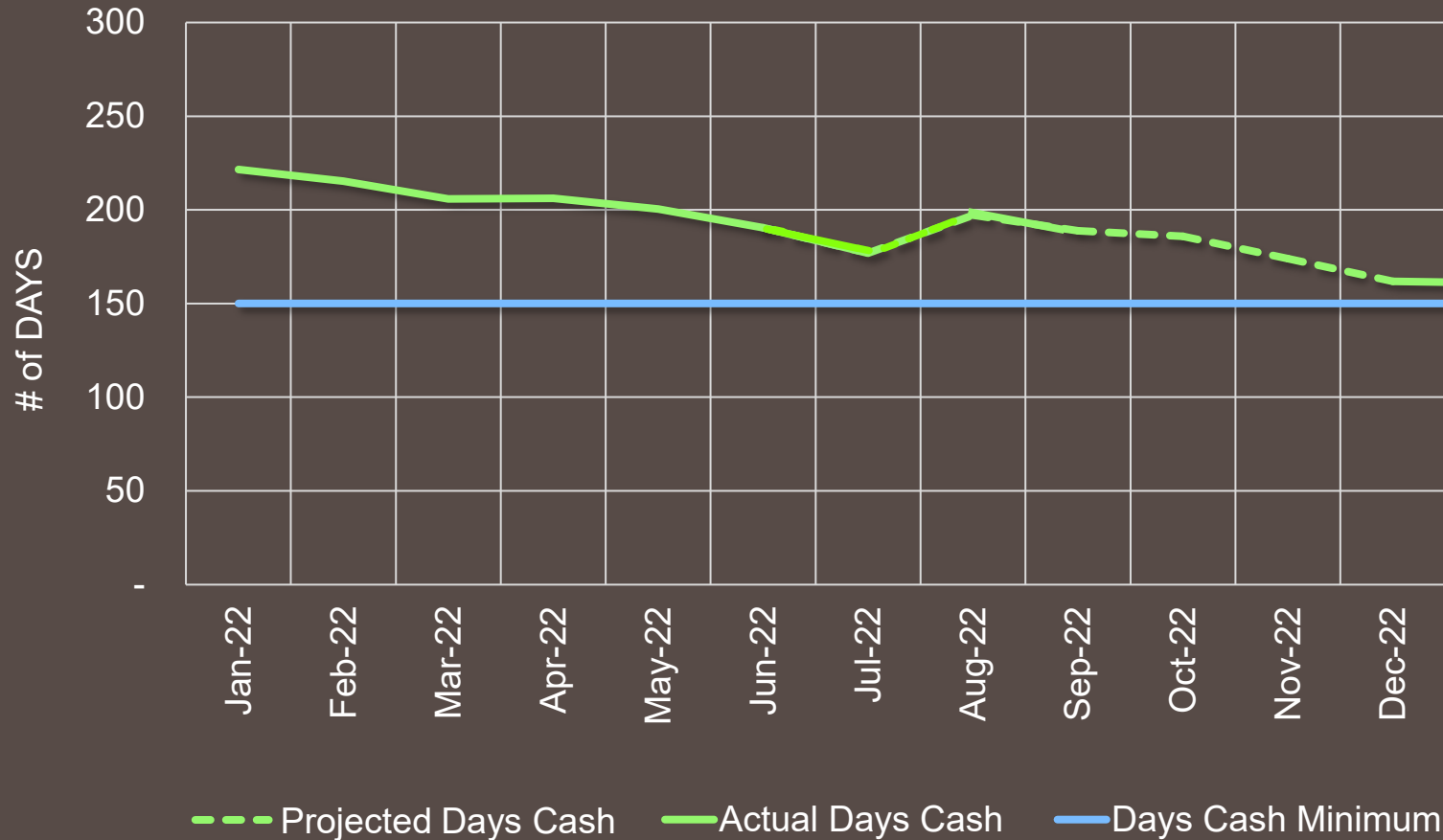
2022 Commodity Annual Costs as of September 30, 2022	
Forecast	\$750 Million
2022 Budget	\$441 Million
Difference	\$309 Million

Hydro Performance Annual Forecast as of September 30, 2022			
	UARP	WAPA	UARP + WAPA
Forecast	1,027 GWh	202 GWh	1,229 GWh
2022 Budget	1,303 GWh	661 GWh	1,964 GWh
Variance	-276 GWh	-459 GWh	-735 GWh

**HRSF:** Hydro Rate Stabilization Fund    **WAPA:** Western Area Power Administration    **UARP:** Upper American River Project    **RSF:** Rate Stabilization Fund

# Days Cash on Hand

As of September 30, 2022



Days Cash on Hand As of September 30, 2022		
Sept. 30, 2022	Budget	199 days
Sept. 30, 2022	Actual	189 days
Dec. 31, 2022	Budget	162 days
Dec. 31, 2022	Projected	162 days



**From:** [dc.derekcressman.com](mailto:dc.derekcressman.com)  
**To:** [Public Comment](#)  
**Subject:** [EXTERNAL] Public Comment regarding Finance and Audit Committee Report, number 2a on the agenda  
**Date:** Thursday, November 17, 2022 9:23:31 AM

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**CAUTION:** This email originated from outside of SMUD. Do not click links or open attachments unless you recognize the sender and know the content is safe.

SMUD's 111-page 2023 Proposed Budget "Detailed" as presented to the Finance and Audit Committee, appears to have considerably fewer details than the SMUD 2022 Proposed Budget (detailed), which was 284 pages. For example, page 279 on the pdf of the 2022 Proposed Budget (which is page 36 of the Corporate Services/Enterprise Business Unit) contains line items of \$16,803,000 for Marketing and Brand, \$9,320,000 for Corporate Communications, \$1,738,000 for Marketing & Research BE/EE and \$185,000 for Solutions Marketing Support for a total of \$28,047,000. Page 82 of the 2023 Proposed Budget Summary contains line items of \$26,902 for Communications, Marketing, & Community Relations and \$1,922,000 in public good expense, for a total of \$28,824,000. How can rate payers learn the details of how SMUD is spending \$28 million of their revenues (which comes to roughly \$43 per customer each year) on marketing, brand, and corporate communications?

Thank you,

Derek Cressman  
Land Park Resident and SMUD Customer



SSS No.  
  
CFO 22-010

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance and Audit  
November 8 & 9, 2022  
Board Meeting Date  
December 8, 2022

TO				TO			
1.	Jennifer Davidson	6.		7.		8.	
2.	Lora Anguay	9.	<b>Legal</b>	10.	<b>CEO &amp; General Manager</b>		
3.	Scott Martin						
4.							
5.							
<b>Consent Calendar</b>		<b>Yes</b>	<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) Jennifer Restivo			DEPARTMENT Planning and Performance		MAIL STOP A309	EXT. 5193	DATE SENT 10/27/2022

**NARRATIVE:**

**Requested Action:** Approve the following:

- 2023 SMUD Budget Resolution
- 2023 Debt Resolution
- Pay Schedule and Special Compensation Items

**Summary: 2023 Budget Resolution**  
The 2023 proposed budget and adjustments have been reviewed by the Board’s Finance Committee. Major components include: Operations and Maintenance budget of \$1,253.2 million; Debt Service budget of \$225.5 million; and Capital budget of \$624.9 million. The proposed 2023 budget resolution limits spending to \$2,1023.6 million (the total of these amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, weather hedge contracts, WAPA energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program’s sales, it is required to apply the proceeds toward specific expenses that support the program’s goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,242 plus 5 percent.

**Public Good Charge**  
The Public Good Charge is increasing from 15.05 percent to 16.77 percent of 1994 revenues. The percentage allocation for the public good charge expenditures will change from 6.61 percent to 6.60 percent for low-income assistance, from 6.56 percent to 8.16 percent for energy efficiency, stayed the same at 0.00 percent for new renewable generation, and from 1.88 percent to 2.01 percent for research and development.

**2023 Debt Resolution**  
The 2023 debt resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2023 and 2022 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

**Pay Schedule and Special Compensation Items**  
Approve/Adopt SMUD’s pay schedule and special compensation pursuant to California Code of Regulations (CCR).

**Board Policy:** *(Number & Title)* The 2023 Budget funds programs and initiatives that contribute to meeting Board strategic directives. GP-3 (e) Board will adopt SMUD’s budget on an annual basis.

**Benefits:** Approval of the 2023 Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

**Cost/Budgeted:** Approval of the 2023 Budget Resolution will authorize spending within the limits prescribed.

**Alternatives:** Approval of a budget is required before January 1, 2023, or SMUD would not have the authority to make purchases or pay employees.

**Affected Parties:** SMUD

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

**Presenter:** Jennifer Davidson

**Additional Links:**

SUBJECT

2023 SMUD Proposed Budget

ITEM NO. (FOR LEGAL USE ONLY)

5

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

2023 SMUD Wage Schedule  
Effective 12/17/2022

DRAFT

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	Step 10	Wage Type	Effective Date
50051540	ACCOUNTANT (E)	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051541	ACCOUNTANT (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50083082	ACCOUNTING TECH	6	OSE0680A	\$ 30.59	\$ 31.37	\$ 32.17	\$ 32.96	\$ 33.80	\$ 34.66	\$ 35.51	\$ 36.43	\$ 37.36		Hourly	12/17/2022
50051545	ADMIN SUPVR	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50131376	ANALYST TRAINEE	N/	PAS0039O	\$ 5,489.90									\$ 7,279.96	Monthly	12/17/2022
50157614	ART DIRECTOR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051631	ASSET PROTECTION OFFICER I	12	SECU220A	\$ 22.92	\$ 23.53	\$ 24.12	\$ 24.71	\$ 25.34	\$ 25.95	\$ 26.60	\$ 27.24	\$ 27.95		Hourly	12/17/2022
50051633	ASSET PROTECTION OFFICER II	12	SECU245A	\$ 29.08	\$ 29.81	\$ 30.54	\$ 31.31	\$ 32.11	\$ 32.93	\$ 33.72	\$ 34.58	\$ 35.45		Hourly	12/17/2022
50169886	ASSET SUPVR POWER GEN	12	PAS0062H	\$ 9,678.73									\$ 15,615.83	Monthly	12/17/2022
50138722	ASSET SUPVR-BUS OPERS	12	PAS0062L	\$ 9,678.73									\$ 17,934.79	Monthly	12/17/2022
50121495	ASSIST ENGINEER	12	PAS0041O	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50092300	ASSIST SUPT POWER GENERATION	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051551	ASSOC BUS TECH ANALYST (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50090360	ASSOC CIVIL ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50097000	ASSOC CIVIL ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051553	ASSOC DESKTOP SUPPORT SPCLST 1/	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50083179	ASSOC DISTRIB DESIGN ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051525	ASSOC DISTRIB DESIGN ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50083180	ASSOC DISTRIB SYS ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051539	ASSOC DISTRIB SYS ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50083181	ASSOC ELECTRICAL ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051526	ASSOC ELECTRICAL ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50139912	ASSOC EMS ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50139910	ASSOC EMS ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50121331	ASSOC ENTERPRISE TECH ANALYST (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50121274	ASSOC ENTERPRISE TECH DEV (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50168400	ASSOC I&C ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50108175	ASSOC I&C ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051532	ASSOC MECHANICAL ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50083182	ASSOC MECHANICAL ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50134736	ASSOC PROTECTION ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50120123	ASSOC PROTECTION ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50120408	ASSOC PWR OPS ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50121906	ASSOC TELECOMM ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50121894	ASSOC TELECOMM ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50123046	ASSOC TRNSMSN PLNG ENGR (E)		PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50123047	ASSOC TRNSMSN PLNG ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50136460	ASST GENERAL MANAGER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50159051	ASST SUPVR,TELECOM O&M	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50051556	ATTORNEY (E)	N/	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051557	ATTORNEY (J)	N/	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50054600	BOARD MEMBER	N/	BOARD001	\$ 275.00										Per Meeting	12/17/2022
50051564	BODY-FENDER MECH	12	IBEW884A	\$ 53.55										Hourly	12/17/2022
50160320	BUSINESS CONTINUITY PROGRAM MGR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50166420	BUSINESS DEV MGR (CUST SALES)	N/	PAS0069B	\$ 11,502.70									\$ 16,009.03	Monthly	12/17/2022
50083187	BUSINESS PLANNING ANALYST (E)		PAS0043B	\$ 6,058.38									\$ 8,428.45	Monthly	12/17/2022
50051560	BUSINESS PLANNING ANALYST (J)	12	PAS0052B	\$ 7,565.53									\$ 10,522.44	Monthly	12/17/2022
50051561	BUSINESS TECH ANALYST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50111755	BUSINESS TECH PROGRAM MANAGER	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50088597	BUSINESS TRANSFORMATION SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50084255	BUSINESS UNIT PLANNING COORD	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50168961	C&I ENERGY EDUCATOR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051586	CABLE LOCATOR	12	IBEW873G	\$ 46.03	\$ 47.00	\$ 48.33	\$ 49.56	\$ 50.49						Hourly	12/17/2022
50051584	CABLE LOCATOR W/CL A	12	IBEW873M	\$ 47.18	\$ 48.15	\$ 49.48	\$ 50.71	\$ 51.64						Hourly	12/17/2022
50051585	CABLE LOCATOR W/HAZ	12	IBEW873X	\$ 47.29	\$ 48.26	\$ 49.58	\$ 50.83	\$ 51.76						Hourly	12/17/2022
50165732	CABLE SPLC CONSTR FRMN/WM	12	IBEW941I	\$ 77.37										Hourly	12/17/2022
50167676	CABLE SPLC CONSTR FRMN/WM W/CL A	12	IBEW941F	\$ 78.52										Hourly	12/17/2022
50051574	CABLE SPLC/ELEC	12	IBEW923K	\$ 65.17										Hourly	12/17/2022
50083188	CABLE SPLC/ELEC APPR	54	IBEW909A	\$ 42.37	\$ 44.77	\$ 47.23	\$ 49.68	\$ 52.16	\$ 54.60	\$ 56.99	\$ 59.46	\$ 61.88		Hourly	12/17/2022
50051575	CABLE SPLC/ELEC APPR W/CL A	54	IBEW909B	\$ 43.52	\$ 45.92	\$ 48.38	\$ 50.83	\$ 53.31	\$ 55.75	\$ 58.14	\$ 60.61	\$ 63.03		Hourly	12/17/2022
50051579	CABLE SPLC/ELEC APPR W/HAZ	54	IBEW909C	\$ 43.64	\$ 46.04	\$ 48.50	\$ 50.95	\$ 53.43	\$ 55.87	\$ 58.26	\$ 60.73	\$ 63.15		Hourly	12/17/2022
50051577	CABLE SPLC/ELEC FR,LT	12	IBEW942A	\$ 73.42										Hourly	12/17/2022
50051578	CABLE SPLC/ELEC FR,LT W/CL A	12	IBEW942L	\$ 74.57										Hourly	12/17/2022
50051844	CABLE SPLC/ELEC SUBFRMN/WM	12	IBEW937D	\$ 70.17										Hourly	12/17/2022
50051576	CABLE SPLC/ELEC W/CL A	12	IBEW923L	\$ 66.32										Hourly	12/17/2022
50051583	CALIBRATION TECH	12	IBEW925A	\$ 63.62										Hourly	12/17/2022

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Wage Type	Effective Date
50166640	CATEGORY MANAGER	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50131457	CHIEF CUSTOMER OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50136448	CHIEF DIVERSITY OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50051691	CHIEF EXECUTIVE OFFICER & GM	N/	EXECU03E	\$ 45,062.00									\$ 75,000.00	Monthly	12/17/2022
50107656	CHIEF FINANCIAL OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50159814	CHIEF INFORMATION OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50051558	CHIEF LEGAL & GOVERNMENT AFFAIRS OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50170848	CHIEF MARKETING & COMMUNICATIONS OFFICER	N/	EXECU01E	\$ 22,917.00									\$ 37,500.00	Monthly	9/23/2022
50170848	CHIEF MARKETING & COMMUNICATIONS OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50159810	CHIEF OPERATING OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50136450	CHIEF STRATEGY OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50169284	CHIEF ZERO CARBON OFFICER	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50124979	CIP COMPLIANCE SPCLST I	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50124980	CIP COMPLIANCE SPCLST II	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50124981	CIP COMPLIANCE SPCLST III	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051599	CIVIL MAINT FRMN/WN, LT	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50051600	CIVIL MAINT FRMN/WN, LT W/CL A	12	IBEW937L	\$ 68.29										Hourly	12/17/2022
50051601	CIVIL MAINT FRMN/WN, LT W/HAZ	12	IBEW937X	\$ 68.41										Hourly	12/17/2022
50123556	CLAIMS ADMINISTRATOR (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50161455	CLAIMS ADMINISTRATOR (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051587	COMBUST TURBINE FRMN/WN	12	IBEW945B	\$ 71.48										Hourly	12/17/2022
50051588	COMBUST TURBINE TECH	12	IBEW917A	\$ 61.42										Hourly	12/17/2022
50134282	COMMUNICATIONS SUPVR	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50160594	COMMUNITY ENGAGEMENT EVENTS SUPVR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50132074	COMMUNITY ENGAGEMENT REP	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50097275	COMPUTER OPERS SPCLST (E)	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12		Hourly	12/17/2022
50097276	COMPUTER OPERS SPCLST (J)	6	OSE0720B	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.22		Hourly	12/17/2022
50161490	CONSTR CONTRACT ANALYST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50161492	CONSTR CONTRACT ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051605	CONSTR MGMT INSPCTR I	12	OSE0740A	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.75	\$ 49.93		Hourly	12/17/2022
50051606	CONSTR MGMT INSPCTR II	12	OSE0770B	\$ 48.18	\$ 49.39	\$ 50.61	\$ 51.87	\$ 53.20	\$ 54.50	\$ 55.90	\$ 57.25	\$ 58.72		Hourly	12/17/2022
50122929	CONSTR MGMT INSPCTR III	12	OSE0772A	\$ 50.60	\$ 51.84	\$ 53.16	\$ 54.46	\$ 55.86	\$ 57.21	\$ 58.68	\$ 60.11	\$ 61.66		Hourly	12/17/2022
50051616	CONSULTING ENGR II	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50135051	COORD,EDUC RELATIONS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50084576	COORD,ELEC TRANS PRJCTS	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051592	COORD,ENERGY & TECH CENTER	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50100156	COST SCHEDULE SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051609	COST SCHEDULE SPCLST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051610	CRAFTS HELPER	12	IBEW828G	\$ 31.44	\$ 32.88	\$ 35.40	\$ 37.81	\$ 40.50						Hourly	12/17/2022
50083191	CRAFTS HELPER W/CL A	12	IBEW828L	\$ 32.59	\$ 34.03	\$ 36.55	\$ 38.96	\$ 41.65						Hourly	12/17/2022
50051611	CRAFTS HELPER W/HAZ	12	IBEW828X	\$ 32.71	\$ 34.15	\$ 36.67	\$ 39.08	\$ 41.77						Hourly	12/17/2022
50092958	CUST SERVICES SUPERVISOR	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051622	CUST SVC REP I	6	OSE0641A	\$ 28.84	\$ 29.57	\$ 30.31	\$ 31.05	\$ 31.84						Hourly	12/17/2022
50051618	CUST SVC REP II	6	OSE0680A	\$ 30.59	\$ 31.37	\$ 32.17	\$ 32.96	\$ 33.80	\$ 34.66	\$ 35.51	\$ 36.43	\$ 37.36		Hourly	12/17/2022
50051619	CUST SVCS ASSISTANT	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051620	CUST SVCS FIELD REP	6	OSE0725D	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.99	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.38		Hourly	12/17/2022
50051617	CUSTODIAN 1/	12	IBEW800G	\$ 30.94	\$ 32.33	\$ 33.81	\$ 35.38							Hourly	12/17/2022
50167108	CYBER GOVRN & COMP SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50167109	CYBER GOVRN & COMP SPCLST (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50167110	CYBER RISK SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50167111	CYBER RISK SPCLST (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50167103	CYBER SECURITY ENGR (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50167112	CYBER SECURITY ENGR (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051623	DATA BASE ADMIN	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051602	DATA CENTER OPS SPCLST	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50113480	DEPUTY GENERAL COUNSEL	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50084608	DESIGN & STANDARDS SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051643	DESKTOP SUPPORT SPCLST 1/	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051798	DIR,ACCOUNTING & CONTROLLER	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50126853	DIR,ADVANCED ENERGY SOLUTIONS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051816	DIR,APPLICATIONS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051808	DIR,AUDIT SERVICES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50161661	DIR,COMM DEV & BUSINESS ATTRACT	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50170867	DIR, COMM RELATION, OUTREACH & SUPPORT	N/	MGR0080G	\$ 14,479.00									\$ 19,487.00	Monthly	10/11/2022
50170867	DIR, COMM RELATION, OUTREACH & SUPPORT	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50160177	DIR,CUSTOMER & GRID STRATEGY	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022



**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50091654	DIR,CUSTOMER & REVENUE OPS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50142658	DIR,CUSTOMER EXPERIENCE DELIVERY	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50126698	DIR,CUSTOMER OPERATIONS & CES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50161872	DIR,CYBERSECURITY	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50051820	DIR,DISTRIBUTION PLANNING AND OPERATIONS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50123045	DIR,DIVERSITY EQUITY & INCLUSION	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50122304	DIR,ENERGY TRADING & CONTRACTS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50160223	DIR,ENV SAFETY & REAL ESTATE SERVICES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051801	DIR,FAC & SECURITY OPS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50162575	DIR,GRID ASSETS STRATEGIC SVCS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50088304	DIR,IT INFRASTRUCTURE & OPS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50160638	DIR,IT STRATEGIC INITIATIVES	N/	MGR0080G	\$ 14,479.00									\$ 19,487.00	Monthly	4/15/2022
50160638	DIR,IT STRATEGIC INITIATIVES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051799	DIR,LINE ASSETS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50137965	DIR,MARKETING & CORP COMMUNICATION	N/	MGR0080G	\$ 14,479.00									\$ 20,169.00	Monthly	10/11/2022
50137965	DIR,MARKETING & CORP COMMUNICATION	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50133151	DIR,PEOPLE SVCS & STRATEGIES	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50151556	DIR,PLANNING & PERFORMANCE	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50091575	DIR,POWER GENERATION	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50051856	DIR,PROCUREMENT, WHSE & FLEET	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50140348	DIR, R&D	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50124607	DIR,RELIABILITY COMPLIANCE & COORD	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50131456	DIR,RESOURCE STRATEGY	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051819	DIR,SUBST, TELECOMM & METERING ASSETS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50166082	DIR,SUSTAIN COMMUNITY PROGRAMS	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50145212	DIR,TRANSMISSION PLANNING AND OPERATIONS	N/	MGR0085G	\$ 16,876.73									\$ 23,502.28	Monthly	12/17/2022
50083424	DIR,TREASURY & TREASURER	N/	MGR0080G	\$ 14,913.55									\$ 20,774.11	Monthly	12/17/2022
50051630	DISTRBUTN SYS SPCLST	12	PAS0066A	\$ 10,684.71									\$ 14,502.83	Monthly	12/17/2022
50154341	DISTRBUTN SYSTEM OPER I	12	IBEW887J	\$ 58.23	\$ 59.68	\$ 61.20	\$ 62.81	\$ 64.39	\$ 66.03	\$ 67.72	\$ 69.53	\$ 71.28		Hourly	12/17/2022
50051628	DISTRBUTN SYSTEM OPER I 1/	12	IBEW969A	\$ 63.18	\$ 64.77	\$ 66.44	\$ 68.18	\$ 69.86	\$ 71.69	\$ 73.48	\$ 75.45	\$ 77.36		Hourly	12/17/2022
50154343	DISTRBUTN SYSTEM OPER II	12	IBEW945N	\$ 75.91										Hourly	12/17/2022
50051629	DISTRBUTN SYSTEM OPER II 1/	12	IBEW977A	\$ 82.41										Hourly	12/17/2022
50140181	DISTRIBUTION LINE DESIGN SUPVR	12	PAS0062T	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50051624	DOC RECORDS SPCLST I	6	OSE0615A	\$ 22.04	\$ 22.59	\$ 23.15	\$ 23.71	\$ 24.30	\$ 24.94	\$ 25.54	\$ 26.18	\$ 26.85		Hourly	12/17/2022
50051625	DOC RECORDS SPCLST II	6	OSE0634B	\$ 24.16	\$ 24.76	\$ 25.43	\$ 26.04	\$ 26.70	\$ 27.40	\$ 28.07	\$ 28.79	\$ 29.49		Hourly	12/17/2022
50090307	DOC RECORDS SPCLST II-CONF	6	CONF634A	\$ 26.50	\$ 27.15	\$ 27.82	\$ 28.52	\$ 29.24	\$ 29.95	\$ 30.75	\$ 31.50	\$ 32.32		Hourly	12/17/2022
50083194	DRAFTING TECH I	6	OSE0680A	\$ 30.59	\$ 31.37	\$ 32.17	\$ 32.96	\$ 33.80	\$ 34.66	\$ 35.51	\$ 36.43	\$ 37.36		Hourly	12/17/2022
50051642	DRAFTING TECH II	6	OSE0716A	\$ 36.16	\$ 37.06	\$ 37.99	\$ 38.95	\$ 39.91	\$ 40.92	\$ 41.94	\$ 43.01	\$ 44.08		Hourly	12/17/2022
50115039	ECON & SMALL BUS DEV REP I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051822	ECON & SMALL BUS DEV REP II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051590	ECON & SMALL BUS DEV REP III	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051823	ECON & SMALL BUS DEV SUPVR	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50137576	ECON DEV & BUSINESS GROWTH MANAGER	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50170332	ECON DEV & BUSINESS GROWTH SPECIALIST	N/	PAS0066O	\$ 10,373.00									\$ 13,740.00	Monthly	7/2/2022
50170332	ECON DEV & BUSINESS GROWTH SPECIALIST	N/	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051645	ECONOMIC DEVELOPMENT SPECIALIST	N/	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051646	EDUCATION SPCLST	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50099538	ELEC FRMN/WM, LT	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50099539	ELEC FRMN/WM, LT W/CL A	12	IBEW941L	\$ 70.94										Hourly	12/17/2022
50099540	ELEC FRMN/WM, LT W/HAZ	12	IBEW941X	\$ 71.06										Hourly	12/17/2022
50140144	ELECTRICAL FIELD CONSULTANT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051653	ELECTRICAL TECH	12	IBEW937E	\$ 72.80										Hourly	12/17/2022
50089229	ELECTRICAL TECH APPR	48	IBEW928B	\$ 47.26	\$ 50.07	\$ 52.77	\$ 55.50	\$ 58.26	\$ 61.01	\$ 63.68	\$ 66.44	\$ 69.15		Hourly	12/17/2022
50051654	ELECTRICAL TECH APPR W/HAZ	48	IBEW928C	\$ 48.53	\$ 51.34	\$ 54.04	\$ 56.77	\$ 59.53	\$ 62.28	\$ 64.95	\$ 67.87	\$ 70.42		Hourly	12/17/2022
50092739	ELECTRICAL TECH FRMN/WN W/CL A	12	IBEW970M	\$ 84.49										Hourly	12/17/2022
50092740	ELECTRICAL TECH FRMN/WN W/HAZ	12	IBEW970N	\$ 84.61										Hourly	12/17/2022
50092679	ELECTRICAL TECH FRMN/WN, LT	12	IBEW970A	\$ 83.30										Hourly	12/17/2022
50099277	ELECTRICAL TECH FRMN/WN, LT OC	12	IBEW970O	\$ 84.90										Hourly	12/17/2022
50091431	ELECTRICAL TECH SUBFRMN/WM	12	IBEW937F	\$ 78.42										Hourly	12/17/2022
50120394	ELECTRICAL TEST & REPAIR SPCLST	12	IBEW939A	\$ 71.11										Hourly	12/17/2022
50051647	ELECTRICIAN	12	IBEW916A	\$ 60.98										Hourly	12/17/2022
50051648	ELECTRICIAN APPR	48	IBEW880A	\$ 39.63	\$ 42.28	\$ 44.85	\$ 47.46	\$ 50.09	\$ 52.71	\$ 55.27	\$ 57.92			Hourly	12/17/2022
50051649	ELECTRICIAN APPR W/CL A	48	IBEW880L	\$ 40.78	\$ 43.43	\$ 46.00	\$ 48.61	\$ 51.24	\$ 53.86	\$ 56.42	\$ 59.07			Hourly	12/17/2022
50051650	ELECTRICIAN APPR W/HAZ	48	IBEW880X	\$ 40.90	\$ 43.55	\$ 46.12	\$ 48.73	\$ 51.36	\$ 53.98	\$ 56.54	\$ 59.19			Hourly	12/17/2022
50051651	ELECTRICIAN W/CL A	12	IBEW916L	\$ 62.13										Hourly	12/17/2022
50133656	ELECTRICIAN W/HAZ	12	IBEW916X	\$ 62.25										Hourly	12/17/2022

N/ designates non-civil service jobs.

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50051663	EMERG PREP SPEC I	12	PAS00490	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50051664	EMERG PREP SPEC II	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50120629	EMERG PREP SPEC III	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50164527	END USER COMPUTING ANALYST	12	PAS00390	\$ 5,489.90									\$ 7,279.96	Monthly	12/17/2022
50131802	ENERGY ADVISOR (E)		PAS00450	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50131803	ENERGY ADVISOR (J)	12	PAS00540	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051666	ENERGY COORD-SPECIAL PROJ	12	PAS00710	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50131880	ENERGY SPCLST (E)	6	OSE0725D	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.99	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.38		Hourly	12/17/2022
50131879	ENERGY SPCLST (J)	6	OSE0753A	\$ 43.91	\$ 45.02	\$ 46.12	\$ 47.28	\$ 48.47	\$ 49.65	\$ 50.90	\$ 52.19	\$ 53.46		Hourly	12/17/2022
50108843	ENERGY TRADING SPCLST (E)		PAS00430	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50108844	ENERGY TRADING SPCLST (I)	12	PAS00520	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50108900	ENERGY TRADING SPCLST (J)	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50090546	ENGINEERING DES I	12	OSE0711B	\$ 35.36	\$ 36.25	\$ 37.15	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99	\$ 42.01	\$ 43.06		Hourly	12/17/2022
50083405	ENGINEERING DES II	12	OSE0745A	\$ 42.00	\$ 43.05	\$ 44.11	\$ 45.25	\$ 46.37	\$ 47.52	\$ 48.71	\$ 49.92	\$ 51.18		Hourly	12/17/2022
50083457	ENGINEERING DES III	12	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	12/17/2022
50084126	ENGINEERING DES IV	12	OSE0780A	\$ 56.50	\$ 57.90	\$ 59.34	\$ 60.84	\$ 62.36	\$ 63.90	\$ 65.50	\$ 67.15	\$ 68.83		Hourly	12/17/2022
50051656	ENGINEERING SPCLST	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50083195	ENGINEERING TECH (E)	12	OSE0677A	\$ 33.16	\$ 33.98	\$ 34.82	\$ 35.70	\$ 36.61						Hourly	12/17/2022
50051658	ENGINEERING TECH (J)	12	OSE0714A	\$ 36.10	\$ 37.01	\$ 37.89	\$ 38.86	\$ 39.85	\$ 40.85	\$ 41.87	\$ 42.89	\$ 44.01		Hourly	12/17/2022
50170773	ENTERPRISE APPLICATION ADMIN (E)		PAS0052B	\$ 7,345.00									\$ 9,727.00	Monthly	8/27/2022
50170773	ENTERPRISE APPLICATION ADMIN (E)		PAS0052B	\$ 7,565.53									\$ 10,522.44	Monthly	12/17/2022
50085578	ENTERPRISE APPLICATION ADMIN (J)	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50166430	ENTERPRISE ARCHITECT (E)		PAS00450	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50166431	ENTERPRISE ARCHITECT (J)	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051746	ENTERPRISE OPERATIONS ANALYST	12	PAS00540	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50145378	ENTERPRISE PERF PLNG COORD (E)		PAS00450	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50139957	ENTERPRISE PERF PLNG COORD (J)	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50161011	ENTERPRISE RECORDS ANALYST (E)		PAS00430	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50112642	ENTERPRISE RECORDS ANALYST (J)	12	PAS00520	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50158464	ENTERPRISE RISK COORD	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50083607	ENTERPRISE TECH ANALYST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50126639	ENTERPRISE TECH ANALYST (I)	12	PAS00540	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50083823	ENTERPRISE TECH DEVELOPER	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50138868	ENTERPRISE TECH DEVELOPER (I)	12	PAS00540	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50138415	ENTERPRISE TECH INFRA SPCLST (E)		PAS00450	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50138421	ENTERPRISE TECH INFRA SPCLST (I)	12	PAS00540	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50138422	ENTERPRISE TECH INFRA SPCLST (J)	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051936	ENV,HLTH&SFTY SPCLST I	12	PAS00490	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50051937	ENV,HLTH&SFTY SPCLST II	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051938	ENV,HLTH&SFTY SPCLST III	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051659	EQUIP OPER	12	IBEW858L	\$ 47.78										Hourly	12/17/2022
50051660	EQUIP OPR W/CL A	12	IBEW864A	\$ 48.93										Hourly	12/17/2022
50051661	EQUIP OPR W/HAZ	12	IBEW864X	\$ 49.05										Hourly	12/17/2022
50051662	EQUIP TESTING REP	6	OSE0735B	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.53	\$ 48.75		Hourly	12/17/2022
50083197	EQUIP TESTING REP ASST	6	OSE0695A	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99		Hourly	12/17/2022
50088756	EXECUTIVE ADVISOR	N/	EXECU01E	\$ 23,604.17									\$ 38,625.00	Monthly	12/17/2022
50092751	EXECUTIVE ASSISTANT (EO)	N/	PAS00510	\$ 7,378.92									\$ 9,777.79	Monthly	12/17/2022
50159122	FAC STATIONARY ENG APPR	12	IBEW851J	\$ 32.41	\$ 34.30	\$ 36.14	\$ 38.03	\$ 39.88	\$ 41.76	\$ 43.64	\$ 45.50	\$ 47.40		Hourly	12/17/2022
50159123	FAC STATIONARY ENG APPR 1/	12	IBEW879F	\$ 38.14	\$ 40.36	\$ 42.55	\$ 44.76	\$ 46.95	\$ 49.16	\$ 51.37	\$ 53.55	\$ 55.77		Hourly	12/17/2022
50159124	FAC STATIONARY ENG FMN/WN LT	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50159225	FAC STATIONARY ENG I	12	IBEW872G	\$ 49.88										Hourly	12/17/2022
50159226	FAC STATIONARY ENG II	12	IBEW908A	\$ 58.70										Hourly	12/17/2022
50131624	FACILITIES BLDG & GRNDS SUPVR	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50113660	FACILITIES CUST SUPVR	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50099209	FACILITIES CUSTODIAN	12	IBEW792A	\$ 24.10	\$ 25.94	\$ 28.02	\$ 30.16							Hourly	12/17/2022
50117605	FACILITIES ELEC FRMN/WN,LT	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50051842	FACILITIES ELEC FRMN/WN,LT W/CL A	12	IBEW941L	\$ 70.94										Hourly	12/17/2022
50052152	FACILITIES UTILITY CREW FRMN/WM	12	IBEW919M	\$ 44.63										Hourly	12/17/2022
50168952	FACILITIES UTILITY CREW FRMN/WM 1/	12	IBEW863M	\$ 51.97										Hourly	12/17/2022
50168954	FACILITIES UTILITY CREW FRMN/WM W/HAZ	12	IBEW919N	\$ 45.90										Hourly	12/17/2022
50168953	FACILITIES UTILITY CREW FRMN/WM W/HAZ 1/	12	IBEW863N	\$ 53.24										Hourly	12/17/2022
50093182	FAULT LOCATOR	12	IBEW941H	\$ 71.07										Hourly	12/17/2022
50093183	FAULT LOCATOR W/CL A	12	IBEW941J	\$ 72.22										Hourly	12/17/2022
50101800	FIELD SUPPORT TECH W/CL A	12	IBEW888C	\$ 50.79	\$ 52.05	\$ 53.36	\$ 54.67							Hourly	12/17/2022
50083165	FINANCIAL ANALYST (E)		PAS00430	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051681	FINANCIAL ANALYST (J)	12	PAS00520	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022



**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50051683	FINANCING SPCLST 1/	12	PAS00490	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50083479	FIRE PROTECTION & LOSS CONTROL SPCLST	12	PAS00540	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50111032	FLEET ASSET COORD	12	PAS00520	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50111036	FLEET MAINTENANCE SCHEDULER	12	PAS00520	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50160529	FLEET MAINTENANCE SUPVR	12	PAS0056C	\$ 8,347.12									\$ 11,909.25	Monthly	12/17/2022
50051686	FORMS ASSISTANT	6	OSE0660A	\$ 27.67	\$ 28.33	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67		Hourly	12/17/2022
50051687	FORMS TECH	6	OSE0670D	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36		Hourly	12/17/2022
50154335	GARDENER	12	IBEW877J	\$ 36.66	\$ 37.60	\$ 38.38								Hourly	12/17/2022
50051700	GARDENER 1/	12	IBEW848G	\$ 42.88	\$ 43.96	\$ 44.85								Hourly	12/17/2022
50154336	GARDENER W/CL A	12	IBEW877K	\$ 37.81	\$ 38.75	\$ 39.53								Hourly	12/17/2022
50051701	GARDENER W/CL A 1/	12	IBEW848L	\$ 44.03	\$ 45.11	\$ 46.00								Hourly	12/17/2022
50154337	GARDENER W/HAZ	12	IBEW877L	\$ 37.93	\$ 38.87	\$ 39.65								Hourly	12/17/2022
50051702	GARDENER W/HAZ 1/	12	IBEW848X	\$ 44.15	\$ 45.23	\$ 46.12								Hourly	12/17/2022
50097100	GAS CONTROL TECH	12	IBEW924A	\$ 63.45										Hourly	12/17/2022
50124993	GAS CONTROL TECH APPR	48	IBEW912E	\$ 41.35	\$ 44.07	\$ 46.81	\$ 49.53	\$ 52.28	\$ 54.97	\$ 57.71	\$ 60.43			Hourly	12/17/2022
50113669	GAS CONTROL TECH W/CL A	12	IBEW924L	\$ 64.60										Hourly	12/17/2022
50051690	GAS PIPELINE FIELDPERSON	12	IBEW873G	\$ 46.03	\$ 47.00	\$ 48.33	\$ 49.56	\$ 50.49						Hourly	12/17/2022
50096042	GENERATION DES I	12	OSE0711B	\$ 35.36	\$ 36.25	\$ 37.15	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99	\$ 42.01	\$ 43.06		Hourly	12/17/2022
50096043	GENERATION DES II	12	OSE0745A	\$ 42.00	\$ 43.05	\$ 44.11	\$ 45.25	\$ 46.37	\$ 47.52	\$ 48.71	\$ 49.92	\$ 51.18		Hourly	12/17/2022
50096044	GENERATION DES III	12	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	12/17/2022
50096045	GENERATION DES IV	12	OSE0780A	\$ 56.50	\$ 57.90	\$ 59.34	\$ 60.84	\$ 62.36	\$ 63.90	\$ 65.50	\$ 67.15	\$ 68.83		Hourly	12/17/2022
50097651	GIS DATA ANALYST	12	PAS00520	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50164498	GIS DATA TECH (E)	6	OSE0705A	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.04	\$ 39.99	\$ 40.98	\$ 42.01		Hourly	12/17/2022
50097650	GIS DATA TECH (J)	6	OSE0736A	\$ 40.74	\$ 41.75	\$ 42.82	\$ 43.89	\$ 44.98	\$ 46.06	\$ 47.25	\$ 48.43	\$ 49.62		Hourly	12/17/2022
50110253	GIS MGR	12	PAS00640	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051692	GOVERNMENT AFFRS REP I	12	PAS00470	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50051693	GOVERNMENT AFFRS REP II	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051694	GOVERNMENT AFFRS REP III	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50130986	GRADUATE INTERN		PAS00410	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50083168	GRANTS ADMIN	12	PAS0056C	\$ 8,347.12									\$ 11,909.25	Monthly	12/17/2022
50051698	GRAPHIC ARTIST	6	OSE0699A	\$ 33.30	\$ 34.15	\$ 35.01	\$ 35.94	\$ 36.81	\$ 37.81	\$ 38.75	\$ 39.76	\$ 40.75		Hourly	12/17/2022
50052175	HAZ WASTE FRMN/WN, LT	12	IBEW912G	\$ 60.16										Hourly	12/17/2022
50052176	HAZ WASTE FRMN/WN, LT W/CL A	12	IBEW915B	\$ 61.29										Hourly	12/17/2022
50052177	HAZ WASTE FRMN-WN, LT W/HAZ	12	IBEW915X	\$ 61.43										Hourly	12/17/2022
50055201	HAZARD WASTE TECH	12	IBEW874H	\$ 30.94	\$ 32.33	\$ 43.45	\$ 44.04	\$ 45.47	\$ 46.94	\$ 48.64	\$ 51.04			Hourly	12/17/2022
50119981	HAZARD WASTE TECH OC	12	IBEW886A	\$ 53.65										Hourly	12/17/2022
50083169	HAZARD WASTE TECH W/CL A	12	IBEW878A	\$ 52.19										Hourly	12/17/2022
50052178	HAZARD WASTE TECH W/HAZ	12	IBEW878X	\$ 52.31										Hourly	12/17/2022
50154338	HEAD GARDENER	12	IBEW919D	\$ 41.31										Hourly	12/17/2022
50051703	HEAD GARDENER 1/	12	IBEW863A	\$ 48.31										Hourly	12/17/2022
50154339	HEAD GARDENER W/CL A	12	IBEW919F	\$ 42.46										Hourly	12/17/2022
50051704	HEAD GARDENER W/CL A 1/	12	IBEW863L	\$ 49.46										Hourly	12/17/2022
50154340	HEAD GARDENER W/HAZ	12	IBEW919G	\$ 42.58										Hourly	12/17/2022
50051705	HEAD GARDENER W/HAZ 1/	12	IBEW863X	\$ 49.58										Hourly	12/17/2022
50051709	HELP DESK SPCLST 1/	12	PAS00540	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50109882	HELP DESK SPCLST 1//	12	PAS00520	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50099375	HIGH VOLTAGE TEST TECH	12	IBEW921E	\$ 62.71										Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN	12	IBEW - TBD	\$ 63.11										Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN APPR	48	IBEW - TBD	\$ 41.02	\$ 43.76	\$ 46.42	\$ 49.12	\$ 51.84	\$ 54.55	\$ 57.20	\$ 59.94			Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN APPR W/CL A	48	IBEW - TBD	\$ 42.17	\$ 44.91	\$ 47.57	\$ 50.27	\$ 52.99	\$ 55.70	\$ 58.35	\$ 61.09			Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN W/CL A	12	IBEW - TBD	\$ 64.26										Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN APPR W/HAZ	48	IBEW - TBD	\$ 42.29	\$ 45.03	\$ 47.69	\$ 50.39	\$ 53.11	\$ 55.82	\$ 58.47	\$ 61.21			Hourly	12/17/2022
TBD	HIGH-VOLTAGE ELECTRICIAN W/HAZ	12	IBEW - TBD	\$ 64.38										Hourly	12/17/2022
50083170	HUMAN RESOURCES ANALYST (E)		PAS00450	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051710	HUMAN RESOURCES ANALYST (J)	12	PAS00540	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50092250	HUMAN RESOURCES TECH-CONF	6	CONF702A	\$ 35.40	\$ 36.29	\$ 37.22	\$ 38.19	\$ 39.17	\$ 40.14	\$ 41.19	\$ 42.24	\$ 43.32		Hourly	12/17/2022
50083171	HVY DUTY EQ OP	12	IBEW893F	\$ 55.94										Hourly	12/17/2022
50051706	HVY DUTY EQ OP APPR	48	IBEW877A	\$ 36.35	\$ 38.73	\$ 41.16	\$ 43.55	\$ 45.92	\$ 48.33	\$ 50.71	\$ 53.12			Hourly	12/17/2022
50092744	HVY DUTY EQ OP FRMN/WN, LT	12	IBEW922L	\$ 63.97										Hourly	12/17/2022
50099278	HVY DUTY EQ OP FRMN/WN, LT OC	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50092746	HVY DUTY EQ OP FRMN/WN, LT W/CL A	12	IBEW923A	\$ 65.12										Hourly	12/17/2022
50092747	HVY DUTY EQ OP FRMN/WN, LT W/HAZ	12	IBEW923B	\$ 65.24										Hourly	12/17/2022
50051707	HVY DUTY EQ OP W/CL A	12	IBEW898E	\$ 57.09										Hourly	12/17/2022
50051708	HVY DUTY EQ OP W/HAZ	12	IBEW898X	\$ 57.21										Hourly	12/17/2022
50099279	HYD ELEC FRMN/WN, LT OC	12	IBEW941C	\$ 73.29										Hourly	12/17/2022
50051714	HYD ELEC FRMN/WN, LT W/HAZ	12	IBEW - TBD	\$ 73.51										Hourly	12/17/2022
50051712	HYD ELEC FRMN/WN,LT	12	IBEW - TBD	\$ 72.24										Hourly	12/17/2022

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Wage Type	Effective Date
50051713	HYD ELEC FRMN/WN,LT W/CL A	12	IBEW - TBD	\$ 73.39										Hourly	12/17/2022
50099894	HYD ELEC OP FRMN/WN,LT	12	IBEW945B	\$ 71.48										Hourly	12/17/2022
50051735	HYD FLD TECH	12	IBEW915A	\$ 58.73										Hourly	12/17/2022
50098810	HYD FLD TECH FRMN/WN,LT	12	IBEW939B	\$ 69.43										Hourly	12/17/2022
50098811	HYD FLD TECH FRMN/WN,LT W/CLA	12	IBEW939F	\$ 70.58										Hourly	12/17/2022
50098809	HYD FLD TECH FRMN/WN,LT W/HAZ	12	IBEW939H	\$ 70.70										Hourly	12/17/2022
50051737	HYD FLD TECH W/ HAZ	12	IBEW915H	\$ 60.00										Hourly	12/17/2022
50051736	HYD FLD TECH W/CL A	12	IBEW915F	\$ 59.88										Hourly	12/17/2022
50099281	HYD MECH FRMN/WN, LT OC	12	IBEW939A	\$ 71.11										Hourly	12/17/2022
50051720	HYD MECH FRMN/WN,LT	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50051721	HYD MECH FRMN/WN,LT W/CL A	12	IBEW937L	\$ 68.29										Hourly	12/17/2022
50051722	HYD MECH FRMN/WN,LT W/HAZ	12	IBEW937X	\$ 68.41										Hourly	12/17/2022
50154344	HYD OPER	12	IBEW917C	\$ 62.16										Hourly	12/17/2022
50051723	HYD OPER 1/	12	IBEW927F	\$ 64.98										Hourly	12/17/2022
50154345	HYD OPER APPR	12	IBEW820B	\$ 40.42	\$ 43.07	\$ 45.75	\$ 48.39	\$ 51.08	\$ 53.71	\$ 56.40	\$ 59.05			Hourly	12/17/2022
50083173	HYD OPER APPR 1/	48	IBEW919A	\$ 42.26	\$ 45.04	\$ 47.80	\$ 50.59	\$ 53.40	\$ 56.16	\$ 58.96	\$ 61.73			Hourly	12/17/2022
50154346	HYD OPER APPR W/CL A	12	IBEW820C	\$ 41.57	\$ 44.22	\$ 46.90	\$ 49.54	\$ 52.23	\$ 54.86	\$ 57.55	\$ 60.26			Hourly	12/17/2022
50094281	HYD OPER APPR W/CL A 1/	48	IBEW919B	\$ 43.41	\$ 46.19	\$ 48.95	\$ 51.74	\$ 54.55	\$ 57.31	\$ 60.11	\$ 62.88			Hourly	12/17/2022
50154347	HYD OPER APPR W/HAZ	12	IBEW919H	\$ 41.69	\$ 44.39	\$ 47.05	\$ 49.71	\$ 52.39	\$ 55.02	\$ 57.71	\$ 60.38			Hourly	12/17/2022
50051724	HYD OPER APPR W/HAZ 1/	48	IBEW919C	\$ 43.53	\$ 46.31	\$ 49.07	\$ 51.86	\$ 54.67	\$ 57.43	\$ 60.23	\$ 63.00			Hourly	12/17/2022
50154348	HYD OPER FRMN/WN	12	IBEW941A	\$ 74.35										Hourly	12/17/2022
50114860	HYD OPER FRMN/WN 1/	12	IBEW970B	\$ 77.69										Hourly	12/17/2022
50154349	HYD OPER FRMN/WN W/CL A	12	IBEW941G	\$ 75.50										Hourly	12/17/2022
50114911	HYD OPER FRMN/WN W/CL A 1/	12	IBEW970L	\$ 78.84										Hourly	12/17/2022
50051725	HYD OPER W/CL A	12	IBEW928A	\$ 63.31										Hourly	12/17/2022
50051727	HYD OVERHAUL FRMN/WN	12	IBEW945B	\$ 71.48										Hourly	12/17/2022
50160050	HYD STATIONARY ENGINEER APPR	12	IBEW851J	\$ 32.41	\$ 34.30	\$ 36.14	\$ 38.03	\$ 39.88	\$ 41.76	\$ 43.64	\$ 45.50	\$ 47.40		Hourly	12/17/2022
50160051	HYD STATIONARY ENGINEER I	12	IBEW872G	\$ 49.88										Hourly	12/17/2022
50160052	HYD STATIONARY ENGINEER II	12	IBEW908A	\$ 58.70										Hourly	12/17/2022
50160200	HYD STATIONARY ENGINEER SUBFRMN/WN	12	IBEW922I	\$ 63.19										Hourly	12/17/2022
50160053	HYD STATIONARY ENGR FRMN/WN LT	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50164138	HYD STATIONARY ENGR II W/CL C-HAZ	12	IBEW908K	\$ 59.45										Hourly	12/17/2022
50160026	HYD STATIONARY ENGR II W/HAZ	12	IBEW908X	\$ 59.97										Hourly	12/17/2022
50155432	HYDROGRAPHER (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50051734	HYDROGRAPHER (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051738	HYDROGRAPHY SPCLST	12	OSE0750A	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.19	\$ 52.45		Hourly	12/17/2022
50051741	I/T AUDITOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051742	I/T BRM ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051747	I/T PROC/CNTRCT SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051748	I/T PROJECT MGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051749	I/T SUPVR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50162765	I/T TECHNICIAN	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12		Hourly	12/17/2022
50051743	INSTRUCTOR	12	IBEW938A	\$ 69.22										Hourly	12/17/2022
50143123	INSURANCE PROGRAM MANAGER	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50083226	INTERNAL AUDITOR (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051744	INTERNAL AUDITOR (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051745	INVENTORY TECH	6	OSE0695A	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99		Hourly	12/17/2022
50051644	IPPS SPCLST I	6	OSE0646A	\$ 26.28	\$ 26.94	\$ 27.61	\$ 28.31	\$ 29.03	\$ 29.74	\$ 30.50	\$ 31.27	\$ 32.06		Hourly	12/17/2022
50052101	IPPS SPCLST II	6	OSE0657A	\$ 27.17	\$ 27.86	\$ 28.57	\$ 29.28	\$ 30.03	\$ 30.78	\$ 31.55	\$ 32.33	\$ 33.16		Hourly	12/17/2022
50052051	IPPS SPCLST III	6	OSE0670D	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36		Hourly	12/17/2022
50092220	IVR COORD	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50096950	LABOR RELATIONS ANALYST (E)	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50086678	LABOR RELATIONS ANALYST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50083228	LAND AGENT - A	6	OSE0725A	\$ 29.77	\$ 30.48	\$ 31.23	\$ 32.02							Hourly	12/17/2022
50083227	LAND AGENT - B	6	OSE0725B	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.12					Hourly	12/17/2022
50051757	LAND AGENT - C	6	OSE0725C	\$ 38.07	\$ 39.04	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.38		Hourly	12/17/2022
50083229	LAND SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051758	LAND SPCLST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50126010	LAND SURVEYOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051756	LAW CLERK		CONF300A	\$ 33.00	\$ 33.79	\$ 34.66								Hourly	12/17/2022
50162417	LEAD DIST SYS OPER	12	IBEW941K	\$ 78.89										Hourly	12/17/2022
50162418	LEAD DIST SYS OPER 1/	12	IBEW992A	\$ 85.73										Hourly	12/17/2022
50101752	LEAD OFFICE TECH	6	OSE0688A	\$ 31.95	\$ 32.74	\$ 33.57	\$ 34.42	\$ 35.26	\$ 36.14	\$ 37.06	\$ 37.99	\$ 38.94		Hourly	12/17/2022
50119427	LEAD OFFICE TECH-CONF	6	CONF688A	\$ 34.45	\$ 35.32	\$ 36.23	\$ 37.12	\$ 38.04	\$ 39.00	\$ 39.99	\$ 40.95	\$ 42.00		Hourly	12/17/2022
50051760	LEAD TOOL REPAIRER	12	IBEW922I	\$ 63.19										Hourly	12/17/2022
50165758	LEAD UTILITY COMPLIANCE SPECIALIST	12	IBEW828K	\$ 46.16										Hourly	12/17/2022

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50154184	LEAD VEHICLE MECH	12	IBEW888D	\$ 53.06										Hourly	12/17/2022
50051761	LEAD VEHICLE MECH 1/	12	IBEW904B	\$ 57.86										Hourly	12/17/2022
50154185	LEAD VEHICLE MECH W/CL A	12	IBEW888D	\$ 53.02										Hourly	12/17/2022
50051762	LEAD VEHICLE MECH W/CL A 1/	12	IBEW909D	\$ 59.01										Hourly	12/17/2022
50154186	LEAD VEHICLE MECH W/HAZ	12	IBEW888H	\$ 54.33										Hourly	12/17/2022
50164311	LEAD VEHICLE MECH W/HAZ (FP)	12	IBEW904A	\$ 57.93										Hourly	12/17/2022
50164525	LEAD VEHICLE MECH W/HAZ (FP) 1/	12	IBEW922A	\$ 63.18										Hourly	12/17/2022
50051763	LEAD VEHICLE MECH W/HAZ 1/	12	IBEW909X	\$ 59.13										Hourly	12/17/2022
50160076	LEARNING & DEV SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50160077	LEARNING & DEV SPCLST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50169820	LEGAL ANALYST	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50090306	LEGAL ASSISTANT-CONF	6	CONF706A	\$ 36.82	\$ 37.74	\$ 38.71	\$ 39.72	\$ 40.73	\$ 41.76	\$ 42.85	\$ 43.92	\$ 45.06		Hourly	12/17/2022
50133108	LEGISLATIVE & REGULATORY COORDINATOR 1/	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50153089	LEGISLATIVE & REGULATORY PROG MGR	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50083472	LINE CONST FRMN/WN	12	IBEW976D	\$ 89.34										Hourly	12/17/2022
50083473	LINE CONST FRMN/WN W/CL A	12	IBEW976C	\$ 90.49										Hourly	12/17/2022
50083474	LINE CONST FRMN/WN W/HAZ	12	IBEW976X	\$ 90.61										Hourly	12/17/2022
50154187	LINE EQUIP OPER ASST W/CLA	12	IBEW795A	\$ 28.48	\$ 29.68	\$ 31.89	\$ 34.00	\$ 36.37						Hourly	12/17/2022
50128409	LINE EQUIP OPER ASST W/CLA 1/	12	IBEW830L	\$ 33.79	\$ 35.28	\$ 37.91	\$ 40.43	\$ 43.15						Hourly	12/17/2022
50106535	LINE EQUIP OPER W/CL A 1/	12	IBEW898B	\$ 57.09										Hourly	12/17/2022
50154188	LINE EQUIP OPER W/CLA	12	IBEW862D	\$ 52.20										Hourly	12/17/2022
50169850	LINE EQUIP OPER W/CR & CL A	12	IBEW862G	\$ 53.15										Hourly	12/17/2022
50169884	LINE EQUIP OPER W/CR & CL A 1/	12	IBEW898D	\$ 58.04										Hourly	12/17/2022
50169852	LINE EQUIP OPER W/CR & HAZ	12	IBEW862F	\$ 53.27										Hourly	12/17/2022
50154140	LINE EQUIP OPER W/HAZ	12	IBEW862E	\$ 52.32										Hourly	12/17/2022
50108451	LINE EQUIP OPER W/HAZ 1/	12	IBEW862H	\$ 57.21										Hourly	12/17/2022
50051767	LINE FRMN/WN LT	12	IBEW965R	\$ 83.93										Hourly	12/17/2022
50051768	LINE FRMN/WN LT W/CL A	12	IBEW965C	\$ 85.08										Hourly	12/17/2022
50142318	LINE INSPECTOR I	12	IBEW933A	\$ 73.87										Hourly	12/17/2022
50108831	LINE INSPECTOR II	12	IBEW941R	\$ 78.89										Hourly	12/17/2022
50156652	LINE INSPECTOR W/CL A I	12	IBEW933C	\$ 75.01										Hourly	12/17/2022
50114932	LINE INSPECTOR W/CL A II	12	IBEW941D	\$ 80.04										Hourly	12/17/2022
50051770	LINE SUBFRMN/WN	12	IBEW941R	\$ 78.89										Hourly	12/17/2022
50051771	LINE SUBFRMN/WN W/CL A	12	IBEW941D	\$ 80.04										Hourly	12/17/2022
50083465	LINEMN/WN W/HAZ	12	IBEW933X	\$ 75.13										Hourly	12/17/2022
50083463	LINEMN/WN	12	IBEW933A	\$ 73.87										Hourly	12/17/2022
50083464	LINEMN/WN W/CL A	12	IBEW933C	\$ 75.01										Hourly	12/17/2022
50136767	LINEMN/WN W/HELI	12	IBEW933Y	\$ 77.56										Hourly	12/17/2022
50083460	LINEMN/WN-APPR	49	IBEW922R	\$ 48.03	\$ 51.19	\$ 54.35	\$ 57.53	\$ 60.65	\$ 63.84	\$ 67.02	\$ 70.18			Hourly	12/17/2022
50083461	LINEMN/WN-APPR W/CL A	49	IBEW922C	\$ 49.18	\$ 52.34	\$ 55.50	\$ 58.68	\$ 61.80	\$ 64.99	\$ 68.17	\$ 71.33			Hourly	12/17/2022
50083462	LINEMN/WN-APPR W/HAZ	49	IBEW922Z	\$ 49.30	\$ 52.46	\$ 55.62	\$ 58.80	\$ 61.92	\$ 65.11	\$ 68.29	\$ 71.45			Hourly	12/17/2022
50154416	MAINT CARPENTER	12	IBEW865A	\$ 49.88										Hourly	12/17/2022
50051805	MAINT CARPENTER 1/	12	IBEW908A	\$ 58.70										Hourly	12/17/2022
50154417	MAINT CARPENTER APPR	48	IBEW851E	\$ 31.87	\$ 33.71	\$ 35.56	\$ 37.40	\$ 39.21	\$ 41.06	\$ 42.92	\$ 44.74	\$ 46.60		Hourly	12/17/2022
50083233	MAINT CARPENTER APPR 1/	48	IBEW879F	\$ 38.14	\$ 40.36	\$ 42.55	\$ 44.76	\$ 46.95	\$ 49.16	\$ 51.37	\$ 53.55	\$ 55.77		Hourly	12/17/2022
50154459	MAINT CARPENTER FRMN/WN LT	12	IBEW901K	\$ 56.09										Hourly	12/17/2022
50115406	MAINT CARPENTER FRMN/WN, LT 1/	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50154460	MAINT CARPENTER SUBFRMN/WN	12	IBEW887D	\$ 52.78										Hourly	12/17/2022
50051806	MAINT CARPENTER SUBFRMN/WN 1/	12	IBEW922I	\$ 63.19										Hourly	12/17/2022
50116262	MAINT CARPENTER W/ CL A 1/	12	IBEW908L	\$ 59.85										Hourly	12/17/2022
50159375	MAINT CARPENTER W/CL A	12	IBEW872D	\$ 51.03										Hourly	12/17/2022
50103121	MAINT PLANNER GEN SVC	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50103375	MAINT PLANNER PWR PROD	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50112813	MAINT PLANNER SUBS/TELE	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50115702	MAINT PLANNER T&D LINE ASSETS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051784	MANAGEMENT ANALYST (E)		PAS0041O	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50051785	MANAGEMENT ANALYST (J)	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50051786	MAPPER	6	OSE0685A	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07		Hourly	12/17/2022
50168117	MARKET ANALYST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50168205	MARKET ANALYST (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50083901	MARKET RESEARCH SPCLST	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50163624	MARKET RESEARCH SUPVR	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50102301	MARKET RISK SPCLST (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50137998	MARKETING SPCLST I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051546	MARKETING SPCLST II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50163622	MARKETING SPCLST SUPVR	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50083235	MATERIAL PARTS CLERK	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12		Hourly	12/17/2022
50051790	MATERIAL PLANNER/COORD	12	PAS00490	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50154399	MATERIAL SPCLST I	12	IBEW793F	\$ 26.23	\$ 30.25	\$ 34.29	\$ 38.33							Hourly	12/17/2022
50099003	MATERIAL SPCLST I 1/	12	IBEW851N	\$ 31.35	\$ 36.14	\$ 40.95	\$ 45.78							Hourly	12/17/2022
50154525	MATERIAL SPCLST I W/CL A	12	IBEW793A	\$ 27.38	\$ 31.40	\$ 35.44	\$ 39.48							Hourly	12/17/2022
50099004	MATERIAL SPCLST I W/CL A 1/	12	IBEW851C	\$ 32.50	\$ 37.29	\$ 42.10	\$ 46.93							Hourly	12/17/2022
50154527	MATERIAL SPCLST I W/CR & CL A	12	IBEW793D	\$ 28.33	\$ 32.35	\$ 36.39	\$ 40.43							Hourly	12/17/2022
50099007	MATERIAL SPCLST I W/CR & CL A 1/	12	IBEW851A	\$ 33.45	\$ 38.24	\$ 43.05	\$ 47.88							Hourly	12/17/2022
50154528	MATERIAL SPCLST I W/CR & HAZ	12	IBEW793E	\$ 28.45	\$ 32.47	\$ 36.51	\$ 40.55							Hourly	12/17/2022
50099008	MATERIAL SPCLST I W/CR & HAZ 1/	12	IBEW851B	\$ 33.57	\$ 38.36	\$ 43.17	\$ 48.00							Hourly	12/17/2022
50154529	MATERIAL SPCLST I W/HAZ	12	IBEW793B	\$ 27.50	\$ 31.52	\$ 35.56	\$ 39.60							Hourly	12/17/2022
50099005	MATERIAL SPCLST I W/HAZ 1/	12	IBEW851H	\$ 32.62	\$ 37.41	\$ 42.22	\$ 47.05							Hourly	12/17/2022
50154530	MATERIAL SPCLST II	12	IBEW912D	\$ 40.32										Hourly	12/17/2022
50051787	MATERIAL SPCLST II 1/	12	IBEW862I	\$ 48.18										Hourly	12/17/2022
50154478	MATERIAL SPCLST II W/CL A	12	IBEW912F	\$ 41.47										Hourly	12/17/2022
50051788	MATERIAL SPCLST II W/CL A 1/	12	IBEW862C	\$ 49.33										Hourly	12/17/2022
50154480	MATERIAL SPCLST II W/CR & CL A	12	IBEW912P	\$ 42.42										Hourly	12/17/2022
50099011	MATERIAL SPCLST II W/CR & CL A 1/	12	IBEW862A	\$ 50.28										Hourly	12/17/2022
50154481	MATERIAL SPCLST II W/CR & HAZ	12	IBEW912R	\$ 42.54										Hourly	12/17/2022
50099012	MATERIAL SPCLST II W/CR & HAZ 1/	12	IBEW862B	\$ 50.40										Hourly	12/17/2022
50154482	MATERIAL SPCLST II W/HAZ	12	IBEW912H	\$ 41.59										Hourly	12/17/2022
50083234	MATERIAL SPCLST II W/HAZ 1/	12	IBEW862X	\$ 49.45										Hourly	12/17/2022
50154483	MATERIAL SPCLST III	12	IBEW928D	\$ 48.07										Hourly	12/17/2022
50052074	MATERIAL SPCLST III 1/	12	IBEW878L	\$ 52.63										Hourly	12/17/2022
50154484	MATERIAL SPCLST III W/CL A	12	IBEW928G	\$ 49.22										Hourly	12/17/2022
50052075	MATERIAL SPCLST III W/CL A 1/	12	IBEW879A	\$ 53.78										Hourly	12/17/2022
50154486	MATERIAL SPCLST III W/CR & CL A	12	IBEW928L	\$ 50.17										Hourly	12/17/2022
50099013	MATERIAL SPCLST III W/CR & CL A 1/	12	IBEW879D	\$ 54.73										Hourly	12/17/2022
50154487	MATERIAL SPCLST III W/CR & HAZ	12	IBEW928M	\$ 50.29										Hourly	12/17/2022
50099014	MATERIAL SPCLST III W/CR & HAZ 1/	12	IBEW898A	\$ 54.85										Hourly	12/17/2022
50154488	MATERIAL SPCLST III W/HAZ	12	IBEW928H	\$ 49.34										Hourly	12/17/2022
50052076	MATERIAL SPCLST III W/HAZ 1/	12	IBEW879B	\$ 56.33										Hourly	12/17/2022
50154489	MATERIAL SPCLST IV	12	IBEW858B	\$ 51.08										Hourly	12/17/2022
50052170	MATERIAL SPCLST IV 1/	12	IBEW893F	\$ 55.94										Hourly	12/17/2022
50154490	MATERIAL SPCLST IV W/CL A	12	IBEW858H	\$ 52.23										Hourly	12/17/2022
50052171	MATERIAL SPCLST IV W/CL A 1/	12	IBEW898C	\$ 57.09										Hourly	12/17/2022
50154570	MATERIAL SPCLST IV W/CR & CL A	12	IBEW858N	\$ 53.18										Hourly	12/17/2022
50099009	MATERIAL SPCLST IV W/CR & CL A 1/	12	IBEW893A	\$ 58.04										Hourly	12/17/2022
50154571	MATERIAL SPCLST IV W/CR & HAZ	12	IBEW858P	\$ 53.30										Hourly	12/17/2022
50099010	MATERIAL SPCLST IV W/CR & HAZ 1/	12	IBEW893E	\$ 58.16										Hourly	12/17/2022
50154572	MATERIAL SPCLST IV W/HAZ	12	IBEW858J	\$ 52.35										Hourly	12/17/2022
50052172	MATERIAL SPCLST IV W/HAZ 1/	12	IBEW898X	\$ 57.21										Hourly	12/17/2022
50154141	MECHANIC	12	IBEW865A	\$ 49.88										Hourly	12/17/2022
50051791	MECHANIC 1/	12	IBEW884A	\$ 53.55										Hourly	12/17/2022
50051792	MECHANIC W/CL A 1/	12	IBEW888G	\$ 54.70										Hourly	12/17/2022
50154143	MECHANIC W/HAZ	12	IBEW865D	\$ 50.30										Hourly	12/17/2022
50051793	MECHANIC W/HAZ 1/	12	IBEW888X	\$ 54.82										Hourly	12/17/2022
50154165	MECHANICAL FRMN/W/M,LT	12	IBEW921G	\$ 61.49										Hourly	12/17/2022
50099904	MECHANICAL FRMN/W/M,LT 1/	12	IBEW937G	\$ 67.14										Hourly	12/17/2022
50164526	METER & SERVICE DESIGNER	6	OSE0711A	\$ 35.36	\$ 36.24	\$ 37.15	\$ 38.07	\$ 39.04						Hourly	12/17/2022
50051796	METER TECH	12	IBEW925A	\$ 63.62										Hourly	12/17/2022
50051797	METER TECH APPR	48	IBEW912E	\$ 41.35	\$ 44.07	\$ 46.81	\$ 49.53	\$ 52.28	\$ 54.97	\$ 57.71	\$ 60.43			Hourly	12/17/2022
50128042	MGR,ACCOUNT MGMT & SALES	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50052019	MGR,ACCOUNTING & ASST CNTRLR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50099975	MGR,AR&DGT	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051544	MGR,AUDITING	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50093079	MGR,BUS PERFORM & OPTIMIZATION	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50052025	MGR,CAREER DEVELOPMENT & LEARNING	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50140137	MGR,CIVIL ENGINEERING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50169965	MGR,COMMODITY & OPERATIONS SETTLEMENTS	12	PAS0069O	\$ 11,168.00									\$ 14,792.00	Monthly	12/18/2021
50169965	MGR,COMMODITY & OPERATIONS SETTLEMENTS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
TBD	MGR, COMMUNITY EDUCATION & TECHNOLOGY	N/	PAS0064E	\$ 10,168.59									\$ 15,236.28	Monthly	12/17/2022
50139537	MGR,COMMUNITY DEV OUTREACH & ED	N/	PAS0064E	\$ 10,168.59									\$ 15,236.28	Monthly	12/17/2022
50126108	MGR,CORP COMMUNICATIONS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50166592	MGR,CULTURE & CHANGE	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50167926	MGR,CUST STRATEGY & OPS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022



**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50163673	MGR,CUSTOMER DELIVERY	12	PAS0067O	\$ 10,952.42									\$ 14,502.83	Monthly	12/17/2022
50091780	MGR,CUSTOMER EXPERIENCE STRATEGY	12	PAS0066B	\$ 10,684.71									\$ 14,865.73	Monthly	12/17/2022
50092302	MGR,CUSTOMER OPERATIONS	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50160766	MGR,CUSTOMER VALUE, PERF & PROJECTS	12	PAS0064C	\$ 10,168.59									\$ 14,502.79	Monthly	12/17/2022
50160085	MGR,CYBERSECURITY	12	PAS0066F	\$ 10,684.71									\$ 16,409.01	Monthly	12/17/2022
50162683	MGR,DG INTERCONNECTIONS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50159037	MGR,DIGITAL & UX	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50160208	MGR,DIST OPS ENGINEERING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50140139	MGR,DIST SYSTEM OPERATIONS	12	PAS0072T	\$ 12,385.57									\$ 18,106.59	Monthly	12/17/2022
50131011	MGR,DISTRIBUTED ENERGY STRATEGY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50110255	MGR,DISTRIBUTION PLANNING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50165511	MGR,ECON DEV & PARTNERSHIP	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50126016	MGR,ELECTRIC DESIGN & STANDARDS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50088581	MGR,ELECTRIC TRANS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50125294	MGR,EMERGING TECHNOLOGY	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50135736	MGR,EMPLOYEE RELATIONS	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051979	MGR,ENERGY MGMT SYSTEM	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50087975	MGR,ENERGY TRADING & CONTRACTS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50067469	MGR,ENGINEERING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50134551	MGR,ENTERPRISE PERFORMANCE	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50119766	MGR,ENTERPRISE PRIORITIZATION	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50143384	MGR,ENVIRONMENTAL REG	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50100183	MGR,EXECUTIVE OFFICE	N/	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051679	MGR,FACILITIES MGMT	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051982	MGR,FIELD METERING	12	PAS0062B	\$ 9,678.73									\$ 13,468.41	Monthly	12/17/2022
50158480	MGR,FINANCE & TREASURY	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50158550	MGR,FINANCE & TREASURY	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051627	MGR,FINANCE PLANNING & ANALYTICS	12	PAS0069O	\$ 11,167.67									\$ 14,792.50	Monthly	1/29/2022
50051627	MGR,FINANCE PLANNING & ANALYTICS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50138557	MGR,FLEET OPS	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50051948	MGR,GAS PIPELINE ASSETS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50083431	MGR,GEN MAINTENANCE	12	PAS0069C	\$ 11,502.70									\$ 16,408.97	Monthly	12/17/2022
50135285	MGR,GRID PLANNING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50051950	MGR,HYDRO GEN ASSETS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50159325	MGR,INFORMATION TECHNOLOGY	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50088129	MGR,INNOVATION	N/	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50164000	MGR,IT STRATEGY, PLANNING & GOVERNANCE	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50169499	MGR,LEARNING & DEV	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50140133	MGR,LINE DESIGN	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50051996	MGR,MARKET RESEARCH	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50102606	MGR,MARKET STRATEGY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50139366	MGR,OCC HEALTH & SAFETY	N/	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50169490	MGR,OPERATIONAL PMO	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50140145	MGR,OPERATIONAL TRAINING CENTER	N/	PAS0066U	\$ 10,684.71									\$ 16,409.01	Monthly	12/17/2022
50164469	MGR,OP-EX	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50166428	MGR,OT NETWORK ENGINEERING	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50052003	MGR,POW SYS OPERS	12	PAS0072T	\$ 12,385.57									\$ 18,106.59	Monthly	12/17/2022
50115350	MGR,POWER OPS ENGRG	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50125274	MGR,POWER OPS TRNG	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50128064	MGR,PROGRAM DELIVERY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051732	MGR,PROJECT DEV AND RENEWABLE GEN	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50130582	MGR,RANCHO SECO ASSETS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50165633	MGR,REAL ESTATE SERVICES	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50083555	MGR,RENEWABLE GEN ASSETS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051984	MGR,RESOURCE PLANNING	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051915	MGR,REVENUE STRATEGY	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051975	MGR,SECURITY OPERATIONS	N/	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50169434	MGR,STRATEGIC PLAN,PERF & ANALYTICS	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50110256	MGR,SUBSTATION ENGINEERING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50126109	MGR,SUBSTN MAINT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50083478	MGR,SUPPLY CHAIN	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50088853	MGR,SYSTEM PROTECTION & CONTROL	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50126110	MGR,T&D LINE CONSTR & MAINT	12	PAS0072L	\$ 12,385.57									\$ 20,795.14	Monthly	12/17/2022
50140141	MGR,T&D MAINTENANCE PLANNING	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50051987	MGR,TALENT MANAGEMENT	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50159402	MGR,TELECOMMUNICATION O&M	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50126175	MGR, TELECOMMUNICATIONS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50067465	MGR, THERM GEN ASSETS	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051964	MGR, TOTAL REWARDS	N/	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50110257	MGR, VEGETATION MGMT	12	PAS0069C	\$ 11,502.70									\$ 16,408.97	Monthly	12/17/2022
50051783	MGR, WAREHOUSE OPERATIONS	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051839	NTWK CABLE FRMN/WN, LT	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50051841	NTWK ELEC FRMN/WN,LT	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50051843	NTWK ELEC FRMN/WN,LT W/HAZ	12	IBEW941X	\$ 71.06										Hourly	12/17/2022
50165507	NTWK ENGR OT (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50165508	NTWK ENGR OT (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051846	OFFICE ASST		OSE0548A	\$ 15.50	\$ 15.97	\$ 16.44	\$ 16.94	\$ 17.45	\$ 17.97	\$ 18.51	\$ 19.06	\$ 19.63		Hourly	12/17/2022
TBD	OFFICE ASST II		OSE0902*	\$ 18.15	\$ 18.69	\$ 19.26	\$ 19.83	\$ 20.43	\$ 21.04	\$ 21.67	\$ 22.32	\$ 22.99		Hourly	12/17/2022
TBD	OFFICE ASST III		OSE0615*	\$ 21.67	\$ 22.32	\$ 22.99	\$ 23.68	\$ 24.39	\$ 25.12	\$ 25.88	\$ 26.65	\$ 27.45		Hourly	12/17/2022
50051847	OFFICE SPCLST I	6	OSE0615A	\$ 22.04	\$ 22.59	\$ 23.15	\$ 23.71	\$ 24.30	\$ 24.94	\$ 25.54	\$ 26.18	\$ 26.85		Hourly	12/17/2022
50051848	OFFICE SPCLST II	6	OSE0647A	\$ 26.39	\$ 27.06	\$ 27.74	\$ 28.44	\$ 29.15	\$ 29.88	\$ 30.65	\$ 31.39	\$ 32.20		Hourly	12/17/2022
50122178	OFFICE SPCLST II-CONF	6	CONF647A	\$ 28.45	\$ 29.16	\$ 29.88	\$ 30.65	\$ 31.42	\$ 32.20	\$ 33.01	\$ 33.84	\$ 34.70		Hourly	12/17/2022
50051849	OFFICE TECH	6	OSE0672A	\$ 29.25	\$ 29.99	\$ 30.76	\$ 31.53	\$ 32.26	\$ 33.12	\$ 33.90	\$ 34.76	\$ 35.64		Hourly	12/17/2022
50085707	OFFICE TECH-CONF	6	CONF672A	\$ 31.99	\$ 32.76	\$ 33.62	\$ 34.45	\$ 35.64	\$ 36.24	\$ 37.14	\$ 38.04	\$ 39.01		Hourly	12/17/2022
50051851	OPERS SUPPORT SUPVR	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50125954	ORGANIZATION EFFECTIVENESS SPCLST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50125953	ORGANIZATION EFFECTIVENESS SPCLST (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50155433	PARALEGAL-CONF	6	CONF735A	\$ 39.62	\$ 40.60	\$ 41.64	\$ 42.66	\$ 43.73	\$ 44.83	\$ 45.95	\$ 47.09	\$ 48.27		Hourly	12/17/2022
50092672	PAYROLL TECH-CONF	6	CONF702A	\$ 35.40	\$ 36.29	\$ 37.22	\$ 38.19	\$ 39.17	\$ 40.14	\$ 41.19	\$ 42.24	\$ 43.32		Hourly	12/17/2022
50051857	PHYSICAL NTWK SPCLST 1/	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50159569	PHYSICAL SECURITY PROGRAM MGR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051860	PLANT MECH	12	IBEW908A	\$ 58.70										Hourly	12/17/2022
50083241	PLANT MECH APPR	48	IBEW879E	\$ 38.14	\$ 40.67	\$ 43.20	\$ 45.71	\$ 48.21	\$ 50.73	\$ 53.24	\$ 55.76			Hourly	12/17/2022
50083242	PLANT MECH APPR W/CL A	48	IBEW879H	\$ 39.29	\$ 41.86	\$ 44.38	\$ 46.89	\$ 49.39	\$ 51.90	\$ 54.43	\$ 56.96			Hourly	12/17/2022
50051861	PLANT MECH APPR W/HAZ	48	IBEW874X	\$ 39.41	\$ 41.99	\$ 44.50	\$ 47.01	\$ 49.54	\$ 52.04	\$ 54.55	\$ 57.08			Hourly	12/17/2022
50051862	PLANT MECH W/CL A	12	IBEW908L	\$ 59.85										Hourly	12/17/2022
50083240	PLANT MECH W/HAZ	12	IBEW908X	\$ 59.97										Hourly	12/17/2022
50100942	PLANT MECH WELDER	12	IBEW920A	\$ 62.38										Hourly	12/17/2022
50083244	POWER CONTRACTS SPCLST (E)		PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50161142	POWER CONTRACTS SPCLST (I)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50067464	POWER CONTRACTS SPCLST (J)	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50139834	POWER GEN ASSET SUPVR	12	PAS0062T	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50051904	POWER QUALITY TECH	6	OSE0760A	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.19	\$ 52.45	\$ 53.79	\$ 55.13		Hourly	12/17/2022
50088326	POWER SYS ANALYST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50051905	POWER SYS ANALYST(J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50154573	POWER SYS OPER (E)	12	IBEW955A	\$ 65.79	\$ 67.44	\$ 69.13	\$ 70.89	\$ 72.63						Hourly	7/2/2022
50154573	POWER SYS OPER (E)	12	IBEW955A	\$ 67.76	\$ 69.46	\$ 71.20	\$ 73.02	\$ 74.81						Hourly	12/17/2022
50154574	POWER SYS OPER I	12	IBEW980A	\$ 72.63	\$ 74.43	\$ 76.34	\$ 78.24	\$ 80.20	\$ 82.21	\$ 84.25	\$ 86.38	\$ 88.54		Hourly	7/2/2022
50154574	POWER SYS OPER I	12	IBEW980A	\$ 74.81	\$ 76.66	\$ 78.63	\$ 80.59	\$ 82.61	\$ 84.68	\$ 86.78	\$ 88.97	\$ 91.20		Hourly	12/17/2022
50154600	POWER SYS OPER II	12	IBEW986A	\$ 92.94										Hourly	7/2/2022
50154600	POWER SYS OPER II	12	IBEW986A	\$ 95.73										Hourly	12/17/2022
50162139	POWER SYS OPER INSTRUCTOR I	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50127179	POWER SYS OPER INSTRUCTOR II	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051888	PRE-APPR LINEMN/WN	30	IBEW830A	\$ 32.64	\$ 34.13	\$ 36.76	\$ 39.28	\$ 42.00						Hourly	12/17/2022
50051889	PRE-APPR LINEMN/WN W/CL A	30	IBEW830L	\$ 33.79	\$ 35.28	\$ 37.91	\$ 40.43	\$ 43.15						Hourly	12/17/2022
50051890	PRE-APPR LINEMN/WN W/HAZ	30	IBEW830X	\$ 33.91	\$ 35.40	\$ 38.03	\$ 40.55	\$ 43.27						Hourly	12/17/2022
50051899	PRESS OPERATOR	6	OSE0685A	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07		Hourly	12/17/2022
50051863	PRIN ARCHITECT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051865	PRIN CIVIL ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50167113	PRIN CYBER GOVRN & COMP SPCLST	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50167115	PRIN CYBER RISK SPCLST	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50167212	PRIN CYBER SEC ENGINEER	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50170618	PRIN DAM SAFETY ENGINEER	12	PAS0071O	\$ 11,729.00									\$ 15,543.00	Monthly	7/13/2022
50170618	PRIN DAM SAFETY ENGINEER	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051866	PRIN DISTRIB DESIGN ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051867	PRIN DISTRIB SYS ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051869	PRIN ELECTRICAL ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50166561	PRIN EMP RELATIONS ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50139903	PRIN EMS ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50131800	PRIN ENERGY ADVISOR	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50108902	PRIN ENERGY TRADING SPCLST	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50140366	PRIN ENGINEER 1/	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022

N/ designates non-civil service jobs.

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50051870	PRIN ENGINEERING TECH	12	OSE0755A	\$ 43.90	\$ 45.01	\$ 46.11	\$ 47.29	\$ 48.47	\$ 49.68	\$ 50.93	\$ 52.21	\$ 53.50		Hourly	12/17/2022
50090325	PRIN ENTERPRISE TECH ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50089613	PRIN ENTERPRISE TECH DEV	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051871	PRIN FINANCIAL ACCOUNTANT	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051872	PRIN FINANCIAL ANALYST	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50051873	PRIN I&C ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50132976	PRIN MARKET ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051876	PRIN MARKET RESEARCH SPCLST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051877	PRIN MARKET RISK SPCLST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051875	PRIN MECHANICAL ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50052086	PRIN NTKW ENGR OT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50139865	PRIN OMS SPCLST 1/	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051879	PRIN PLANT ACCOUNTANT	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051880	PRIN POWER CONTRACT SPCLST	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051881	PRIN POWER OPS ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50161716	PRIN POWER SYS ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50088004	PRIN PROTECTION ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051882	PRIN RATE ANALYST	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051884	PRIN RESOURCE PLANNING ANALYST	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051886	PRIN TELECOMM ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051887	PRIN TRNSMSN PLNG ENGR	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50093101	PROCESS COORD, COMMERCIAL DEV		PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50093077	PROCESS COORD-CUST OPS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50083168	PROCUREMENT COMPLIANCE PROGRAM ADMIN	12	PAS0056O	\$ 8,104.00									\$ 10,737.29	Monthly	9/27/2022
50083168	PROCUREMENT COMPLIANCE PROGRAM ADMIN	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50086500	PROCUREMENT SPCLST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50086476	PROCUREMENT SPCLST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50083476	PROCUREMENT SUPVR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50095463	PRODUCT SVCS COORD	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051591	PRODUCT SVCS SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50083245	PRODUCTIVITY ANALYST (E)	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051893	PRODUCTIVITY ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50162981	PROG MGR,CYBERSECURITY	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50160537	PROG MGR,DATA GOVERNANCE	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50120124	PROG MGR,ENTERPRISE RECORDS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50160926	PROG MGR,VEG MGMT	12	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50166590	PROGRAM MGR FUTURE WKFR	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50126307	PROGRAM MGR, DE&I	12	PAS0062O	\$ 9,397.00									\$ 12,444.00	Monthly	2/8/2022
50126307	PROGRAM MGR, DE&I	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50168122	PROGRAM MGR, SOCIAL MEDIA	N/	PAS0059C	\$ 8,987.35									\$ 12,817.36	Monthly	12/17/2022
50162852	PROGRAM MGR,CIP	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50100228	PROGRAM MGR,EE & C R	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50170541	PROGRAM MGR,INNOVATION	12	PAS0066O	\$ 10,373.00									\$ 13,740.00	monthly	5/21/2022
50170541	PROGRAM MGR,INNOVATION	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50139508	PROGRAM MGR,LOCAL GOVT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50153614	PROGRAM MGR,REG COMP	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50114096	PROGRAM MGR,SYS OPS & RELIAB	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50135827	PROJECT DEV MANAGER	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50111813	PROJECT INTEGRATION MGR	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051896	PROJECT MANAGER I	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50051897	PROJECT MANAGER II	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50051900	PUBLIC INFO SPCLST I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051901	PUBLIC INFO SPCLST II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50121215	QUALITY AUDITOR (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50083247	RATE ANALYST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50051916	RATE ANALYST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50095131	RATE/PRICING ADVISOR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50130984	REGULATORY COMPLIANCE ANALYST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50130983	REGULATORY COMPLIANCE ANALYST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50131203	REGULATORY COORDINATOR GENERATION	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50104213	RELAY SPCLST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50160580	RELIABILITY COMPLIANCE MANAGER	N/	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50167855	RESOURCE PLANNING ANALYST (E)		PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50167858	RESOURCE PLANNING ANALYST (J)	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50092218	RETAIL PARTNER COORD	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50150275	REVENUE ANALYST (E)		PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50116324	REVENUE ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50154604	REVENUE PROTECTION REP(IBEW)	12	IBEW873N	\$ 45.69	\$ 47.10	\$ 48.79	\$ 51.10							Hourly	12/17/2022
50051920	REVENUE PROTECTION REP(IBEW) 1/	12	IBEW903A	\$ 51.43	\$ 53.07	\$ 54.94	\$ 57.54							Hourly	12/17/2022
50051918	RISK MGMT ANALYST (J)	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051922	SAFETY COORD	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50083249	SAFETY&LOSS PREVNTN SPCLST (E)		PAS0041O	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50051921	SAFETY&LOSS PREVNTN SPCLST (J)	12	PAS0049O	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50170250	SCHEDULING & INTERCHANGE SVCS SPCLST I	12	PAS0066O	\$ 10,373.00									\$ 13,740.00	Monthly	3/26/2022
50170250	SCHEDULING & INTERCHANGE SVCS SPCLST I	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50170252	SCHEDULING & INTERCHANGE SVCS SPCLST II	12	PAS0069O	\$ 11,168.00									\$ 14,792.00	Monthly	3/26/2022
50170252	SCHEDULING & INTERCHANGE SVCS SPCLST II	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051935	SCHEDULING TECH	6	OSE0670D	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36		Hourly	12/17/2022
50051926	SECRETARY	6	OSE0637A	\$ 24.77	\$ 25.44	\$ 26.06	\$ 26.71	\$ 27.40	\$ 28.07	\$ 28.80	\$ 29.52	\$ 30.25		Hourly	12/17/2022
50083605	SECURITY ADMIN	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50166825	SECURITY INVESTIGATOR	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50124535	SECURITY OPERATIONS DISPATCHER	12	SECU248L	\$ 28.40	\$ 29.12	\$ 29.86	\$ 30.63	\$ 31.38	\$ 32.19	\$ 33.01	\$ 33.87	\$ 34.72		Hourly	12/17/2022
50113765	SECURITY OPERATIONS SUPERVISOR	12	SECU450A	\$ 41.32	\$ 42.34	\$ 43.41	\$ 44.48	\$ 45.60	\$ 46.74	\$ 47.92	\$ 49.11	\$ 50.34		Hourly	12/17/2022
50051927	SERVICE DISPATCHER	6	OSE0705A	\$ 34.46	\$ 35.36	\$ 36.24	\$ 37.11	\$ 38.07	\$ 39.04	\$ 39.99	\$ 40.98	\$ 42.01		Hourly	12/17/2022
50167601	SHIFT POWER SYS OPER I	12	IBEW980A	\$ 72.63	\$ 74.43	\$ 76.34	\$ 78.24	\$ 80.20	\$ 82.21	\$ 84.25	\$ 86.38	\$ 88.54		Hourly	7/2/2022
50167601	SHIFT POWER SYS OPER I	12	IBEW980A	\$ 74.81	\$ 76.66	\$ 78.63	\$ 80.59	\$ 82.61	\$ 84.68	\$ 86.78	\$ 88.97	\$ 91.20		Hourly	12/17/2022
50167434	SHIFT POWER SYS OPER II	12	IBEW986A	\$ 92.94										Hourly	7/2/2022
50167434	SHIFT POWER SYS OPER II	12	IBEW986A	\$ 95.73										Hourly	12/17/2022
50154602	SHIFT SR POWER SYS OPER	12	IBEW990A	\$ 97.62										Hourly	7/2/2022
50154602	SHIFT SR POWER SYS OPER	12	IBEW990A	\$ 100.55										Hourly	12/17/2022
50051684	SITE SAFETY COORD	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50166436	SMUD CARES PROG MGR	12	PAS0056B	\$ 8,347.20									\$ 11,619.95	Monthly	12/17/2022
50168118	SOCIAL MEDIA SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50051751	SOFTWARE QUALITY ASSURANCE SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50091953	SPAC ADVISOR	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50165227	SPACE & MOVE MGMT SPCLST	12	PAS0043O	\$ 6,058.38									\$ 8,026.61	Monthly	12/17/2022
50051940	SPCL ASST TO BOARD OF DIR	N/	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50094275	SR ACCOUNTANT	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50052030	SR ADMIN ASST	N/	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50052032	SR ARCHITECT	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052033	SR ATTORNEY	N/	PAS0072Z	\$ 12,385.57									\$ 20,485.97	Monthly	12/17/2022
50052034	SR BUS TECH ANALYST	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50120609	SR CABLE LOCATOR	12	IBEW888L	\$ 54.49										Hourly	12/17/2022
50122828	SR CABLE LOCATOR W/CL A	12	IBEW888N	\$ 55.64										Hourly	12/17/2022
50052037	SR CALIBRATION TECH	12	IBEW937A	\$ 68.03										Hourly	12/17/2022
50052038	SR CIVIL ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50161721	SR CLAIMS ADMIN	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50166301	SR COMMUNITY ENGAGEMENT REP	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052039	SR COMPUTER H/W SUP SPCLST 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50122844	SR CONSTR CONTRACT ANALYS	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50052036	SR COST SCHEDULE SPCLST	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50083251	SR CUST SVCS FIELD REP	6	OSE0745B	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.20		Hourly	12/17/2022
50052043	SR CUST SVCS REP	6	OSE0700A	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99		Hourly	12/17/2022
50052040	SR CUSTODIAN	12	IBEW814A	\$ 37.78										Hourly	12/17/2022
50167118	SR CYBER GOVRN & COMP SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50167210	SR CYBER RISK SPCLST	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50167119	SR CYBER SEC ENGINEER	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50165225	SR DATA CTR OPS SPCLST	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50052045	SR DB ADMIN	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50052046	SR DESIGNER/DRAFTER	6	OSE0735B	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.53	\$ 48.75		Hourly	12/17/2022
50052049	SR DESKTOP SUPPORT SPCLST 1/	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052047	SR DISTRIB DESIGN ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052048	SR DISTRIB SYS ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50161454	SR DISTRIBUTION SYSTEM OPERATOR	12	IBEW950A	\$ 80.83										Hourly	12/17/2022
50159864	SR DISTRIBUTION SYSTEM OPERATOR 1/	12	IBEW984A	\$ 90.64										Hourly	12/17/2022
50052050	SR DOC RECORDS SPCLST	6	OSE0650B	\$ 26.60	\$ 27.26	\$ 27.97	\$ 28.64	\$ 29.40	\$ 30.13	\$ 30.89	\$ 31.64	\$ 32.43		Hourly	12/17/2022
50090305	SR DOC RECORDS SPCLST-CONF	6	CONF650A	\$ 29.14	\$ 29.87	\$ 30.62	\$ 31.38	\$ 32.18	\$ 32.99	\$ 33.80	\$ 34.66	\$ 35.54		Hourly	12/17/2022
50052052	SR ELECTRICAL ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50137575	SR ELECTRICAL TECH	12	IBEW960B	\$ 80.47										Hourly	12/17/2022
50139897	SR EMS ENGR	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50164848	SR END USER COMPUTING ANALYST	12	PAS0047O	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50131801	SR ENERGY ADVISOR	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022



**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50168853	SR ENERGY SPCLST	6	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	12/17/2022
50108901	SR ENERGY TRADING SPCLST	12	PAS00670	\$ 10,952.42									\$ 14,502.83	Monthly	12/17/2022
50052055	SR ENGINEERING TECH	6	OSE0735A	\$ 39.98	\$ 40.98	\$ 42.00	\$ 43.06	\$ 44.15	\$ 45.26	\$ 46.41	\$ 47.54	\$ 48.78		Hourly	12/17/2022
50083624	SR ENTERPRISE APPLICATION ADMIN	12	PAS00640	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50166432	SR ENTERPRISE ARCHITECT	12	PAS00640	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50158753	SR ENTERPRISE PERF PLAN COORD	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50161012	SR ENTERPRISE RECORDS ANALYST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50090326	SR ENTERPRISE TECH ANALYST	12	PAS00640	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50089611	SR ENTERPRISE TECH DEV	12	PAS00640	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50138502	SR ENTERPRISE TECH INFRA SPCLST	12	PAS00640	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50052057	SR FINANCIAL ANALYST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50142686	SR FINANCIAL ANALYST BDGT OFF	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50111253	SR FIRE PROTECTION ENGR	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50163938	SR GIS DATA ANALYST	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50164575	SR GIS DATA TECH	6	OSE0750A	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.74	\$ 49.92	\$ 51.19	\$ 52.45		Hourly	12/17/2022
50052059	SR GRAPHIC ARTIST	6	OSE0720D	\$ 37.11	\$ 38.07	\$ 39.03	\$ 39.99	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.22		Hourly	12/17/2022
50164310	SR HIGH VOLTAGE TEST TECH	12	IBEW941M	\$ 69.79										Hourly	12/17/2022
50052060	SR HUMAN RESOURCES ANALYST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50154400	SR HYD OPER	12	IBEW931A	\$ 67.16										Hourly	12/17/2022
50118747	SR HYD OPER 1/	12	IBEW941B	\$ 70.18										Hourly	12/17/2022
50128232	SR I&C ENGR	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052064	SR I/T APPLIC DEVELOPER 1/	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052065	SR I/T AUDITOR	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50052068	SR I/T PROC/CNTRCT SPCLST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052069	SR I/T SYSTEMS ANALYST 1/	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052071	SR INTERNAL AUDITOR	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50099398	SR LABOR RELATIONS ANALYST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50051898	SR LAND SPCLST	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50160078	SR LEARNING & DEV SPCLST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50122845	SR LINE INSPECTOR	12	IBEW965R	\$ 83.93										Hourly	12/17/2022
50052073	SR MAPPER	6	OSE0713A	\$ 35.68	\$ 36.59	\$ 37.47	\$ 38.42	\$ 39.38	\$ 40.37	\$ 41.34	\$ 42.39	\$ 43.45		Hourly	12/17/2022
50091987	SR MARKET ANALYST	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50160569	SR MARKET RESEARCH SPCLST	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50102303	SR MARKET RISK SPCLST	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50169475	SR MARKET STRATEGY ANALYST	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50138025	SR MARKETING SPCLST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50088378	SR MATERIAL PLANNER/COORD	12	PAS00520	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50052077	SR MECHANICAL ENGR	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052079	SR METER TECH	12	IBEW937A	\$ 68.03										Hourly	12/17/2022
50167750	SR MGMT ADMIN ASST I	12	PAS00450	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50170242	SR MGMT ADMIN ASST II	12	PAS00490	\$ 6,819.00									\$ 9,036.00	Monthly	4/23/2022
50170242	SR MGMT ADMIN ASST II	12	PAS00490	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50051840	SR NTKW ENGR OT	12	PAS00640	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50052087	SR OFFICE SPCLST	6	OSE0671A	\$ 29.03	\$ 29.76	\$ 30.50	\$ 31.29	\$ 32.06	\$ 32.88	\$ 33.69	\$ 34.55	\$ 35.41		Hourly	12/17/2022
50122177	SR OFFICE SPCLST-CONF	6	CONF671A	\$ 31.29	\$ 32.07	\$ 32.88	\$ 33.72	\$ 34.57	\$ 35.44	\$ 36.30	\$ 37.21	\$ 38.16		Hourly	12/17/2022
50139846	SR OMS SPCLST 1/	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50125952	SR ORGANIZATION EFFECTIVENESS SPCLST	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50085328	SR PARK MAINT WORKER	12	IBEW814A	\$ 37.78										Hourly	12/17/2022
50052090	SR PHYSICAL NTKW SPCLST 1/	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052093	SR POWER CONTRACTS SPCLST	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50136253	SR POWER OPERATIONS ENGR	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50154603	SR POWER SYS OPER	12	IBEW990A	\$ 97.62										Hourly	7/2/2022
50154603	SR POWER SYS OPER	12	IBEW990A	\$ 100.55										Hourly	12/17/2022
50052094	SR POWER SYSTEM ANALYST	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50052091	SR PRESS OPERATOR	6	OSE0714A	\$ 36.10	\$ 37.01	\$ 37.89	\$ 38.86	\$ 39.85	\$ 40.85	\$ 41.87	\$ 42.89	\$ 44.01		Hourly	12/17/2022
50086475	SR PROCUREMENT SPCLST	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50095464	SR PRODUCT SVCS COORD	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50052092	SR PROJECT MANAGER	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50088003	SR PROTECTION ENGR	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051902	SR PUBLIC INFO SPCLST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052097	SR RATE ANALYST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052098	SR RESOURCE PLANNING ANALYST	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50098850	SR REVENUE ANALYST	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50087904	SR RISK MANAGEMENT ANALYST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50089612	SR SECURITY ADMIN	12	PAS00640	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50168121	SR SOCIAL MEDIA SPCLST	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50052070	SR SOFTWARE QUALITY ASSURANCE SPCLST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50052099	SR STAFF SECRETARY	6	OSE0667A	\$ 28.48	\$ 29.18	\$ 29.92	\$ 30.67	\$ 31.42	\$ 32.22	\$ 33.03	\$ 33.87	\$ 34.72		Hourly	12/17/2022
50089955	SR STAFF SECRETARY-CONF	6	CONF667A	\$ 30.86	\$ 31.64	\$ 32.41	\$ 33.21	\$ 34.05	\$ 34.90	\$ 35.75	\$ 36.66	\$ 37.57		Hourly	12/17/2022
50052100	SR STAFF SECY TO BD OFF-CONF	6	CONF667A	\$ 30.86	\$ 31.64	\$ 32.41	\$ 33.21	\$ 34.05	\$ 34.90	\$ 35.75	\$ 36.66	\$ 37.57		Hourly	12/17/2022
50160570	SR STRATEGIC BUSINESS PLANNER	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50099177	SR SURV ENGRG TECH-COP	6	OSE0740A	\$ 40.98	\$ 42.00	\$ 43.02	\$ 44.11	\$ 45.21	\$ 46.37	\$ 47.52	\$ 48.75	\$ 49.93		Hourly	12/17/2022
50092752	SR SURV ENGRG TECH-OFF	6	OSE0735A	\$ 39.98	\$ 40.98	\$ 42.00	\$ 43.06	\$ 44.15	\$ 45.26	\$ 46.41	\$ 47.54	\$ 48.78		Hourly	12/17/2022
50052103	SR TELECOMM ENGR	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052107	SR TELECOMM TECH	12	IBEW939B	\$ 69.43										Hourly	12/17/2022
50154498	SR TELEPHONE TECH	12	IBEW922G	\$ 62.32										Hourly	12/17/2022
50100561	SR TELEPHONE TECH 1/	12	IBEW939B	\$ 69.43										Hourly	12/17/2022
50052109	SR TOOL REPAIRER	12	IBEW901A	\$ 56.87										Hourly	12/17/2022
50052108	SR TRNSMSN PLNG ENGR	12	PAS00660	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50052114	SR TROUBLESHOOTER	12	IBEW976D	\$ 89.34										Hourly	12/17/2022
50163133	SR UX SPCLST	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50154166	SR VEHICLE MECH	12	IBEW874B	\$ 49.75										Hourly	12/17/2022
50083253	SR VEHICLE MECH 1/	12	IBEW887A	\$ 54.31										Hourly	12/17/2022
50154167	SR VEHICLE MECH W/CL A	12	IBEW874D	\$ 50.90										Hourly	12/17/2022
50052115	SR VEHICLE MECH W/CL A 1/	12	IBEW887L	\$ 55.46										Hourly	12/17/2022
50154168	SR VEHICLE MECH W/HAZ	12	IBEW874E	\$ 51.02										Hourly	12/17/2022
50052116	SR VEHICLE MECH W/HAZ 1/	12	IBEW887X	\$ 55.58										Hourly	12/17/2022
50051928	STAFF SECRETARY	6	OSE0655A	\$ 26.97	\$ 27.67	\$ 28.33	\$ 29.06	\$ 29.77	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84		Hourly	12/17/2022
50086677	STAFF SECRETARY-CONF	6	CONF655A	\$ 29.11	\$ 29.85	\$ 30.59	\$ 31.33	\$ 32.11	\$ 32.92	\$ 33.74	\$ 34.60	\$ 35.43		Hourly	12/17/2022
50151393	STATION RECORDER 1/	12	IBEW872I	\$ 50.28										Hourly	12/17/2022
50052118	STATION RECORDER 1//	12	IBEW861C	\$ 32.18	\$ 33.65	\$ 43.36	\$ 45.22	\$ 48.03						Hourly	12/17/2022
50162807	STEM CO-OP STUDENT ASST		OSE0550A	\$ 22.23	\$ 22.78	\$ 23.35	\$ 23.93	\$ 24.52	\$ 25.14	\$ 25.76	\$ 26.41	\$ 27.08		Hourly	12/17/2022
50051657	STEM STUDENT ASST		OSE0550A	\$ 22.23	\$ 22.78	\$ 23.35	\$ 23.93	\$ 24.52	\$ 25.14	\$ 25.76	\$ 26.41	\$ 27.08		Hourly	12/17/2022
50160145	STRATEGIC ACCOUNT ADVISOR I	12	PAS00450	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50160202	STRATEGIC ACCOUNT ADVISOR II	12	PAS00540	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50160192	STRATEGIC ACCOUNT ADVISOR III	12	PAS0056C	\$ 8,347.12									\$ 11,909.25	Monthly	12/17/2022
50160040	STRATEGIC ACCOUNT ADVISOR IV 1/	12	PAS00640	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051626	STRATEGIC BUSINESS PLANNER I	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50052044	STRATEGIC BUSINESS PLANNER II	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50052119	STUDENT STAFF ASST		OSE0549A	\$ 18.00	\$ 18.45	\$ 18.91	\$ 19.38	\$ 19.87	\$ 20.35	\$ 20.87	\$ 21.40	\$ 21.93		Hourly	12/17/2022
50170857	STUDENT STAFF ASST-CONF		CONF549A	\$ 17.91	\$ 18.35	\$ 18.81	\$ 19.29	\$ 19.77	\$ 20.25	\$ 20.76	\$ 21.29	\$ 21.82		Hourly	10/10/2022
50170857	STUDENT STAFF ASST-CONF		CONF549A	\$ 18.45	\$ 18.90	\$ 19.37	\$ 19.87	\$ 20.36	\$ 20.86	\$ 21.38	\$ 21.93	\$ 22.47		Hourly	12/17/2022
50165789	SUBSTATION MAINT WORKER I	12	IBEW861A	\$ 39.41	\$ 41.39	\$ 43.45	\$ 45.62							Hourly	12/17/2022
50125721	SUBSTATION MAINT WORKER II	12	IBEW861B	\$ 47.90	\$ 50.28									Hourly	12/17/2022
TBD	SUBSTATION DES I	12	OSE0711*	\$ 35.36	\$ 36.25	\$ 37.15	\$ 38.08	\$ 39.04	\$ 39.99	\$ 40.99	\$ 42.01	\$ 43.06		Hourly	12/17/2022
TBD	SUBSTATION DES II	12	OSE0745A	\$ 42.00	\$ 43.05	\$ 44.11	\$ 45.25	\$ 46.37	\$ 47.52	\$ 48.71	\$ 49.92	\$ 51.18		Hourly	12/17/2022
TBD	SUBSTATION DES III	12	OSE0770A	\$ 49.92	\$ 51.18	\$ 52.45	\$ 53.79	\$ 55.13	\$ 56.50	\$ 57.91	\$ 59.34	\$ 60.84		Hourly	12/17/2022
TBD	SUBSTATION DES IV	12	OSE0780*	\$ 56.50	\$ 57.90	\$ 59.34	\$ 60.84	\$ 62.36	\$ 63.90	\$ 65.50	\$ 67.15	\$ 68.83		Hourly	12/17/2022
50137994	SUBSTATN ASSETS SUPVR	12	PAS0062T	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50091428	SUBSTATN CONSTR FRMN/WM	12	IBEW - TBD	\$ 75.83										Hourly	12/17/2022
50091429	SUBSTATN CONSTR FRMN/WM W/CL A	12	IBEW - TBD	\$ 76.98										Hourly	12/17/2022
50091430	SUBSTATN CONSTR FRMN/WM W/HAZ	12	IBEW - TBD	\$ 77.10										Hourly	12/17/2022
50051929	SUBSTATN FRMN/WN,LT	12	IBEW - TBD	\$ 72.24										Hourly	12/17/2022
50051930	SUBSTATN FRMN/WN,LT W/CL A	12	IBEW - TBD	\$ 73.39										Hourly	12/17/2022
50051931	SUBSTATN FRMN/WN,LT W/HAZ	12	IBEW - TBD	\$ 73.51										Hourly	12/17/2022
50051932	SUBSTATN SUBFRMN/WN	12	IBEW - TBD	\$ 67.97										Hourly	12/17/2022
50051933	SUBSTATN SUBFRMN/WN W/CL A	12	IBEW - TBD	\$ 69.12										Hourly	12/17/2022
50051934	SUBSTATN SUBFRMN/WN W/HAZ	12	IBEW - TBD	\$ 69.24										Hourly	12/17/2022
50099720	SUPPLIER DIVERSITY SUPERVISOR	12	PAS00560	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50164529	SUPPORT CENTER SUPVR	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50091625	SUPT PROJECT DEV & ENGRG	12	PAS00710	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50051957	SUPVG ACCOUNTING TECH	12	PAS00470	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50165907	SUPVG ADMIN ANALYST I	12	PAS00410	\$ 5,767.82									\$ 7,636.81	Monthly	12/17/2022
50165911	SUPVG ADMIN ANALYST II	12	PAS00490	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50165909	SUPVG ADMIN ANALYST III	12	PAS00520	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50051973	SUPVG CUST SVC FIELD REP	12	PAS0052B	\$ 7,565.53									\$ 10,522.44	Monthly	12/17/2022
50051972	SUPVG CUSTOMER REP	12	PAS00490	\$ 7,023.31									\$ 9,306.90	Monthly	12/17/2022
50166563	SUPVG HUMAN RESOURCES ANALYST	12	PAS00620	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50135199	SUPVG PARALEGAL	12	PAS00470	\$ 6,689.51									\$ 8,855.64	Monthly	12/17/2022
50150056	SUPVG PROCUREMENT SPECIALIST 1/	12	PAS0059A	\$ 8,987.35									\$ 12,205.76	Monthly	12/17/2022
50052015	SUPVG RESOURCE PLANNER	12	PAS00690	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051697	SUPVR, FLEET DESIGN & DELIVERY	12	PAS00590	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Wage Type	Effective Date
50129649	SUPVR,APPRENT & OPS TRAINING	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50130191	SUPVR,BT RESOURCES & PLNG	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50163093	SUPVR,BUDGET OFFICE	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50090727	SUPVR,BUSINESS PROCESS SUPPORT	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50124592	SUPVR,CONSTRUCTION MGMT INSPECTION	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50051994	SUPVR,DATA MANAGEMENT	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50126020	SUPVR,DIST SV NEW BUSINESS	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051852	SUPVR,DIST SYS OPS-FLD OP	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50128766	SUPVR,EE EMERG TECH	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50162517	SUPVR,ENERGY MGMT SYS	12	PAS0069B	\$ 11,502.70									\$ 16,009.03	Monthly	12/17/2022
50160221	SUPVR,ENERGY TRADING & CONTRACTS	12	PAS0072O	\$ 12,385.57									\$ 16,409.01	Monthly	12/17/2022
50160265	SUPVR,ENGINEERING	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50158442	SUPVR,ENV,HLTH&SFTY SVCS	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051981	SUPVR,FACILITIES & MAINT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50162321	SUPVR,FIELD METERING	12	PAS0059B	\$ 8,987.35									\$ 12,512.10	Monthly	12/17/2022
50094154	SUPVR,HLTH & SFTY SVCS 1/	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50051729	SUPVR,HYDRO LICENSE IMPLEMENTATION	12	PAS0066O	\$ 10,684.71									\$ 14,152.54	Monthly	12/17/2022
50051990	SUPVR,IPPS & ADMIN	12	PAS0052C	\$ 7,565.53									\$ 10,785.52	Monthly	12/17/2022
50136695	SUPVR,LOAD RESEARCH & FORECASTING	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50091651	SUPVR,MAINT ENGRG	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50083477	SUPVR,MATERIAL PLANNING & COORDINATION	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50116025	SUPVR,OPER & AVAIL	12	PAS0071O	\$ 12,081.39									\$ 16,009.03	Monthly	12/17/2022
50052007	SUPVR,OPS SCHEDULING & PRODUCTIVITY	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50160902	SUPVR,PROJECT MGMT OFC	12	PAS0067O	\$ 10,952.42									\$ 14,502.83	Monthly	12/17/2022
50052012	SUPVR,RATES	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50052014	SUPVR,REAL ESTATE SVCS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50163671	SUPVR,SEGMENT DELIVERY	12	PAS0064O	\$ 10,168.59									\$ 13,468.46	Monthly	12/17/2022
50160146	SUPVR,STRATEGIC ACCOUNT MANAGEMENT	12	PAS0062D	\$ 9,678.73									\$ 14,154.34	Monthly	12/17/2022
50052021	SUPVR,SURVEY	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50126182	SUPVR,T&D LINE MAINT	12	PAS0069O	\$ 11,502.70									\$ 15,236.28	Monthly	12/17/2022
50051925	SUPVR,THREAT MGMT & CORP SECURITY OPS	12	PAS0062O	\$ 9,397.00									\$ 12,444.00	Monthly	4/4/2022
50051925	SUPVR,THREAT MGMT & CORP SECURITY OPS	12	PAS0062O	\$ 9,678.73									\$ 12,817.28	Monthly	12/17/2022
50092750	SURVEY ENGRG TECH (J)	6	OSE0714A	\$ 36.10	\$ 37.01	\$ 37.89	\$ 38.86	\$ 39.85	\$ 40.85	\$ 41.87	\$ 42.89	\$ 44.01		Hourly	12/17/2022
50170412	SUS COMM PARTNERSHIP SPECIALIST I	12	PAS0045O	\$ 6,181.00									\$ 8,183.00	Monthly	5/5/2022
50170412	SUS COMM PARTNERSHIP SPECIALIST I	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50170327	SUS COMM PARTNERSHIP SPECIALIST II	12	PAS0054O	\$ 7,714.00									\$ 10,216.00	Monthly	5/5/2022
50170327	SUS COMM PARTNERSHIP SPECIALIST II	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50170328	SUS COMM PARTNERSHIP SPECIALIST III	12	PAS0059O	\$ 8,726.00									\$ 11,562.00	Monthly	5/5/2022
50170328	SUS COMM PARTNERSHIP SPECIALIST III	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50151305	T&D LINE ASSETS SUPVR-PROJECTS	12	PAS0062U	\$ 9,678.73									\$ 14,739.95	Monthly	12/17/2022
50140030	T&D LINE CONSTR CONSULTANT	12	PAS0066C	\$ 10,684.71									\$ 15,236.32	Monthly	12/17/2022
50052124	TECHNICAL WRITER I	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50052125	TELECOMM TECH 1/	12	IBEW928I	\$ 65.45										Hourly	12/17/2022
50154313	TELECOMM TECH APPR	12	IBEW845A	\$ 38.17	\$ 41.70	\$ 45.24	\$ 48.76	\$ 52.28	\$ 55.80					Hourly	12/17/2022
50083255	TELECOMM TECH APPR 1/	48	IBEW921A	\$ 42.55	\$ 46.47	\$ 50.43	\$ 54.30	\$ 58.25	\$ 62.18					Hourly	12/17/2022
50154499	TELECOMM TECH I	12	IBEW915A	\$ 58.73										Hourly	12/17/2022
50161055	TELECOMM TECH II	12	IBEW928I	\$ 65.45										Hourly	12/17/2022
50154625	TELEPHONE TECH	12	IBEW915A	\$ 58.73										Hourly	12/17/2022
50100560	TELEPHONE TECH 1/	12	IBEW928I	\$ 65.45										Hourly	12/17/2022
50154626	TELEPHONE TECH APPR	12	IBEW845A	\$ 38.17	\$ 41.70	\$ 45.24	\$ 48.76	\$ 52.28	\$ 55.80					Hourly	12/17/2022
50100562	TELEPHONE TECH APPR 1/	36	IBEW921A	\$ 42.55	\$ 46.47	\$ 50.43	\$ 54.30	\$ 58.25	\$ 62.18					Hourly	12/17/2022
50052131	TOOL REPAIRER	12	IBEW874G	\$ 45.47	\$ 46.94	\$ 48.64	\$ 51.04							Hourly	12/17/2022
50052132	TOOL REPAIRER W/CL A	12	IBEW874M	\$ 46.62	\$ 48.09	\$ 49.79	\$ 52.19							Hourly	12/17/2022
50052133	TOOL REPAIRER W/HAZ	12	IBEW874Z	\$ 46.74	\$ 48.21	\$ 49.91	\$ 52.31							Hourly	12/17/2022
50086933	TOOL ROOM FRMN/WN	12	IBEW936A	\$ 66.99										Hourly	12/17/2022
50092673	TRADE SHOW COORD	6	OSE0743A	\$ 41.81	\$ 42.83	\$ 43.90	\$ 45.01	\$ 46.11	\$ 47.29	\$ 48.47	\$ 49.68	\$ 50.93		Hourly	12/17/2022
50111034	TRAINING & COMPLIANCE COORD	12	PAS0052O	\$ 7,565.53									\$ 10,018.43	Monthly	12/17/2022
50160075	TRAINING COORDINATOR	12	PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50052134	TROUBLESHOOTER	12	IBEW941R	\$ 78.89										Hourly	12/17/2022
50093281	TROUBLESHOOTER W/CL A	12	IBEW941D	\$ 80.04										Hourly	12/17/2022
50151422	UTILITY ASSISTANT	12	IBEW785A	\$ 19.26	\$ 22.02									Hourly	12/17/2022
50083807	UTILITY COMPLIANCE SPECIALIST	12	IBEW828G	\$ 31.44	\$ 32.88	\$ 35.40	\$ 37.81	\$ 40.50						Hourly	12/17/2022
50151392	UTILITY COMPLIANCE SPECIALIST 1/	12	IBEW872I	\$ 50.28										Hourly	12/17/2022
50151322	UTILITY COMPLIANCE SPECIALIST 1//	12	IBEW872L	\$ 51.48										Hourly	12/17/2022
50166507	UTILITY COMPLIANCE SPECIALIST II	12	IBEW919J	\$ 42.58										Hourly	12/17/2022
50052154	UTILITY CREW FRMN/WN W/HAZ	12	IBEW888X	\$ 54.82										Hourly	12/17/2022

**2023 SMUD Wage Schedule**  
Effective 12/17/2022

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	Step 10	Wage Type	Effective Date
50052155	UTILITY WORKER I	12	IBEW802G	\$ 31.44	\$ 32.88	\$ 34.31	\$ 35.74							Hourly	12/17/2022
50052156	UTILITY WORKER I W/CL A	12	IBEW802L	\$ 32.59	\$ 34.03	\$ 35.46	\$ 36.89							Hourly	12/17/2022
50163854	UTILITY WORKER II	12	IBEW814A	\$ 37.78										Hourly	12/17/2022
50116120	UTILITY WORKER III	12	IBEW816H	\$ 33.33	\$ 34.66	\$ 36.16	\$ 37.64	\$ 39.25						Hourly	12/17/2022
50052157	UTILITY WORKER W/HAZ	12	IBEW802X	\$ 32.71	\$ 34.15	\$ 35.58	\$ 37.01							Hourly	12/17/2022
50163132	UX SPCLST (E)		PAS0045O	\$ 6,365.92									\$ 8,428.49	Monthly	12/17/2022
50092219	UX SPCLST (J)	12	PAS0054O	\$ 7,944.91									\$ 10,522.44	Monthly	12/17/2022
50154631	VEGETATION MANAGEMENT SPCLST W/CL A	12	IBEW878H	\$ 52.78										Hourly	12/17/2022
50150005	VEGETATION MANAGEMENT SPCLST WCL A 1/	12	IBEW901L	\$ 58.05										Hourly	12/17/2022
50052146	VEGETATION MANAGEMENT SUPVR I	12	PAS0056O	\$ 8,347.12									\$ 11,059.41	Monthly	12/17/2022
50162373	VEGETATION MANAGEMENT SUPVR II	12	PAS0059O	\$ 8,987.35									\$ 11,909.29	Monthly	12/17/2022
50154627	VEGETATION WORK PLANNER	12	IBEW878G	\$ 51.63										Hourly	12/17/2022
50052143	VEGETATION WORK PLANNER 1/	12	IBEW901A	\$ 56.87										Hourly	12/17/2022
50154628	VEGETATION WORK PLANNER W/CL A	12	IBEW878H	\$ 52.78										Hourly	12/17/2022
50052144	VEGETATION WORK PLANNER W/CL A 1/	12	IBEW901L	\$ 58.02										Hourly	12/17/2022
50154630	VEGETATION WORK PLANNER W/HAZ	12	IBEW878J	\$ 52.90										Hourly	12/17/2022
50052145	VEGETATION WORK PLANNER W/HAZ 1/	12	IBEW901X	\$ 58.14										Hourly	12/17/2022
50052158	VEHICLE ATTENDANT	12	IBEW816G	\$ 32.47	\$ 33.84	\$ 35.35	\$ 36.82	\$ 38.41						Hourly	12/17/2022
50083257	VEHICLE ATTENDANT W/CL A	12	IBEW817B	\$ 33.62	\$ 34.99	\$ 36.50	\$ 37.97	\$ 39.56						Hourly	12/17/2022
50052159	VEHICLE ATTENDANT W/HAZ	12	IBEW817X	\$ 33.74	\$ 35.11	\$ 36.62	\$ 38.09	\$ 39.68						Hourly	12/17/2022
50099030	VEHICLE MAINT AIDE	12	IBEW790A	\$ 23.13	\$ 28.55									Hourly	12/17/2022
50052164	VEHICLE MAINT AIDE W/CL A	12	IBEW790L	\$ 24.28	\$ 29.70									Hourly	12/17/2022
50052165	VEHICLE MAINT AIDE W/HAZ	12	IBEW790X	\$ 24.40	\$ 29.82									Hourly	12/17/2022
50154169	VEHICLE MECH	12	IBEW858A	\$ 46.72										Hourly	12/17/2022
50052160	VEHICLE MECH 1/	12	IBEW874C	\$ 51.04										Hourly	12/17/2022
50154049	VEHICLE MECH APPR W/HAZ	48	IBEW851D	\$ 31.14	\$ 33.21	\$ 35.24	\$ 37.27	\$ 39.32	\$ 41.35	\$ 43.42	\$ 45.42			Hourly	12/17/2022
50052161	VEHICLE MECH APPR W/HAZ 1/	48	IBEW866X	\$ 34.46	\$ 36.64	\$ 38.84	\$ 41.02	\$ 43.21	\$ 45.38	\$ 47.59	\$ 49.78			Hourly	12/17/2022
50154225	VEHICLE MECH W/CL A	12	IBEW858D	\$ 47.87										Hourly	12/17/2022
50052162	VEHICLE MECH W/CL A 1/	12	IBEW878A	\$ 52.18										Hourly	12/17/2022
50154240	VEHICLE MECH W/HAZ	12	IBEW858K	\$ 47.99										Hourly	12/17/2022
50052163	VEHICLE MECH W/HAZ 1/	12	IBEW878X	\$ 52.31										Hourly	12/17/2022
50168478	VEHICLE MECH WELDER	12	IBEW851I	\$ 48.86										Hourly	12/17/2022
50154213	VEHICLE MECH WELDER APPR W/A	12	IBEW851F	\$ 32.59	\$ 34.75	\$ 36.87	\$ 38.98	\$ 41.17	\$ 43.28	\$ 43.32	\$ 47.58			Hourly	12/17/2022
50125306	VEHICLE MECH WELDER APPR W/A 1/	48	IBEW888A	\$ 35.75	\$ 38.03	\$ 40.38	\$ 42.73	\$ 45.08	\$ 47.40	\$ 49.72	\$ 52.04			Hourly	12/17/2022
50154214	VEHICLE MECH WELDER APPR W/HAZ	12	IBEW851K	\$ 32.64	\$ 34.81	\$ 36.92	\$ 39.04	\$ 41.20	\$ 43.31	\$ 45.45	\$ 47.62			Hourly	12/17/2022
50125304	VEHICLE MECH WELDER APPR W/HAZ 1/	48	IBEW888B	\$ 35.80	\$ 38.08	\$ 40.43	\$ 42.77	\$ 45.10	\$ 47.43	\$ 49.77	\$ 52.09			Hourly	12/17/2022
50154218	VEHICLE MECH WELDER W/CL A	12	IBEW874A	\$ 50.01										Hourly	12/17/2022
50052166	VEHICLE MECH WELDER W/CL A 1/	12	IBEW888G	\$ 54.70										Hourly	12/17/2022
50154219	VEHICLE MECH WELDER W/HAZ	12	IBEW872H	\$ 50.13										Hourly	12/17/2022
50052167	VEHICLE MECH WELDER W/HAZ 1/	12	IBEW888X	\$ 54.82										Hourly	12/17/2022
50052168	VEHICLE PARTS CLERK	6	OSE0680B	\$ 30.50	\$ 31.23	\$ 32.02	\$ 32.84	\$ 33.67	\$ 34.46	\$ 35.36	\$ 36.25	\$ 37.12		Hourly	12/17/2022
50161540	WAREHOUSE OPERATIONS SUPERVISOR	12	PAS0056C	\$ 8,104									\$ 11,562.38	Monthly	12/18/2021
50161540	WAREHOUSE OPERATIONS SUPERVISOR	12	PAS0056C	\$ 8,347.12									\$ 11,909.25	Monthly	12/17/2022



SPECIAL COMPENSATION CATEGORY	WAGE TYPE	ELIGIBLE EMPLOYEE GROUPS					EFFECTIVE DATE
		OSE	IBEW	PAS/MGMT	PSOA	CONF	
Special Assignment Pay	2nd Shift Differential Pay	\$ 2.81	\$ 3.66	*6%		4%	12/17/2022
Special Assignment Pay	3rd Shift Differential Pay	\$ 3.74	\$ 4.88	*8%		6%	12/17/2022
Special Assignment Pay	4th Shift Diff Pay - R.S.	\$ 4.68	\$ 4.88	*8%		8%	12/17/2022
Special Assignment Pay	PSOA 2nd Shift Differential Pay				8%		12/17/2022
Special Assignment Pay	Dbldm 4th Shift Diff	2X + \$4.68	2X + \$4.88	*2X + 8%	2X + 8%	0	12/17/2022
Special Assignment Pay	Instructor/Training Officer				8%		12/17/2022
Special Assignment Pay	Mutual Aid		2X				12/17/2022
Statutory Items	DT Incentive Erngs	2X	2X	*2X	2X		12/17/2022
Incentive Pay	Employer Paid Member Contributions	0.00%	0.00%	1.75%	0.00%	1.75%	12/17/2022
Statutory Items	FRC Cleaning Allowance	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr	\$15 - \$1,550 / yr			12/17/2022
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS	**	**	**	**	**	12/17/2022
Statutory Items	Overtime Incentive Erngs	1.5X	2X	*1.5X	1.5X		12/17/2022
Statutory Items	PERS Uniform Allowance	\$80 - 100 / mos	\$80 - 100 / mos	\$80 - 100 / mos			12/17/2022
Incentive Pay	PIP Award			0 - 9%			12/17/2022
Special Assignment Pay	Relief Shift Differential	\$ 4.68	\$ 4.74	*8%	8%	8%	12/17/2022
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS			*1.5X + 6%			12/17/2022
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS			*1.5X + 8%			12/17/2022
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS			*1.5X + 8%			12/17/2022
Statutory Items	Sch Holiday Dbl Time	2X	2X	*2X	2X		12/17/2022
Statutory Items	Sch Holiday Work	1.5X	2X	*1.5X	1.5 X		12/17/2022
Statutory Items	Sch Holiday Worked - PAS			*1.5X	1.5X		12/17/2022
Special Assignment Pay	Schd Hol DT Shft 2 Diff	2X + \$2.81	2X + \$3.66	*2X + 6%	2X + 6%		12/17/2022
Special Assignment Pay	Schd Hol DT Shft 3 Diff	2X + \$3.74	2X + \$4.88	*2X + 8%	2X + 8%		12/17/2022
Special Assignment Pay	Schd Hol DT Shft 4 Diff	2X + \$4.68	2X + \$4.88	*2X + 8%	2X + 8%		12/17/2022
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff	1.5X + \$2.81	1.5X + \$3.66	*1.5X + 6%	1.5X + 6%		12/17/2022
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff	1.5X + \$3.74	1.5X + \$4.88	*1.5X + 8%	1.5X + 8%		12/17/2022
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff	1.5X \$4.68	1.5X + \$4.88	*1.5X + 8%	1.5X + 8%		12/17/2022
Premium Pay	WOC DT Incentive	2X	2X		2X	2X	12/17/2022
Premium Pay	WOC Hol Special	2X	2X		2X	2X	12/17/2022
Premium Pay	WOC OT Incentive	1.5X	2X		1.5X	1.5X	12/17/2022
Premium Pay	WOC Reg	1X	1X		1X	1X	12/17/2022
Special Assignment Pay	Temporary Upgrade 2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	12/17/2022
Special Assignment Pay	Temporary Upgrade 5%	5%	5%	5%	5%	5%	12/17/2022
Special Assignment Pay	Temporary Upgrade 7.5%	7.50%	7.50%	7.50%	7.50%	7.50%	12/17/2022
Special Assignment Pay	Temporary Upgrade 10%	10%	10%	10%	10%	10%	12/17/2022
Individual Performance Award	Pay for Performance Award			9%			12/17/2022
Incentive Pay	Off-Salary-Schedule Pay						12/17/2022

**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

\*applies to PAS employees in Energy Trading & Contracts working a shift schedule  
\*\*manual adjustment amount required to correct records varies depending upon situation

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

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

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

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

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



SSS No.  
LEG 2022-0156

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Policy – 11/30/22  
Board Meeting Date  
December 8, 2022

TO					TO				
1.	Steve Lins				6.				
2.	Brandy Bolden				7.				
3.	Farres Everly				8.				
4.	Jennifer Davidson				9.	<b>Legal</b>			
5.	Suresh Kotha				10.	<b>CEO &amp; General Manager</b>			
<b>Consent Calendar</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>If no, schedule a dry run presentation.</i>		<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>	
FROM (IPR) Alex Harold	DEPARTMENT Government Affairs				MAIL STOP B404	EXT. 5027	DATE SENT 11/03/22		

**NARRATIVE:**

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

**Summary:** The attached 2022 annual monitoring report provides the Board with a status report of legislation and regulations that impact SD-11, Public Power Business Model. This core value was established to support public power and preserve local decision making.

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

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

**Cost/Budgeted:** Costs contained in internal labor budget.

**Alternatives:** Provide to the Board via memo or written report.

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

**Coordination:** Executive Office, Board Office, Government Affairs and Legal Department

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

**Additional Links:**

SUBJECT <b>Monitoring Report – SD-11, Public Power Business Model</b>	ITEM NO. (FOR LEGAL USE ONLY) <b>6</b>
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.



# SACRAMENTO MUNICIPAL UTILITY DISTRICT

## OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** November 16, 2022

**FROM:** Claire Rogers *CR 11/16/22*

**SUBJECT: Audit Report No. 28007437  
Board Monitoring Report; SD-11: Public Power Business  
Model**

Audit and Quality Services (AQS) received the SD-11 *Public Power Business Model* 2022 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 2022 SD-11, Public Power Business Model

## 1. Background

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

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

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

## 2. Executive Summary

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

The SD-11 monitoring report updates the Board on our efforts to insulate SMUD from issues that may impact our local governance and provide the Board with a final status report on 2022 issues impacting this strategic directive. SMUD's interests are advanced in the legislative and regulatory arenas to the greatest extent possible. For instance, SMUD meets with key federal and state officials, both elected and appointed, with the driving purpose of educating them on the impact of new and existing policy.

*State Legislative.* SMUD had several victories this year in the California Legislature that advanced the public power business model to ensure local decision making and flexibility. SMUD and other publicly owned utilities secured another round of funding in the state budget to help our customers with unpaid utility bills. SMUD ensured flexibility for eligibility and prioritization of funding and will receive approximately \$10 million to assist our customers with unpaid bills due to the COVID 19 pandemic.

SMUD also worked to defeat problematic bills including:

- A bill that would have permitted a fire district to require 24-hour notice of any hot work in their service territory [Assembly Bill (AB) 2070];
- A bill that could have potentially led to elimination of Cap and Trade allowance allocations to Publicly Owned Utilities (POUs) [Senate Bill (SB) 1391]; and,
- A bill that would have expanded the existing biomass mandate (SB 1109).

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

SMUD staff worked actively with CEC staff, key policy decision-makers, and our public power partners to develop a resolution for the Load Management Standards rulemaking. The proposed rule, as initially drafted, represented a significant threat to the independent decision-making authority of POU's by allowing the CEC to mandate the development marginal cost-based rates for all customer classes. The final round of amendments to the proposed Load Management Standards included key modifications that recognize the authority of POU governing bodies and provide the governing bodies discretion to develop rates, programs, or modified requirements based on specified factors.

SMUD staff also monitored or participated in proceedings regarding:

- Proposed updates to the CEC's Integrated Resource Plan Guidelines for POU's
- The development of the Demand Side Grid Support program, which offers incentives to POU customers, or aggregators of POU customers, who provide incremental load reductions during grid emergencies.
- The development of the 2022 Integrated Energy Policy Report.

At CARB, staff participated in proceedings to develop:

- The 2022 Scoping Plan Update, which will chart the state's pathway to achieve economywide carbon neutrality no later than 2045 and include updated greenhouse gas (GHG) emission targets for the electricity sector.
- The Advanced Clean Fleets (ACF) suite of regulations, which would require medium- and heavy-duty vehicle fleets across the state, including SMUD's vehicle fleet, to transition to zero-emission vehicles on an aggressive timeframe.
- Upcoming restructuring of the Low Carbon Fuel Standard (LCFS) regulations, which may impact the amount of LCFS allowances SMUD will receive in the future.

All these regulatory proceedings are ongoing, and at least several are likely to extend into 2022-2023.

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

*Federal:* On the legislative front, SMUD submitted two Congressionally Directed projects, or earmarks requests to Rep. Doris Matsui (D-CA), one of which (neighborhood

electrification) was chosen in April by the House Appropriations Committee for inclusion in the FY23 House Energy and Water subcommittee bill and was also included in the House-passed a six bill “minibus” appropriations package for FY23 in July.

SMUD staff focused much of 2022 on advocating for the extension and expansion of energy tax credits and the inclusion of the direct pay provision for public power utilities in a budget reconciliation bill. In a legislative victory, SMUD worked to include a provision in the Inflation Reduction Act (IRA) that would allow public power utilities to receive refundable direct payments of the energy tax credits. SMUD also advocated for the long-term extension and expansion of electric vehicle (EV) and electric vehicle supply equipment (EVSE) tax incentives and supported robust funding for energy and climate grants and energy efficiency rebates. Outside of the IRA, SMUD staff has also advocated for the inclusion of provisions that would prevent the elimination of Build America Bonds (BAB) credit payments as a result of ‘Pay-As-You-Go’ sequestration in any must-pass legislation.

Outside of the legislative arena, SMUD has continued to develop its enterprise-wide grant capture program to respond to federal funding opportunity announcements and build relationships with key officials and new offices within the Department of Energy (DOE) in charge of IJA grant guidance and implementation efforts. SMUD filed comments to DOE’s Requests for Information (RFI) on the Long-Duration Storage for Everyone, Everywhere (LD ESEE) Initiative and the Vehicle Technology Office’s research and development (R&D) efforts to reduce soft costs associated with the construction of Level 2 and Direct Current Fast Charging (DCFC) units in public charging venues in the United States.

In the regulatory arena, SMUD joined the American Biogas Council (ABC), a national biogas trade association representing SMUD, in filing comments on the U.S. Environmental Protection Agency’s (EPA) Proposed 2021 and 2022 Standards for the Renewable Fuel Standard Program (“RFS”). In partnership with the American Public Power Association (APPA) and the Northwest Public Power Association (NWPPA), SMUD filed reply comments to the Federal Communications Commission’s (FCC) Further Notice of Proposed Rulemaking (FNPRM) on the allocation of pole replacement costs and the resolution of pole attachment disputes.

*Community Choice Aggregators.* Assembly Bill 117 (2002) created Community Choice Aggregation and authorized local governments to aggregate customer electric load and become the default power provider in the service territory of an incumbent investor-owned utility. SMUD responded by offering to provide operational services to CCAs. Today, SMUD offers the following services: contact center services, billing services, data management services, analytics services, program design and administration services, marketing services and market research services. Current clients include: Valley Clean Energy (VCE), East Bay Community Energy (EBCE), Silicon Valley Clean Energy (SVCE) and Marin Clean Energy (MCE).

CCAs allow their customers to access many of the same public power benefits that SMUD and other POU's have provided millions of Californians. Our support of CCAs also promotes carbon reduction goals similar to SMUD's. SMUD is leveraging our decades of experience as a utility, staff expertise, and existing systems to provide skilled services to CCAs, generating new revenue and strengthening SMUD's ability to provide cost effective public power service to our customers.

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

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

SMUD and BANC, as well as other EIM participants, have supported the extension of the EIM real-time framework to the CAISO's day ahead market under the CAISO's Extended Day Ahead Market EDAM initiative. After pausing the initiative for approximately a year following the August 2020 heatwave outages, the CAISO restarted the EDAM initiative during the summer of 2021, this time with renewed focus and broader stakeholder participation, SMUD and BANC continue to participate in all EDAM development activities, including the development of the EDAM straw proposal, a final version of which is expected by the end of the year. Tariff development, regulatory approvals and implementation activities are planned for 2023, with hopes of launching EDAM in 2024. SMUD views EDAM as an important step forward in the evolution of Western energy markets and it aligns well with SMUD's 2030 Zero Carbon Plan goals.

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

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

Local decision making and flexibility are essential to effective and responsible local governance. High priority 2022 issues were as follows:

- Funding for utility customer arrears
- Defending against expensive requirements for POU's related to distribution system upgrades and procurement mandates, among other issues

- Wildfire funding
- Protecting existing Cap and Trade allowance allocations
- Electric vehicle and infrastructure funding
- Proposed zero-emission vehicle purchase mandates for public fleets
- Development of the Scoping Plan Update (SPU) that include a suite of policies to achieve stringent greenhouse gas (GHG) emission reduction targets
- Building electrification funding
- Filing SMUD's updated IRP with the CEC
- Load Management Standards rulemaking
- Legislation pending in Congress to restore the cost-savings benefits of advance refunding (refinancing) municipal bonds.
- Inclusion in pending Reconciliation bill of direct refundability of federal renewable energy tax incentives
- Preparation and submittal of SMUD's Utility Security Plan to the CPUC
- Extended Day-Ahead Market (EDAM) development

#### **4. Challenges:**

SMUD continues to face prescriptive legislative and regulatory mandates for carbon reduction, renewable energy, wildfire planning, and resource planning, in part because of the State's robust climate change goals. An increased interest by legislators and the Governor in both reliability and climate change led to legislative action in the form of procurement mandates, distribution planning requirements, hourly GHG emissions reporting and a new Demand Side Grid Support program. Changes to Cap-and-Trade and the LCFS are also on the horizon. SMUD will continue to advocate for the advancement of transportation and building electrification. Transportation electrification has been a priority for this Administration, with Governor Newsom's executive order to require that all new cars and passenger trucks sold in California be zero-emission vehicles by 2035. Finally, SMUD continues to monitor CPUC proceedings that may attempt to assert jurisdiction over POUs (e.g., demand flexibility through dynamic rates, discharge permitting for electric utility maintenance tasks, and resiliency activities).

#### **5. Recommendation**

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

#### **6. Appendices**

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

##### ***SB 887 (Becker) Transmission Facility Planning***

This bill requires the California Public Utilities Commission (CPUC) and the California Energy Commission (CEC) to provide long-term forecasts, consistent with SB 100 and other decarbonization goals, so that the California Independent System Operator (CAISO)

can plan and authorize the transmission projects. The stated goal of the bill was to identify and approved need transmission projects.

SMUD Position: Watch, worked on amendments with the author.  
Status: Passed and signed by the Governor

Staff Comment: After working with the author on amendments that would clarify that the bill doesn't include non-CAISO balancing authorities like BANC, the author's staff dropped the ball by not including our agreed upon amendments before the deadline to amend the bill. However, we were able to quickly draft and get accepted into the legislative record a letter to the journal that explicitly states the author's intent that this bill does not include non-CAISO balancing authorities.

***SB 1020 (Laird) Clean Energy, Jobs and Affordability Act***

SB 1020 establishes interim targets to reach SB 100 goals. As a reminder, SB 100 increased the state's Renewable Portfolio Standard (RPS) to 60% by 2030 and 100% RPS-eligible and zero-carbon by 2045. SB 1020 also requires state agencies to purchase 100 percent zero carbon electricity by 2030 to serve their load.

SMUD Position: Watch  
Status: Bill passed and signed by the Governor

Staff Comment: While SMUD is supportive of the state's zero carbon goals, we wanted to ensure our green pricing programs that currently exist with many state buildings (SolarShares and Greenergy) met the intent of the bill. We worked closely with the author's office, legislative stakeholders, the Department of General Services, and our trade associations to provide amendments that clarify our programs' inclusion. Although further monitoring of the implementation of the bill may be required, successfully advocating for changing the implementation date of the bill to 2035 make its it unlikely to hinder SMUDs public power business model or 2030 Zero Carbon Plan.

***SB 1100 (Cortese) Open meetings: orderly conduct***

SB 1100 authorizes the members of the legislative body conducting a meeting to remove an individual for willfully interrupting the meeting.

SMUD Position: Watch, worked with CMUA on amendments.  
Status: Bill Passed and signed by the Governor

Staff Comment: Using input from security ops and other SMEs, worked with CMUA on amendments to ensure our security personnel can continue with their current processes.

***SB 1109 (Caballero): Biomass Procurement Mandate***

SB 1109, in its original version, increased, extended, and expanded requirements to all electric utilities (including POU's) to procure energy from biomass generating facilities. The bill expanded a previous statutory procurement requirement from a utilities proportionate

share of 100 MW to 225 MW and extended the requirement from December 31, 2016, to December 31, 2023, and financial commitments from 5 years to 15 years.

SMUD Position: Oppose; moved to neutral after POUs were removed from the bill  
Status: Bill passed, after removing POUs from its provisions and deleting the increased procurement target.

Staff Comment: The bill would have hindered the public power business model, as well as our 2030 Zero Carbon Plan, by limiting flexibility to determine which resources best fit our utility's needs and mandating the procurement of a very expensive resource. We advocated expeditiously to get POUs removed from the bill.

***AB 205 (Budget): Funding for Utility Customer Arrears***

Similar to last year, this year's top budget priority was additional state funding for unpaid customer bills (arrears) due to the COVID-19 pandemic. You may recall that last year, due to our effective advocacy, SMUD received \$41.3 million in funding for our customers' arrears through the California Arrearage Payment Program (CAPP). We were successful again this year, securing \$239.4 million for publicly owned utility (POU) arrears (out of a total of \$1.197 billion) in this year's budget. SMUD will be receiving approximately \$10 million, which we anticipate will help 26,000 customers with their unpaid SMUD bills.

The new round of funding for CAPP will cover unpaid bills through December 31, 2021, extending the eligibility window by six months. The governing statute largely follows the program design of CAPP 1.0 last year. One major difference is that the new funding will only apply to active residential customer accounts while the funding last year also included inactive and commercial customers.

SMUD Position: Support  
Status: Passed and signed by Governor

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

***SB 1158 (Becker): Retail Electricity Suppliers: Hourly GHG Emissions***

SB 1158 would have required every retail supplier of electricity to annually report hourly GHG emissions data, including POUs, to the CEC. This granular data would have been a heavy lift to report, and the benefit of the information was unclear.

SMUD Position: Expressed concerns; CMUA removed opposition after amendments accepted.



Status: Passed and signed by the Governor.

Staff Comment: Working with CMUA, SMUD was able to secure amendments which deleted problematic CPUC references, inserted intent language about procurement, and clarified the rules around avoided GHG emissions.

***SB 1391 (Kamlager): Market-based compliance mechanism***

Another concerning bill that was defeated was SB 1391, which was a gut and amended toward the end of session, would have required CARB to review the Cap & Trade program every 3 years. The new language included references to “allowance overallocation” that could have been interpreted to encouraging CARB to review the program with an eye towards limiting or removing allowance allocations for POUs.

SMUD Position: Concerns, worked through CMUA who had an oppose position  
Status: Failed to pass.

Staff Comment: SMUD, working with CMUA and others, advocated for amendments that would have limited its impact to POUs. We then formally opposed and advocated against the bill when those amendments weren’t accepted.

***AB 2070 (Bauer-Kahan) – Hot Work and Deenergization Notice Requirements***

This bill would have permitted a fire protection district to require electric utilities to provide 24-hour notice before performing specified work, such as hot work, within the fire district's jurisdiction.

SMUD Position: Watch  
Status: Failed to pass

Staff Comment: SMUD did not take an official position, but we worked closely with our trade associations on our concerns. This bill would have resulted in a burdensome and unnecessary reporting procedure for common hot work undertaken by SMUD on a very frequent basis. Due to our advocacy, along with opposition from the IOUs, this bill died.

***AB 2700 (McCarty): Electrical Distribution Upgrades***

Along with a strong focus on EVs this year, there was also interest from the Legislature in mandating upgrades to serve an estimated increase in EV charging. AB 2700 requires electrical corporations and local publicly owned electric utilities to ensure that their distribution systems are upgraded at the times and locations necessary to support the state’s anticipated level of electric vehicle charging. As originally introduced this bill would have been extremely costly to SMUD and potentially impact the public power business model.

SMUD Position: Watch, worked with author’s office and CMUA on amendments.  
Status: Passed and signed by Governor

Staff Comment: Given that this bill was authored by a member of SMUD’s legislative delegation, staff worked early and often with both the author and CMUA to protect SMUD’s bottom line, while maintaining our good relationship with the author. We were able to secure two rounds of amendments that removed our concerns and aligned the bill with our normal planning processes.

**State Regulation that Impacted SD-11**

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

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

- 50% of MHD vehicle purchases in calendar year (CY) 2024-2026 must be ZEVs.
- 100% of MHD vehicle purchases in CY 2027 and beyond must be ZEVs.
- Until 2035, near-zero EVs (NZEVs) may be purchased if no ZEV is available.
- To qualify for mutual aid exemption, 75% of the total MHD fleet vehicles must already be ZEV.

While SMUD supports CARB’s efforts to promote MHD fleet electrification, the proposed purchase mandate is concerning because it does not include adequate purchase flexibility for SMUD if ZEVs are not yet commercially available or are not suitable for utilities’ unique emergency response roles.

Status: The 45-Day Draft of the ACF Regulation was issued on August 30, 2022. SMUD staff is in discussions with CMUA, the California Electric Transportation Coalition (CaETC), the IOUs, and other stakeholders to collaborate on recommended changes for CARB’s consideration given that several concepts included in the 45-Day Language are problematic.

SMUD has urged CARB to adopt a robust, transparent framework with objective and realistic criteria for determining when ZEVs are commercially available and demonstrated for utility use cases. Additionally, the “mutual aid” exemption provisions should be restructured to ensure it addresses all the emergency response operations. SMUD has also advocated that CARB allow public fleets to opt into a ZEV milestone pathway comparable to the option for High Priority/Federal Fleets to provide POUs the flexibility to adhere to a compliance path that best aligns with their own fleet electrification plans. Staff expects to bring its recommendations to the CARB Board in fall 2022 and a final vote on the proposed regulations is anticipated in early 2023.

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

The LMS Rulemaking will expand on efforts to increase efficiency and demand flexibility in California's electricity grid. The standard has been in statute since 1978 and requires the state's three IOUs, the Los Angeles Department of Water and Power (LADWP) and SMUD to develop marginal cost-based rates. The goal of the LMS 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 supports the objectives of the LMS and recognizes that marginal-cost based rates and programs will be an important part of utility toolsets going forward. However, as originally proposed, the LMS regulation would have required POU to develop marginal-cost based rates for each customer class on an accelerated timeframe, which would have infringed upon the rate-making authority of POU boards and resulted in practical implementation challenges that may have hindered the achievement of its intended outcomes.

Status: SMUD staff advocated to CEC staff, Commissioners, and other key policymakers to help guide the development of the LMS and ensure that SMUD can continue to offer pilots and programs as an alternative to dynamic, market-based rates. Most recently, SMUD and our public power partners have advocated for separate compliance path for POU that recognizes the independent decision-making authority of POU governing bodies and provides greater implementation flexibility. On September 12, the CEC released a third iteration of the 15-Day Draft Language. We are pleased to note that this third iteration largely adopted our recommended compliance pathway for POU. The CEC anticipates voting on the third 15-Day Language at its October 12 business meeting.

### ***Integrated Resource Plan (IRP) Guidelines***

The CEC is responsible for adopting guidelines to govern the submission of information, data, and reports needed to support their and review of POU Integrated Resource Plans for consistency with specified statutory requirements, as required by Senate Bill (SB) 350. This summer, the CEC proposed draft updates to the *Publicly Owned Utilities Integrated Resource Plan Submission and Review Guidelines* to implement new requirements related to transportation electrification from SB 437, among other changes. Notably, the proposed changes include an extension of the forecast horizon for POU IRP analyses from 2030 to 2045, though no statutory changes require a 2045 IRP planning horizon for POU.

SMUD adopted our 2030 Zero Carbon Plan as our IRP in June 2022, which we formally filed with the CEC in September 2022. As such, the proposed extension of the IRP planning horizon would not have a practical impact on us until we develop our next IRP. However, the proposal represents an overreach of the CEC's narrow statutory authority regarding the review of POU IRPs and would likely pose significant practical challenges for other POU that are currently midway through their IRP updates.

Status: SMUD filed comments on the CEC's draft IRP guidelines in September 2022 and urged the CEC to clarify that any proposals not based in the enabling statute, such as the

2045 planning horizon, are *recommendations*, not requirements. The CEC is reviewing comments received and anticipates considering a revised version of the guidelines for adoption at its November business meeting.

### ***Demand Side Grid Support (DSGS) Program***

The purpose of the Demand Side Grid Support (DSGS) program is to incentivize incremental, dispatchable load reduction and backup generation operation by POU customers as on-call emergency electricity supply. The program is part of the State's response to compounding reliability risks and was allocated \$200 million in this year's budget as part of the Strategic Reliability Reserve Fund. The CEC adopted program guidelines on an accelerated timeframe to enable the execution of the first phase this summer. Under the current guidelines, POUs would apply to be "DSGS providers" (program administrators) and enroll participating customers, and the CEC would reimburse incentives and eligible administrative costs.

In the first phase of the program, the CEC limited DSGS provider eligibility to POUs. However, the CEC will consider allowing third-party aggregators to qualify as DSGS providers in future phases, which could have direct access implication. One ongoing issue is ensuring the DSGS program is set up in a manner that complements, but does not undermine, participation in POU load reduction programs.

Status: The CEC adopted program guidelines in mid-August, shortly before the September extreme heat event. Due to the accelerated timeframe, SMUD helped coordinate and facilitate customer participation directly with the CEC under the CEC's broader statutory authority, but SMUD did not officially register as a DSGS provider. The CEC plans to reopen the program guidelines later this year and SMUD anticipates working closely with the CEC to revise the program and apply as DSGS provider in the future.

### **Solano Wind Project**

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

On August 19, 2021, SMUD's Board certified the environmental impact report and approved the Project; adopted a finding of overriding considerations; made findings in support of a decision to overrule the decision by the ALUC, determining unanimously that the Project is consistent with the State Aeronautics Act, a power granted under the Act to local agencies; and found there is no feasible alternative to the Project, which triggered an

exemption from transmission-related zoning ordinances for the Project. The administrative record contains robust substantial evidence in support of these decisions.

Solano County filed a legal challenge to the Board's decision. The evidentiary support for the Project approval is strong, and Staff would expect the case, if tried, to be decided in SMUD's favor in 2022. But it appears highly likely the parties will settle on reasonable, mutually acceptable terms, giving a clear path for redevelopment of Solano 2 as a benefit.

### **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 California 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 the SWRCB explore negotiation of voluntary agreements with water purveyors in lieu of imposing a strict plan. Work on the voluntary agreements process has been slow and sporadic but still appears to be the preferred path for compromise.

Although the earlier, two-tunnel Delta conveyance WaterFix Project was cancelled and its environmental documents rescinded in 2019, the Department of Water Resources (DWR) quickly relaunched the project as a one-tunnel option, renamed the Delta Conveyance Project. The Draft Environmental Impact Report was released in July 2022. 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). It had been expected the Project would involve the CVP as well, though that does not appear to be the case and the U.S. Bureau of Reclamation has not been participating, suggesting no CVP power would be used for the project. This is important because if provided by the CVP, power for the estimated 10-year construction effort and long-term operations would come out of supplies otherwise sold to public power contractors, the single largest share of which goes to SMUD under an existing long-term contract (which will be succeeded a new contract). 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 of the prior project suggests the reduced impacts have not been proven and in fact the opposite could be true. Modeling of the newly proposed project is

under way. 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**

#### **Inflation Reduction Act:**

On Aug. 16, President Biden signed the Inflation Reduction Act (IRA) into law after the House approved the Senate-passed measure on a party line vote of 220-207. The bill includes \$370 billion in climate and energy measures, including an extension and expansion of the production and investment tax credits for clean energy that transition to a technology-neutral credit in 2025. Also included are a new tax credit for existing nuclear facilities, an increase to the credit for carbon capture and sequestration, a new hydrogen production credit, and credits for energy efficient homes and personal investments in clean energy.

Most of the tax credits are offered at a lower “base” rate that is increased if the project follows prevailing wage and apprenticeship requirements, to be elaborated upon by forthcoming Treasury guidance. Additional bonuses are offered for projects in an “energy community” that has seen a coal plant closure or loss of energy-related jobs, projects that meet domestic content production requirements, or wind and solar projects in low-income communities. The bill allows not-for-profit entities to claim the credits as direct-pay rebates, but reduces the value somewhat for projects financed with tax-exempt bonds or do not meet domestic content requirements.

The EV tax credit would be extended without the per-manufacturer cap and applied for the first time to pre-owned vehicles, but would be limited by the vehicle’s cost and battery mineral content and the buyer’s income.

Rural utilities and cooperatives would be eligible for new grants and loans to purchase renewable and zero-emission generation systems. States and non-profits would be eligible for grants to install clean energy projects at low-income housing sites and for environmental justice projects. The bill would also create a new grant and loan program for transmission siting and establishing new transmission lines in corridors of national interest. It also contains \$100 million to address production of high-assay, low-enriched uranium (HALEU).

#### **Infrastructure Investment and Jobs Act:**

The bipartisan infrastructure bill includes a “green corridors” grant program for electric vehicle charging stations along designated highways, an “ARPA-I” for infrastructure innovation, \$10 billion in resilience grants for energy infrastructure, a new grid authority for transmission, \$500 million for cyber security grants, \$6 billion for battery demonstration

projects and manufacturing and recycling batteries, funds for carbon capture and hydrogen demonstration projects, broadband funding, and wildfire mitigation funds.

### ***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 APPA, and the Alliance to Save Energy's 50X50 Commission to restore the exemption for advance refunding bonds.

Bipartisan bills in both the House and Senate have been proposed that would restore advanced refunding. A provision to restore advance refunding was included in the bond financing title of an early House version of the budget reconciliation bill. However, the Inflation Reduction Act omitted the advance refunding provision, and it is unlikely to be passed as a stand-alone bill.

### ***Pole Attachments***

Municipal utilities are exempt from federal regulation of pole attachments under Section 224 of the Federal Communications Act. However, the Federal Communications Commission (FCC) has taken steps in recent years that impact public power pole attachments. 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. Most recently, in March 2022, the Federal Communications Commission (FCC) approved a Further Notice of Proposed Rulemaking (FNPRM) on the allocation of pole replacement costs and the resolution of pole attachment disputes. 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 2018 FCC order, and Senator Dianne Feinstein (D-CA) sponsored similar legislation in the Senate in June 2019. The bills have failed to gain bipartisan support or traction in either chamber and they have not been reintroduced in the current congressional session.

### ***Appropriations***

As has been customary for many years, Congressional appropriators failed to pass yearly funding bills before the end of the fiscal year (Sept 30). In late July, the House passed a six-bill FY23 "minibus while the Senate Appropriations Committee failed to markup any of the 12 funding bills as it was unable to come to an agreement on topline numbers for the FY23 bills. On Sept. 30, Congress passed a Continuing Resolution that would extend FY22 funding until Dec. 16. With the November midterm election cycle pushing appropriations work until the end of the year, FY23 funding will most likely not be passed until December 2022 or in the spring of 2023.

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

As in recent years, the House and Senate appropriations bills have harmonized language around spent fuel. The bills would allocate \$20 million for spent fuel and authorize the Department of Energy to create one or more interim storage facilities, with priority for fuel from permanently shut down facilities. However, there has been no change in the broader political dynamic that has caused congressional leaders to strip the funding and authorization from the final package.

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

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

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

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

Meanwhile, this past April, FERC issued a Notice of Proposed Rulemaking: Building for the Future Through Electric Regional Transmission Planning and Cost Allocation and Generator Interconnection (NOPR) seeking comments on reforms to existing regulations under Order 1000 to plan the grid for the future and address the nation's changing resource mix. SMUD worked with the Large Public Power Coalition (LPPC), APPA and the Transmission Agency of Northern California (TANC) to develop separate comments in response to the NOPR. FERC also hosted a technical conference with industry experts to discuss certain transmission planning issues, including proposals in the NOPR. We will continue to monitor the rulemaking to ensure our public power interests are represented.

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

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



electricity available to serve demand on a real-time basis.

SMUD launched participation in spring of 2019 under what is referred to as “Phase 1” of BANC’s EIM participation. SMUD has successfully participated in the EIM since go-live on April 3, 2019, providing operational flexibility and financial net benefits to date. Several of the remaining BANC members, the Modesto Irrigation District and the cities of Redding and Roseville, along with WAPA – Sierra Nevada Region (which resides in the BAA but is not a member of BANC) joined the EIM on March 25, 2021, under what is referred to as BANC EIM “Phase 2.” This broader BANC resource participation in EIM has resulted in greater economic benefits and a greater ability to integrate and manage intermittent resources within the BANC BAA.

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

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

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

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



# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
 Finance & Audit – 12/06/22  
 Board Meeting Date  
 December 8, 2022

TO	TO
1. Jennifer Davidson	6.
2. Lora Anguay	7.
3. Scott Martin	8.
4.	9. <b>Legal</b>
5.	10. <b>CEO &amp; General Manager</b>

<b>Consent Calendar</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>If no, schedule a dry run presentation.</i>	<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>
FROM (IPR) Laura Lewis	DEPARTMENT Executive Office			MAIL STOP B308	EXT. 6123	DATE SENT 11/22/22	

**NARRATIVE:**

**Requested Action:** Certify November 8, 2022, election results from the County of Sacramento electing Gregg Fishman to serve as SMUD’s Director for Ward 3 and Rosanna Herber to serve as SMUD’s Director for Ward 4 for the four-year term beginning January 1, 2023.

**Summary:** A statewide election was held on November 8, 2022, wherein SMUD Wards 3 and 4 were on said ballot. The results of the election for the Wards which were up for election are as follows:

*Counts as of 11/29/22 (Sacramento County to post final results no later than 12/08/22):*

Ward No. 3	Votes Cast
Gregg B. Fishman	39,032
Pamela Dessie Stathos	16,250

Ward No. 4	Votes Cast
Rosanna Jane Herber	37,789
Derek Cressman	28,139

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

**Benefits:** Comply with state law.

**Cost/Budgeted:** There is no budgetary impact for this request.

**Alternatives:** None; this action is a legal requirement.

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

**Coordination:** Legal

**Presenter:** Laura Lewis, Chief Legal & Government Affairs Officer

**Additional Links:**

SUBJECT <b>Certify Election Results for SMUD Wards 3 and 4</b>	ITEM NO. (FOR LEGAL USE ONLY) <b>7</b>
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.



# COUNTY OF SACRAMENTO VOTER REGISTRATION AND ELECTIONS CERTIFICATE OF FACTS

STATE OF CALIFORNIA }  
County of Sacramento } ss.

I, HANG NGUYEN, Interim 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 3**

for the purpose of electing:

### **One (1) Director**

at the **November 8, 2022 General Election.**

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

<b>Name</b>	<b>Total Votes Cast</b>
<b>*Gregg B. Fishman</b>	<b>39,786</b>
<b>Pamela Dessie Stathos</b>	<b>16,673</b>

I further certify 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.

IN WITNESS WHEREOF I have set my hand and affixed my official seal on this  
**7th day of December, 2022**, in accordance with the laws of the State of California.



  
HANG NGUYEN  
INTERIM REGISTRAR OF VOTERS  
County of Sacramento  
State of California

\*Elected



# COUNTY OF SACRAMENTO VOTER REGISTRATION AND ELECTIONS CERTIFICATE OF FACTS

STATE OF CALIFORNIA }  
County of Sacramento } ss.

I, HANG NGUYEN, Interim 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 4**

for the purpose of electing:

### **One (1) Director**

at the **November 8, 2022 General Election.**

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

<b>Name</b>	<b>Total Votes Cast</b>
<b>*Rosanna Jane Herber</b>	<b>38,956</b>
<b>Derek Cressman</b>	<b>29,019</b>

I further certify 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.

IN WITNESS WHEREOF I have set my hand and affixed my official seal on this  
**7th day of December, 2022**, in accordance with the laws of the State of California.



  
HANG NGUYEN  
INTERIM REGISTRAR OF VOTERS  
County of Sacramento  
State of California

\*Elected

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

**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 8, 2022, for the Director from SMUD Ward 3 and the Director from SMUD Ward 4; and

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

<b>Ward No. 3</b>	<b>Total Votes Cast</b>
Gregg B. Fishman	[##]
Pamela Dessie Stathos	[##]

<b>Ward No. 4</b>	<b>Total Votes Cast</b>
Rosanna Jane Herber	[##]
Derek Cressman	[##]

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

This Board hereby determines that Gregg Fishman has been elected to the position of Director Ward 3 and Rosanna Herber has been elected to the position of Director Ward 4 pursuant to **Attachment \_\_\_\_**.





SSS No.  
  
CFO 22-010

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance and Audit  
November 8 & 9, 2022  
Board Meeting Date  
December 8, 2022

TO				TO			
1.	Jennifer Davidson	6.		7.		8.	
2.	Lora Anguay	9.	<b>Legal</b>	10.	<b>CEO &amp; General Manager</b>		
3.	Scott Martin						
4.							
5.							
<b>Consent Calendar</b>		<b>Yes</b>	<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) Jennifer Restivo			DEPARTMENT Planning and Performance		MAIL STOP A309	EXT. 5193	DATE SENT 10/27/2022

**NARRATIVE:**

**Requested Action:** Approve the following:

- 2023 SMUD Budget Resolution
- 2023 Debt Resolution
- Pay Schedule and Special Compensation Items

**Summary: 2023 Budget Resolution**  
The 2023 proposed budget and adjustments have been reviewed by the Board’s Finance Committee. Major components include: Operations and Maintenance budget of \$1,253.2 million; Debt Service budget of \$225.5 million; and Capital budget of \$624.9 million. The proposed 2023 budget resolution limits spending to \$2,1023.6 million (the total of these amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, weather hedge contracts, WAPA energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Trade. When SMUD collects revenues through these program’s sales, it is required to apply the proceeds toward specific expenses that support the program’s goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,242 plus 5 percent.

**Public Good Charge**  
The Public Good Charge is increasing from 15.05 percent to 16.77 percent of 1994 revenues. The percentage allocation for the public good charge expenditures will change from 6.61 percent to 6.60 percent for low-income assistance, from 6.56 percent to 8.16 percent for energy efficiency, stayed the same at 0.00 percent for new renewable generation, and from 1.88 percent to 2.01 percent for research and development.

**2023 Debt Resolution**  
The 2023 debt resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2023 and 2022 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

**Pay Schedule and Special Compensation Items**  
Approve/Adopt SMUD’s pay schedule and special compensation pursuant to California Code of Regulations (CCR).

**Board Policy:** *(Number & Title)* The 2023 Budget funds programs and initiatives that contribute to meeting Board strategic directives. GP-3 (e) Board will adopt SMUD’s budget on an annual basis.

**Benefits:** Approval of the 2023 Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

**Cost/Budgeted:** Approval of the 2023 Budget Resolution will authorize spending within the limits prescribed.

**Alternatives:** Approval of a budget is required before January 1, 2023, or SMUD would not have the authority to make purchases or pay employees.

**Affected Parties:** SMUD

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

**Presenter:** Jennifer Davidson

**Additional Links:**

SUBJECT

2023 SMUD Proposed Budget

ITEM NO. (FOR LEGAL USE ONLY)

**8a**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

# Draft

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

WHEREAS, the proposed 2023 Budget is expected to result in a positive net income for 2023; 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 2023 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, 2023, through December 31, 2023.

Operations and maintenance:

Commodity - purchased power, fuel, and wheeling	\$484,983,574
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Public Goods	75,458,718
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Customer, energy delivery, enterprise strategy, workforce diversity & inclusion, information technology, corporate services and Rancho Seco	692,762,054
---	-------------

Sub-Total	\$1,253,204,346
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Debt Service	225,492,038
Capital and reserve	624,924,320

<b>TOTAL</b>	<b>\$2,103,620,704</b>
--------------	------------------------

(b) The Commodity line item budget is based on assumptions of average rainfall and temperatures during 2023. SMUD has in

# Draft

place a Hydro Generation Adjustment (HGA) mechanism whereby, based on the actual rainfall amounts between April 1, 2022 and March 31, 2023 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 511 gigawatt hours of energy in 2023 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 2023 season: for every megawatt hour below 511,000 transfer NP15 EZ Gen Hub (NP15)

# Draft

power price per MWh from the Fund, up to a maximum of \$3.5 million; for every megawatt hour over 511,000 transfer the NP15 power price per MWh into the Fund, up to a maximum of \$30 million. The Commodity line item budget will be increased or reduced accordingly. The NP15 power price for the transfers is the weighted average of actual NP15 power prices based on when the energy from WAPA is received by SMUD on an hourly basis.

(e) Budgeted energy purchases necessary to meet customer energy sales requirements (10,458 GWh) are based on average weather conditions and expected customer growth in 2023. 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.

# Draft

(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 2023 may not exceed the total budget amount plus this 10% contingency, plus the commodity contingency and adjustments for weather hedge contracts, higher retail sales and Rate Stabilization transfers as set forth in paragraphs (b), (c), (d), (e) and (f) above.

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

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

# Draft

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 2023 shall not exceed 2,242 employees plus a five percent contingency without further authorization of this Board.

**Section 6.** The Public Goods Charge shall be adjusted from 15.05 percent of 1994 revenues to 16.77 percent of 1994 revenues. The percentage allocation for the public goods charge expenditures shall be adjusted from 6.61 percent to 6.60 percent for low-income assistance, and from 6.56 percent to 8.16 percent for energy efficiency, and from 1.88 percent to 2.01 percent for research and development, and stayed the same at 0.00 percent for new renewable generation.

**Section 7.** The authorization for spending includes \$20.4 million of commodity for Valley Clean Energy Alliance which will be reimbursed in full to SMUD.





SSS No.  
  
CFO 22-010

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

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Finance and Audit  
November 8 & 9, 2022  
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3.	Scott Martin	8.					
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5.		10.	<b>CEO &amp; General Manager</b>				
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**Affected Parties:** SMUD

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

**Presenter:** Jennifer Davidson

**Additional Links:**

SUBJECT

2023 SMUD Proposed Budget

ITEM NO. (FOR LEGAL USE ONLY)

**8b**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

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

Supplemental Resolution (Supplemental )  
to Resolutions No. 6457, 8107, 83-7-26 )  
as amended by Resolution No. 87-10-22, )  
No. 92-12-29, No. 93-12-19, No. 94-12-16, )  
No. 95-12-10, No. 96-12-07, No. 97-12-18, )  
No. 98-11-12, No. 99-12-10, No. 00-12-11, )  
No. 01-12-02, No. 02-11-04, No. 03-12-14, )  
No. 04-12-11, No. 05-12-13, No. 06-12-08, )  
No. 07-12-08, No. 08-12-05, No. 09-12-08, )  
No. 10-12-03, No. 11-12-08, No. 12-12-06, )  
No. 13-12-09, No. 14-12-13, No. 15-12-08, )  
No. 16-12-14, No. 17-12-13, No. 18-12-12, )  
No. 19-11-05, No. 20-12-14, and No. 21-12-11) )  
declaring the intention of the Board of Directors )  
of the Sacramento Municipal Utility District to )  
Authorize the issuance of additional )  
Revenue Bonds )  
\_\_\_\_\_ )

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

1997, November 30, 1998, December 2, 1999, December 7, 2000, December 6, 2001, November 7, 2002, December 4, 2003, December 2, 2004, December 1, 2005, December 7, 2006, December 6, 2007, December 4, 2008, December 3, 2009, December 3, 2010, December 1, 2011, December 6, 2012, December 5, 2013, December 4, 2014, December 3, 2015, December 1, 2016, December 21, 2017, December 20, 2018, November 21, 2019, December 10, 2020, and December 9, 2021, 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 \$8,255,000,000 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 2023 capital budget, 2021 and 2022 capital expenditures not previously financed, the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities, for all of which SMUD is authorized by law to issue such bonds. SMUD has paid or reasonably expects to pay certain expenditures (the “Reimbursement Expenditures”) in connection with such capital items prior to the issuance of such bonds, and hereby officially declares its intent to use certain proceeds of such bonds to reimburse the Reimbursement Expenditures. The declarations contained in this section are made solely for purposes of establishing compliance with Section 1.150-2 of the U. S. Treasury Regulations, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

**Section 2.** The maximum principal amount of the additional revenue bonds proposed to be issued under this supplemental resolution is

\$400,000,000. Such maximum principal amount is in addition to the \$8,255,000,000 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 2023 capital budget, 2021 and 2022 capital expenditures not previously financed, capital expenditures for the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities. The declarations contained in this section are made solely for purposes of establishing compliance with Section 12852 of the California Public Utilities Code, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

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

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

bonds, plus three percent (3 percent). The maximum discount with respect to such bonds shall not exceed ten percent (10 percent).

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

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





SSS No. LEG 2022-0179

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date

N/A

Board Meeting Date

December 8, 2022

TO					TO					
1.	Dr. Markisha Webster				6.					
2.					7.					
3.					8.					
4.					9.	<b>Legal</b>				
5.					10.	<b>CEO &amp; General Manager</b>				
<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>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>		
FROM (IPR) Laura Lewis				DEPARTMENT Executive Office			MAIL STOP B308	EXT. 6123	DATE SENT 11/29/22	
<b>NARRATIVE:</b>										
<p><b>Requested Action:</b> Discuss possible merit increase to the Chief Executive Officer and General Manager’s base salary and/or performance bonus, pursuant to the Chief Executive Officer and General Manager’s employment contract.</p> <p><b>Summary:</b> The Chief Executive Officer and General Manager’s employment contract provides that the Board of Directors may authorize a merit increase and/or performance bonus, if deemed appropriate, based upon his annual evaluation and review. Any recommendation is typically made to the full Board by the Board President. The Board may adopt any such increase in compensation only in open session and following a discussion.</p> <p><b>Board Policy:</b> Governance Process GP-1, Purpose of Board – d) Make certain operational decisions as designated by law and e) ...evaluate...the CEO/General Manager.</p> <p><b>Benefits:</b> Allows the Board to discuss the Chief Executive Officer and General Manager’s compensation based upon his annual performance.</p> <p><b>Cost/Budgeted:</b> Contained in budget for internal labor.</p> <p><b>Alternatives:</b> Take no action.</p> <p><b>Affected Parties:</b> Chief Executive Officer and General Manager</p> <p><b>Coordination:</b> Board of Directors, Legal, and People Services &amp; Strategies</p> <p><b>Presenter:</b> President Rose</p>										
<b>Additional Links:</b>										
SUBJECT							ITEM NO. (FOR LEGAL USE ONLY)			
<b>Compensation – Chief Executive Officer and General Manager</b>							<b>9</b>			

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

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