

**CUE DATA REQUEST
CUE-SDG&E-DR-05
SDG&E 2016 GRC – A.14-11-003
SDG&E RESPONSE
DATE RECEIVED: APRIL 29 2015
DATE RESPONDED: MAY 14, 2015**

1. SDG&E was asked in DR CUE 2-30b to provide, for each category listed, the year end head count for that category for each of the years 2005-14, inclusive; and DR CUE 2-30c asked, for each category listed, and for all categories cumulatively, what is the total number of employees SDG&E considers available to respond to electrical outages, as of each of the years 2005-14, inclusive. SDG&E responded with one table to both questions.
 - a. Please clarify whether the table responds to both questions. If not, then please provide responses to both DR CUE 2-30b and 30c.

SDG&E Response:

The table below has been updated* as described in the footnote below. The table responds to both DR CUE 2-30b and 2-30C.

Job Title	YEAR-END ACTIVE HEADCOUNT									
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Fault Finding Specialist	6	5	6	5	6	6	6	5	5	6
Lineman	246	254	263	272	259	252	247	237	220	206
Troubleshooter	42	43	43	40	42	41	42	42	42	39
Working Foreman	49	45	47	46	47	43	50	44	44	43
Grand Total	343	347	359	363	354	342	345	328	311	294

**Original values for 2005-2008 inadvertently excluded a working foreman, count of 1.*

The table has been revised accordingly.

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2. DR 2-31e asked for expected staffing at the beginning and end of 2016. SDG&E’s response only gives a number for the beginning. Please provide the end-2016 numbers by classification, as provided in the CUE DR 2-31e responses previously given.

SDG&E Response:

Assuming 22 retirements occur between 2015 and 2016 and the addition of 2 Apprentice Classes (24 total), SDG&E would estimate 290 employees at the beginning of 2016 and 296 employees at the end of 2016.

"Expected to retire" is defined as eligible to retire between 2015 and 2016 and age 62 or older (SDG&E's average retirement age). Employees are eligible to retire at the minimum age of 55 with five years of service. Although employees may be eligible to retire and age 62+ there is no guarantee they will retire in any given year.

Job Title	Headcount 12/31/2014	Expected to Retire 2015	Additions 2015	2016 Beginning Headcount	Additions 2016	Expected to Retire 2016	2016 Ending Headcount
Fault Finding Specialist	6	-1		5		0	5
Lineman	206	-3	12	215	12	-3	224
Troubleshooter	39	-9		30		-2	28
Working Foreman	43	-3		40		-1	39
Grand Total	294	-16	12	290	12	-6	296

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3. For all workers who are represented by IBEW 465, please indicate:
 - a. The job classifications for each of these employees (e.g., lineman, troubleman, trainee, etc.);
 - b. For each classification listed, what was the year end head count for that category for each of the years 2005-14, inclusive.

SDG&E Response:

Please attached file 'CUE DR-05 Q3 Attachment.pdf' for response to both 3a and 3b.

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4. For each job classification identified in response to part (a) of the previous question, please provide:
- a. The number of workers in that category as of 12/31/14, by worker age (e.g., 50 linemen aged 64, 35 aged 63, 22 aged 62, and so on).
 - b. The number expected to be eligible for retirement during 2016.
 - c. The number expected to retire during 2016.
 - d. The number of replacements expected to be hired during 2016.
 - e. The expected headcount at the beginning and end of 2016.
 - f. Any ongoing SDG&E programs or other efforts to deal with the demographic impacts of an aging workforce.
 - g. Any SDG&E studies of aging workforce issues that addresses any of the categories of workers asked about in this question.

SDG&E Response:

- a. Please see the attached file ‘CUE-DR-05 Q4 Attachment.pdf’
- b. Based on the minimum age of 55 and five years of service, 394 employees will be eligible to retire. However, SDG&E’s average retirement age is 62.

JOB TITLE	2016 Retirement Eligible
TOTALS	394
Appliance Mech	5
Apprentice Dist Sys Opr*	
Apprentice Electn	
Apprentice Mtr Tester	
Auto Parts Handler A	1
Auto Parts Handler B	2
Cathodic Protcn Asst A	2
Cathodic Protcn Asst B	
Comms Tech	4
Compressor Opr	3
Concrete Finisher	
Dispr Spec	13
Dist Sys Opr	
Dist Sys Opr - Trainee (L)	
District Crew Dispr	8
District Crew Dispr - EROC	1
District Stockkeeper	4
Elect Mtr Tester	8

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Response to Question 4b (Continued)

Elect Shop Asst	1
Electl Instrumtn Tech	
Electn	
Electn - Facs	1
Electn Asst	
Electn NACE	
Electronic Ctrl Tech - Pwr Del	5
Envtl Ops Asst	
Equip Ops Asst	
Equip Tech	5
Equip Utilityman	1
Equip Utilityman B	1
Facs Helper	
Facs Mech - A	4
Fault Finding Specialist	5
Fld Coll Supp Person	
Fld Mech	8
Fleet Maint Tech	12
Fleet Svc Attendant	
Gas & Shop Cert Wldr	
Gas / Ug Tech (A)	1
Gas / Ug Tech (B)	
Haz Substance Spec	4
Header Truck Asst	1
Helper	1
Inspector A	21
Instru Ctrl Tech - Gas - Trans	1
Instru Tech (Gas) A - Dist	3
Instru Tech (Gas) B - Dist	
Laboratory Tech	3
Laborer	3
Ld Auto Parts Handler	1
Ld Stockkeeper	2
Line Checker	4
Lineman	20
Locator	8
Locksmith	1
Machinist	2
Mapmaker	2
Matl Handler	1
Matl Handler	2
Matl Scheduler	3
Mech (Gas)	1
Mtr Svcs Person	18
Mtr Test Electn	4
Opr Washer	1

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Response to Question 4b (Continued)

Painter	1
Patroller (Gas)	8
Patroller (Trans)	2
Radio Inspector	1
Regulator Tech - Dist	3
Regulator Tech Asst A - Dist	
Regulator Tech Asst A - Trans	
Regulator Tech Asst B - Dist	1
Relay Spec	2
Relay Tech A	1
Relay Tech B	1
Relay Tech C	1
Shop Mech	2
Shop Mech - Elect Mtr	2
Shops Asst	
Single Phase Mtr Tech	5
Sp Equip Opr	2
Sp Equip Opr - Haz Mat Cert	1
Sr Collector*	1
St Repair Spec	1
Strm Laborer	
Substn Electn	15
Substn Equip Opr Haz Mat Cert	3
Svc Tech	32
Traffic Ctrl Asst	3
Traffic Ctrl Spec	4
Trans Equip Opr Constrn	2
Trans Equip Opr Washer	1
Trans Sys Opr	1
Troubleshooter	23
Valve Tech	1
Vehicle Opr A	1
Vehicle Opr A - Haz Mat Cert	
Wkg Frm (Haz Mat - Night)	1
Wkg Frm - Elect Maint Shops	2
Wkg Frm - Gas / Non-Arc Qual	3
Wkg Frm - Gas /Shops Cert Wldr	
Wkg Frm - Mtr Test Electn	2
Wkg Frm - Substn	12
Wkg Frm - Sys Oprs	2
Wkg Frm (Fac Opr)	1
Wkg Frm (Fleet Oprs)	1
Wkg Frm (Garage)	6
Wkg Frm (Gas) Arc Qual	3
Wkg Frm (Haz Mat - Day)	1
Wkg Frm (St Repair)	3

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Response to Question 4b (Continued)

Wkg Frm Svc Truck Elec	4
Wldr - Shp Svcs / Shp Div	
Wldr (Gas) Arc Qual	1
Working Foreman	29

- c. Assuming retirements will occur at age 62 and beyond, SDG&E estimates that 116 employees may retire.

JOB TITLE	2016 Expected to Retire
TOTALS	116
Appliance Mech	1
Apprentice Dist Sys Opr*	
Apprentice Electn	
Apprentice Mtr Tester	
Auto Parts Handler A	1
Auto Parts Handler B	1
Cathodic Protcn Asst A	
Cathodic Protcn Asst B	
Comms Tech	1
Compressor Opr	1
Concrete Finisher	
Dispr Spec	4
Dist Sys Opr	
Dist Sys Opr - Trainee (L)	
District Crew Dispr	1
District Crew Dispr - EROC	
District Stockkeeper	1
Elect Mtr Tester	4
Elect Shop Asst	
Electl Instrumtn Tech	
Electn	
Electn - Facs	1
Electn Asst	
Electn NACE	
Electronic Ctrl Tech - Pwr Del	1
Envtl Ops Asst	
Equip Ops Asst	
Equip Tech	1
Equip Utilityman	1
Equip Utilityman B	
Facs Helper	
Facs Mech - A	1
Fault Finding Specialist	1

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Response to Question 4c (Continued)

Fld Coll Supp Person	
Fld Mech	2
Fleet Maint Tech	2
Fleet Svc Attendant	
Gas & Shop Cert Wldr	
Gas / Ug Tech (A)	
Gas / Ug Tech (B)	
Haz Substance Spec	2
Header Truck Asst	1
Helper	
Inspector A	9
Instru Ctrl Tech - Gas - Trans	
Instru Tech (Gas) A - Dist	
Instru Tech (Gas) B - Dist	
Laboratory Tech	2
Laborer	
Ld Auto Parts Handler	
Ld Stockkeeper	1
Line Checker	2
Lineman	6
Locator	4
Locksmith	1
Machinist	
Mapmaker	
Matl Handler	
Matl Handler	
Matl Scheduler	
Mech (Gas)	
Mtr Svcs Person	5
Mtr Test Electn	1
Opr Washer	
Painter	
Patroller (Gas)	2
Patroller (Trans)	1
Radio Inspector	1
Regulator Tech - Dist	1
Regulator Tech Asst A - Dist	
Regulator Tech Asst A - Trans	
Regulator Tech Asst B - Dist	
Relay Spec	2
Relay Tech A	
Relay Tech B	
Relay Tech C	
Shop Mech	1
Shop Mech - Elect Mtr	1
Shops Asst	

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Response to Question 4c (Continued)

Single Phase Mtr Tech	3
Sp Equip Opr	2
Sp Equip Opr - Haz Mat Cert	1
Sr Collector*	
St Repair Spec	
Strm Laborer	
Substn Electn	1
Substn Equip Opr Haz Mat Cert	
Svc Tech	5
Traffic Ctrl Asst	
Traffic Ctrl Spec	2
Trans Equip Opr Constrn	
Trans Equip Opr Washer	1
Trans Sys Opr	
Troubleshooter	11
Valve Tech	
Vehicle Opr A	
Vehicle Opr A - Haz Mat Cert	
Wkg Frm (Haz Mat - Night)	
Wkg Frm - Elect Maint Shops	
Wkg Frm - Gas / Non-Arc Qual	2
Wkg Frm - Gas /Shops Cert Wldr	
Wkg Frm - Mtr Test Electn	1
Wkg Frm - Substn	4
Wkg Frm - Sys Oprs	1
Wkg Frm (Fac Opr)	1
Wkg Frm (Fleet Oprs)	1
Wkg Frm (Garage)	3
Wkg Frm (Gas) Arc Qual	2
Wkg Frm (Haz Mat - Day)	1
Wkg Frm (St Repair)	1
Wkg Frm Svc Truck Elec	1
Wldr - Shp Svcs / Shp Div	
Wldr (Gas) Arc Qual	
Working Foreman	4

- d. Of the 116 anticipated retirements in 2016, SDG&E expects to replace 94, not including the 24 hires in two Apprentice Lineman classes.

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Response to Question 4 (Continued)

e.

Expected 2016 Headcount

JOB TITLE	HEADCOUNT 01/01/2016	Less Expected Retirements	Additions	Expected Headcount 12/31/2016
TOTALS	1210	116	116	1210
Appliance Mech	5	1	92 replacements + 24 Apprentice Linemen	4
Apprentice Dist Sys Opr*	2			2
Apprentice Electn	23			23
Apprentice Mtr Tester	6			6
Auto Parts Handler A	2	1		1
Auto Parts Handler B	3	1		2
Cathodic Protcn Asst A	2			2
Cathodic Protcn Asst B	1			1
Comms Tech	12	1		11
Compressor Opr	6	1		5
Concrete Finisher	2			2
Dispr Spec	28	4		24
Dist Sys Opr	12			12
Dist Sys Opr - Trainee (L)	1			1
District Crew Dispr	14	1		13
District Crew Dispr - EROC	1			1
District Stockkeeper	7	1		6
Elect Mtr Tester	14	4		10
Elect Shop Asst	5			5
Electl Instrumtn Tech	3			3
Electn	1			1
Electn - Facs	1	1		0
Electn Asst	4			4
Electn NACE	6			6
Electronic Ctrl Tech - Pwr Del	9	1		8
Envtl Ops Asst	1			1
Equip Ops Asst	2			2
Equip Tech	7	1		6
Equip Utilityman	1	1		0
Equip Utilityman B	1			1
Facs Helper	1			1
Facs Mech - A	5	1		4
Fault Finding Specialist	6	1		5
Fld Coll Supp Person	1			1
Fld Mech	8	2	6	
Fleet Maint Tech	44	2	42	

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Fleet Svc Attendant	6		6
Gas & Shop Cert Wldr	2		2
Gas / Ug Tech (A)	19		19
Gas / Ug Tech (B)	10		10
Haz Substance Spec	7	2	5
Header Truck Asst	9	1	8
Helper	1		1
Inspector A	22	9	13
Instru Ctrl Tech - Gas - Trans	5		5
Instru Tech (Gas) A - Dist	4		4
Instru Tech (Gas) B - Dist	2		2
Laboratory Tech	5	2	3
Laborer	41		41
Ld Auto Parts Handler	1		1
Ld Stockkeeper	6	1	5
Line Checker	4	2	2
Lineman	206	6	200
Locator	27	4	23
Locksmith	1	1	0
Machinist	2		2
Mapmaker	2		2
Matl Handler	1		1
Matl Handler	13		13
Matl Scheduler	9		9
Mech (Gas)	4		4
Mtr Svcs Person	41	5	36
Mtr Test Electn	7	1	6
Opr Washer	3		3
Painter	1		1
Patroller (Gas)	13	2	11
Patroller (Trans)	2	1	1
Radio Inspector	1	1	0
Regulator Tech - Dist	9	1	8
Regulator Tech Asst A - Dist	8		8
Regulator Tech Asst A - Trans	4		4
Regulator Tech Asst B - Dist	3		3
Relay Spec	5	2	3
Relay Tech A	3		3
Relay Tech B	2		2
Relay Tech C	3		3
Shop Mech	2	1	1
Shop Mech - Elect Mtr	2	1	1
Shops Asst	1		1
Single Phase Mtr Tech	14	3	11
Sp Equip Opr	3	2	1

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Sp Equip Opr - Haz Mat Cert	5	1		4
Sr Collector*	13			13
St Repair Spec	7			7
Strm Laborer	2			2
Substn Electn	73	1		72
Substn Equip Opr Haz Mat Cert	6			6
Svc Tech	83	5		78
Traffic Ctrl Asst	20			20
Traffic Ctrl Spec	20	2		18
Trans Equip Opr Constrn	4			4
Trans Equip Opr Washer	2	1		1
Trans Sys Opr	11			11
Troubleshooter	39	11		28
Valve Tech	2			2
Vehicle Opr A	3			3
Vehicle Opr A - Haz Mat Cert	3			3
Wkg Frm (Haz Mat - Night)	1			1
Wkg Frm - Elect Maint Shops	2			2
Wkg Frm - Gas / Non-Arc Qual	7	2		5
Wkg Frm - Gas /Shops Cert Wldr	1			1
Wkg Frm - Mtr Test Electn	2	1		1
Wkg Frm - Substn	12	4		8
Wkg Frm - Sys Oprs	5	1		4
Wkg Frm (Fac Opr)	1	1		0
Wkg Frm (Fleet Oprs)	1	1		0
Wkg Frm (Garage)	8	3		5
Wkg Frm (Gas) Arc Qual	16	2		14
Wkg Frm (Haz Mat - Day)	1	1		0
Wkg Frm (St Repair)	7	1		6
Wkg Frm Svc Truck Elec	4	1		3
Wldr - Shp Svcs / Shp Div	2			2
Wldr (Gas) Arc Qual	21			21
Working Foreman	43	4		39

f. SDG&E's programs and efforts include:

- **Hiring Strategies**

- College Recruiting: We have robust college recruiting programs for Engineering, Accounting & Finance, and IT. The program includes rotations around the Company, as well as an assigned mentor to help them succeed.

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Response to Question 4f (Continued)

- Partnerships with the Community: A key component that contributes to our successful diversity hiring is building relationships and networking with diverse organizations that strive to develop a pipeline of qualified minority, female, veteran and disabled qualified candidates. A few of the ways we support them are: support their programs, participate in their conferences, host their meetings, provide speakers at their events and help to build their networks. Additionally, we leverage their membership for candidate sourcing. We also support several military organizations and programs that assist transitioning veterans such as SDSU's Troops to Engineers Program and local military outplacement centers.

• Training Programs

All employees are encouraged to participate in training and development programs so they can advance to positions that require more advanced skill sets and technological knowledge.

- Job Skills: Job Skills training is offered for entry level positions such as Laborers and Energy Service Specialist. Laborer training includes a three week orientation of their tools. The Energy Service Specialist training is comprised of 16 weeks and of that, 7-8 weeks are taking live calls.
- Apprenticeship Programs: We have Apprenticeship Programs to become a Lineman, Electrician, Welder or Distribution System Operator. These programs are generally three years, and can include night time school work in addition to on-the-job-training. These are union positions and selection to participate is done following the bargaining unit rules.
- Management Training Courses: We have a number of developmental and training courses:
 - o for union employees interested in moving into a management position.
 - o for new supervisors to learn critical skills to their new role.
 - o for managers, directors and executives to more rigorously develop their leadership and communication skills as well as their financial acumen.

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• **Developing Future Workforce**

- Partner with local community, business, and educational organizations to provide vocational training opportunities. An example of this would be our partnership with the “Construction Tech Academy” at Kearny High School. Through this effort, we help educators learn about our industry by offering them internships through the summer. SDG&E employees serve as mentors and project advisors for student projects throughout the school year.

- Energy and Utility Careers Awareness: We work to create a greater awareness of the job and career opportunities that exist at the utilities. An example of this is Careers in Energy Week which helps reinforce the viable opportunities around STEM curriculum within the energy industry through contests and challenges.

- g.** SDG&E has not performed any recent studies of aging workforce issues.