

NDC-SEU DATA REQUEST-005
SOCALGAS- SDG&E 2019 GRC – A.17-11-007/8
DATE RECEIVED: MARCH 9, 2018
DATE RESPONDED: MARCH 23, 2018

1. What is your understanding of why ORA declined to participate in the Total Compensation Study? (SCG-30 at DSR-6).

Utilities Response 1:

SoCalGas objects to this request as seeking information not within SoCalGas and SDG&E's knowledge or possession.

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PARTIAL #1 RESPONSE
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2. Why do Tables DSR-3, DSR-4, and DSR-5 (SCG-30 at DSR-7 and DSR-8) not include the levels of short-term incentives at the utilities relative to market averages? Please provide information on short-term incentive levels relative to market averages in similarly formatted tables.

Response 2:

Consistent with the format used in prior GRCs, these tables include short-term incentives in the columns labeled “Target Total Cash Compensation” and “Actual Total Cash Compensation.” Target Total Cash Compensation is base salary plus target ICP and Actual Total Cash Compensation is base salary plus actual ICP. Aggregate totals for Target Total Cash Compensation and Actual Total Cash Compensation are provided in Appendix D of the Total Compensation Study. To derive actual ICP or target ICP, subtract the base salary column from the Actual Total Cash or Target Total Cash column.

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PARTIAL # 3 RESPONSE
DATE RECEIVED: MARCH 9, 2018
DATE RESPONDED: APRIL 3, 2018

3. Regarding the “Incomplete Orders Reduction” component of Operational Safety in the Incentive Compensation Plan (SCG-30 at DSR-15):
 - a. What is the definition of an “incomplete order”?
 - b. For each year since 2012, how many incomplete orders has SoCalGas had?
 - c. What is the impact of an incomplete order on SoCalGas operations?
 - d. How much must incomplete orders be reduced in order to fulfill this ICP component?

Utilities Response 3:

- a. This performance measure is defined in the SoGalGas 2017 ICP as:

Incomplete Orders Reduction (%) – Reduce repeat visits by Customer Service Field, by reducing incomplete orders from 2016 total by 15%, or 30,000 orders. Excludes MSA Inspection orders handled through a separate process.

- b. The table below provides the total incomplete order volume from 2012 through 2017.

Year	Total Incomplete Order Volume
2012	291,366
2013	265,557
2014	249,156
2015	234,559
2016	237,326
2017	210,859

- c. The impact of an incomplete order on SoCalGas operations is it increases the number of visits needed by a field technician to complete the order. This results in additional field labor cost associated with a field technician’s time to go to a customer’s facility and inability to complete the work.
- d. The incomplete order volume from 2016 must be reduced by about 30,000 orders to fulfill this ICP component for 2017.

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- b. This information is not yet available, but will be provided in a follow up response.
- c. This information is not yet available, but will be provided in a follow up response.
- d. This information is not yet available, but will be provided in a follow up response.

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4. Regarding the “AMI – Advanced Meter Module Installation” component of Operational Safety in the Incentive Compensation Plan (SCG-30 at DSR-15):
 - a. What are the “goals related to the installation of advanced meters and migration of customers to automated meter reading and billing”?
 - b. What is the impact of meeting AMI goals on SoCalGas operations?
 - c. What is the AMI project budget?
 - d. For each year since 2012, how has SoCalGas performed in meeting AMI goals and staying within the AMI project budget?

Utilities Response 4:

- a. This goal relates to the percentage of SoCalGas meters that have an Advanced Meter communication module installed and whose monthly meter reads are based on the Advanced Meter’s automated meter read. When all components of the Advanced Metering Infrastructure (AMI) are integrated and functioning properly (meter communication module, the AMI Network and AMI’s - IT systems), the monthly meter read utilized for billing can be provided by the Advanced Meter. A high percentage of customers that have been migrated to automated meter reading and billing indicates that the overall AMI System is operating effectively.
- b. A successful AMI implementation enables, among other things, the realization of operational efficiencies, such as the near elimination of manual meter reading, benefitting customers in overall rates. In addition, SoCalGas employees are no longer exposed to the injuries inherent in manual meter reading. Other operating impacts include improved meter reading accuracy for billing purposes and the ability to view and analyze previous and prior day’s hourly gas data for unusual usage patterns. By identifying and responding to unusual gas usage situations, SoCalGas can investigate and respond to potential safety situations more quickly.
- c. Per CPUC Decision (D.) 10-04-027, the AMI budget is: \$1.0507 Billion.
- d. AMI has met its goals each year since 2012 and has stayed within the overall project budget authorized by the Commission. See SoCalGas’ AMI semi-annual reports for additional project status information.¹

¹ <https://www.socalgas.com/regulatory/A0809023.shtml>

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5. What employees are eligible to participate in the non-executive Incentive Compensation Plan? Provide their titles, and the number of employees in each position.

Utilities Response 5:

Management and Associate employees who meet the participation requirements as outlined in the non-executive Plan Documents submitted as part of the Master Data Request are eligible to participate in the non-executive Incentive Compensation Plan. The table included in this response, below, lists titles and the number of employees in each title for 2017 SDG&E and SoCalGas non-executive ICP participants.

SDG&E – 2017 Non-Executive ICP Participants by Title			
Titles and Number of Employees			
A/P Mgr	1	Busn / Econs Advr	4
Absence & Leave Analyst	1	Busn / Econs Analyst	6
Absence & Leave Spec	1	Busn Advr	5
Accountant - II	5	Busn Analyst - I	3
Acct Exec	7	Busn Analyst - I - EC	1
Acct Exec - Segment Supv	3	Busn Analyst - I - R	6
Acct Mgmt Spec	4	Busn Analyst - II	12
Acct Mgr - Engy Mkts	1	Busn Analytics Advr	1
Acct Rsrch Rep	2	Busn Opt Spec	1
Acct Rsrch Rep - Bilgl	3	Busn Plng & Data Mgr	1
Acctg Assoc	7	Busn Plng Mgr	3
Acctg Rsrch & Busn Ctrl Mgr	2	Busn Plng Mgr - Clean Transp	1
Admin Assoc	36	Busn Plng Proj Mgr	1
Admin Assoc - 5 LA	1	Busn Svcs Acct Rep	1
Admin Assoc - EC	3	Busn Svcs Analyst	4
Adv Techlgy Integration Mgr	1	Busn Svcs Cust Engy Spec	7
Adv Techlgy Pol Mgr	2	Busn Svcs Mgr	3
Adv Techlgy Strgc Prgm Mgr	1	Busn Sys Advr	2
AMO QA & Compl Mgr	1	Busn Sys Analyst - I	4
Area Forester	4	Busn Sys Analyst - II	36
Area Mgr - Gas Ops	3	Busn Techlgy Solutions Mgr	1
Area Resource Schedlg Advr	7	Buyer II	2
Area Resource Supv	1	CAD Spec	1
Asset & Proj Acctg Mgr	2	CAFM Sys Analyst	1
Asset Mgmt Mgr	2	Capital & Operating Plng Mgr	1
Asset Mgmt Prgm Mgr	1	CARE Proc Ld	1
Assoc Accountant - R	4	Category Mgmt Advr	3
Assoc Acct Exec	3	Category Mgr	4
Assoc Billing Analyst	14	CCC Instructor	1
Assoc Busn Analyst - R	2	CCC Mgr	1
Assoc Busn Sys Analyst	3	CCC Ops Supp Supv	1
Assoc Category Mgmt Advr	1	CCC Ops Supv	1
Assoc Category Mgr	1	CCC Supv	8
Assoc CCC Supv	3	CCC Trng & QA Supv	1
Assoc Contrg Age	2	Chief Engineer	1
Assoc Cust Pmts Spec	2	Chief Reg Counsel	1
		Compl Supv	1
		Complaint Resolution Analyst	1
		Constrn & Ops Planner	6
		Constrn Mgmt Assoc	1
		Constrn Mgmt Spec	3
		Constrn Mgr	6
		Constrn Mgr - Elect	16
		Constrn Mgr (G)	3
		Constrn Ops Mgr	2
		Constrn Ops Mgr - Mjr Projs	1
		Constrn Proj Coord - Elect	7
		Constrn Stds Admtr	8
		Constrn Stds Team Ldr	1
		Constrn Supv - Elect	43
		Constrn Supv - Elect - DOT	6
		Constrn Supv - Elect - H	1
		Constrn Svcs Busn Ctrl Mgr	1
		Constrn Svcs Mgr	1
		Constrn Svcs Prgm Mgmt Mgr	1
		Constrn Svcs Supv	1
		Content Mgmt Sys Advr	1
		Contr Admtr - Gas	3
		Contract Agent II	5
		Contrg Admtr / ROW Maint	1
		Contrg Agent	4
		Contrt Mgmt & Admin Mgr	1
		Creative Svcs & Brandg Mgr	1
		Credit & Coll Ld	1
		Credit & Colls Mgr	1
		Credit & Colls Supv	1
		Credit & Pmt Supp Supv	1
		Ctrl Sys Spec	1
		Cust Accts Assoc I	7
		Cust Assist Team Ld	1
		Cust Billing Mgr	1
		Cust Comms Mgr - SDGE	1

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Assoc Cust Proj Planner	15	Civil / Structural Engrg Mgr	1	Cust Data Analyst	3
Assoc Engineer	4	Claims Analyst	1	Cust Engy Svcs Supv	1
Assoc Engineer - R	17	Claims Assoc	1	Cust Exp Mgr	1
Assoc Engy Admtr	1	Claims Exmnr II - Wkrs Comp	2	Cust Generation Advr	2
Assoc Equip Design Spec	1	Claims Liability Mgmt Mgr	1	Cust Genr Mgr	1
Assoc Facs Spec	1	Clean Engy Pol Mgr	1	Cust Genr Team Ld	1
Assoc Fld Utility Spec	4	Clean Transp Busn Dev Mgr	1	Cust Info Mgmt Admtr	1
Assoc Matl & Logstc Planner	1	Clean Transp Mgr	1	Cust Ops Analyst	1
Assoc Meas Data Analyst	1	Clean Transp Pol Mgr	1	Cust Ops Supp Mgr	1
Assoc Meas Data Analyst - EC	1	Clean Transp Proj Analyst	1	Cust Ops Supp Supv	3
Assoc Right-Of-Way Agent	1	Clean Trnsp Dev Mgr	1	Cust Outrch & Eductn Mgr - Bus	1
Assoc Software Engineer	5	Cmnty Rels Advr	1	Cust Outrch & Egmt Supv	1
Assoc Substn Designer	1	Cmnty Rels Coord	2	Cust Outrch Mgr - Res	1
Assoc Trans Engrg Designer	1	Cmnty Rels Mgr	2	Cust Pmts Spec	1
Asst Gen Counsel	3	Cmnty Rels Prgm Spec	1	Cust Prgms Advr I	15
Automotive Vendor Coord	1	Comms & Web Mgr	1	Cust Prgms Advr II	13
AV/Maint Ops Spec	1	Comms Mgr	3	Cust Prgms Busn Anlys Mgr	1
Aviation Ops Advr	1	Comms Spec	1	Cust Prgms Eng, Sys & Supp Mgr	1
Aviation Svcs Analyst	1	Compl & Maint Tm Ld	1	Cust Prgms Engrg Advr	1
Aviation Svcs Spec	1	Compl & Procedure Advr	1	Cust Prgms Pol & Strgy Mgr	1
Billing Analyst - I	10	Compl Mgmt Mgr	1	Cust Prgms Procg Supv	1
Billing Mgr	1	Compl Mgmt Techl Advr	1	Cust Prgms Spec I	13
Billing Supv	4	Compl Prgm Mgr	1	Cust Prgms Spec II	8
Branch Ofc Supv	1	Compl Prgms Coord	1	Cust Prgms Supv	4
Cust Pricing Proj Mgr	1	Dir - Trans & Substn Ops	1	Emrgcy Svcs Mgr	1
Cust Privacy Proj Mgr	1	Dir - Utility Financial Rprtng	2	Emrgcy Svcs Prgm Advr	1
Cust Proj Planner	52	Dir - Utility Ops & Finl Appls	1	Emrgcy Svcs Prgm Mgr	1
Cust Rsrch & Analytcs Mgr	1	Disp Ops Schedlg Coord	1	Emrgcy Svcs Prgm Spec	1
Cust Sols Proj Mgr	1	Disp Supv	2	EMS Prgm / Analyst	1
Cust Svc Sys Mgr	1	Dispatch Trng Spec	1	EMS Software Supv	1
Cust Svc Techlgy Supv	1	Dist Sys Operator Trainer	3	Engineer I	35
Cust Svcs GRC Proj Ld	1	Dist Wrkload Forecstg Mgr	2	Engineer I - H	1
Cust Svcs Prgmr Analyst II	2	District Ops Mgr	2	Engineer II	16
Cust Svcs Proj Mgmt Ofc Mgr	1	District Ops Mgr - CSF	1	Engrg Analyst - I	7
Data & Compnt Advr	1	Diversity & Inclusion Manager	1	Engrg Analyst - II	4
Data Tech	1	Document Coord	1	Engy Admtr	2
Database Admtr	10	Document Ctrl Coord	1	Engy Analyst	2
Database Admtr Ld	2	Document Ctrl Spec	1	Engy Efficiency Techl Svc Supv	1
Demand Response Mgr	1	Document Mgmt Sys Advr	1	Engy Efficiency Techl Svcs Mgr	1
Desert Star Busn Mgr	1	Drafting Supv	1	Engy Efficncy/Non-Res Prg Mgr	3
Digital Comms Advr	1	Dstrbd Engy Resrcs Mgr	1	Engy Engineer - IR	1
Digital Usability /Design Advr	1	Econ Analyst	1	Engy Info Rep	2
Dir - Accounting Operations	1	ECS Prgm Mgr	1	Engy Info Rep - Bilgl	3
Dir - Asset Mgmt	1	ECS Supv - Claims, Leaves, RTW	1	Engy Mgmt Sys Opr Mgr	1
Dir - Business Services	1	ECS Supv - Wkrs Comp	1	Engy Procurmt Advr	1
Dir - Busn Opt	1	EDO Techl Supp Advr	3	Engy Risk Advr	1
Dir - CA & Federal Regulatory	1	EDO Techlgy Mgr	1	Engy Solutions Advr	5
Dir - CIS Program Management	1	EIC Coord	4	Engy Svcs Assoc	1
Dir - Community Relations	1	EIC Supv	1	Engy Svcs Assoc - B	1
Dir - Construction Services	1	Elect & Fuels Trading Mgr	1	Engy Svcs Spec I	80
Dir - Cust Prgms	1	Elect Anlys & Solutions Mgr	1	Engy Svcs Spec I - Bilgl	29
Dir - Customer Care	1	Elect BBS Facilitator	2	Engy Svcs Spec I - Bnch Ofc	7
Dir - Customer Operations	1	Elect Constrn Advr	2	Engy Svcs Spec I - Brch Bilgl	5

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Dir - Diversity & Wrkfrc Mgmt	1	Elect Dist Advr	1	Engy Svcs Spec II	31
Dir - Elect Dist Operations	1	Elect Dist Analyst	1	Engy Svcs Spec II - Bilgl	6
Dir - Elect Grid Operations	1	Elect Dist Engrg Mgr	1	Engy Svcs Spec II - Bnch Ofc	2
Dir - Electric Engineering	1	Elect Dist Ops Mgr	2	Engy Svcs Spec II -Bnch Ofc Bi	3
Dir - Electric Generation	1	Elect Dist Ops Team Ld	2	Engy Sys Mgr	1
Dir - Emrgcy Mgmt & Aviation	2	Elect Dist Plng Mgr	1	Ent GIS Svcs Mgr	1
Dir - Enterprise Risk Mgmt	1	Elect Dist Plng Tm Ld	1	Ent GIS Svcs Supv	4
Dir - Environmental Services	1	Elect Dist PMO Mgr	1	Ent Risk Mgmt Mgr	1
Dir - ESP & Grid Modernization	1	Elect Dist QA Admtr	3	Ent Sys Solutions Mgr	2
Dir - Finl Plng & Reg Accounts	1	Elect Fuels Trader	1	Ent Sys Solutions Team Ld	5
Dir - Finl Sys & Busn Ctrls	1	Elect GIS Assoc	2	Envtl & Sfty Trng & Sys Tm Ldr	1
Dir - Gas Ops - San Diego	1	Elect GIS Spec	14	Envtl Compl Coord	1
Dir - GRC & Revenue Reqmts	1	Elect GIS Tech	29	Envtl Fld Ops Mgr	1
Dir - Growth & Tchnly Intgrtn	1	Elect GIS Tech II	3	Envtl Prgms Mgr	2
Dir - HR & Labor Relations	1	Elect Load Anlys Mgr	1	Envtl Spec	7
Dir - IT Operations	1	Elect Load Rsrch Supv	1	Envtl Svcs Mgr	1
Dir - IT Portfolio Mgmt & QA	1	Elect Mtr Shp Supv	1	Envtl Svcs Tm Ld - Air/Water	1
Dir - IT Strategy & Governance	1	Elect Mtr Test Supv	4	Envtl Svcs Tm Ld - Cultr Rsres	1
Dir - Major Projects	1	Elect Mtrg Engrg Tm Ld	1	Envtl Svcs Tm Ld - Ntrl Rsres	1
Dir - Marketing & Comms	1	Elect Mtrg Ops Mgr	1	Envtl Svcs Tm Ld - Post-constn	1
Dir - Master Mtr Cust Prgm	1	Elect Ops Techlgy Analyst	2	Envtl Svcs Tm Ld - Proj Mgmt	1
Dir - Mjr Proj Dev	1	Elect Rate Dsgn & Analysis Mgr	1	Envtl Svcs Tm Ld - Proj Permit	1
Dir - Mktg Rsrch & Anlytcs	1	Elect Rates Mgr	1	Equip Ops Coord	1
Dir - Ops Risk Management	1	Elect Relibty Compl Mgr	2	Equip Ops Supv	1
Dir - Organizational Effectns	1	Elect T & D Proj Mgmt Ops Mgr	1	Equip Trng Spec	3
Dir - Origntn & Prtfllo Dsgn	1	Elect Trans Engrg Proj Advr	1	Ergonomist	1
Dir - Proj Mgmt	1	Electronic Ctrl Sys Supv	1	ERO Compl Advr	5
Dir - Regional Public Affairs	1	Emerg Techlgy Prgm Advr	1	ERO Forecstg & Schedlg Mgr	1
Dir - Regulatory Affairs	1	EMO QA Analyst	2	ERO Sfty Ctr Mgr	1
Dir - Resource Planning	1	EMO Supp Specialist	1	ESAP Fld Spec	1
Dir - SDG&E Application Svcs	1	EMO Work Order Mgmt Spec	1	E-Svcs & Mobility Mgr	1
Dir - Sfty Wellness & ECS	1	Emrgcy Mgmt Ops Supp Spec	1	ET&DE Capital Prgm Mgr	1
Dir - Supply Management	1	Emrgcy Svcs Coord	1	Eval Meas & Verification Supv	1
External Rels Mgr - So OC	1	Grid Ops Contract Analyst	1	Legis Anlys Mgr	1
Fac Resrcs Coord	1	Grid Ops Svcs Mgr	1	Level of Svc Forecstg Spec	1
Facs Capital Prgms Constrn Mgr	1	Grid Plng Reg & Econ Mgr	1	Level of Svc Real-Time Spec	1
Facs Design Proj Mgr	1	Growth Dev Mgr	1	Lighting Spec	3
Facs Mgmt Contr Spec	1	Gvtl Affrs Analyst	1	Line School Instr - DOT	1
Facs Mgr	5	Gvtl Affrs Mgr - Sta Agcy Affr	2	Lkg Mitigation Supv	1
Facs Ops Mgr	1	Haz Matls Asst	1	Logstcs Supv	2
Facs Proj Advr	2	HR & Comp Mgr	1	M & R Sys Protcn Mgr	1
Facs Spec	1	HR Advr	2	MAC Proj Advr	1
Fed Accts Turnkey Mgr	1	HR Busn Partner Ops Advr	1	MAC Proj Coord	1
Finance & Plng Sys Admtr	1	HR Coord	1	Maint Mech	4
Finl & Strgc Anlys Mgr	1	HR Coord - EC	1	Maint Mech - SS	1
Finl Acctg Mgr	1	HR Rsrch & Anlys Analyst	1	Maint Mgr	1
Finl Plng Mgr	2	HR Rsrch & Anlys Mgr	1	Maint Ops Mgr	2
Finl Plng Spec	1	HR Staffing Assoc - EC	1	Maint Planner	1
Finl Svcs Mgr	1	Info Protcn Spec	1	Maint Shop Supv	2
Finl Sys Clnt Supp Mgr	1	Info Protcn Technologist	3	Major Projs Advr	1
Fire Coord	4	Info Sec Mgr	3	Major Projs Analyst	1
Fire Prgm Mgr	1	Infra Team Ld	24	Major Projs Constrn Mgr	3
Fld Cmptg Analyst	2	Infra Techlgy Analyst	7	Major Projs Constrn Prtfo Mgr	1

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Fld Constrn Advr	7	Infra Techlgy Mgr	8	Major Projs Constrn Spec	1
Fld Constrn Advr (G)	11	Infra Techlgy Spec CAD	1	Major Projs Fld Constrn Advr	13
Fld Instr - Colls	1	Infra Technologist	29	Major Projs Logstcs Advr	1
Fld Instr - CSF	1	Infra Technologist - EC	1	Major Projs Mgr	1
Fld Ops Mgr	2	Inspn Prmits & Proj Coord Supv	1	Major Projs Sec Agent	1
Fld Ops Mgr - Cust Svc	1	Instru & Ctrl Tech	5	Major Projs Sfty Mgr	1
Fld Ops Supv - Traffic Ctrl	2	Inventory & Logstcs Mgr	1	Major Projs Spec I	2
Fld Ops Supv I	8	Inventory Mgmt Tm Ld	1	Major Projs Spec II	3
Fld Ops Supv II	18	IT Architect	5	Major Projs Svcs Mgr	1
Fld Opt Analyst	1	IT Assoc - R	21	Major Projs Technl Mgr	1
Fld Sfty Advr	8	IT Metrics & Rptg Analyst	1	Master Mtr Cust Prgm Advr	5
Fld Sys Analyst	2	IT Ops Supp & Busn Spec	1	Matl & Logstcs Planner	1
Fld Utility Spec	9	IT Prgm Mgr	7	Matl & Logstcs Plng Tm Ld	1
Fleet Asset Prgm Advr	2	IT Proj Ld	20	Matl Requiremnts Advr	2
Fleet Compl & QA Spec	1	IT Proj Mgr	17	Meas & Ctrl Supv	1
Fleet Instr	1	IT Proj Mgr - EC	1	Meas Data Analyst	3
Fleet Maint Advr	1	IT QA Mgr	1	Meteorologist	1
Fleet QA Inspector	1	IT QA Supv	1	Meteorology Prgm Mgr	1
Fleet Supv	3	IT QA Test Engrg Analyst	3	Mgr - Clean Transportation	1
Fleet Sys Analyst	1	IT QA Test Ld	2	Mgr - Constrn & Ops	7
Fleet Techl Advr	2	IT Solutions Architect	3	Mgr - Corp Real Estate & Plng	1
Fleet Tm Ldr	2	IT Strgc Vendor Mgr	1	Mgr - CSF & Smart Mtr Ops	1
Forecstg & Anlys Mgr	1	IT Supp Sp	1	Mgr - Cust Pricing	2
Gas Constrn Advr	1	IT Svc Del Analyst - Voice	1	Mgr - Distribution Ops Svcs	1
Gas Dist Plng & Engrg Mgr	1	IT Trng Advr	1	Mgr - Elect Proj Dev Busn Plng	1
Gas Engrg Supv	1	Kearny Matl Expeditor	1	Mgr - Energy Risk Mgmt	2
Gas GIS Spec	3	Kearny Matl Spec	1	Mgr - Engy Sply & Disp	1
Gas GIS Tech	4	Kearny Ops Svcs Mgr	1	Mgr - Facilities	1
Gas Instru / Elect Supv	1	Kearny Proj Coord I	1	Mgr - Fed Accts	1
Gas Ops Compl Mgr	1	Kearny Proj Coord II	1	Mgr - Nuclear Decommissioning	1
Gas Ops Coord	1	Labor Rels Advr	1	Mgr - Prgm Ops	1
Gas Ops Site Ld	6	Labor Rels Analyst	1	Mgr - PS & Relibty Proj	1
Gas Ops Trng Mgr	1	Land Advr	1	Mgr - Reg Rels	1
Gas Trans Constrn Insp Tm Ldr	1	Land Mgmt Rep	3	Mgr - Settlements & Sys	1
Gas Utility Clerk	1	Land Mgmt Supv	2	Mgr - Sfty, ECS & Wellness	1
Genr & Supply Mgr	1	Land Planner	1	Mgr - Supplier Diversity	1
GIS Analyst	3	Land Spec	1	Mgr - Trans & Dist Assets	1
GIS Workload Spec	3	Land Svcs Mgr	1	Mission Ctrl Trng Mgr	1
Graphics Design Spec	1	Landscape Proj Mgr	1	Mjr Proj Dev Mgr	1
GRC Prgm Mgr	2	Ld Substn Proj Designer	1	Mkt & Pol Anlys Mgr	1
Grid Contract Svcs Analyst	1	Legal Rsrch Attorney - II - EC	5	Mkt Advr - I	3
Grid Ctrl Mgr	2	Legal Supp Supv	1	Mkt Advr - II	1
Mkt Anlys Mgr	1	Prgm Asst II	5	Pub Affrs Advr	2
Mkt Ops Mgr	1	Prin Accountant	12	Pub Affrs Mgr	5
Mktg Mgr	2	Prin Accountant - S	6	Pub Affrs Spec	1
MM Outrch & BTM Constrn Mgr	1	Prin Busn Analyst	21	Pub Affrs Spec - PT	1
MM Plng, Dsg & TTM Constrn Mgr	1	Prin Busn Analyst - S	3	QA Leak Survey Auditor	1
MM Plng, Dsgn & Cstn Proj Mgr	2	Prin Busn Sys Analyst	2	QA Spec	1
Move Mgmt Supv	1	Prin Coml Engy Pol Advr	1	QA/QC Constrn Advr	1
Mtr Access Compl Spec	5	Prin Cust Data Analyst	1	QC Inspector	4
Mtr Data Ops Spec	1	Prin Cust Prgm Advr	1	Qlty Ctrl Supv	1
Mtr Rev Protcn Coord	1	Prin EMS Analyst	4	Qlty Observation Spec	2
		Prin Engineer	23	Quantitative Risk & Ctrl Mgr	1

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Mtr Rev Protcn Spec	3	Prin Engy Admtr	2	Rate Reform Mgr	1
Mtr Rev Protcn Supv	1	Prin Engy Pol Advr	1	Rate Strgy & Anlys Mgr	1
NERC Sys Opr Trainer	2	Prin Engy Sys Integrator	1	Rate Strgy Proj Mgr I	1
Net Engy Mtrg Spec	1	Prin Envntl Spec	1	Rate Strgy Proj Mgr II	1
New Busn Coord	1	Prin Envntl Spec - Cultrl Rsres	2	Rate Strgy Proj Mgr III	1
New Busn Spec	2	Prin Finl Sys Analyst	2	Rates & Cost Studies Proj Mgr	1
New Prdcts & Svcs Mgr	1	Prin HR Rsrch & Anlys Advr	1	Real Estate Capital Plng Mgr	1
New Svc Rep	3	Prin HRIS Advr	1	Real Estate Plng Mgr	1
Ntwk Advr - Voice & Data	1	Prin Labor Rels Advr	1	Real Estate Prtflio Mgr	1
Ntwk Analyst	1	Prin Land Planner	2	Real Estate Resrc Mgr	1
Ntwk Ops Analyst	6	Prin Nuclr Dcommissioning Advr	1	Reg Acctg Mgr	1
Ntwk Ops Team Ld	1	Prin Ops Technologist	1	Reg Accts Anlys Mgr	1
Nuclr Decommissioning Fscl Mgr	1	Prin Origntn Analyst	1	Reg Asst Gen Counsel	1
Ofc Svcs Admtr	2	Prin Real Estate Advr	1	Reg Busn Mgr	4
OpEx & CPD Prgm Mgr	1	Prin Reg Accts Advr	2	Reg Case Admtr	1
Ops & Engrg Mgr	8	Prin Reg Econ Advr	4	Reg Case Analyst	3
Ops & Maint Mgr	1	Prin Resrc Planner	1	Reg Case Mgr - I	2
Ops Assoc	8	Prin Right-Of-Way Agent	1	Reg Case Mgr - II	2
Ops Asst	12	Prin Smart Mtr Sys Analyst	1	Reg Case Mgr - III	11
Ops Coord	9	Prin Trans Planner	1	Reg Compl Analyst	1
Ops Mgr	1	Prin Trans Planner - PT	1	Reg Compl Mgr	1
Ops Perf Supp Mgr	2	Prin Transactn Scheduler	2	Reg Info Mgr	1
Ops Shift Supv	8	Proj Advr	14	Reg Pol Mgr	1
Ops Supp Assoc	1	Proj Coord I	5	Reg Tariff Admtr	2
Ops Supp Svcs Assoc - R	2	Proj Coord II	1	Reg Tariff Mgr	1
Ops Tech	16	Proj Coordn Supv	2	Regnl Pub Affrs Mgr	1
Ops Technologist	2	Proj Mgmt Asst	23	Regnl VP - External Relations	1
Ops Trng Instructor - CSF	2	Proj Mgmt Mgr	4	Regulatory Policy Mgr	1
Ops Trng Instructor - Gas Dist	3	Proj Mgmt Supv	10	Reqmt & Governance Mgr	1
Ops Trng Instructor - GTS	1	Proj Mgr	1	Reqmt & Support Supv	1
Ops Trng Supv	3	Proj Mgr - Affiliate Compl	1	Res Cust Prgms Mgr	1
Orgnl Dev Proj Spec	1	Proj Mgr - Busn Plng	1	Right-Of-Way Agent	3
Origntn Anlytcs Mgr	2	Proj Mgr - Compliance	1	Right-Of-Way Supv	1
Origntn Mgr	1	Proj Mgr - EC - PT	1	Risk Management Coord	1
Outage Coordn Advr	3	Proj Mgr - Elect Dist Ops	1	SAP BASIS Admtr	2
Outage Coordn Supv	1	Proj Mgr - EMF	1	SAP Busn Warehouse Dev	3
Outrch & EIC Mgr	1	Proj Mgr - Engy Efficiency	1	SAP Proc Designer	8
Outrch Events Spec	3	Proj Mgr - Ent Risk Mgmt	1	Schedlg Asst	3
Outrch Spec	1	Proj Mgr - Grid Ops	1	Schedlg Coord	1
Perf Supp Analyst	3	Proj Mgr - I	32	Sec Ops Ctr Analyst - I	5
Permit Svcs Admtr	5	Proj Mgr - I - ss	1	Sec Spec	1
Pipeline Inspection Spec	2	Proj Mgr - II	65	Sec Spec - EC	1
Pipeline Ops Supv	3	Proj Mgr - II - H	2	Settlements Mgr	1
Pipeline Sfty & Compl Advr	1	Proj Mgr - III	26	Sfty Advr	1
Planned Outage Coord	7	Proj Mgr - Skills Trng	1	Sfty Advr - H	1
Plant Engineer	2	Proj Mgr - Trans & Dist Projs	4	Sfty Compl Mgr	1
Plant Mgr	2	Proj Spec	16	Sfty Prgm Mgr	2
Pol Issues Proj Mgr	1	Proj Spec - EC	5	Shop Svcs Supv	1
Prdct Mgr	4	Prtflio Mgr	5	Skills & Compl Trng Mgr	1
Prgm Assistant II - Bilgl	1	PSEP Constrn Tm Ld	1	Skills Trng Ops Asst	2
Prgm Asst	10	Ptshps & Prgms Mgr	1	Smart Mtr Ntwk Op Supv	1
Smart Mtr Ops Mgr	1	Sr Envntl Spec	13	Staff Accountant - I - R	3
Smart Mtr Techl Supp Team Ld	1	Sr Envntl Spec - Wtr	1	Staff Accountant - II	12

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Social Media & Web Mgr	1	Sr Equip Design Spec	1	Staff Asst	2
Software Cmpnt Architect - SAP	1	Sr Fld Utility Spec	8	Staff Supp Supv	2
Software Cmpnt Architect	14	Sr Gas GIS Spec	4	Staffing & Recruiting Spec	1
Software Dev Mgr	12	Sr GIS Analyst	2	Staffing Advr	2
Software Developer	13	Sr HR Advr	1	Staffing Ops Advr	1
Software Team Ld	25	Sr HR Rsrch & Anlys Advr	1	Station Maint Supv	1
Sply Chain Tm Ld	2	Sr Ind Hygienist	2	Station Ops Supv	1
Sply Logstcs Tech	2	Sr Info Sec Awareness Advr	2	Statistical Asst B	1
Sr Accountant - I	10	Sr Info Sec Compl Analyst	3	Strgc Dev Mgr	1
Sr Accountant - II	16	Sr Infra Technologist	32	Strgc Plng Mgr	2
Sr Acct Exec	8	Sr Instru & Ctrl Tech	1	Substance Abuse Prevn Advr	1
Sr Acct Mgmt Spec	2	Sr Instructional Designer	1	Substn Busn Analyst	1
Sr Area Resrc Schedlg Advr	2	Sr IT QA Test Engrg Analyst	2	Substn Design Team Ld	1
Sr Billing Analyst	2	Sr Land Mgmt Rep	1	Substn Designer	8
Sr Busn / Econ Advr	3	Sr Land Survey Advr	1	Substn Engrg & Design Mgr	2
Sr Busn Analyst - I	8	Sr Lease Admtr	1	Substn Supv	3
Sr Busn Analyst - II	23	Sr Legal Admin Assoc	6	Supplier Diversity Proj Mgr	1
Sr Busn Analyst - II - EC	1	Sr Line School Instr	2	Supply Ops Mgr	1
Sr Busn Svc Analyst	3	Sr Matl & Logstcs Planner	1	Supply Ops Tm Ld	2
Sr Busn Sys Analyst	35	Sr Meteorologist	1	Svc Advr	1
Sr Busn Sys Analyst - EC	2	Sr Mkt Advr - I	9	Svc Coord	13
Sr CARE Prgm Asst - Bilgl	1	Sr Ops Tech	13	Svc Del & Techlgy Supv	1
Sr Category Mgmt Advr	5	Sr Ops Technologist	2	Svc Del Advr	4
Sr Category Mgmt Analyst	2	Sr Ops Trng Instr - Gas Dist	2	Svc Order Supv	4
Sr Category Mgr	1	Sr Ops Trng Instructor - GTS	1	Svc Planner	30
Sr Chemist	2	Sr Orgnl Dev Advr	4	Sys Forester	1
Sr Claims Advr	5	Sr Origntn Analyst	1	Sys Protcn Engrg Mgr	1
Sr Cmnty Rels Mgr	1	Sr Outage Coordn Advr	1	Sys Protcn Maint Mgr	1
Sr Comms Advr	4	Sr Paralegal	5	Sys Protcn Supv	1
Sr Comms Mgr	4	Sr Perf Supp Analyst	1	Sys Supp Supv	1
Sr Comp Advr	1	Sr Proj Coord	7	Talent Dev Mgr	1
Sr Complaint Resolution Advr	1	Sr Proj Mgmt Asst	6	Team Ld	25
Sr Constrn Stds Admtr	1	Sr Proj Mgr	2	Team Ld - Vegetation Mgmt	1
Sr Contrg Agent	3	Sr Pub Affrs Mgr	1	Team Ldr - III	1
Sr Counsel	22	Sr Pwr Plant Maint Mech	1	Team Ldr - IV	10
Sr Creative Svcs & Brandg Advr	1	Sr QA Engineer	1	Tech Innov Strgies & Prgms Mgr	1
Sr Cust Analytics Advr	2	Sr Real Estate Advr	1	Techl Advr - I	7
Sr Cust Data Analyst	2	Sr Reg Tariff Admin	1	Techl Advr - II	11
Sr Cust Prgms Advr	7	Sr Resource Planner	1	Techl Supp Advr	1
Sr Cust Proj Planner	45	Sr Right-Of-Way Agent	1	Techl Supp Asst	7
Sr Cust Svcs Prgmr Analyst	1	Sr Risk Analyst	1	Techl Supp Asst - Gas Dist	1
Sr Digital Comms Advr	1	Sr Rsrch Analyst	3	Techl Supv	3
Sr Dir - Clean Transportation	1	Sr SAP Basis Admtr	3	Techl Svcs Asst	6
Sr Dir - Elect Regnl Ops	1	Sr Software Developer	58	Techl Svcs Tm Ldr	1
Sr Drafter	2	Sr Software Developer - EC	1	Techlgy Integration Mgr	1
Sr Elect Dist Analyst	5	Sr Sply Chain Spec	4	Techlgy Strgy Architect	1
Sr Elect Fuels Trader	1	Sr Staffing Advr	2	Telecom Fld Supv	1
Sr Elect GIS Spec	2	Sr Substn Designer	1	Timekeeper	4
Sr Elect Ops Techgly Analyst	1	Sr Supplier Diversity Advr	2	Timekeeper & Persnl Clerk	1
Sr Emp Comms Mgr	1	Sr Svc Advr	3	Trans & Substn Analyst	3
Sr EMS Hardware Analyst	2	Sr Svc Del Advr	1	Trans Compl Advr	1
Sr EMS Prgm / Analyst	5	Sr Techl Supp Advr	1	Trans Compl Prgm Mgr	1
Sr EMS Proj Coordn Advr	1	Sr Thermographer	1	Trans Documtn Ctrl Advr	2

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Sr Engineer	32	Sr Trans Compl Advr	3	Trans Engrg & Design Mgr	1
Sr Engy Admtr	4	Sr Trans Engrg Designer	4	Trans Engrg Design Advr	2
Sr Engy Auditor	1	Sr Trans Planner	1	Trans Matl Supv	1
Sr Engy Prgms Advr	1	Sr Trans Planner - PT	1	Trans Plng Mgr	1
Sr Engy Risk Advr	1	Sr Trans Plng Analyst	3	Trans Plng Proj Mgr	1
Sr Engy Sys Integrator	1	Sr Transactn Scheduler	4	Trans Revenue Mgr	1
Sr Envntl Compl Spec	1	Sr Wldg Trng Spec	2	Transactn Scheduler	1
Trng Coord	2	Vegetation Mgmt Contr Admtr	2	Wkfc Prgms & Staff Supv	1
Trng Spec	1	Vegetation Mgmt Resrc Coord	2	Wkld & Emrgcy Response Ops	
UAS Advr	1	Water Treatment Tech	1	Mgr	1
Utility Acctg Clerk	2	Web Busn Technologist	3	Wkld Mgmt & Emrgcy Resp Supv	1
Validation & Analysis Manager	1	Web Prgmr	1	Wldg & P/L Inspection Supv	3
Vegetation & Pole Intgrity Mgr	1			Wldg Trng & Inspection Team Ld	1

SoCalGas – 2017 Non-Executive ICP Participants by Title

Titles and Number of Employees					
A/P Mgr	1	Busn Analyst - II	12	Compressor Svcs Tm Ldr	1
Absence & Leave Analyst	1	Busn Analyst - II - EC	1	Computer Supp Spec	1
Absence & Leave Spec	2	Busn Plng & Bdgt Mgr	1	Constrn Estimating Tm Ld	1
Acct Exec - I	6	Busn Plng Mgr	3	Constrn Hub Mgr	1
Acct Exec - New Constrn	1	Busn Strgy & Intvs Mgr	1	Constrn Inspector - GIPP	5
Acct Mgr - Engy Mkts	7	Busn Sys Advr	9	Constrn Inspector - Master Mtr	17
Acting - Asst Gen Counsel	1	Busn Sys Advr - Adv Mtr	2	Constrn Inspector - P/L Integr	2
Admin Assoc - 3 LA	1	Busn Sys Advr - Adv Mtr - EC-		Constrn Inspector - PCM	1
Admin Assoc - 4 (Sp) LA	1	H	1	Constrn Mgr - Gas Trans Ops	1
Admin Assoc - 4 LA	18	Busn Sys Analyst - I	16	Constrn Mgr - P/L Intgrty	14
Admin Assoc - 4 LA - EC	1	Busn Sys Analyst - II	38	Constrn Mgr - P/L Intgrty - EC	1
Admin Assoc - 5 - LA - EC	2	Buyer I	1	Constrn Mgr - PCM	4
Admin Assoc - 5 LA	34	Buyer II	4	Constrn Mgr - PSEP	12
Admin Assoc - LA	3	C/I Mkts Mgr	1	Constrn Mgr - Storage	6
Admin Law Clerical Supv	1	C/I MM Segment Mgr	1	Continuous Improvmt Ops Mgr	3
Adv Mtr Area Mgr	5	C/I MM Segment Supv	4	Contr Admtr - Gas	1
Adv Mtr Area Mgr - EC	1	C/I Svcs Mgr	3	Contract Agent II	4
Adv Mtr C/I Proj Mgr	2	Cap & Trade Prgm Mgr	1	Cost Ctrl Mgr	1
Adv Mtr Installtn Analyst	5	Capital & Operating Plng Mgr	1	Cost Engrg Advr	2
Adv Mtr Installtn Supv I - EC	1	Capital Projs Outrch Mgr	1	Cost Engrg Tm Ld	1
Adv Mtr Installtn Supv II	1	Capital Projs Supv	1	Counsel	1
Adv Mtr Installtn Supv II - EC	2	CARE & Assist Prgms Mgr	1	Creative Svcs & Brandg Mgr	1
Adv Mtr Proj Advr	2	CARE & Cust Assist Prgms		CSF Staff Mgr	1
Adv Mtr Proj Mgmt Ofc Mgr	1	Supv	1	CSF Techlgy Mgr	1
Adv Mtr Proj Mgr I	3	Category Enablement Advr	1	CSF Trng & Dev Mgr	1
Adv Mtr Proj Mgr II	4	Category Mgmt Advr	7	CSF Trng Proj Spec	1
Adv Mtr Sr Infra Technologist	1	Category Mgmt Analyst	1	CSF WRM & Curb Replcmt	
Agcy Rels Mgr	1	Category Mgr	2	Mgr	1
AMI Technologist	3	CCC Advr	1	Cust Assist Mgr - Prgm Leverg	1
Area Mgr - Customer Service	16	CCC Advr - Sfty	1	Cust Billing Svcs Supv	7
Area Mgr - Gas Ops	16	CCC Forecstg & Schedlg		Cust Comms Ld	4
Area Resource Schedlg Advr	19	Admtr	1	Cust Comms Spec	1
Area Resource Schedlg Analyst	2	CCC LOS Admtr	4	Cust Experience Supv	1
Area Resource Supv	5	CCC Ops Supp Mgr	1	Cust Ops Analyst	1
Area Resrc Mgr - Cust Svc	2	CCC Perf Advr	2	Cust Ops Privacy Prgm Mgr	1
		CCC Resrc & Svc Level Mgr	1		

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Area Resrc Mgr - Gas Ops	1	CCC Schedlg Admtr	2	Cust Ops Techlgy Proj Mgr	1
Asset & Proj Acctg Mgr	1	CCC Site Mgr	2	Cust Prgm Supp Svcs Spec I	2
Asset Maint & Inspection Mgr	2	CCC Strgy & Anlys Mgr	1	Cust Prgms Advr I	9
Asset Opt & Resrc Mgr	1	CCC Supv	33	Cust Prgms Advr II	24
Assoc Acct Exec - II	2	CCC Techlgy Mgr	1	Cust Prgms Mgr	1
Assoc Busn Analyst - R	3	Change Mgmt Advr	1	Cust Prgms Pol & Supp Mgr	1
Assoc Category Mgmt Advr	1	Chemical / Envtl Tm Ldr	1	Cust Prgms Pol & Supp Tm Ld	3
Assoc Category Mgmt Analyst	1	Claims Advr - Wkrs Comp	3	Cust Prgms Spec I	5
Assoc Engineer	30	Claims Assoc	5	Cust Prgms Spec I - EC	3
Assoc Equip Design Spec	1	Claims Exmnr I - Wkrs Comp	4	Cust Prgms Spec II	5
Asst Controller	1	Claims Exmnr II - Wkrs Comp	5	Cust Prgms Supp Svc Tm Ld	2
Asst Fac Mgr	1	Claims Mgr	1	Cust Prgms Supp Svcs Spec II	7
Asst Gen Counsel	3	Claims Rep	1	Cust Prgms Supp Svcs Supv	1
Authorized Pmt Locations Advr	1	Claims Spec - Liabty/Recovery	1	Cust Remittance Procg Supv	2
Automtd Resourcing Tool		Claims Supv	3	Cust Svc Disp Supv	6
Admtr	4	Clean Engy Strgy & Svc Mgr	1	Cust Svc Fld Analyst	1
Bill Del & Pmt Procg Ops Mgr	1	Clean Transp Busn Dev Mgr	1	Cust Svc Tech Advr	7
Billing Analyst - II	5	Clean Transp Prd Dev Mgmt		Cust Svc Techl Advr II -	
Billing Mgr	2	Mgr	1	PACER	2
Branch Ofc Mgr	1	Clean Transp Sales Mgr	1	Cust Svc Techlgy Mgr	1
Branch Ofc Supv	9	Cmnty Rels Mgr	2	Cust Svc Techlgy Supv	4
Business Sys Advr - EC	1	Cmnty Rels Spec	1	Cust Svcs Trng & Dev Mgr	1
Busn / Econs Advr	1	Colls Supv	4	Damage Prevention Analyst	4
Busn Advr	2	Comms Advr	4	DART Sys Analyst	1
Busn Analyst - I	9	Comms Advr - EC	1	DART Techl Advr	1
Busn Analyst - I - R	8	Comp Analyst	1	Data & Compnt Advr	2
		Compl & Trng Admtr	2	Data Dist Supv	1
		Compl Assurance Tm Ld	1		
Data Gvnc & Anlytcs Ld - EC	1	ECS Supv - Wkrs Comp	3	Fld Ops Mgr - Customer	
Database Admtr	8	Electl Design Team Ldr	1	Service	2
DCU Fld Ops Advr	5	Electronic Billing & Pmt Mgr	1	Fld Ops Mgr - Gas Ops	2
DCU Fld Ops Proj Mgr	4	Emp Dev Tm Ld	1	Fld Ops Spec - Opr Qualifns	8
DCU Fld Ops Regnl Mgr	3	Employee Dev Advr	2	Fld Ops Supv - Trans	9
Design & Drawing Gvnc Tm		Employee Rels Mgr	1	Fld Proj Advr - Gas Ops	2
Ld	1	Emrgcy Response Technologist	1	Fld Sfty Advr	7
Design Tm Ldr	2	Emrgcy Svcs Advr	1	Fld Spvr - Adv Mtr	1
Designer	5	Emrgcy Svcs Mgr	4	Fld Spvr - Cust Svc	6
Digital Content Strategist	1	Emrgcy Svcs Prgm Mgr	2	Fld Spvr - Gas Ops	25
Digital Engagement Mgr	1	Engineer I	32	Fld Supp Tm Ldr	2
DIMP Dreams Area Mgr	2	Engineer II	56	Fld Supv II - Cust Svc	60
DIMP Dreams Proj Dplymt		Engineer II - DOT	3	Fld Supv II - Gas Op	53
Mgr	1	Engrg Anlys Ctr Mgr	1	Fld Svcs Tm Ldr	4
DIMP Projs Dplymt Mgr	1	Engrg Design Mgr	2	Fld Tm Ld - Customer Service	48
Dir - Accounting Operations	2	Engy & Envtl Affrs Mgr	1	Fld Tm Ld - Gas Ops	48
Dir - Busn Strgy/Adv Tech -		Engy Efficiency Engrg Supv	2	Fld Tm Ld - MSA Inspn Prgm	2
PO	1	Engy Efficiency Pub Sector		Fleet Asset Planner	1
Dir - C/I Services	1	Mgr	2	Fleet Busn Techlgy Mgr	1
Dir - Community Relations	1	Engy Mkts Segment Mgr	2	Fleet Compliance Advr	1
Dir - Cust Contact Centers	1	Engy Prgms Advr	3	Fleet Maint Spec	1
Dir - Cust Egmt & Insights	1	Engy Prgms Supv	2	Fleet Strgy & Maint Ops Mgr	1
Dir - Customer Operations	1	Ent Risk Mgmt Mgr	1	Fleet Supv	6
Dir - Customer Services	2	Ent Sys Solutions Mgr	2	Fleet Supv II	1
Dir - Customer Services Staff	1	Ent Sys Solutions Team Ld	5	Fleet Sys Spec	2
Dir - Emergency Services	1				

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Dir - Finl & Operational Plng	1	Envtl Affrs Mgr	1	Fleet Techl Advr	1
Dir - Gas Ctrl & Sys Plng	1	Envtl Affrs Prgm Mgr	2	Fleet Trng Mgr	3
Dir - Gas Engineering	1	Envtl Fld Svcs Mgr	1	Food Svc Vendor Outrch	
Dir - Gas Ops	2	Envtl Prgms Mgr	1	CoordEC	4
Dir - Gas Sys Integ & Prgms	1	Envtl Rsrch Mgr	1	Forecstg Advr	3
Dir - Gas Trans Ops	1	Envtl Spec	9	Franchise Fees & Plng Mgr	1
Dir - Human Resources	1	Envtl Svc Tm Ld	5	Fuel Sys & Compl Mgr	1
Dir - IT & Oprtnl Techlgy Infr	1	Equip Design Spec	1	Gas Ctrl Advr	1
Dir - Labor Relations	1	ERC Ops Spec	2	Gas Ctrl Mgr	1
Dir - Media & Public Info	1	ERC Ops Supv	2	Gas Ctrl Supv	8
Dir - Mjr Projs, Constr & Cmpl	1	ERC Ops Tm Ld	1	Gas Ctrl Tm Ld	3
Dir - Organizational Effectns	1	Ergonomist	1	Gas Dist Plng & Captl Strgy M	1
Dir - Pipeline Integrity	1	ESAP Fld Spec	6	Gas M&R Stds & Design Tm	
Dir - Pipeline Sfty & Compl	1	ESAP Ofc Supv	1	Ld	1
Dir - Regional Public Affairs	1	Exec Asst	4	Gas Ops Proj Dplymt Mgr	1
Dir - Regulatory Affairs SCG	1	Exec Asst - I	4	Gas Schedlg Advr	1
Dir - Remittance Procg	1	Exec Sp Investigatns Case Mgr	2	Gas Schedlg Analyst	3
Dir - SCG Applications Svcs	1	Fabrication & Tool Repair		Gas Schedlg Mgr	1
Dir - SCG Cust Prgms & Assist	1	Supv	1	Gas Systems Prgm Mgr	3
Dir - Sfty & Wellness	1	Fac Mgr II	2	Gas Trans Constrn Insp Tm Ldr	3
Dir - SoCalGas Advanced		Facs Mgr	3	Gas Trans Mgr	1
Meter	1	Facs Ops & Capital Progms		Gas Trans Plng Mgr	1
Dir - Stor Risk Mgmt	2	Mgr	1	Gas Trans Plng Tm Ldr	3
Dir - Storage	2	Facs Plng Advr	1	Geogrphc Anlys & Survey	
Dir - Support Services	1	Facs Proj Spec	1	Supv	1
Dir - Underground Storage	1	Facs Resrc Coord	2	GIPP Fld Inspector II	8
Dir - Utility Finl Rptg	1	Facs Sustainable Prgms Mgr	1	GIS Appls Tm Ld	5
Dir - Work Plng & Resrc Mgmt	1	Fed Accts Svc Mgr	1	GIS Strgy & Appls Mgr	1
Dir-Mjr Projs, Reg Comp &		File / Mail Room Assoc - LA	1	GIS Tm Ld	5
Ctrl	1	Finl Plng Mgr	1	Govtl Affrs Mgr - LA	1
Distrb Risr Fld Inspector - I	5	Finl Svcs Mgr	1	GRC Finl Anlys Mgr	2
Distrb Risr Fld Inspector II	8	Finl Sys Clnt Supp Mgr	1	GRC Prgm Mgr	1
Distrb Risr Tm Ld	3	Fld Colls Advr	2	High Pressure Constrn Mgr	2
District Ops Mgr	5	Fld Constrn Mgr - HP	26	HR Analyst	2
Diversity & Inclusion Advisor	1	Fld Envtl Spec	1	HR Busn Partner	3
Dmg Prevention Strgies Proj Ld	1	Fld Instr	9	HR Busn Partner Mgr	1
Documtn & Recds Qlty Ctrl		Fld Instr (P/T)	1	HR Consultant	11
Mgr	1	Fld Instr Tm Ld	1	HR EAP & Wellness Analyst	1
Drilling Mgr	2	Fld Opr Qualifins Tm Ld	1	HR EAP & Wellness Prgms	
ECS Coord	2	Fld Ops Mgr	3	Advr	1
ECS Mgr	1			HR EAP & Wellness Prgms	
ECS Supv - Leave & RTW	1			Mgr	1
HR Rsrch & Analysis Advr	1	Master Mtr Plng & Constrn		Orgnl Effectns Spec	1
HR Rsrch & Anlys Analyst	1	Mgr	1	Outreach Proj Mgr	1
HR Svcs Ops Spvr	1	Master Mtr Prgm Finance Advr	1	P/L Intgrty Ops Mgr	1
HR Sys Supv	1	Matl & Dist Supv	3	P/L Intgrty Rptg Team Ld	1
HRIS Advr	3	Matl & Equip Tm Ldr	3	Perf Meas Advr	1
Identity & Creative Svcs Advr	3	Matl & Inventory Mgr	1	Pipeline Design Tm Ldr	2
Incident Claims Support Mgr	1	Matl Reqmt Advr	1	Pipeline Integrity Mgr	7
Incident Reg & Legal Supp		Matls Asst	1	Pipeline Integrity Tm Ld	9
Mgr	1	Meas & Ctrl Supv	6	Pipeline Proj Spec	3
Incident Supp Proc & Anlys		Meas & Regln Ops Mgr	3	Pipeline Sfty & Compl Advr	3
Mgr	1	Meas Mgr	1	Pipeline Sfty & Compl Mgr	1
Incident Supp Proj Spec	1	Meas Reglns & Ctrl Mgr	2		

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Incident Supp Reg Analyst	2	Meas Supv	15	Pipeline Sfty Oversight Mgr	1
Incident Support Claims Advr	2	Meas Techlgy Tm Ldr	1	Plng & Constr Mgr P/L Intgrty	1
Incident Support Mgr	1	Media & Emp Comms Advr	1	Plng & Engrg Mgr - Gas Ops	2
Ind Engineer	3	Media & Emp Comms Mgr	3	Plng Mgr - Gas Ops	4
Infra Team Lead	7	Mgr - Acctg Sys & Compl	1	PMO Mgr - Capital Prgms	1
Infra Techlgy Analyst	7	Mgr - Category Mgmt	1	Polymer Lab Prgm Mgr	1
Infra Techlgy Mgr	7	Mgr - Media Relations	1	Prdct Advr	3
Infra Technologist	20	Mgr - Perf & Orgnl Strategy	1	Prdct Dev & Strgy Mgr	1
Instru & Ctrl Tm Ld	1	Mgr - Rmt Procg	1	Prgm Mgr	2
Instru Repair & Fld Maint Supv	1	Mgr - Trans & Stor Strgy	1	Prgm Mgr - CARB	1
Instructnl Designer - I	1	MHP Constrn Compl Mgr	2	Prin Accountant	3
Instructnl Designer - II	5	Mj Mkts Credit Coll & Cmpl		Prin Accountant - S	5
Integrated Cust Strgy Mgr	1	Mgr	2	Prin Busn Analyst	10
Internal & External Comms		Mkt Advr - C/I Sales	6	Prin Credit / Colls Analyst	2
Mgr	1	Mkt Advr - I	4	Prin Cust Prgm Advr	1
Inventory & Logstcs Mgr	1	Mkt Advr - II	7	Prin Engineer	4
Inventory Mgmt Advr	2	Mkt Analyst	2	Prin Engineer - C/I Cust Svc	2
Invy Mgmt Tm Ld	1	Mkt Dev Mgr -Techlgy		Prin Engineer - Chemical/Envntl	1
IT Architect	3	Solutions	1	Prin Engineer - S	2
IT Assoc - R	8	Mkt Strgy / Codes Stds Mgr	1	Prin Envntl Spec	7
IT Comms Ld	1	MM Credit & Coll Mgr	1	Prin Envntl Spec - Air Qlty	1
IT PMO Project Specialist	1	MM Proj Mgr	6	Prin Envntl Spec - PT	1
IT Prgm Mgr	3	MSA Inspection Compl Advr	1	Prin Finl Sys Analyst	2
IT Prgm Mgr - Adv Mtr	2	MSA Inspection Mgr	2	Prin Real Estate Advr	1
IT Proj Ld	12	MSA Inspection Supv	7	Prin Reg Accts Advr	2
IT Proj Ld - Adv Mtr	1	MSA Ops Analyst	1	Prin Reg Econ Advr	2
IT Proj Mgr	7	MSA Ops Supp Supv	3	Prj Mgr - Engy Eff Meas &	
IT Proj Mgr - Adv Mtr	1	Mtr Rdg Analyst	2	Eval	1
IT Proj Mgr - Adv Mtr - EC	1	Mtr Rdg Area Mgr	1	Prog Mgr -Strgc Invt	1
IT QA Test Ld	1	Mtr Rdg Ops Mgr	1	Proj & Constrn Mgmt Mgr	2
IT Solutions Architect	3	Mtr Rdg Supv	4	Proj & Constrn Mgmt Tm Ld	1
Labor Rels Analyst	2	Mtr Rdg Sys Analyst	1	Proj Advr	10
Labor Rels Coord	3	Mtr Rdg Tm Ld	3	Proj Advr - P/L Intgrty - Tran	7
Labor Rels Mgr	1	Mtr Rdg Trng Supv	1	Proj Advr - Recon	3
Land & Right-of-Way Tm Ld	1	Mtr Repair & QA Supv	3	Proj Matls Coord	9
Land Advr	5	Mtr Route Opt Analyst	1	Proj Mgr - Adv Mtr	3
Land Spec	2	NDE Prog Mgr	1	Proj Mgr - Aliso Cyn Turbine	1
Land Svcs Mgr	2	New Busn Proc Advr	5	Proj Mgr - Busn Plng & Bdgt	2
Ld Techl Supv	9	NGV Fueling Proj Mgr	2	Proj Mgr - Cmnty Rels	1
Lead Claims Assoc	1	NGV Prgms Project Manager	1	Proj Mgr - Cust Assist	1
Leak Inventory Reduction Advr	1	Nondestructive Tsng Insp		Proj Mgr - Cust Exp & Strgy	1
Lease & License Specialist	1	Supv	1	Proj Mgr - DIMP	1
Legal Admin Assoc	3	Ntwk Advr - Voice & Data	2	Proj Mgr - EC	1
Legal Rsrch Attorney - II - EC	5	Occupational Health Nurse	1	Proj Mgr - EC - PT	1
Lkg Supv	3	Ofc Admin Supv	1	Proj Mgr - Ent Risk Mgmt	1
LNG/CNG Supp Svcs Tm Ld	1	Ofc Instr	3	Proj Mgr - Finl Plng	1
Logstc & Inventory Tm Ldr	1	Ofc Supv	1	Proj Mgr - FOF PMO	1
Logstcs Supv	4	Opr Qualifins Mgr	1	Proj Mgr - Gas Ops Proj	1
Logstcs Tm Ld	2	Ops Rsrch Advr	1	Proj Mgr - I	72
Lrng & Dev Mgr	1	Ops Rsrch Analyst	3	Proj Mgr - I - EC	2
Maint Ops Mgr	1	Ops Supp Mgr	2	Proj Mgr - I - EC - PT	1
Master Mtr Cust PMO Mgr	1	Ops Trng Instructor	41	Proj Mgr - II	97
Master Mtr Cust Program Advr	1	Ops Trng Instructor - PT	2		

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		Ops Trng Supv	2		
Proj Mgr - II - PT	1	Reg Tariff Analyst	1	Sr Contrg Agent	2
Proj Mgr - III	34	Reg Tariff Mgr	1	Sr Counsel	19
Proj Mgr - III - EC	1	Reg VP, Ext Affrs & Envtl		Sr Credit / Colls Analyst	8
Proj Mgr - III - Plng & Dev	1	Stgy	1	Sr Cust Prgms Advr	11
Proj Mgr - III - PT	1	Region Appls Spec	5	Sr Designer	14
Proj Mgr - Land & Right-of-Way	1	Region Assoc Engineer	11	Sr Dir - Busn Dev	1
Proj Mgr - Mkt Prdcts & Svcs	1	Region Engineer - II	5	Sr Dir - P/L Sfty Enhancmt	
Proj Mgr - Ops Techgy	2	Region Engrg Supv	5	Pgm	1
Proj Mgr - Proj & Constrn	15	Regnl Branch Ofc Supv	1	Sr Diversity & Inclusion Advr	1
Proj Mgr - SLIP	1	Regnl Busn Advr	1	Sr Employee Dev Advr	1
Proj Mgr - Techlgy Dev	3	Regnl Pipeline Proj Mgr	18	Sr Engineer	30
Proj Mgr - Trans	11	Regnl Pub Affrs Mgr	4	Sr Engineer - Chemical / Envtl	1
Proj Mgr I - Qlty & Risk	1	Res New Constrn Mgr	1	Sr Engineer - EC - PT	1
Proj Mgr II - EC	2	Return to Work Advr	1	Sr Engineer - Matls & Equip	2
Proj Mgr II - Qlty & Risk	1	Risk Asmnt & Ctrls Mgr	1	Sr Engineer - Meas	1
Proj Mgr IV - Mrj Projs	1	Rsrch Analyst	2	Sr Engineer - Mechnl	2
Proj Outrch Spec	1	Rsrch Ld	2	Sr Engineer - PT	1
Proj Spec	114	Rsrch Mgr	1	Sr Envtl Pol Advr	1
Proj Spec - Credit & Colls	5	Rsvoir Engrg Mgr	1	Sr Envtl Spec	5
Proj Spec - CSF Techlgy	1	Rsvoir Engrg Tm Ld	1	Sr ESAP Fld Spec	4
Proj Spec - EC	17	SAP Proc Designer	3	Sr Fleet Instr	1
Proj Spec - Envtl	3	SCADA Advr	5	Sr Gas Ops Instr	1
Proj Spec - Ops Techlgy	4	SCADA Mgr	1	Sr Gas Schedlg Advr	1
Proj Spec - Ops Techlgy - EC	1	SCADA Tm Ld	2	Sr GIS Analyst	5
Proj Spec - Permits	1	Schedule Tm Ld	1	Sr HR Rsrch & Anlys Advr	1
Proj Spec (PT)	1	Seismic Svcs Coord	1	Sr I & C Techl Advr	3
Project Manager II - Mkt Dev	2	Sfty & Health Busn Advr	2	Sr Identity & Creative Svc Advr	4
Prtfllo Mgr	3	Sfty & Health Mgr	2	Sr Ind Hygienist	1
PSEP - Engrg & Design Team Ld	1	Sfty & Health Tm Ldr	1	Sr Infra Technologist	7
PSEP & P/L Intg Envtl Prgs Mgr	1	Sfty Analyst	1	Sr Instructnl Designer	1
PSEP Busn & Admtm Mgr	1	Sfty, Wlms & Emc Svcs Prgm Mgr	1	Sr Labor Rels Advr	1
PSEP Constrn Tm Ld	6	SIMP Mgr	1	Sr Land Advr	1
PSEP Proj & Executn Mgr	2	SLIP Fld Inspector I	11	Sr Land Spec	2
PSEP Proj Execution Spec	1	SLIP Tm Ld	2	Sr Legal Admin Assoc	3
PSEP Proj Mgr	8	Social Media Cmnty Adv	2	Sr Matl Reqmt Advr	1
Pub Affrs Mgr	19	Software Compnt Architect	6	Sr Mkt Advr - I	14
Pub Affrs Pol & Strgy Mgr	1	Software Dev Mgr	6	Sr Mkt Advr - II	3
Pub Awareness Mgr	1	Software Developer	6	Sr Ops Advr	2
Pub Pol & Plng Mgr	1	Software Developer	16	Sr Ops Trng Instr	4
Pub Pol Mgr	2	Software Developer - Adv Mtr	4	Sr Orgnl Dev Advr	2
Pub Pol Spec	1	Software Developer - AdvMtr		Sr Paralegal	3
QA Inspector - New Vehicle	1	EC	1	Sr Pipeline Integrity Mgr	1
QA Spec	6	Software Team Ld	20	Sr Pipeline Investigation Advr	2
QA Spec - EC	2	Sply Chain Tm Ld	1	Sr Pipeline Sfty & Compl Advr	2
QA Spec - Gas Dist	1	Sply Chn Pol & Integration Mgr	2	Sr Prin Reg Econ Advr	1
QA Spec - PT	3	Spvr - Third Party Prgm Dev	1	Sr QA Spec - Gas Dist	1
QA Tm Ldr	1	Sr Accountant - I	5	Sr Qlty Assurance Spec	1
Qlty & Proc Improvmt Mgr	1	Sr Accountant - II	5	Sr Reg Accts Advr	1
Qlty Observation Spec	7	Sr Acct Exec - I	9	Sr Resource Planner	2
		Sr Acct Exec - II	21	Sr Rsch Analyst	1
		Sr Acct Exec - New Constrn	2	Sr Software Developer	53
		Sr Acct Mgr	1	Sr Software Developer -	9

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Qty Risk & Compl Mgr	1	Sr Busn Analyst - I	6	AdvMtr	
Rates & Anlys Mgr	1	Sr Busn Analyst - II	25	Sr Software Developer - AM	
Recon Mgr	1	Sr Busn Analyst - II - EC	1	EC	2
Reg Accts Advr	1	Sr Busn Sys Advr	8	Sr Software Developer - EC	2
Reg Accts Mgr	1	Sr Busn Sys Analyst	5	Sr Staffing Advr - EC	1
Reg Affrs Strgy Mgr	1	Sr Busn Sys Analyst - EC	1	Sr Staffing Spec	5
Reg Busn Mgr	1	Sr Category Mgmt Advr	4	Sr Storage Fld Engineer	10
Reg Case Admtr	1	Sr Claims Advr	6	Sr Supplier Diversity Advr	1
Reg Case Analyst	2	Sr Claims Advr - Recovery	2	Sr Svc Del Advr	1
Reg Case Mgr - I	5	Sr Coll Advr	1	Sr Web Prgmr	2
Reg Case Mgr - II	2	Sr Comms Advr	4	Sr Wldg Instr	1
Reg Compl Advr	2	Sr Comp Advr	1	Staff Accountant - I	3
Reg Tariff Admtr	1			Staff Accountant - II	7
Staffing & HR Analytcs Mgr	1	Techl Advr - I	41	Tm Ld - Instructnl Design	1
Staffing Advr	5	Techl Advr - I - EC	1	Tm Ld - Prof Staffing	1
Staffing Spec	5	Techl Advr - I - EC - H	1	Tm Ld - Qty & Risk	1
Station Maint Supv	12	Techl Advr - I - PT	2	Tm Ld - Stations/Trans Ops	1
Station Ops Mgr - Stor	4	Techl Advr - II	84	Tm Ld - Stor Cathodic Protcn	1
Station Ops Supv	7	Techl Advr - II - EC	1	Tm Ld - Union Staffing	1
Stor Engrg Tm Ld	1	Techl Advr - II - Envntl	5	Tm Ldr - Air Qty	1
Stor Facs Sys & Compl Mgr	1	Techl Advr - II - PT	3	Tm Ldr - Cultrl/Ntrl Res Mgmt	1
Stor Proc Mgr	1	Techl Advr - Sr Engineer	4	Tm Ldr - Envntl Plng & Prj	
Storage Fld Engineer - I	2	Techl Comptg Advr	12	Supp	1
Storage Fld Engineer - II	3	Techl Comptg Advr - PT	1	Tm Ldr - Wtr Qty	1
Storage Ops Mgr - II	5	Techl Dev Advr	2	Tm Lead - Cathodic Protcn	2
Storage Plant Engineer	4	Techl Dev Mgr	4	Transp Contr Advr	1
Storage Prdct Mgr	1	Techl GIS Supv	3	Trng & Dev Mgr - Gas Ops	1
Storage Project Manager	1	Techl Spec - CMMS Supp	1	Trng Advr - Instrumentation	1
Storage Regulatory Mgr	1	Techl Spec - Constrn	1	Trng Coord - L&D	1
Supp Svcs Finl & Sys Mgr	1	Techl Spec - Corrosion	1	Trng Spec	10
Supp Svcs Supv	1	Techl Spec - I	17	Ugrd Stor Data Mgr	1
Supplier Div Proj Mgr	3	Techl Spec - I - EC	1	Ugrd Stor Techl Ld	1
Supplier Diversity Mgr	1	Techl Spec - I - PT	1	Utility Acctg Mgr	1
Supply Ops Tm Ld	1	Techl Spec - II	21	Web Designer / Developer	1
Svc Advr / Analyst	5	Techl Supv	7	Web Techl Advr	3
Svc Del Advr	1	Techl Svcs Mgr	3	Wellness Prgms & Events Spec	2
Sys Gas Controller	4	Techl Svcs Tm Ldr	7	Wellness Prgms Spec	1
Sys Protcn Supv	7	Techlgy Appls Mgr	1	Wldg Instr	7
Sys Protcn Tm Ld	2	Telecom Fld Site Advr	1	Wldg Trng Supv	1
Team Ld - Ind Hygiene	1	Telecom Supv	1	Work Order Supv	5
Team Ld - Trng & Supp	2	Telecom Svcs Analyst	1	Workforce Plng Prg Mgr	1
Team Ldr	9	Tm Ld - Envntl Projs - PIP	1		
Team Ldr - Engy Techlgy	1	Tm Ld - Envntl Projs - PSEP	1		

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6. For each year since 2012, provide the total amount paid under the non-executive Incentive Compensation Plan (ICP), along with a breakdown of how much was paid for performance under each separate component. Also indicate the target and the actual performance level for each ICP component. (For example, in 2012, \$60 million was paid in total non-executive ICP, \$6 million was for safety performance, the level of safety performance achieved was a score of 10, and the goal was 10.)

Utilities Response 6:

The total ICP paid under the non-executive ICP, the breakdown of how much was paid and the target amount for performance under each separate component is provided in attachment “NDC-DR-05 Q6 & Q14 SCG 2012-17 ICP Payout.xlsx” for SoCalGas and “NDC-DR-05 Q6 & Q14 SDGE 2012-17 ICP Payout.xlsx” for SDG&E. There are 2 tabs for each year, “20XX-Payout”, which provides the actual and target amounts, and “SCG/SDGE 20XX Plan Design” which provides the payout and target percentages for each of the components of the plan for the indicated year.

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7. For each year since 2012, provide the measured level of performance for any components that are currently tracked under the 2017 non-executive ICP, but were not previously included as a component of non-executive ICP in prior years. (For example, if AMI installations were not previously part of non-executive ICP metrics in 2014, still indicate how many installations were performed that year.)

Utilities Response 7:

SDG&E and SoCalGas object to this request on grounds that it is overbroad, vague, and ambiguous; it calls for speculation and seeks information that is not tracked, unavailable, and/or out of scope; and/or the burden and expense of compiling the information outweighs the likelihood that it would lead to the discovery of admissible evidence. SDG&E and SoCalGas do not know the measured levels of ICP performance for components in years during which those components and levels were not defined and measured.

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8. For each component of non-executive ICP, please explain how the target goal is set, and how performance level is determined.

Utilities Response 8:

SoCalGas and SDG&E generally object to this question under Rule 10.1 of the Commission’s Rules of Practice and Procedure, on the grounds that the request seeks information outside the scope of the proceeding, and the burden, expense and intrusiveness of this request outweigh the likelihood that the information sought will lead to the discovery of admissible evidence. The U.S. Supreme Court has stated that the role of the regulator is not to substitute its own judgment for that of a “board of directors [exercising] proper discretion about [a] matter requiring business judgment”:

It must never be forgotten that, while the state may regulate with a view to enforcing reasonable rates and charges, it is not the owner of the property of public utility companies, and is not clothed with the general power of management incident to ownership. The commission is not the financial manager of the corporation and it is not empowered to substitute its judgment for that of the directors of the corporation

Missouri ex rel. Southwestern Bell Tel. Co. v. Public Service Comm’n, 262 U.S. 276, 288-89 (1923). Consistent with this maxim, the Commission has a longstanding policy of not micromanaging utility incentive compensation programs (see, e.g., D.92-12-057, p. 38), and has explicitly rejected previous efforts to micromanage SDG&E and SoCalGas’ ICP metrics in their TY 2012 GRC proceeding, stating:

With respect to the argument of TURN and UCAN that the metrics for the ICPs of SDG&E and SoCalGas should be revised, we do not adopt that suggestion. SDG&E and SoCalGas are in the best position to decide what metrics to use to measure the performance of its employees, and to revise the metrics as UCAN has suggested would result in the Commission’s micromanaging of the Applicants’ variable compensation.

D.13-05-010, p. 882. Accordingly, the Commission found:

SDG&E and SoCalGas are in the best position to decide what metrics to use to measure the performance of its employees, and to revise the metrics as UCAN has suggested would result in the micromanagement of the variable compensation such as ICP.

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Utilities Response 8:-Continued

D.13-05-010 at 1079, Finding of Fact 380; *id.* at 881-82. *See also* D.04-07-022 at 298-299 (“In D.92-12-057, the Commission noted the following conclusions of a workshop conducted by the Commission staff: ‘The consensus reached in the workshop was that the Commission should not attempt to micromanage utility incentive compensation programs.’”); D.96-04-050 at 206-208 (The CPUC’s approach of examining a utility’s total compensation compared with market is “a regulatory process that does not micromanage the utility’s employee compensation strategy” and “ensures that ratepayers are not burdened with paying for employee compensation levels beyond that which is necessary for the utility to provide safe, reliable service at reasonable rates.”).

SoCalGas and SDG&E also note that the granularity of detail regarding their ICP plans sought in the requests below fall far outside the scope of their Compensation and Benefits testimony chapters. Of primary importance is ensuring that the total compensation of SDG&E and SoCalGas’ employees, which includes ICP, is in line with the competitive market, not second-guessing performance metrics. For all of these reasons, SoCalGas and SDG&E object on the grounds that the requests below seek the production of information that is outside the scope of the pending proceedings and is not reasonably calculated to lead to the discovery of admissible evidence.

Subject to and without waiving this objection, SoCalGas and SDG&E respond as follows:

The table below shows how each utility develops each of their respective performance measures throughout the company.

Development of ICP Goals	
Q3 – Q4 Current year minus one	Senior management team begin discussions on potential ICP goals for following year that support strategic initiatives
Q4 – Current year minus one	Proposed goals for following year and framework, reviewed by President & CEO
Q4 – Current year minus one	Review by BOD of preliminary framework for following plan year
Q1 – Current plan year	Goal owners develop measures, and details for proposed goals
Q1 – Current plan year	In-line officer approves proposed goal details
Q1 – Current plan year	President & CEO review and approve goals
Q1 – Current plan year	SRE earnings for ICP approved by SRE BOD Comp Committee
Q1 – Current plan year	SDG&E and SoCalGas BOD approves ICP plans for current year
Q1 – Q2 Current plan year	Audit services reviews processes and controls
Q1-Q2 – Current plan year	New ICP plans & goals communicated to employees; progress updates communicated quarterly

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9. Provide the data and calculations used to develop the non-executive ICP cost forecasts shown in Tables DSR-9 and DSR-10. (SCG-30 at DSR-17).

Utilities Response 9:

Please see page 11 of SDG&E-28-WP and page 12 of SCG-30-WP.

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10. Why does the Executive Incentive Compensation Plan not include an individual performance measure?

Utilities Response 10:

The officers of SDG&E and SoCalGas are responsible for directing the achievement of the performance measures included in the ICP's Company Performance Component. While the Executive ICP did not include an Individual Performance Component, the plans provide the SDG&E and SCG boards of directors with the discretion to adjust individual officer awards.

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11. In each year since 2012, what adjustments has the SoCalGas or SDG&E boards of directors made to individual Executive Incentive Compensation Plan awards?

Utilities Response 11:

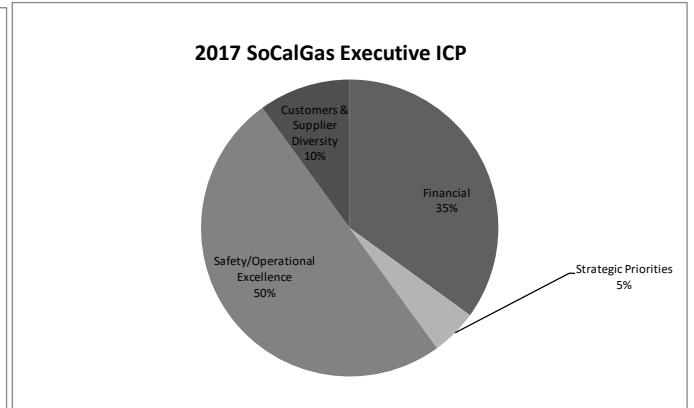
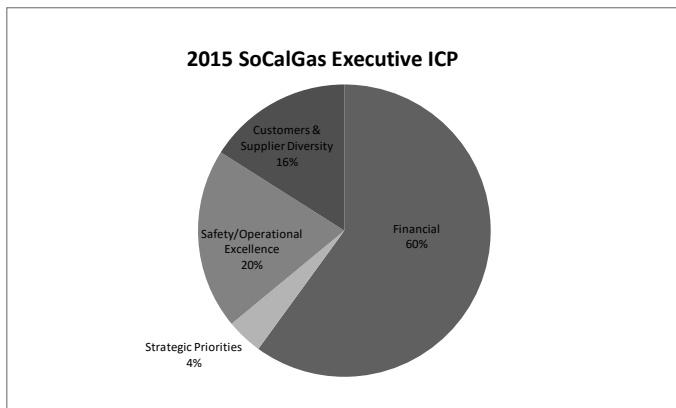
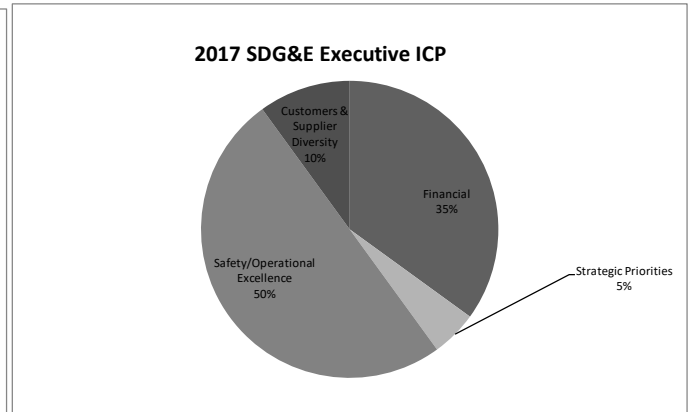
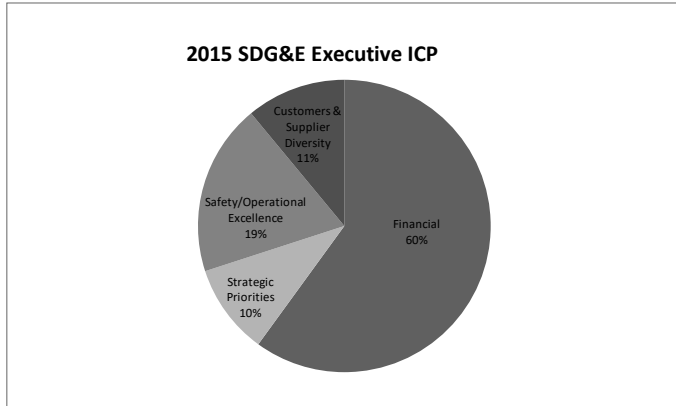
The number of officer ICP awards subject to a discretionary adjustment by the SDG&E and SCG boards of directors in 2012-2017 is provided below:

Year	# Officer Awards Adjusted	Comments
2017	2	
2016	1	
2015	All SDG&E and Shared Services officers + 1 additional adjustment	SDG&E Board reduced the payout for the applicable safety measure (OSHA Recordable Incident Rate) from maximum to zero due to a work-related fatality.
2014	5	
2013	1	
2012	0	

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12. Provide a breakdown of the Executive Incentive Compensation Plan components and relative weight for each, similar to what is provided in Tables DSR-6 and DSR-7 (SCG-30 at DSR-12 and DSR-13).

Utilities Response 12:



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13. What employees are eligible to participate in the Executive Incentive Compensation Plan?
Provide their titles, and the number of employees in each position.

Utilities Response 13:

The following SDG&E and SCG executives participated in the Executive ICP in 2017:

Titles	SDG&E	SoCalGas
CEO/President/COO	2	2
SVP/Chief	5	2
Vice Presidents	9	12

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14. For each year since 2012, provide the total amount paid under the Executive Incentive Compensation Plan (ICP), along with a breakdown of how much was paid for performance under each separate component. Also indicate the target and the actual measured performance level for each ICP component. (For example, in 2012, \$4 million was paid in total executive ICP, \$1 million was for safety performance, the level of safety performance achieved was a score of 10, and the goal was 10.)

Utilities Response 14:

The total ICP paid under the executive ICP, the breakdown of how much was paid and the target amount for performance under each separate component is provided in attachment “NDC-DR-05 Q6 & Q14 SCG 2012-17 ICP Payout.xlsx” for SoCalGas and “NDC-DR-05 Q6 & Q14 SDGE 2012-17 ICP Payout.xlsx” for SDG&E. There are 2 tabs for each year, “20XX-Payout”, which provides the actual and target amounts, and “SCG/SDGE 20XX Plan Design” which provides the payout and target percentages for each of the components of the plan for the indicated year.

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15. For each year since 2012, provide the measured level of performance for any components that are currently tracked under the 2017 Executive Incentive Compensation Plan (ICP), but were not previously included as a component of executive ICP in prior years. (For example, if AMI installations were not previously part of executive ICP metrics in 2014, still indicate how many installations were performed that year.)

Utilities Response 15:

SDG&E and SoCalGas object to this request on grounds that it is overbroad, vague, and ambiguous; it calls for speculation and seeks information that is not tracked, unavailable, and/or out of scope; and/or the burden and expense of compiling the information outweighs the likelihood that it would lead to the discovery of admissible evidence. SDG&E and SoCalGas do not know the measured levels of ICP performance for components in years during which those components and levels were not defined and measured.

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16. For each component of Executive Incentive Compensation Plan (ICP), please explain how the target goal is set, and how performance level is determined.

Utilities Response 16:

See response to Question 8 above.

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17. Provide the data and calculations used to develop the executive ICP cost forecasts shown in Tables DSR-11 and DSR-12. (SCG-30 at DSR-18).

Utilities Response 17:

Please see page 11 of SDG&E-28-WP and page 12 of SCG-30-WP.

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18. What portion of the Incentive Compensation Plan is currently being funded by shareholders and ratepayers? What portion have SoCalGas and SDGE requested be funded by shareholder and ratepayers in the next GRC cycle?

Utilities Response 18:

The parties to the 2016 GRC settlement stipulated to a compromise forecast that included \$25 million for SoCalGas ICP and \$32 million for SDG&E's ICP. This stipulation did not resolve any policy issues related to variable pay compensation.

SDG&E and SoCalGas are requesting full funding for their ICP in the 2019 GRC.

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19. Historically, when Incentive Compensation Plan performance targets have been exceeded, where did additional funding come from to cover incentive payment amounts above target levels? In years when ICP performance targets were not met, what happened to the additional funds budgeted, but not paid out, for meeting performance targets?

Utilities Response 19:

The amounts provided for ICP under the 2016 GRC settlement covered only a portion of the actual ICP cost. The remainder was funded by shareholders.

Like most other costs in the GRC, ICP is based on a forecast and the actual amounts may vary from the forecast.

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20. Which employees are eligible to participate in the Long-Term Incentive Program? Provide their titles and the number of employees who hold those positions.

Utilities Response 20:

Below is a summary of the SDG&E and SCG employees who participated in the 2017 annual LTIP award:

Titles	SDG&E	SoCalGas
CEO/President/COO	2	2
SVP/Chief	5	1
Vice Presidents	8	12
Directors/Sr. Directors	48	36
Asst. General Counsel/Chief Counsel/Managing Attorney	4	5
Sr. Counsel/Counsel	20	15
Managers	0	2

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21. For each year since 2012, provide the total amount paid under the Long-Term Incentive Program (LTIP), along with a breakdown of how much was paid for performance under each separate component. Also indicate the target and the actual measured performance level for each LTIP component. (For example, in 2013, \$8 million was paid in total LTIP, \$4 million was for safety performance, the level of safety performance achieved was a score of 10, and the goal was 10.)

Utilities Response 21:

SDG&E's and SCG's request for LTIP funding was based on the accounting expense for the LTIP awards. Under ASC 718, the accounting expense is based on the award's grant date fair value, which is the closing price of Sempra Energy's common stock on the grant date (for service-based awards and performance-based awards with an earnings per share growth performance measure) or a Monte Carlo valuation (for performance-based awards with a total shareholder return performance measure).

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PARTIAL RESPONSE #2
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22. For each year since 2012, provide the measured level of performance for any components that are currently tracked under the 2017 Long-Term Incentive Program (LTIP), but were not previously included as a component of LTIP in prior years. (For example, if safety performance was not previously part of LTIP metrics in 2012 but is in 2017, still indicate the level of safety performance in 2012.)

Utilities Response 22:

SDG&E and SoCalGas object to this request on grounds that it is overbroad, vague, and ambiguous; it calls for speculation and seeks information that is not tracked, unavailable, and/or out of scope; and/or the burden and expense of compiling the information outweighs the likelihood that it would lead to the discovery of admissible evidence. SDG&E and SoCalGas do not know the measured levels of ICP performance for components in years during which those components and levels were not defined and measured.

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23. For each component of the Long-Term Incentive Program, please explain how the target goal is set, and how performance level is determined.

Utilities Response 23:

The Compensation Committee of the Sempra Energy board of directors determines and approves the LTIP design each year. Since 2014, LTIP awards have included the following components:

- Performance-based award with a relative total shareholder return performance measure
- Performance-based award with an earnings per share growth performance measure
- Service-based award

For awards based on relative total shareholder return, the payout is determined based on the percentile ranking of Sempra Energy's total shareholder return among the peer group companies. For awards based on earnings per share growth, the payout is based on Sempra Energy's actual earnings per share compound annual growth rate compared to a payout scale. The payout scale is based on forward-looking analyst consensus earnings per share growth estimates for the S&P 500 Utilities Index companies (excluding water companies). The service-based awards promote retention.

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24. Please explain how the actual Long-Term Incentive Program costs for 2016 are available (SCG-30 at DSR-21), if there is a vesting period, and part of the award is calculated based on Sempra stock growth over a three-year period.

Utilities Response 24:

As stated above, the LTIP amounts are based on the accounting expense for the awards.

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25. Provide the data and calculations used to develop the Long-Term Incentive Program cost forecasts shown in Tables DSR-13 and DSR-14 (SCG-30 at DSR-21).

Utilities Response 25:

Please see page 19 of SDG&E-28-WP and page 20 of SCG-30-WP.