

**ORA DATA REQUEST
ORA-SDGE-068-TCR
SDG&E 2019 GRC – A.17-10-007
SDG&E RESPONSE**

DATE RECEIVED: DECEMBER 22, 2017

DATE RESPONDED: JANUARY 22, 2017

SUPPLEMENTAL RESPONSE PROVIDED: MARCH 8, 2018

SECOND SUPPLEMENTAL RESPONSE PROVIDED: MARCH 13, 2018

Exhibit Reference: Multiple

SDG&E Witness: Multiple

Subject: Organization Charts

Please provide the following:

1. As previously discussed verbally, SCE and SDG&E both use OrgPublisher10 to create and maintain organizational charts. During discovery in SCE's TY 2018 GRC, SCE provided a hyperlink that allowed ORA to interactively view all levels of the Edison International and SCE Utility organizations using OrgPublisher10 software that ORA installed on its computers. Provide a similar hyperlink that allows ORA to interactively view all levels of the Sempra, So Cal Gas, and SDG&E organizations. The interactive organization charts should show the following:

- a. Department names,
- b. Department numbers, if available,
- c. Total positions per department,
- d. Total occupied positions per department,
- e. Total vacant positions per department,
- f. Job titles for all vacant and occupied positions,
- g. Employee names,
- h. Cross references that show how one organization level is linked to those above and below it, for example as was provided in the organization chart provided in SDG&E's response to ORA MDR Section A General Requirements Question 20.

SDG&E Response 1:

SDG&E objects to this request under Rule 10.1 of the Commission's Rules of Practice and Procedure on the grounds that the burden, expense and intrusiveness of this request outweighs the likelihood that the information sought will lead to the discovery of relevant and admissible evidence. Subject to and without waiving this objection, SDG&E responds as follows:

The requested files do not exist and would be burdensome to create. Moreover, SDG&E has already provided ORA with the majority of the requested information - organization charts showing department names, positions, and structure - in its responses to the Master Data Request.

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SDG&E Response 1: Continued

To the extent that ORA seeks information regarding “headcount,” SDG&E does not use headcount in developing its GRC forecasts. The GRC presents base year and incremental personnel in the form of “Full-time equivalents (FTEs).”

FTEs are calculated by taking the total annual hours worked (straight-time and overtime hours) divided by the total annual hours in that year.

Organization charts only provide a “headcount” snapshot at a given point in time. Expected personnel changes in headcount are not reflected in the organization charts when forecasting incremental personnel for test year (TY) 2019.

Finally, SDG&E objects under Commission rules to providing employee names, because the request is not relevant to the issues before the Commission in the GRC, is not reasonably calculated to lead to admissible evidence, and is intrusive, and would affect employees’ privacy and confidentiality rights.

As an alternative, SDG&E suggests that ORA could conduct an on-site review of the information in a visit to SDG&E headquarters in San Diego, or in our San Francisco office.

ORA Supplemental Request 1:

By telephone conference with ORA (on March 2, 2018) and follow-up email (sent March 6, 2018), ORA sent the following request:

In an effort to reach a compromise ORA agrees to not receive employee names, at this point in time, and instead would like the following (items in black were in the MDR response, those in red were not):

- Organization name,
- Titles/position name of manager and/or staff,
- Employee ID numbers,
 - At the lowest level of the org chart, if there are not a list of employee IDs under each job title, then provide the number of positions for each type of job description
- Total positions,
- Total Occupied [positions],
- Total Vacant [positions],
- Page number of organization directly above and directly below,

Please note that we define "headcount" to include:

Total positions,

- Total Occupied [positions],
- Total Vacant [positions],

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Also, this information is provided by Orgpublisher and one should not need internal software developers to determine what can and cannot be displayed.

SDG&E Supplemental Response 1 Continued:

Please see the attached .pdf file, ORA DR68 Supplemental Q1 Attachment.pdf, containing the following information:

- Organization name,
- Titles/position name of manager and/or staff,
- Employee ID numbers,
- Total positions, and
- Page number of organization directly above and directly below.

It is SoCalGas and SDG&E's understanding that the Orgpublisher application that Sempra uses (Orgpublisher Version 11.13.4417.1 for Windows) is configurable for each site where it is installed. There are default settings for the application, but one installation would not necessarily have all of the same fields, appearance, and functionality as every other installation. SoCalGas and SDG&E do not know how Southern California Edison's application is installed, and it is very possible that Edison's installed configuration varies from Sempra's installed configuration.

Orgpublisher has the ability to link to other datasets, including a personnel database. However, Sempra's Human Resources/Payroll system does not use "position control" - i.e., Sempra's system does not track based on positions vs. employees. Because Sempra's system does not track this information in the manner requested (e.g., "vacancies" versus "occupied" positions), the information is not available, and Orgpublisher cannot pull this information from Sempra's database. Therefore, vacancies are not displayed on the charts.

Note that the attached file, ORA DR68 Supplemental Q1 Attachment.pdf, was created on March 6, 2018, and displays a "snapshot in time" of the employee organization chart on that date only. Organization charts change frequently. The information shown in the attached file will not match test year (TY) 2016 data, which is used for general rate case (GRC) forecasting. Also, please note that personnel who are on leave do not appear on the organization chart.

The process that Sempra's human resources software, reporting and analytics developer followed to produce the charts without displaying employee names is as follows:

- 1) Import the existing daily text file used to display the organization charts from the intranet into Excel.
- 2) Remove employee information other than employee ID.
- 3) Save the revised file.
- 4) Load the revised file into OrgPublisher.
- 5) Print to .pdf.

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SDG&E Supplemental Response 1: Continued

An html. file was also created as requested. However, Sempra was unable to open and test the file, and is unable to troubleshoot the issue without installing new software.

SDG&E Second Supplemental Response 1:

Please see the attached “ORA DR68 Second Supplemental Q1 Attachment.pdf” for the organization chart file with requested page numbers.

SDG&E reiterates its above response that Sempra Human Resources (including SDG&E Human Resources) does not track vacancies. Therefore, the organization charts are not able to show vacancies, and we are not able to provide the requested information.

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2. If SDG&E is not able to provide interactive organization charts as described in Question 1 above, provide an explanation.

SDG&E Response 2:

See Response 1 above.

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3. If SDG&E is not able to provide interactive organization charts as described in Question 1 above, provide an organization chart of the entire SDG&E organization that includes the following:

- a. Department names,
- b. Department numbers, if available,
- c. Total positions per department,
- d. Total occupied positions per department,
- e. Total vacant positions per department,
- f. Job titles for all vacant and occupied positions,
- g. Employee names,
- h. Cross references that show how one organization level is linked to those above and below it, for example as was provided in the organization chart provided in SDG&E's response to ORA MDR Section A General Requirements Question 20.

SDG&E Response 3:

See Response 1 above.

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4. If not provided in response to Question 3 above, provide an organization chart of all organizations that contribute to the T&D work documented in Exhibits SDG&E-14 and SDG&E-15 that includes the following:

- a. Department names,
- b. Department numbers, if available,
- c. Total positions per department,
- d. Total occupied positions per department,
- e. Total vacant positions per department,
- f. Job titles for all vacant and occupied positions,
- g. Employee names,
- h. Cross references that show how one organization level is linked to those above and below it, for example as was provided in the organization chart provided in SDG&E's response to ORA MDR Section A General Requirements Question 20.

SDG&E Response 4:

See Response 1.

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5. If not provided in response to Question 3 above, provide an organization chart of all organizations that contribute to the indirect charges allocated to T&D work documented in Exhibits SDG&E-14 and SDG&E-15 that includes the following:

- a. Department names,
- b. Department numbers, if available,
- c. Total positions per department,
- d. Total occupied positions per department,
- e. Total vacant positions per department,
- f. Job titles for all vacant and occupied positions,
- g. Employee names,
- h. Cross references that show how one organization level is linked to those above and below it, for example as was provided in the organization chart provided in SDG&E's response to ORA MDR Section A General Requirements Question 20.

SDG&E Response 5:

See Response 1.

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6. If not provided in response to Question 3 above, provide an organization chart of all organizations that contribute to the IT work documented in Exhibit SDG&E-24 that includes the following:

- a. Department names,
- b. Department numbers, if available,
- c. Total positions per department,
- d. Total occupied positions per department,
- e. Total vacant positions per department,
- f. Job titles for all vacant and occupied positions,
- g. Employee names,
- h. Cross references that show how one organization level is linked to those above and below it, for example as was provided in the organization chart provided in SDG&E's response to ORA MDR Section A General Requirements Question 20.

SDG&E Response 6:

See Response 1.

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7. If not provided in response to Question 3 above, provide an organization chart of all organizations that contribute to the indirect charges allocated to IT work documented in Exhibit SDG&E-24 that includes the following:

- a. Department names,
- b. Department numbers, if available,
- c. Total positions per department,
- d. Total occupied positions per department,
- e. Total vacant positions per department,
- f. Job titles for all vacant and occupied positions,
- g. Employee names,
- h. Cross references that show how one organization level is linked to those above and below it, for example as was provided in the organization chart provided in SDG&E's response to ORA MDR Section A General Requirements Question 20.

SDG&E Response 7:

See Response 1.

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8. Provide the following for each of the five capital management governance teams listed in Exhibit SDG&E-14, page AFC-8 to AFC-14:

- a. Team name
- b. Name, job title, and department name of each employee on the team as the date of this request,
- c. Description of changes to the team between the preparation of the GRC application and the date of this request,
- d. Description of known or anticipated changes to the team,

SDG&E Response 8:

This response will be forwarded as a supplemental response.