

**ORA DATA REQUEST  
ORA-SDGE-117-MCL  
SDG&E 2019 GRC – A.17-10-007  
SDG&E RESPONSE  
DATE RECEIVED: JANUARY 31, 2018  
DATE RESPONDED: FEBRUARY 20, 2018  
SUPPELEMENTAL: MARCH 15, 2018**

**Exhibit Reference:** SDG&E-04-R and SDG&E-04-WP-R

**SDG&E Witness:** Orozco-Mejia

**Subject:** Gas Distribution

**Please provide the following:**

5. In reference to Ex. SDG&E-04-WP-R, page 54, the 2019 RAMP Incremental Explanation reads: “Incremental expense to provide compliance, technical and leadership training classes and program support (Supervisor University).”
  - a. Please provide a copy of SDG&E’s technical, leadership and compliance training plan.
  - b. Provide supportive documentation on SDG&E’s technical and leadership training classes and activities.
  - c. Explain how this technical, leadership and compliance training differs from the existing training that SDG&E already provides (both in-house and contracted out).
  - d. Explain and provide a breakdown calculation of SDG&E’s total labor request of \$277,000 for 2018 and \$319,000 for TY 2019 for SDG&E’s new proposed activities.

**SDG&E Response 05c:**

- c. Recent feedback from workforce / supervisor mentoring sessions highlighted the need for a Gas Distribution specific supervisor training and development program.

Currently generic HR administered leadership training is company-wide with a focus on leadership skills and project management concepts, and does not include specific operational nuances that confront a new gas distribution field construction and maintenance supervisor.

Supervisor University will be a four-semester program, specifically designed for gas distribution construction management and leadership. Participants will be required to complete assigned trainings consisting of classroom, online, and on the job training experiences, over approximately a two-year period. While in the program, participants will work under the direction of an experienced Gas Field Supervisor and their progress will be monitored by the Supervisor University Guidance Team.

Program progression for participants is based both on various on-the-job experience requirements and the completion of assigned course work. Throughout the course of a semester, participants will be assessed by both their mentor and the Supervisor University Guidance Team. Assessments will consist of interviews, individual course evaluations, presentations, and technical simulations. The purpose of the assessments is to assess each supervisors progress, aptitude, practical application of the concepts they have learned.