Board of Directors
Regular Meeting
August 25, 2022
Welcome to SDCP

Kenny Key
Senior Contract Manager,
Power Services

Victoria Abrenica
Public Outreach Associate

Tacko Diaite-Koumba
Senior Settlements Manager,
Power Services
Thank You for Your Service
Tom Summers & Edward Lopez
Roll Call
Items to be Added, Withdrawn or Reordered on the Agenda
Public Comment for Items NOT on the Agenda
1. Approval of Findings to Continue Holding Remote/Teleconference Meetings Pursuant to Assembly Bill 361
2. Approval of Amendment to Professional Services Agreement with Neyenesch Printers Inc. for up to $2,174,000 for Services in FY2023
3. Adopt Resolution 2022-12 updating the San Diego Community Power (‘‘SDCP’’) Conflict of Interest Code
4. Approval of Delegation of Signatory Authority to Chief Financial Officer and Managing Director of Power Services
5. Community Advisory Committee Update
6. Update on Back Office Metrics/Dashboard
Regular Agenda Items:

7. Update on the Phase 3 Residential Media and Outreach Campaign
8. Update on Regulatory and Legislative Affairs
9. Approval of the 2021 Power Source Disclosure Program Annual Reports and Power Content Label
10. Update of SDCP Staffing Plan, Organizational Structure and the Mercer Salary Study
Item 7
Update on the Phase 3 Residential Media and Outreach Campaign

Recommendation:
Receive and file the update on the Phase 3 Residential Media and Outreach Campaign

Presenter:
Rachel Hommel, Marketing & Communications Manager
Item 7
Update on the Phase 3 Residential Media and Outreach Campaign

Plan Parameters

January 24, 2022 – July 17, 2022 Multi-Channel Campaign to **Primary**: Residential Customers (inclusive of Commercial & Residential Net Energy Metering customers) and **Secondary**: Spillover amongst Business Owners & Decision Makers.

Channels included **traditional print, social media, c-store posters, bulletins, and radio & podcast** – launching member city-specific media 2 weeks prior to service rollout.

Key Progress Indicators included **overall reach, site visits, engagement, & opt-ups** to Power100.
Item 7
Update on the Phase 3 Residential Media and Outreach Campaign

Advertising coincided with pre-enrollment notices.

Enrollment notices were sent on a rolling basis, reviewed and approved by Public Advocates Office (Cal Advocates) per regulatory requirements.

The first notice went out **60 days before** service started, the second enrollment notice went out **30 days before** service commencement, the third enrollment notice went out a week after enrollment happened, and a final notice went out **30 days after** enrollment to all eligible customers – published and advertised in English, Spanish & Tagalog.
Item 7
Update on the Phase 3 Residential Media and Outreach Campaign
Item 7
Update on the Phase 3 Residential Media and Outreach Campaign

“Mi comunidad y yo nos esforzamos por un futuro sostenible. Con San Diego Community Power, todos podemos estar contentos de recibir energía limpia de fuentes renovables.”
— Tina Matthias
Fundadora y Directora Ejecutiva de la Red de Comunidades Sustentables de South Bay

“I am excited that Imperial Beach residents and businesses now have more options to use clean, renewable energy.”
— Kim Rivero Frink
SunCoast Market Co-op Board President, Imperial Beach

Más información

Learn More
Item 7

Update on the Phase 3 Residential Media and Outreach Campaign
Item 7

Update on the Phase 3 Residential Media and Outreach Campaign

Public Outreach
Along with the media and marketing campaign, SDCP staff also engaged community members at over 50 public engagement outreach events from January-July 2022.

Outreach included presentations to various civic and non-profit entities including planning groups, city councils, chambers of business, rotary groups, and activations at events like San Diego Pride (300,000 attendees), San Diego Padres SDCP Sponsored Night (30,000 co-branded hats given away), and the SD Regional Bike Summit (200+ attendees).
Item 7

Update on the Phase 3 Residential Media and Outreach Campaign - Key Takeaways and Future Implications

• Prioritize use of Twitter, Facebook, and Instagram due to strong performance in Phase 3 media campaign (low Cost per Click, efficient Cost per Thousand Impressions, and high Click Through Rate)
  • NextDoor offers a low performance for a high cost – more effective as a tool for organic engagement

• Display (i.e., billboards/window displays) remains a strong reach and traffic driver following paid social
  • Provides a highly visible channel and is effective for perception and awareness campaigns

• Organic Search is still showing a high volume of traffic, meaning Paid Search is ineffective

• Local Print and Radio should continue be utilized to bolster brand awareness and community trust
Item 7
Update on the Phase 3 Residential Media and Outreach Campaign

Recommendation:
Receive and file the update on the Phase 3 Residential Media and Outreach Campaign
Item 8
Update on Regulatory and Legislative Affairs

Recommendation:
Receive and file the update on Regulatory and Legislative Affairs.

Presenters:
Sebastian Sarria, Policy Manager
Stephen Gunther, Senior Regulatory Analyst
Item 8
Update on Regulatory and Legislative Affairs

Close of the Legislative Session

- **AB 2838 – O’Donnell** *(neutral)*
  - SDCP successfully removed language that would have allowed outstanding costs to be shared with nonparticipating customers.
  - As of 8/22/22, it is now on the Senate Floor.
- **SB 1020 – Laird** *(support)*
  - Sets interim targets for the state’s 100% goal.
  - Requires state agencies to be at 100% by 2030.
  - As of 8/16/22, it is ordered for third reading in the Assembly.

Credit to CalMatters
Item 8
Update on Regulatory and Legislative Affairs

Governor’s Climate Proposals

- Codifies statewide carbon neutrality goal by 2045.
- Increases the 2030 GHG reduction target from 40% to 55% below 1990 levels.
- Establish setback of 3.2k feet between new oil well and homes, schools, or parks; pollution controls for existing oil wells within 3.2k feet.
- Creates interim targets for the state’s 2045 goal of 100%.
- Framework for carbon removal, capture, and sequestration.

- Apart from these, the Governor is asking the legislature to extend the operating life of the Diablo Canyon Nuclear Power Plant past its 2024 and 2025 sunset year. Legislature has until end of the month.

Credit to Times of San Diego
Item 8
Update on Regulatory and Legislative Affairs

Inflation Reduction Act of 2022

- Signed into law on August 16, 2022. SDCP submitted a support letter along with other CCAs before it passed the House.
- Clean Energy Deployment
  - Tax credits for solar and wind production was expanded and extended by 10 years.
- Electric Vehicles and Building Decarbonization
  - $20bn in loans to build clean vehicle manufacturing facilities
  - $4k tax credits for purchase of used EVs
  - $9bn in consumer home energy rebate programs, with focus on low-income populations
- Environmental Justice and Emissions Reduction
  - Creation of $27bn federal clean energy accelerator to offer grants, loans, and other assistance for emissions reduction
Item 8
Update on Regulatory and Legislative Affairs

CEC Load Management Standards

Background

• California Energy Commission (CEC) opened a docket to amend the Load Management Standards to increase flexible demand resources through electricity rates and automation.

• Notably, the proposed amendments would require the five largest electric utilities and CCAs to:
  • Develop and submit locational rates that change at least hourly to reflect marginal wholesale costs.

CEC Staff Workshop Presentation, April 12, 2021
Item 8
Update on Regulatory and Legislative Affairs

CEC Load Management Standards

CalCCA Engagement and Latest Amendments

- SDCP has actively engaged with CalCCA to submit comments throughout the rulemaking;
  - Generally support dynamic rates to promote load management but object to CEC mandated rates, which encroaches on CCAs’ local ratemaking authority, as well as implementation concerns (e.g., access to timely IOU interval data).
- On July 6, 2022, the CEC published its second set of revisions expanding the ability to ask for an exemption, modification or delay, and extending some deadlines for compliance.
- CalCCA filed comments on July 21 reiterating jurisdictional concerns and feasibility issues.
- The CEC was set to vote on proposed LMS amendments on August 10, 2022, but has postponed this vote indefinitely.
Item 8

Update on Regulatory and Legislative Affairs

CPUC Order Instituting Rulemaking (OIR) to Advance Demand Flexibility Through Electric Rates

On July 14, 2022, the CPUC issued an OIR to Advance Demand Flexibility Through Electric Rates to:

• enable customer participation in demand flexibility
• enhance reliability & make electric bills more affordable and equitable
• reduce the curtailment of renewable energy
• enable widespread electrification of buildings transportation

SDCP worked with CalCCA to file opening comments on August 15

Next Steps: Prehearing conference on September 16 followed by Scoping Memo and Ruling
Item 8
Update on Regulatory and Legislative Affairs

Recommendation:
Receive and file the update on Regulatory and Legislative Affairs.
Item 9
Approval of the 2021 Source Disclosure Program Annual Reports and Power Content Label

Recommendation:
Adopt resolution approving and attesting to the accuracy of SDCP’s 2021 Power Source Disclosure annual reports for PowerOn and Power100 and the 2021 Power Content Label

Presenter:
Byron Vosburg, Managing Director Power Services
Item 9

Background

- California Public Utilities Code requires all Load Serving Entities (LSEs) to disclose “accurate, reliable, and simple-to-understand information on the sources of energy, and the associated emissions of greenhouse gasses, that are used to provide electric services.”
  - Power Source Disclosure, which is submitted to the CEC
  - Power Content Label, which will be distributed to all SDCP customers who were served in 2021 and those who have enrolled in 2022
  - Requires SDCP Board attestation prior to submission to CEC and distribution to SDCP customers
Item 9

Summary

- SDCP 2021 PCL is consistent with draft reviewed with Board on May 26, 2022
- Staff and technical consultants have vetted and verified all data
- Power 100: 50% solar, 50% wind
- PowerOn:
  - ~55% renewable
  - ~67% renewable/carbon free
**Item 9**

PCL Mailer Preview

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**2021 Power Content Label**

<table>
<thead>
<tr>
<th>Energy Resources</th>
<th>2021 SDCP PowerOn Power Mix</th>
<th>2021 SDCP Power100 Power Mix</th>
<th>2021 CA Utility Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coal</td>
<td>5.4%</td>
<td>0.0%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>1.0%</td>
<td>2.3%</td>
<td>19.9%</td>
</tr>
<tr>
<td>Nuclear</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other</td>
<td>0.3%</td>
<td>0.0%</td>
<td>3.6%</td>
</tr>
<tr>
<td>Unspecified Power</td>
<td>33.3%</td>
<td>0.0%</td>
<td>6.8%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

**Percentage of Retail Sales Covered by Retired Unbundled RECs**: 0% 0%

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1. The eligible renewable percentage above does not reflect RPS compliance, which is determined using a different methodology.
2. Unspecified power is electricity that has been purchased through open market transactions and is not traceable to a specific generation source.
3. Renewable energy credits (RECs) are tracking instruments issued for renewable generation. Unbundled RECs represent renewable generation that was not served to retail sales. Unbundled RECs are not reflected in the power mix or GHG emissions intensities above.

For specific information about this electricity portfolio, contact:
San Diego Community Power 1 (888) 382-0169

For general information about the Power Content Label, visit: [https://sdcommunitypower.org/resources/key-documents/](https://sdcommunitypower.org/resources/key-documents/)

For additional questions, please contact the California Energy Commission: Toll-free in California: 844-454-2906 Outside California: 916-653-0237

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Get paid to save energy through our partnership with OhmConnect

Earn $50 for signing up and save on a smart thermostat. Learn more at [SDCommunityPowers.org/ohmconnect](SDCommunityPowers.org/ohmconnect)
Item 9

PCL Mailer Preview

San Diego Community Power (SDCP) is helping power a clean, affordable energy future.

We offer you clean energy choices and competitively priced electricity to create a more equitable and sustainable region.

As your Community-Based Clean Energy Provider, we are sharing with you what our clean energy looks like — look inside!
Item 9

Approval of the 2021 Source Disclosure Program Annual Reports and Power Content Label

Recommendation:

Adopt resolution approving and attesting to the accuracy of SDCP’s 2021 Power Source Disclosure annual reports for PowerOn and Power100 and the 2021 Power Content Label.
Item 10
Update on SDCP Staffing Plan, Organizational Structure and the Mercer Salary Study

Recommendation:
Receive and file the update on the SDCP Staffing Plan, Organizational Structure, and the Mercer Salary Study.

Presenter:
Karin Burns, Chief Executive Officer
Mercer Study, Staffing, & Org Chart Presentation

SDCP Board Meeting

August 25th 2022

Presented by: Karin Burns
Agenda

Today’s Presentation

1. Mercer Study Results
2. Proposed Salary Bands
3. Proposed FY 2023 Org Chart
4. Proposed FY 2023 Hiring Plan
Mercer Study – Background & Context

In April the Board approved Staff to conduct a Market Salary Survey

• San Diego Community Power (“SDCP”) engaged Mercer to conduct a market compensation study after soliciting 3 bids
• The project scope included two primary phases:
  – Obtaining a market perspective on competitive cash compensation levels for each of SDCP’s roles, including several vacant positions
  – Establishing salary ranges to help manage base pay in the future
• Mercer obtained data representing three market perspectives: general industry (all industries combined), the energy/utilities space, and California CCAs (the latter for executives only)
  – The first two perspectives were pulled from Mercer’s proprietary survey library, while CCA data were obtained from Transparent CA
• From this data SDCP then created
  – Market compensation grade levels for all current positions
  – Salary bands using the Wide Grade approach for all known current and future positions
  – Comprehensive (vs Ad Hoc) approach to employee compensation and retention
**Mercer Study – Benchmarking Methodology**

Mercer employed a specific methodology to benchmark SDCP salaries

<table>
<thead>
<tr>
<th>Job Selection:</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 currently filled jobs, including CEO</td>
</tr>
<tr>
<td>Four vacant jobs</td>
</tr>
<tr>
<td>Total of 22 roles</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Data Perspectives and Sources:</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Energy / Utilities Combination</td>
</tr>
<tr>
<td>(2) General industry</td>
</tr>
<tr>
<td>(3) California CCAs</td>
</tr>
<tr>
<td>1 &amp; 2 were filled using data from Mercer survey library; #3 from Transparent CA</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Compensation Elements:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary focus on Base Salary</td>
</tr>
<tr>
<td>Additional review of short-term incentives and total cash comp.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Market Percentiles:</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th, 50th and 75th percentiles</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Data Effective Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Lead/Lag” approach</td>
</tr>
<tr>
<td>Aged to 1/1/2023</td>
</tr>
<tr>
<td>4.5% aging factor</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Scoping:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-executive roles: national market data adjusted +10.0% for San Diego market</td>
</tr>
<tr>
<td>Executive roles: national data, targeted to $700M revenue</td>
</tr>
</tbody>
</table>
Mercer – Types of Salary Structures

Mercer built a “wide grade” structure for SDCP after discussions w/ staff

<table>
<thead>
<tr>
<th>Range Design</th>
<th>Narrow Grades</th>
<th>Wide Grades</th>
<th>Broad Bands</th>
</tr>
</thead>
<tbody>
<tr>
<td>Description</td>
<td>Many narrow pay grades</td>
<td>Fewer, broader pay grades</td>
<td>A few very wide pay bands used to manage both career growth and pay</td>
</tr>
<tr>
<td>Works Best When...</td>
<td>Focus is on hierarchy and job expectations, with well-defined, discrete jobs</td>
<td>Focus is on role and contribution with broader, more flexible roles</td>
<td>Focus is on competency-based roles and organization needs flexibility to respond to market</td>
</tr>
<tr>
<td>Key Issues Include...</td>
<td>Ensuring that narrow grades do not result in artificial title inflation or grade inflation</td>
<td>Providing managers with guidelines which are flexible but provide control</td>
<td>Ensuring managers have the market data, tools, and discipline to manage pay</td>
</tr>
<tr>
<td>Business Case</td>
<td>Type of environment/industry; managers need more guidance in pay decisions</td>
<td>Career-based job evaluation is used; managers are more pay &quot;savvy&quot;</td>
<td>Organization flexibility critical to success</td>
</tr>
<tr>
<td>Role of the Manager</td>
<td>Administer guidelines</td>
<td>Manage pay and career development</td>
<td></td>
</tr>
</tbody>
</table>
 Mercer Study – Proposed Design

All jobs are assigned to one of the 11 salary grades via a two-step process.

1. Assign job to the grade with the closest midpoint to the blended market data. For executives, this is the 25th percentile. For non-executives, this is the 50th percentile.

2. Make adjustments to the formulaic grades, taking into consideration internal equity and leadership input/consideration of the jobs’ values.

Spread is the percentage difference between the minimum and maximum. These increase at senior levels to provide flexibility and accommodate greater variability in market ranges.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Mid. Prog.</th>
<th>Spread</th>
<th>Minimum</th>
<th>Midpoint</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>35%</td>
<td>80%</td>
<td>$333,700</td>
<td>$467,100</td>
<td>$600,700</td>
</tr>
<tr>
<td>19</td>
<td>25%</td>
<td>80%</td>
<td>$247,200</td>
<td>$346,000</td>
<td>$445,000</td>
</tr>
<tr>
<td>18</td>
<td>25%</td>
<td>80%</td>
<td>$197,700</td>
<td>$276,800</td>
<td>$355,900</td>
</tr>
<tr>
<td>17</td>
<td>20%</td>
<td>70%</td>
<td>$164,000</td>
<td>$221,500</td>
<td>$278,800</td>
</tr>
<tr>
<td>16</td>
<td>20%</td>
<td>70%</td>
<td>$136,700</td>
<td>$184,500</td>
<td>$232,400</td>
</tr>
<tr>
<td>15</td>
<td>20%</td>
<td>70%</td>
<td>$113,900</td>
<td>$153,800</td>
<td>$193,600</td>
</tr>
<tr>
<td>14</td>
<td>20%</td>
<td>70%</td>
<td>$94,900</td>
<td>$128,200</td>
<td>$161,300</td>
</tr>
<tr>
<td>13</td>
<td>18%</td>
<td>60%</td>
<td>$82,200</td>
<td>$106,800</td>
<td>$131,500</td>
</tr>
<tr>
<td>12</td>
<td>18%</td>
<td>60%</td>
<td>$69,600</td>
<td>$90,500</td>
<td>$111,400</td>
</tr>
<tr>
<td>11</td>
<td>18%</td>
<td>60%</td>
<td>$59,000</td>
<td>$76,700</td>
<td>$94,400</td>
</tr>
<tr>
<td>10</td>
<td>60%</td>
<td></td>
<td>$50,000</td>
<td>$65,000</td>
<td>$80,000</td>
</tr>
</tbody>
</table>

“Mid. Prog.” = Midpoint Progression, representing the percentage increase from one grade to the next. Midpoint progressions increase at larger grades.

Individual positioning within a grade will recognize performance in the job, skills and knowledge that have been gained through experience, and further determined based on salary administration guidelines.
Corrected Tables for Salary Bands & Hiring Plan
<table>
<thead>
<tr>
<th>Title / Position Level</th>
<th>Minimum</th>
<th>Mid Point</th>
<th>Maximum</th>
<th>Proposed Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO</td>
<td>$247,200</td>
<td>$346,000</td>
<td>$445,000</td>
<td>19</td>
</tr>
<tr>
<td>C-Suite (CFO, COO, CPO)</td>
<td>$197,700</td>
<td>$276,800</td>
<td>$355,900</td>
<td>18</td>
</tr>
<tr>
<td>Director</td>
<td>$164,000</td>
<td>$221,500</td>
<td>$278,800</td>
<td>17</td>
</tr>
<tr>
<td>Sr. Project Manager / Sr. Manager</td>
<td>$136,700</td>
<td>$184,500</td>
<td>$232,400</td>
<td>16</td>
</tr>
<tr>
<td>Project Manager / Manager</td>
<td>$113,900</td>
<td>$153,800</td>
<td>$193,600</td>
<td>15</td>
</tr>
<tr>
<td>Sr. Analyst / Sr. Associate</td>
<td>$94,900</td>
<td>$128,200</td>
<td>$161,300</td>
<td>14</td>
</tr>
<tr>
<td>Associate / Analyst</td>
<td>$82,200</td>
<td>$106,800</td>
<td>$131,500</td>
<td>13</td>
</tr>
<tr>
<td>Exec Assistant/ Board Clerk</td>
<td>$82,200</td>
<td>$106,800</td>
<td>$131,500</td>
<td>13</td>
</tr>
<tr>
<td>Project Coordinator</td>
<td>$69,600</td>
<td>$90,500</td>
<td>$111,400</td>
<td>12</td>
</tr>
<tr>
<td>Office Manager</td>
<td>$69,600</td>
<td>$76,700</td>
<td>$111,400</td>
<td>12</td>
</tr>
<tr>
<td>Intern/Temp/Other Jr.</td>
<td>$59,000</td>
<td>$65,000</td>
<td>$94,400</td>
<td>11</td>
</tr>
</tbody>
</table>
## FY 2023 Updated Hiring Plan

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary Range</th>
<th>Calendar Year Hire Quarter</th>
<th>In Budget – Y/N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director, Public Affairs</td>
<td>$164K - $279K</td>
<td>Q3 2022</td>
<td>Y - Replacement</td>
</tr>
<tr>
<td>Sr. Program Manager</td>
<td>$137K - $232K</td>
<td>Q3 2022</td>
<td>Y</td>
</tr>
<tr>
<td>Risk Manager</td>
<td>$95K - $161K</td>
<td>Q3 2022</td>
<td>Y</td>
</tr>
<tr>
<td>Sr. Portfolio Manager - Power</td>
<td>$137K - $232K</td>
<td>Q4 2022</td>
<td>Y</td>
</tr>
<tr>
<td>Director, Human Resources</td>
<td>$164K - $279K</td>
<td>Q4 2022</td>
<td>Y</td>
</tr>
<tr>
<td>Portfolio Manager - Power</td>
<td>$114K - $194K</td>
<td>Q4 2022</td>
<td>Y</td>
</tr>
<tr>
<td>Manager, Info Tech &amp; Clean Incentives</td>
<td>$114K - $194K</td>
<td>Q4 2022</td>
<td>Y, Y</td>
</tr>
<tr>
<td>Database Engineer</td>
<td>$114K - $194K</td>
<td>Q4 2022</td>
<td>Y</td>
</tr>
<tr>
<td>Jr. Financial Analyst</td>
<td>$82K - $132K</td>
<td>Q4 2022</td>
<td>Y</td>
</tr>
<tr>
<td>Marketing Associate</td>
<td>$82K - $132K</td>
<td>Q4 2022</td>
<td>Y</td>
</tr>
<tr>
<td>Sr. Director/COO - Operations</td>
<td>$198K - $356K</td>
<td>Q1 2023</td>
<td>Y - Replacement</td>
</tr>
<tr>
<td>Local Area Resource Developer</td>
<td>$137K - $232K</td>
<td>Q1 2023</td>
<td>Y</td>
</tr>
<tr>
<td>Programs Manager - DAC-GT / CSGT</td>
<td>$114K - $194K</td>
<td>Q1 2023</td>
<td>Y - Cost Recovery</td>
</tr>
<tr>
<td>Load Forecaster / Data Analyst</td>
<td>$82K - $132K</td>
<td>Q1 2023</td>
<td>Y</td>
</tr>
</tbody>
</table>
Board of Directors

Karin Burns
Chief Executive Officer

Byron Vosburg
Managing Director
Power Services
(or Chief Power Officer)

Kimberly Isley
Executive Assistant to the CEO
Clerk of the Board

Eric Washington
Chief Financial Officer
/Treasurer & Acting COO

Byron Vosburg
Managing Director
Power Services
(or Chief Power Officer)

TBD
COO

TBD
Director,
Public Affairs

TBD
Director,
Human Resources

Org Chart Key:

- **Blue Box**: Hired, On Staff
- **Red Box**: To be Hired by FYE 2023
- **Yellow Box**: Cost covered by external funding
- **Black Box**: Planned hire for 1H FY 2024
Data Analytics and Account Services

Lucas Utouh
Director of Data Analytics and Account Services

Carly Newman
Account Services Analyst

TBD
Database Engineer

Ryan Hanke
Data and Systems Analyst

TBD
Data Administrator

TBD
New Hire

Calpine
Programs

Colin Santulli
Director of Programs

Nelson Lomeli
Program Manager

Tessa Tobar
Programs Associate

TBD
Sr. Programs Manager

TBD
Project Manager
Clean Energy Incentives

TBD
Programs Manager

ARUP

TBD
Programs Manager

Alison Scurlock
Programs Associate
Item 10
Update on SDCP Staffing Plan, Organizational Structure and the Mercer Salary Study

Recommendation:
Receive and file the update on the SDCP Staffing Plan, Organizational Structure, and the Mercer Salary Study.
Reports by Management
SD Loyal FC Clean Energy Partnership

- In-stadium Signage
- Broadcast & presenting corner kicks!
- Clock Wraps
- Celebrating Loyal Select Youth Academy Team
- SDCP placement on kits!
SDCP Welcomed East Bay Clean Energy August 9 & 10 to San Diego, including listening sessions, Padres game & dinner!
Community Engagement

Powering A Clean, Affordable Energy Future
New Speaking Engagements

New Public Speaking Engagements

- CalCCA Partners Presentation – 8/23
- Solana Beach Rotary Club – 9/13
- Imperial Beach City Council - 9/21
- Old Mission Rotary – 10/4
Lunch & Learn Line-Up

Lunch & Learns planned:

• Cleantech San Diego – 8/30
• Conflict Management – 9/8
• GRID Alternatives – 9/12
Finance Updates

Upcoming Dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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</thead>
<tbody>
<tr>
<td>September 1, 2022</td>
<td>Preliminary fiscal-year end review for FY22-23</td>
</tr>
<tr>
<td>September 1, 2022</td>
<td>Treasurer’s Report through July 31, 2023</td>
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<tr>
<td>October 6, 2022</td>
<td>FY22-23 Year-end audit with Pisenti &amp; Brinker</td>
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<tr>
<td>October 27, 2022</td>
<td>FY22-23 Year-end audit with Pisenti &amp; Brinker</td>
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HR Updates

Additional HR and Organizational Updates

• New Benefits / Benefits Enrolment
• Established, implemented & refined our recruiting process
• New Hire onboarding process – tried & tested!
• Hybrid, Telework & Remote work policy
• Leave Policy
• Board Orientation – Handbook and Orientation Session – under development
Reports by General Counsel
Director Comments
Adjournment
Board of Directors

Next Regular Meeting
Thursday, September 22, 2022