

Board of Directors

Regular Meeting

August 25, 2022

Welcome to SDCP

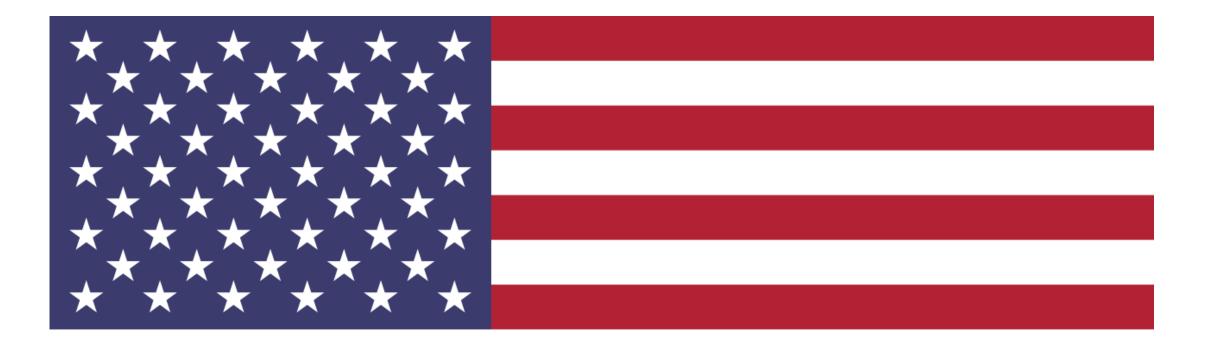
Kenny Key Senior Contract Manager, Power Services

Victoria Abrenica Public Outreach Associate

Tacko Diaite-Koumba Senior Settlements Manager, Power Services



Thank You for Your Service Tom Summers & Edward Lopez







Items to be Added, Withdrawn or Reordered on the Agenda

Public Comment for Items **NOT on the** Agenda

Consent 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 Meeting Agenda

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 10

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.









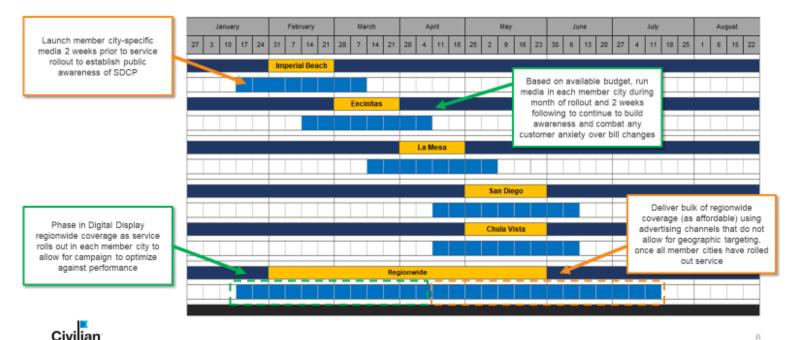
Update on the Phase 3 Residential Media and Outreach Campaign

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.

Media Flighting





Update on the Phase 3 Residential Media and Outreach Campaign

Tôi biết mình đang tạo ra sự khác biệt khi là khách hàng của SDCP vì công ty này cung cấp năng lượng sạch.

Chúng tôi cũng vậy! Chúng tôi đang giúp bảo vệ môi trường và tạo ra một tương lai tốt đẹp hơn cho con em của chúng ta. 😀

Dịch vụ khu dân cư triển khai vào Mùa Xuân năm 2022! San Diego Community Power cam kết mang đến cho quý vị một lựa chọn cung cấp năng lượng sạch hơn với mức giá cạnh tranh. Khi nguồn năng lượng do chính người sử dụng quản lý, và các lợi ích ở lại với cộng đồng chúng ta, **tạo ra một tương lai năng lượng sạch chưa bao giờ dễ dàng hơn thế.**



Chào Mừng Cộng Đồng sdcommunitypower.org I know I'm making a difference as a SDCP customer because they supply clean energy.

Same! We're helping protect our environment and create a better future for our kids. 🙂

Residential service launches in Spring 2022! San Diego Community Power is committed to giving you a choice that provides cleaner energy at competitive prices. With energy managed by the people who use it, and profits that stay in our community, **powering a clean energy future has never been easier**.

Sé que estoy haciendo una diferencia como cliente de SDCP porque ellos proporcionan energía limpia.

iY si! Estamos ayudando a proteger nuestro medio ambiente y crear un futuro mejor para nuestros hijos. 😦

iEl servicio residencial comenzará en la primavera del 2022! San Diego Community Power se compromete a ofrecerle una opción que proporcione energía más limpia a precios competitivos. Con la energía administrada por las personas que la usan, y las ganancias que permanecen en nuestra comunidad, **alimentando un futuro de energía limpia nunca ha sido tan fácil.**





Welcome Neighbor Bienvenido vecino sdcommunitypower.org

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

Más información



"I am excited that Imperial Beach residents and businesses now have more options to use clean, renewable energy."

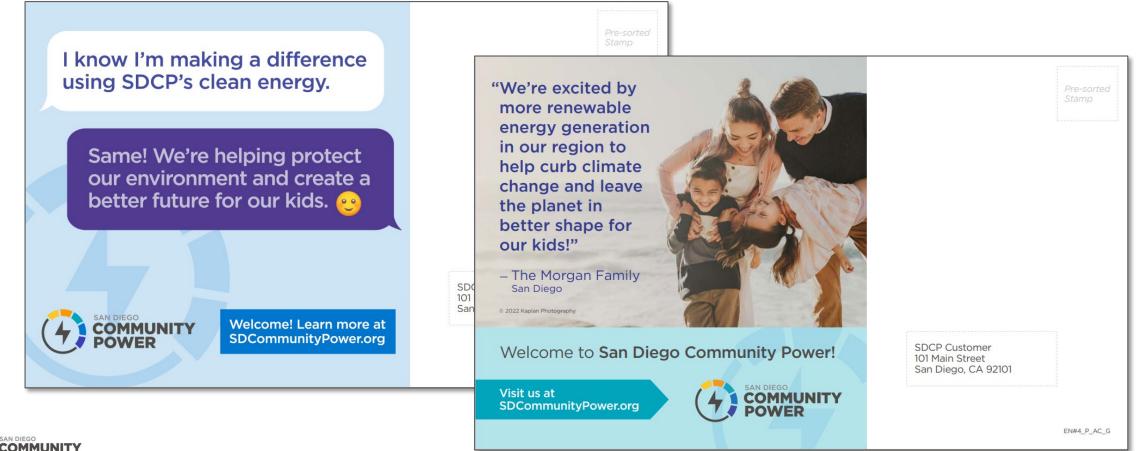
 Kim Rivero Frink
 SunCoast Market Co-op Board President Imperial Beach



Learn More



Update on the Phase 3 Residential Media and Outreach Campaign



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).









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

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.

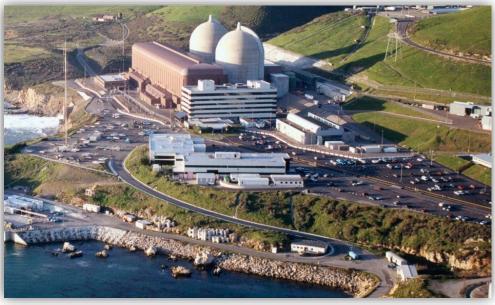


Credit to CalMatters

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.



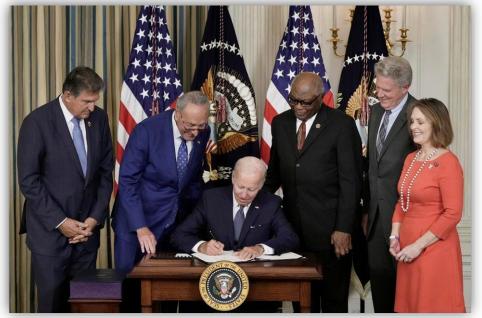
Credit to Times of San Diego

 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.

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



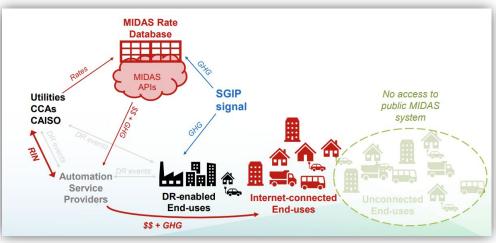
Credit to Drew Angerer/Getty Images

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.



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



Advanced Strategies for Demand Flexibility Management and Customer DER Compensation

Energy Division White Paper and Staff Proposal







Item 8 Update on Regulatory and Legislative Affairs

Recommendation:

Receive and file the update on Regulatory and Legislative Affairs.



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 27

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



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

2021 POWER CONTENT LABEL San Diego Community Power https://sdcommunitypower.org/resources/key-documents/																	
											Greenhouse Gas Emissions Intensity (Ibs CO ₂ e/MWh)			Energy Resources	2021 SDCP PowerOn Power Mix	2021 SDCP Power100 Power Mix	2021 CA Power Mix
											2021 SDCP PowerOn	2021 SDCP Power100	2021 CA Utility	Eligible Renewable ¹	54.9%	100.0%	33.6%
Power Mix	Power Mix	Average	Biomass & Biowaste	6.9%	0.0%	2.3%											
378	0	456	Geothermal	3.8%	0.0%	4.8%											
1000	202	1 SDCP PowerOn	Eligible Hydroelectric	0.5%	0.0%	1.0%											
	-	ver Mix	Solar	28.8%	50.0%	14.2%											
800			Wind	14.8%	50.0%	11.4%											
600	= 202	1 SDCP	Coal	0.0%	0.0%	3.0%											
800	-	wer100 Power	Large Hydroelectric	11.8%	0.0%	9.2%											
400	— Mix	(Natural Gas	0.0%	0.0%	37.9%											
	= 202	2021 CA Utility	Nuclear	0.0%	0.0%	9.3%											
200		erage	Other	0.0%	0.0%	0.2%											
0			Unspecified Power ²	33.3%	0.0%	6.8%											
			TOTAL	100.0%	100.0%	100.0%											
Percentage	0%	0%															
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 renewable																	
energy credits (RECs) represent renewable generation that was not delivered to serve retail sales. Unbundled RECs																	
			er mix or GHG emissions ir														
For specific information about this electricity San Diego Community Power																	
	portfolio, contact		1	(888) 382-01	69												
For general information about the Power Content <u>http://www.energy.ca.gov/pcl/</u>																	
For additional questions, please contact theToll-free in California: 844-454-2906California Energy Commission at:Outside California: 916-653-0237																	
GamOITIla		551011 al.	Outside C		-000-0207												



Item 9 **PCL** Mailer Preview

Power Content Label reflects 2021 verified electric resources for SDCP.

This information is required by the California Energy Commission to be mailed to active SDCP customers.

The generation data represents energy procured during 2021 and is provided in the"Annual Report to the California Energy Commission: Power Source Disclosure Program."

A portion of SDCP's energy comes from clean, large hydroelectric power stations. Under California law, large hydroelectric power stations do not qualify as eligible renewable resources.

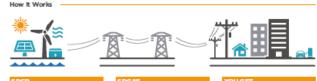
2021 Power Content Label

2021 POWER CONTENT LABEL											
San Diego Community Power https://sdcommunitypower.org/resources/key-documents/											
	2021 SDCP Power100 Power	2021 CA Utility Average	Eligible Renewable	54.9%	100.0%	33.6%					
Max	Max	and the online evenge	Biomass & Biowaste	6.9%	0.0%	2.3%					
378	0	456	Geothermal	3.8%	0.0%	4.8%					
1000 -		Eligible Hydroelectric	0.5%	0.0%	1.0%						
	2021 SD CP PowerOn		Solar	28.8%	50.0%	14.2%					
800	Pow	ver Mix	Wind	14.8%	50.0%	11.4%					
600			Coal	0.0%	0.0%	3.0%					
000		1 SDCP Power100	Large Hydroelectric	11.8%	0.0%	9.2%					
400 Power Mix 200 2021 CA Utility Average			Natural Gas	0.0%	0.0%	37.9%					
			Nuclear	0.0%	0.0%	9.3%					
			Other	0.0%	0.0%	0.2%					
			Unspecified Power ²	33.3%	0.0%	6.8%					
			TOTAL	100.0%	100.0%	100.0%					
Percenta	age of Retail Sales	Covered by Retired	Unbundled RECs ³ :	0%	0%						
[†] The eligible ren	ewable percentage	above does not refl	ect RPS compliance, which is	determined usir	ng a different me	sthodology.					
³ 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 renewable energy credits											
(RECs) represent renewable generation that was not delivered to serve retail sales. Unbundled RECs are not reflected in the power											
mix or GHG emissions intensities above.											
	nformation about		San Diego Community Power								
	portfolio.conlact: 1 (888) 382-0169										
For general information about the Power Content <u>http://www.energy.ca.gov/pcl/</u> Label. visit:											
	For additional questions, please contact the Toll-free in California: 844-454-2906										
Californ	ia Energy Commi	ssion at:	Outside California: 916-653-0237								

Who is San Diego Community Power?

San Diego Community Power (SDCP) is a community-owned organization that provides affordable clean energy and invests in the community to create an equitable and sustainable future for the San Diego region.

As the second largest Community Choice Aggregator (CCA) in California, we are leading by example, inspiring innovative solutions to climate change by powering our communities with clean affordable energy while prioritizing equity, sustainability, and high-quality jobs.



Delivers power and

maintains the grid

Buys electricity from renewable resources

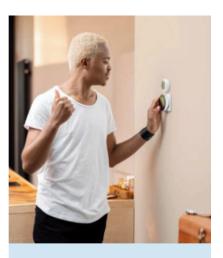
DU GET Cleaner power, local control, and competitive rates

Upgrade to Power100

San Diego Community Power proudly offers Power100 - our optional service level that is 100% clean and 100% carbon-free. Power100 consists entirely of renewables like solar and wind power.

Enrolling in Power100 means that you're doing all you can to eliminate your carbon footprint from energy consumption. Upgrade for only \$0.0075 more per kWh - less than \$4 more per month for a typical home"!

*Based on a typical household monthly usage of 500 kWh. Your actual cost will vary depending on your usage.



Get paid to save energy through our partnership with OhmConnect

Earn \$50 for signing up and save on a smart thermostat. Learn more at

SDCommunityPower.org/ohmconnect

Percentages may not total 100% due to rounding.



PCL Mailer Preview



Hey! Did you know powering a clean energy future has never been easier?

Yea, now I know where my energy is coming from!

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!



No purchase or payment necessary to enter or win this sweedstakes. Prizes cannot be exchanged for cash or other monetary value or credit. Officiel nules available on SDCcommunityPower.org/CPP. No is necessarily realizar nitiguna compra o pago para participar o gamar lette aothe. Los premios no se poeden cambier por dimers en efectivo u otro valor monetario o crédito. Regise oficiales disponibles en SDCommunityPower.org/CPP.

"Walang kinakaliangang pagbili o pagbabayad para makapasok o manalo sa sweepstakes na ito. Ang mga premyo ay hindi maaaring palitan ng cash o iba pang halega ng pera o kredito. Available ang mga opioyal na panuntunan as DCommungk/Power org/CPP.

Take a Few Minutes to Help Power a Clean Energy Future for All!

We are creating our first ever Community Power Plan that will guide the development and reinvestment of millions of dollars into local programs that help meet community needs for the next five years! We want to know the goals, priorities, and needs of you and your community. Your feedback is invaluable and will ensure we are powering a clean energy future for everyone.

Tell us what's Important to you by taking a short survey. Scan the QR code or visit SDCommunityPower.org/survey

Take the survey for a chance to win a \$50 gift card!"

Ayúdenos a comprender las necesidades de nuestras comunidades y lo que es importante para usted respondiendo una breve encuesta en SDCommunityPower.org/survey o escaneando el código QR. IRealice la encuesta para tener la oportunidad de ganar una tarjeta de regalo de \$50⁺

Tulungan kaming maunawaan ang mga pangangailangan ng aming mga komunidad at kung ano ang mahalaga sa iyo sa pamamagitan ng pagkuha ng maikling survey sa SDcommunity Power.org/survey sa pamamagitan ng pag-scan sa OR code.

Kunin ang survey para sa isang pagkakataong manalo ng \$50 na gift card!"



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



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



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





Compensation Elements:

Primary focus on Base Salary



Additional review of short-term incentives and total cash comp.



Market Percentiles:

 $25^{\text{th}},\,50^{\text{th}}\,\text{and}\,75^{\text{th}}\,\text{percentiles}$



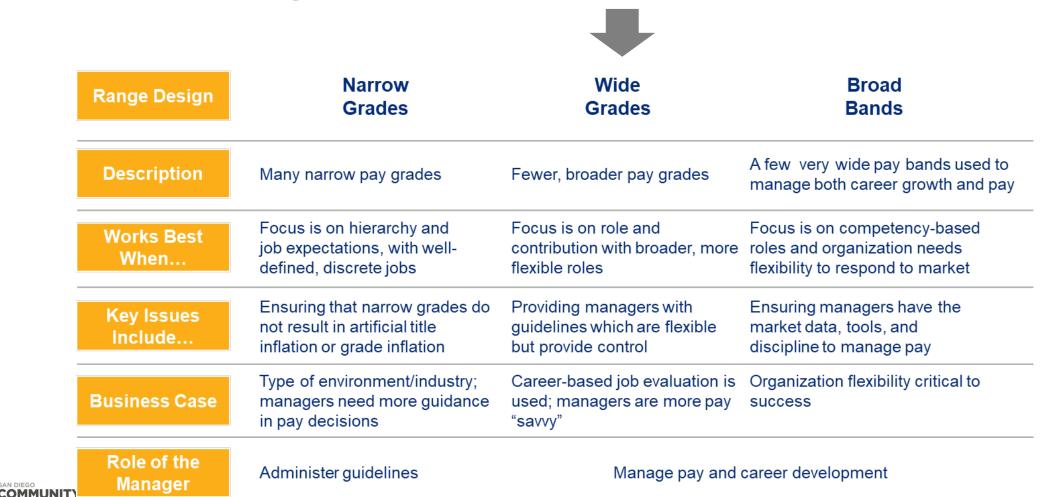


targeted to \$700M revenue

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Mercer – Types of Salary Structures

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



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.

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

Grade	Mid. Prog.	Spread	Minimum	Midpoint	Maximum
20	35%	80%	\$333,700	\$467,100	\$600,700
19	25%	80%	\$247,200	\$346,000	\$445,000
18	25%	80%	\$197,700	\$276,800	\$355,900
17	20%	70%	\$164,000	\$221,500	\$278,800
16	20%	70%	\$136,700	\$184,500	\$232,400
15	20%	70%	\$113,900	\$153,800	\$193,600
14	20%	70%	\$94,900	\$128,200	\$161,300
13	18%	60%	\$82,200	\$106,800	\$131,500
12	18%	60%	\$69,600	\$90,500	\$111,400
11	18%	60%	\$59,000	\$76,700	\$94,400
10		60%	\$50,000	\$65,000	\$80,000
	20 19 18 17 16 15 14 13 12 11	GradeProg.2035%1925%1825%1720%1620%1520%1420%1318%1218%1118%	GradeProg.Spread2035%80%1925%80%1825%80%1720%70%1620%70%1520%70%1420%70%1318%60%1118%60%	GradeProg.SpreadMinimum2035%80%\$333,7001925%80%\$247,2001825%80%\$197,7001720%70%\$164,0001620%70%\$136,7001520%70%\$136,7001420%70%\$94,9001318%60%\$82,2001218%60%\$69,6001118%60%\$59,000	GradeProg.SpreadMinimumMidpoint2035%80%\$333,700\$467,1001925%80%\$247,200\$346,0001825%80%\$197,700\$276,8001720%70%\$164,000\$221,5001620%70%\$136,700\$184,5001520%70%\$113,900\$153,8001420%70%\$94,900\$128,2001318%60%\$82,200\$106,8001118%60%\$59,000\$76,700

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

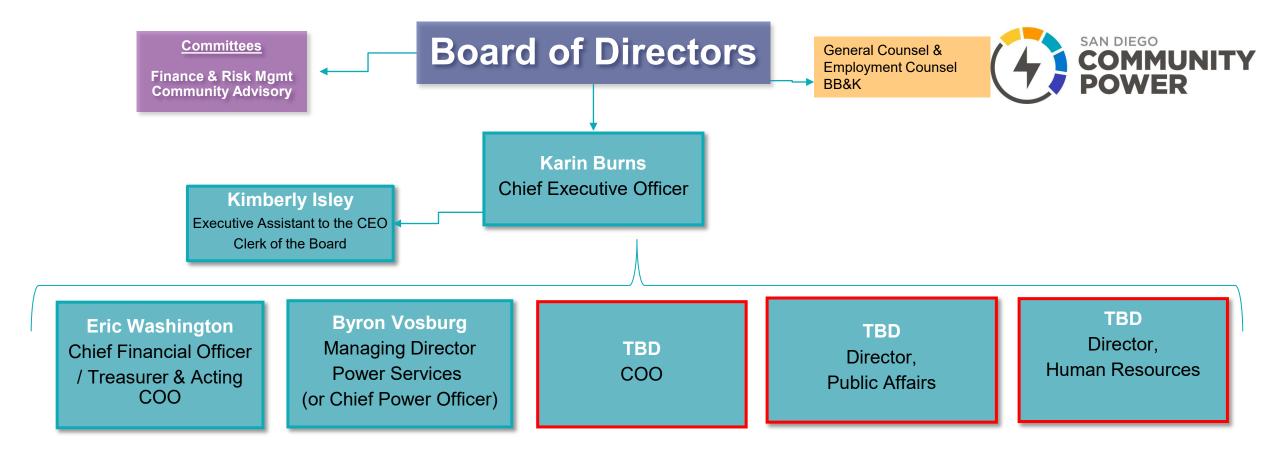
Current & Future Staff – Proposed Salary Bands

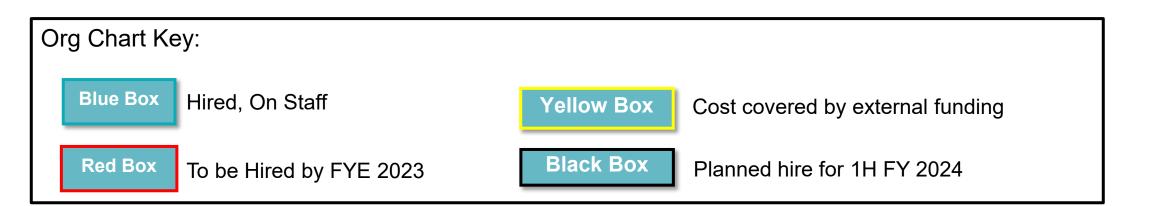
Title / Position Level	Minimum	Mid Point	Maximum	Proposed Grade
CEO	\$247,200	\$346,000	\$445,000	19
C-Suite (CFO, COO, CPO)	\$197,700	\$276,800	\$355,900	18
Director	\$164,000	\$221,500	\$278,800	17
Sr. Project Manager / Sr. Manager	\$136,700	\$184,500	\$232,400	16
Project Manager / Manager	\$113,900	\$153,800	\$193,600	15
Sr. Analyst / Sr. Associate	\$94,900	\$128,200	\$161,300	14
Associate / Analyst	\$82,200	\$106,800	\$131,500	13
Exec Assistant/ Board Clerk	\$82,200	\$106,800	\$131,500	13
Project Coordinator	\$69,600	\$90,500	\$111,400	12
Office Manager	\$69,600	\$76,700	\$111,400	12
Intern/Temp/Other Jr.	\$59,000	\$65,000	\$94,400	11



FY 2023 Updated Hiring Plan

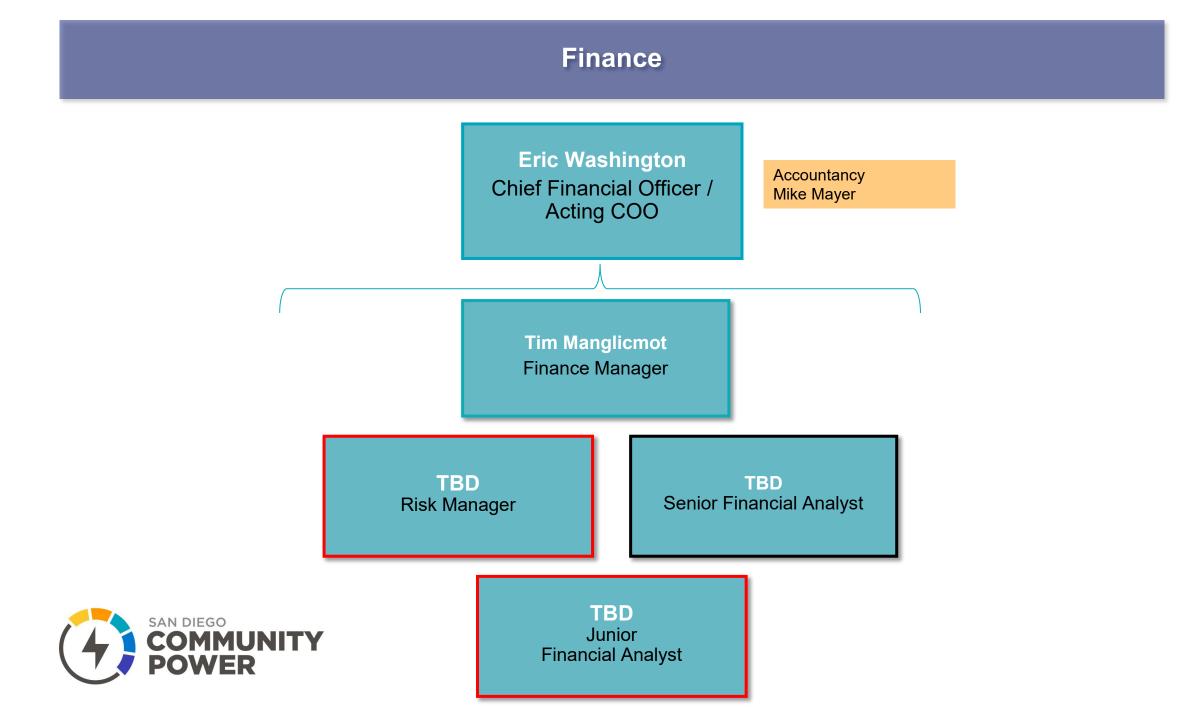
Position	Salary Range	Calendar Year Hire Quarter	In Budget – Y/N
Director, Public Affairs	\$164K - \$279K	Q3 2022	Y - Replacement
Sr. Program Manager	\$137K - \$232K	Q3 2022	Υ
Risk Manager	\$95K - \$161K	Q3 2022	Υ
Sr. Portfolio Manager - Power	\$137K - \$232K	Q4 2022	Υ
Director, Human Resources	\$164K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



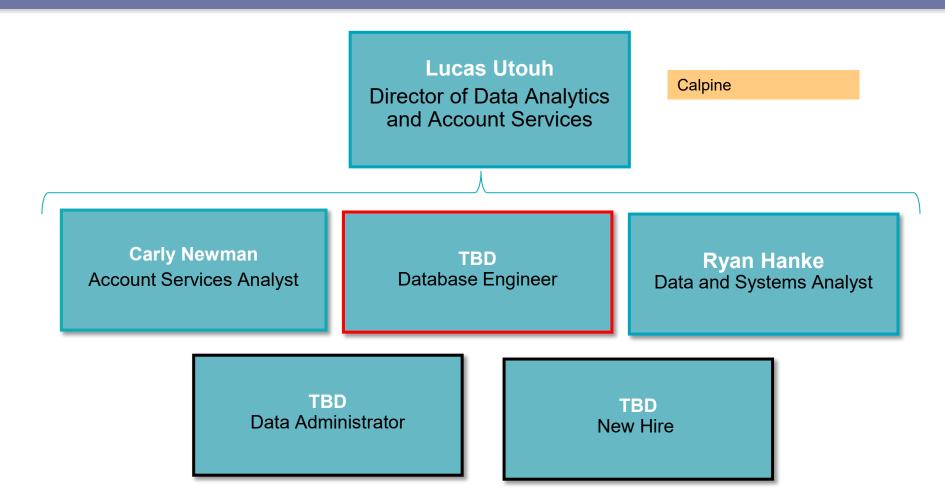


Power Services Byron Vosburg Legal / Contract Managing Director Support **Power Services** Keys & Fox **Carlos Gomes** TBD Kenny Key Tacko Diaite - Koumba Sr Power Contracts Manager Power Settlements Manager Sr. Portfolio Manager Senior Portfolio Manager TBD TBD TBD TBD Load Forecast Local Area Resource Market/Policy Strategist Portfolio Manager Data Analyst Development Manager



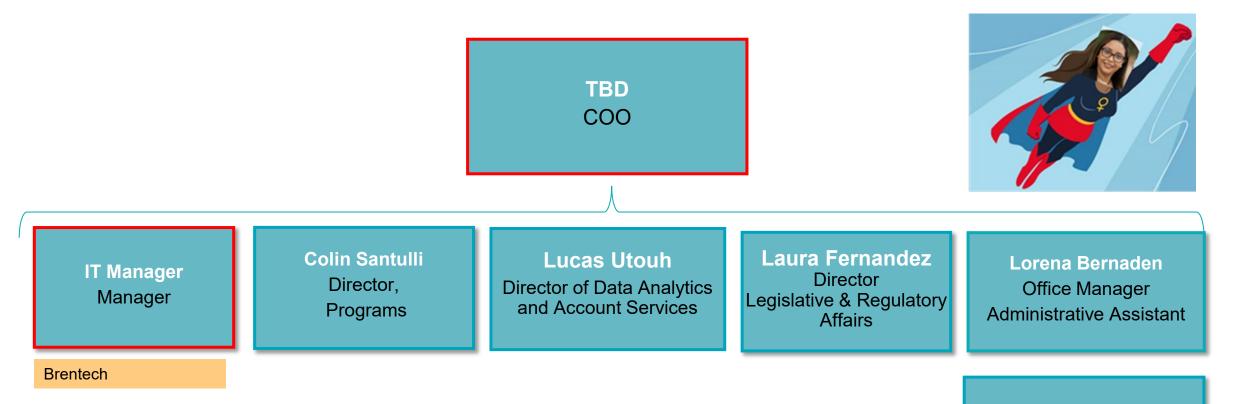


Data Analytics and Account Services





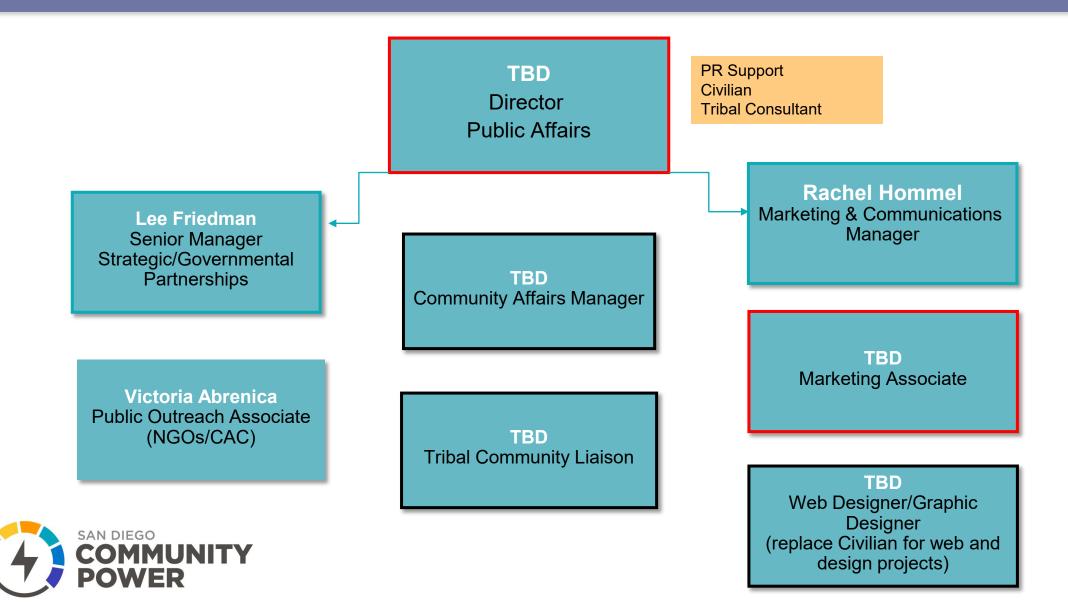
Operations

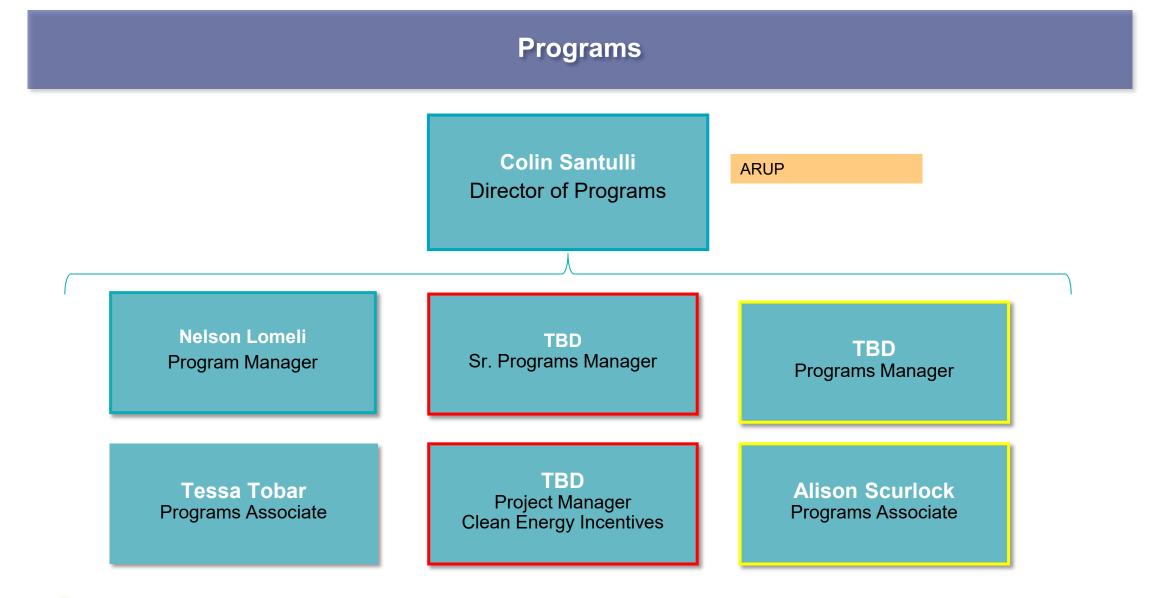


Sandra Vences Administrative Assistant



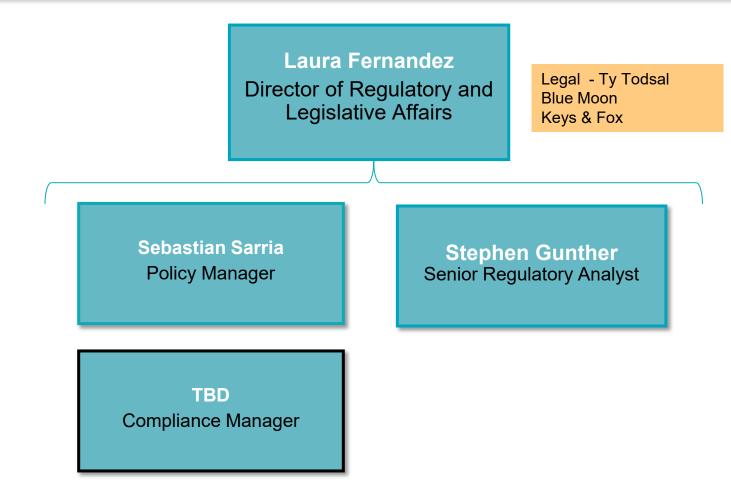
Public Affairs





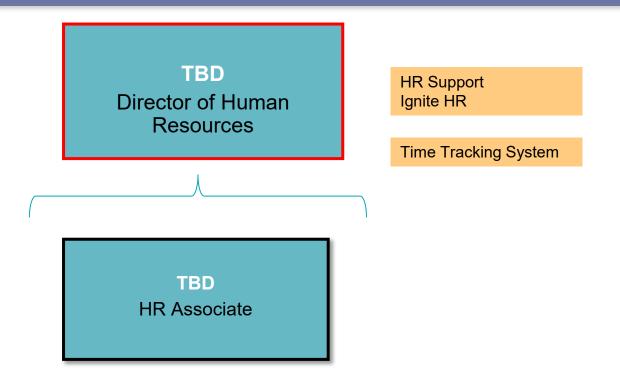


Regulatory and Legislative Affairs





Human Resources





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



Management Presentation

SDCP Board Meeting

August 25th 2022

Presented by: Karin Burns

SD Loyal FC Clean Energy Partnership

- In-stadium Signage
- Broadcast & presenting corner kicks!
- Clock Wraps

MMUNITY

- Celebrating Loyal Select
 Youth Academy Team
- SDCP placement on kits!









County of San Diego's Clin. 'te Action Plan Update and the state of the county of the state of t RETURNS

WHAT KINDS OF COMMUNI ENERGY PROSPAMS COULD YOU AND YOUR COMMUNITY

SAN DIEGO COMMUNITY POWER

Community Engagement

Friph.

Powering A Clean, Affordable Energy Future

SAN DIEGO COMMUNITY POWER

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





Rotary





Old Missio

Lunch & Learn Line-Up

Lunch & Learns planned:

- Cleantech San Diego 8/30
- Conflict Management 9/8
- GRID Alternatives 9/12





Finance Updates

Upcoming Dates

mber	FRMC	 September 1, 2022 Preliminary fiscal-year end review for FY22-23 		
Septembe				
	FRMC	 September 1, 2022 Treasurer's Report through July 31, 2023 		
ALC: NOTION.	and the second s			
October	FRMC	 October 6, 2022 FY22-23 Year-end audit with Pisenti & Brinker 		
<u> </u>				
Ö	SDCP Board	 October 27, 2022 FY22-23 Year-end audit with Pisenti & Brinker 		



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