SAN DIEGO GAS & ELECTRIC COMPANY

Risk Assessment and Mitigation Phase 2025 Report

Chapter: SDG&E-Risk-6 Number: SDG&E-R06-WP

Employee Safety O&M Workpapers

SAN DIEGO GAS & ELECTRIC COMPANY

May 15, 2025



2025 Risk Assessment & Mitigation Phase INDEX OF RISK CHAPTER

Risk Chapter 10R06: SDG&E-RISK-6 EMPLOYEE SAFETY

DOCUMENT	PAGE
Summary of Risk Chapter	1
Mitigations: Incurred Costs & Units	2
Supplemental Workpaper	3
Appendix A: Forecast Methodology	10
Appendix B: Unit Measure	11

SDG&E-1OR06-WP Page 1 of 11

Summary of Risk Chapter: 10R06 - SDG&E-Risk-6 Employee Safety

In 2024 \$ (000s) Incurred Costs												
Adjusted Recorded			Adjusted Forecast									
	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
Control/Mitigation	4,026	3,776	3,007	3,666	3,515	4,663	4,527	4,581	4,581	4,581	4,581	4,581
Alternative Mitigation	0	0	0	0	0	1,363	1,331	1,351	1,331	1,351	1,331	1,351
See detailed pages for Units as the unit measure can vary for each mitigation.												

Note: Totals may include rounding differences.

Risk Chapter: SDG&E-Risk-6 Employee Safety

Risk ID: 10R06

Page 2 of 11

In 2024 \$ (000s) Incurred Costs

	Mitigation	Unit	Adjusted Recorded						Adjusted Forecast						
ID	Name	Measure	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	
A391	Incident Investigation & Ever	FTEs	0	0	0	0	0	836	804	824	804	824	804	824	
A392	Enhanced Safety Validation	FTEs	0	0	0	0	0	527	527	527	527	527	527	527	
C317	Employee Safety Training &	FTEs	1,153	1,145	1,018	1,265	1,108	1,138	1,138	1,138	1,138	1,138	1,138	1,138	
C319	Safety Management System	FTEs	1,148	891	372	491	605	605	605	605	605	605	605	605	
C323	Safety Culture Survey Reco։	FTEs	757	923	696	921	841	819	819	819	819	819	819	819	
C328	Safety Compliance & Industr	FTEs	968	817	921	989	940	1,230	1,230	1,230	1,230	1,230	1,230	1,230	
M303	Enhanced Risk Informed Err	FTEs	0	0	0	0	0	226	366	420	420	420	420	420	
M305	Safety Mgmt System Maturit	FTEs	0	0	0	0	0	624	348	348	348	348	348	348	
21	Establish Incident Investigati	Employees	0	0	0	0	21	21	21	21	21	21	21	21	

SD	M305	Safety Mgmt System Maturit	FTEs	0	0	0	0	0	624	348	348	348	348	348	348
^{сд} %9(M311	Establish Incident Investigati	Employees	0	0	0	0	21	21	21	21	21	21	21	21
E-10	m -1 -2 Units														
R06		Mitigation	Unit		Adju	sted Reco	rded				Adjı	sted Fore	cast		
3-WF	ID	Name	Measure	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
J	A391	Incident Investigation & Ever	FTEs	0	0	0	0	0	6	6	6	6	6	6	6
	A392	Enhanced Safety Validation	FTEs	0	0	0	0	0	4	4	4	4	4	4	4
	C317	Employee Safety Training &	FTEs	7	7	6	8	7	7	7	7	7	7	7	7
	C319	Safety Management System	FTEs	1	2	2	3	3	3	3	3	3	3	3	3
	C323	Safety Culture Survey Reco	FTEs	3	4	2	2	2	2	2	2	2	2	2	2
	C328	Safety Compliance & Industr	FTEs	4	3	3	4	4	3	3	3	3	3	3	3
	M303	Enhanced Risk Informed Err	FTEs	0	0	0	0	0	1	2	3	3	3	3	3
	M305	Safety Mgmt System Maturit	FTEs	0	0	0	0	0	1	2	2	2	2	2	2
	M311	Establish Incident Investigati	Employees	0	0	0	0	15	15	15	15	15	15	15	15

Note: Totals may include rounding differences.

Supplemental Workpapers

Risk Chapter SDG&E-Risk-6-Employee Safety

Risk ID: 10R06A391: Alternative - Incident Investigation & Event Learning Dedicated Support Team

Year	Forecast Description		(000s)		# FTEs
I Cai		Labor	Non-Labor	TOTAL	#11L3
	Implementation of new training and software tools to support education and development of internal SMEs				
0005	being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety		00	20	
2025	improvement New training and software tools to support education and development of internal SMEs being onboarded to	-	32	32	
	Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual				
	license fees				
2025	8 licenses*\$1,600/license=\$12,800	-	13	13	-
	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident		-	-	
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
0005	Labor: 3 FTEs*\$120,750=\$362,250	200		074	0.0
2025	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses) 3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident	362	9	371	3.0
	incremental AD3 F1Es proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$136,900=\$410,700				
2025	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
	New training and software tools to support education and development of internal SMEs being onboarded to				
	Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual				
	license fees				
2026	8 licenses*\$1,600/license=\$12,800	-	13	13	-
	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$120,750=\$362,250				
2026	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident				
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
2026	Labor: 3 FTEs*\$136,900=\$410,700	411	9	420	2.0
2026	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses) Bi-Annual Refresher training to support education and development of internal SMEs being onboarded to	411	Э	420	3.0
2027	Event Learning Teams for incident review, analysis, and learning for continuous safety improvement	_	20	20	_
	New training and software tools to support education and development of internal SMEs being onboarded to				
	Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual				
	license fees				
2027	8 licenses*\$1,600/license=\$12,800	-	13	13	-
	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident				
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$120,750=\$362,250				
2027	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident		-		
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$136,900=\$410,700				
2027	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
	New training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual				
	license fees				
2028	8 licenses*\$1,600/license=\$12,800	_	13	13	_
2020	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident	_	10	10	
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$120,750=\$362,250				
2028	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident				
	investigation and event learning team to assess the underlying causes, learnings and opportunities for improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$136,900=\$410,700				
2028	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2028	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses) Bi-Annual Refresher training to support education and development of internal SMEs being onboarded to	411	9	420	3.0

	New training and coffware tools to support education and development of internal CMEs being enhanted to		1		
	New training and software tools to support education and development of internal SMEs being onboarded to Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual				
	license fees				
2029	8 licenses*\$1,600/license=\$12,800	_	13	13	_
2023	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident		10	10	
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$120,750=\$362,250				
2029	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident				
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$136,900=\$410,700				
2029	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
	New training and software tools to support education and development of internal SMEs being onboarded to				
	Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual				
	license fees				
2030	8 licenses*\$1,600/license=\$12,800	-	13	13	-
	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident				
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
0020	Labor: 3 FTEs*\$120,750=\$362,250	200		274	2.0
2030	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses) 3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident	362	9	371	3.0
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$136,900=\$410,700				
2030	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
	Bi-Annual Refresher training to support education and development of internal SMEs being onboarded to				
2031	Event Learning Teams for incident review, analysis, and learning for continuous safety improvement	-	20	20	-
	New training and software tools to support education and development of internal SMEs being onboarded to				
	Event Learning Teams for incident review, analysis, and learning for continuous safety improvement annual				
	license fees				
2031	8 licenses*\$1,600/license=\$12,800	-	13	13	-
	3 Incremental AD2 FTEs proposed in this alternative mitigation would serve as a dedicated incident				
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team.				
	Labor: 3 FTEs*\$120,750=\$362,250		_		
2031	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	362	9	371	3.0
	3 Incremental AD3 FTEs proposed in this alternative mitigation would serve as a dedicated incident				
	investigation and event learning team to assess the underlying causes, learnings and opportunities for				
	improvement following internal and external events. Rather than leveraging existing FTEs, this alternative				
	approach establishes and trains a dedicated team. Labor: 3 FTEs*\$136,900=\$410,700				
2031	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
2001		411	3	420	5.0

Risk Chapter SDG&E-Risk-6-Employee Safety

Risk ID: 10R06A392: Alternative - Employee Safety Enhanced Safety Validation Program

Proteomoral ADD FTEs proposed in this alternative intigration would serve as desclosited resources to enhance and expended SDMES counted softly assurant, assessment, intering, and entitle and processes beyond the counted and applications and applications and applications and applications and applications and applications are a desclosed resources to enhance and expended ADD FTEs proceed in this alternative intering, and other office expenses). 222 November ADD FTEs proced in this alternative intering, and other office expenses in a declosed resources to enhance and expenses of the counter statistic participations would serve as a declosed resources to enhance and expenses of the counter statistic participations would serve as a declosed resources to enhance and expenses of the counter statistic participations would serve as declosed resources to enhance and expenses of the counter statistic participation would serve as declosed resources to enhance and expenses of the counter statistic participation would serve as declosed resources to enhance and expenses of the counter statistic participation would serve as declosed resources to enhance and expenses of the counter statistic participation would serve as declosed resources to enhance and expenses of the counter statistics or counter statistics. The counter statistics or counter statistics or counter statistics or counter statistics or counter statistics. The counter statistics or counter statistics or counter statistics or counter statistics or counter statistics. The counter statistics or counter statistics or counter statistics or counter statistics or counter statistics. The counter statistics or counter statistics or counter statistics or counter statistics or counter statistics. The counter statistics or counter statistics or counter statistics or counter statistics. The counter statistics or counter statistics or counter statistics or counter statistics. The proposed	Year	Forecast Description		(000s)		# FTEs
and expands SDAGE's current softly association, assessment, training, and well-related processes beyond the current compliance and registery requirements covered by ESCLIP. 2005 Nov-Labor. 2 FTE-310/J019-241.000 ptm in historing will other office exponents. 242 6 246 2 245 8 2 2 246 8 247 8 2 2 247 8 2 2 2 247 8 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	i cai	i olecast bescription	Labor	Non-Labor	TOTAL	#11L5
2 Incremental AID FEE processed in this alternative minigration would serve an dedicated resources to enhance and expansion SOGRES current compliance and regulatory regularements covered by ESCAPP. 2025 INON-Lactor \$1,000/FEE-96,000 (prices, training, and other office expenses) 274 6 200 2 Terrentered AID FEE processed in this alternative minigration would serve as dedicated resources to enhance current compliance and regulatory regularements covered by ESCAPP. 2026 Non-Lactor \$1,000/FEE-96,000 (prices, training, and other office expenses) 2026 Non-Lactor \$1,000/FEE-96,000 (prices, training, and other office expenses) 2026 Non-Lactor \$1,000/FEE-96,000 (prices, training, and other office expenses) 2026 Non-Lactor \$1,000/FEE-96,000 (prices, training, and other office expenses) 2026 Non-Lactor \$1,000/FEE-96,000 (prices, training, and other office expenses) 2027 Resources AID FEE processed in its alternative milingation would serve as dedicated resources to enhance and expansion SOCRES current safety executances, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCAPP. 2028 Non-Lactor \$1,000/FEE-96,000 (prices, training, and other office expenses) 2029 Non-Lactor \$1,000/FEE-96,000 (prices, training, and other office expenses) 2020 Terrentered AID FEE processed in this alternative milingation would serve as dedicated resources to enhance and expansion \$2,000 (price \$2,000) (prices, training, and other office expenses) 2020 Terrentered AID FEE processed in the salternative milingation would serve as dedicated resources to enhance and expansion \$2,000 (prices, training, and other office expenses) 2021 Terrentered AID FEE processed in the salternative milingation would serve as dedicated resources to enhance and expansion \$2,000 (prices, training, and other office expenses) 2022 Non-Lactor \$2,000 (prices, training, and other office expenses) 2023 Non-Lactor \$2,000 (prices, training, and other office expenses) 2024 Centered AID FEE pro		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP.				
and expant SIGGES current activity acquirements converted by ESCAIP. Labor: 2 FTES-158 (SiGGE-127-3,800) 2005 Non-Labor: 2 FTES-158 (SiGGE-127-3,800) 21 Incremental AUZ FTES proposed in this attenuation mitigation would serve as decidated resources to enhance and organized states and the server of the serv	2025		242	6	248	2.0
2 Incremental ADZ FTEs proposed in the attention will part on a declarated resources to enhance and equatory requirements covered by ESCMP. 2026 17ET-31210.7592-2511.000 2026 17ET-31210.7592-2511.000 2027 2FTE-31210.7592-2511.000 2028 2FTE-31210.7592-2511.000 2028 2FTE-31210.7592-2511.000 2028 2FTE-31210.7592-2511.000 2029 2FTE-31210.7592-2511.000 2029 2FTE-31210.7592-2511.000 2020 2FTE-31210.000 2020 2FTE-31210.0000 2020 2FTE-31210.0000 2020 2FTE-31210.0000 2020 2FTE-31210.0000 2020 2FTE-31210.0000 20		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800	-		-	
and expand SDGAEs current safety assurance, assessment, training, and verification processes beyond the current compliance and application procurements covered by ESCAMP. 2008 Non-Labor. 2 FTES-1812/750-5241.500 2019 Roman SDGAES current safety assurance, assessment, training, and writerfactor processes beyond the current compliance and regards of processes and seasons and	2025		2/4	6	280	2.0
2 Incremental AD3 FTEs proposed in this alternative migration vould serve as decidated resources to enhance and organizations and regulatory requirements occurred tromplanes and regulatory requirements occurred for the expenses) 226 Non-Labor: \$3,000FTE?*\$5,000 ((hone, training, and other office expenses) 277 6 2 20 Incremental AD2 FTEs proposed in this alternative migration vould serve as decidated resources to enhance and expand \$50,06E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by FSCMP Labor: 2 FTEs*\$137,073;5241,500 2027 Non-Labor: \$3,000FTE?*54,500 ((phone, training, and other office expenses) 21 Incremental AD3 FTEs proposed in this alternative migration vould serve as decidated resources to enhance and expand \$50,06E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by FSCMP. 220 Incremental AD3 FTEs proposed in this alternative migration vould serve as sedecidated resources to enhance and expand \$50,06E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by FSCMP. 23 Incremental AD3 FTEs proposed in this alternative migration vould serve as decidated resources to enhance and expand \$50,06E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 24 Experimental AD3 FTEs proposed in this alternative migration vould serve as decidated resources to enhance and expand \$50,06E's current safety assurance, assessment, training, and defer office expenses). 25 Incremental AD3 FTEs proposed in the alternative migration vould serve as adecidated resources to enhance and expand \$50,06E's current safety assurance, assessment, training, and other office expenses). 26 Incremental AD3 FTEs proposed in this alternative migration vould s		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP.				
and expand SDG&E current safety assurance, assessment, training, and verification processes beyond the current compliance and regulation y requirements overed by FSCMP. 2026 Non-Abort SJ,000FEF2-45.000 (phone, training, and other office expenses) 21 Incremental ADF FES proposed in this alternative miligation would serve as decidated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements oxweed by FSCMP. 220 Incremental ADF FES proposed in this alternative miligation would serve as a decidated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and verification processes beyond the current compliance and regulation y requirements owned by FSCMP. 221 Incremental ADF FES proposed in this alternative miligation would serve as decidated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and verification processes beyond the current compliance and regulation y requirements owned by FSCMP. 222 Incremental ADF FES proposed in this alternative miligation would serve as decidated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and official on processes beyond the current compliance and regulation y requirements owned by FSCMP. 222 Incremental ADF FES proposed in this alternative miligation would serve as decidated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and other office expenses) 223 Incremental ADF FES proposed in this alternative miligation would serve as decidated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and other office expenses) 224 6 280 2 225 Incremental ADF FES proposed in this alternative miligation would serve as decidated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and other office expenses beyond the current compliance and regulation y requirem	2026	Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses)	242	6	248	2.0
2 Incremental ADF ETEs proposed in this alternative mitigation vouid serve as dedicated resources to enhance and expand SIGARES unrest selety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP Labor: 2-FTES*150,709-5241,500 2027 Non-Labor: 35,000FTE*2-95,000 (phone, training, and other office expenses) 202 Incremental ADF Etes proposed in this alternative mitigation vouid serve as dedicated resources to enhance and expand SIGARE's current selety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2027 Non-Labor: 32,000FTE*295,000 (phone, training, and other office expenses) 21 Incremental ADF Etes proposed in this alternative mitigation vouid serve as dedicated resources to enhance and expand SIGARE's current selety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 22 Incremental ADF Etes proposed in this selemente mitigation vouid serve as dedicated resources to enhance and expand SIGARE's current selety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 22 Non-Labor: 32,000FTE*295,000 (phone, training, and other office expenses) 24 2 6 246 24 2 2 Incremental ADF Etes proposed in this selementer mitigation vouid serve as dedicated resources to enhance and expand SIGARE's current selety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2202 Non-Labor: 32,000FTE*295,000 (phone, training, and other office expenses) 221 Incremental ADF Etes proposed in this alternative mitigation vouid serve as dedicated resources to enhance and expand SIGARE's current selety assurance, assessment, fraining, and other office expenses) 222 Incremental ADF Etes proposed in this alternative mitigation voui		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP.				
and expand SDOAE's current safely assurance, assessment, training, and verification processes beyond the current compliance and regulation y requirements covered by ESCMP. 2027 Non-Labor: 32,000FFE2-95,000 (phone, training, and other office expenses) 242 6 246 2 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicited resources to enhance and expand SDOAE's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulation yrequirements covered by ESCMP. 2027 Non-Labor: 32,000FFE2-95,000 (phone, training, and other office expenses) 224 6 280 2 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicited resources to enhance and expand SDOAE's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulation requirements covered by ESCMP. 228 Non-Labor: 32,000FFE2-95,000 (phone, training, and other office expenses) 242 6 246 2 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicited resources to enhance and expand SDOAE's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulation requirements covered by ESCMP. 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicited resources to enhance and expand SDOAE's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulation requirements covered by ESCMP. 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicited resources to enhance and expand SDOAE's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulation regul	2026	Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses)	274	6	280	2.0
2027 Non-Labor: \$3,000FTEP-295,000 (phone, training, and other office expenses) 242 6 248 2 2 Incremental ADS TEPs proposed in the sitemative mitigation would serve as dedicated resources to enhance and expand \$5,006Ex ourrent safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2027 Non-Labor: \$3,000FTEP-255,000 (phone, training, and other office expenses) 274 6 280 2 2 Incremental ADS TEB proposed in this alternative mitigation would serve as dedicated resources to enhance and expand \$50,068E current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental ADS TEB proposed in this alternative mitigation would serve as selecticated resources to enhance and expand \$50,068E current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental ADS TEB proposed in this alternative mitigation would serve as dedicated resources to enhance and expand \$50,068E current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental ADS TEB proposed in this alternative mitigation would serve as dedicated resources to enhance and expand \$50,068E current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental ADS TEB proposed in this alternative mitigation would serve as dedicated resources to enhance and expand \$50,068E current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental ADS TEB proposed in this alternative mitigation would serve as dedicated resources to enhance and expand \$50,068E current safety assurance, assessment, training, and verif		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP.				
and expand SDGAE's current selety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2027 Non-abort 33,000FET2-55,000 (phone, training, and other office expenses) 2 Incremental ADZ FTES 970,90-9271,300 2028 Non-Labort 33,000FET2-55,000 (phone, training, and other office expenses) 2 Incremental ADZ FTES 970,90-9271,300 2028 Non-Labort 33,000FET2-55,000 (phone, training, and other office expenses) 2 Incremental ADZ FTES 970,90-9274,100 2 Incremental ADZ FTES proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDGAE's current selety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental ADZ FTES 970,90-9274,300 2 Non-Labort 33,000FTEZ-95,000 (phone, training, and other office expenses) 2 Non-Labort 33,000FTEZ-95,000 (phone, training, and other office expenses) 2 Incremental ADZ FTES proposed in this alternative mitigation would serve as dedicated resources to enhance and expend SDGAE's current selety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental ADZ FTES 970,90-9241,500 2 Incremental ADZ FTES proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDGAE's current selety assurance, assessment, training, and other office expenses) 2 Incremental ADZ FTES 970,90-9241,500 2 Incremental ADZ FTES proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDGAE's current selety assurance, assessment, training, and other office expenses) 2 Incremental ADZ FTES 970,900 (phone, training, and other office expenses) 2 Incremental ADZ FTES 970,900 (phone	2027		242	6	248	2.0
2 Incremental ADZ FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2028 Non-Labor: 32,001FTE*295,000 (Johne, training, and other office expenses) 21 (Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*138,009-277,800 2028 Non-Labor: 33,000FTE*2*25,000 (phone, training, and other office expenses) 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&Es current safety assurance, assessment, training, and		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800				
and expand SDG&E's current safely assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2028 Non-Labor: 2 FTEs*\$12,07,50-\$241,500 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safely assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900-\$273,300 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safely assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750-\$241,500 2029 Non-Labor: 3,000-FTE2-\$6,000 (phone, training, and other office expenses) 242 6 248 2 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$13,900-\$273,800 2029 Non-Labor: 3,000-FTE2-\$6,000 (phone, training, and other office expenses) 274 6 280 2 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750-\$241,500 2030 Non-Labor: \$3,000-FTE2-\$6,000 (phone, training, and other office expenses) 21 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750-\$241,500	2027	•	274	6	280	2.0
2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$18,909=\$273,800 2028 Non-Labor: 33,000/FTE2*=\$6,000 (phone, training, and other office expenses) 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$103,750=\$241,500 2029 Non-Labor: 33,000/FTE2*=\$6,000 (phone, training, and other office expenses) 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$18,900=\$273,800 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$103,750=\$241,500 2030 Non-Labor: \$3,000/FTE2*=\$6,000 (phone, training, and other office expenses) 21 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$103,750=\$241,500 2030 Non-Labor: \$3,000/FTE2*=\$6,000 (phone, training, and other office expenses) 274 6 280 2 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safet	2029	and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$241,500	242	c	240	20
and expand SDG&E's current safely assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTES*136.900-\$278.000 2028 Non-Labor: 33.000FTE2*2-56.000 (phone, training, and other office expenses) 274 6 280 2 2 Incremental ADZ FTES proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safely assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2029 Non-Labor: 33.000FTE2*2-56.000 (phone, training, and other office expenses) 242 6 248 2 2029 Non-Labor: 31.000FTE2*2-56.000 (phone, training, and other office expenses) 244 6 280 2 2029 Non-Labor: 32.000FTE2*2-56.000 (phone, training, and other office expenses) 254 6 280 2 265 Non-Labor: 31.000FTE2*2-56.000 (phone, training, and other office expenses) 266 277 Carrentered ADZ PTES proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safely assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 278 Labor: 2 FTES*120,750+524,500 289 Non-Labor: 33.000FTE2*2-56.000 (phone, training, and other office expenses) 290 Non-Labor: 33.000FTE2*2-56.000 (phone, training, and other office expenses) 2010 Non-Labor: 33.000FTE2*2-56.000 (phone, training, and other office expenses) 2020 Non-Labor: 34.000FTE2*2-56.000 (phone, training, and other office expenses) 2020 Non-Labor: 34.000FTE2*2-56.000 (phone, training, and other office expenses) 2020 Non-Labor: 34.000FTE2*2-56.000 (phone, training, and other office expenses) 2020 Non-Labor: 34.000FTE2*2-56.000 (phone, training, and other office expenses) 2020 Non-Labor: 34.000FTE2*2-56.000 (phone, training, and other office expenses) 2020 Non-Labor: 34.000FTE2*2-56.000 (phone, training, and other office expenses) 2020 Non-Labor: 34.000FTE2*2-56.000 (phone, t	2020		242	0	240	2.0
2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDC&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2029 Non-Labor: \$2.7ETEs*\$120,750=\$241,500 2029 Non-Labor: \$2.7ETEs*\$120,750=\$241,500 2029 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDC&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2029 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 21 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDC&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$41,500 2030 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 21 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDC&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$6,000 (phone, training, and other office expenses) 21 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDC&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulator requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$41,500 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 22 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDC&E's current safety assurance, assessment, train		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800				
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2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900-\$273,800 2029 Non-Labor: \$3,000*FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$241,500 2030 Non-Labor: \$3,000*FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900-\$273,800 2030 Non-Labor: \$3,000*FTE*2=\$6,000 (phone, training, and other office expenses) 274 6 280 2 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$241,500 2031 Non-Labor: \$3,000*FTE*2=\$6,000 (phone, training, and other office expenses) 242 6 248 2 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$241,500				
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2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$241,500 2030 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800 2030 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 274 6 280 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$241,500 2031 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 242 6 248 2 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800	2020	and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800	274	6	280	2.0
2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800 2030 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. 2031 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800	2023	2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP.	214	0	200	2.0
and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800 2030 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$241,500 2031 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800	2030	•	242	6	248	2.0
2030 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$241,500 2031 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP.				
2 Incremental AD2 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$120,750=\$241,500 2031 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 242 6 248 2 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800	2030		274	6	280	2.0
2031 Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses) 2 Incremental AD3 FTEs proposed in this alternative mitigation would serve as dedicated resources to enhance and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP.				•
and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP. Labor: 2 FTEs*\$136,900=\$273,800	2031	Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses)	242	6	248	2.0
		and expand SDG&E's current safety assurance, assessment, training, and verification processes beyond the current compliance and regulatory requirements covered by ESCMP.				
ZUO I INDITEADO: 40,000/FTE Z-40,000 (DIDITE, HAITHIN, AND UNET ONICE EXPENSES) I Z/41 51 XXIII 2	2031	Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses)	274	6	280	2.0

Risk Chapter SDG&E-Risk-6-Employee Safety

Risk ID: 10R06M303: Mitigation - Enh Risk Informed Emp Safety Training & Field Safety Oversight Pgms

Year	Forecast Description		(000s)		# FTEs
I cai	i diecast Description	Labor	Non-Labor	TOTAL	#IILS
	1 Incremental AD3 FTE to expand current Field Safety Oversight program to advance High Energy Control				
	Assessments (HECA) and High Energy hazard awareness across the organization				
	Labor: 1 FTE = \$136,900				
2025	Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	137	3	140	1.0
	Training for Union field employees				
2025	1,439 Union employees*\$50/training/employee = \$71,650	-	72	72	-
	Energy Wheel Materials for Union field employees				
2025	1,439 union employees*\$10/material/employee=\$14,330	-	14	14	-
	2 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control				
	Assessments (HECA) and High Energy hazard awareness across the organization				
	Labor: 2 FTEs*\$136,900=\$273,800				
2026	Non-Labor: \$3,000/FTE*2=\$6,000 (phone, training, and other office expenses)	274	6	280	2.0
	Training for Union field employees				
2026	1,439 Union employees*\$50/training/employee = \$71,650	-	72	72	-
	Energy Wheel Materials for Union field employees				
2026	1,439 union employees*\$10/material/employee=\$14,330	-	14	14	-
	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control				
	Assessments (HECA) and High Energy hazard awareness across the organization				
	Labor: 3 FTEs*\$136,900=\$410,700				
2027	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control				
	Assessments (HECA) and High Energy hazard awareness across the organization				
	Labor: 3 FTEs*\$136,900=\$410,700				
2028	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control				
	Assessments (HECA) and High Energy hazard awareness across the organization				
	Labor: 3 FTEs*\$136,900=\$410,700				
2029	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control				
	Assessments (HECA) and High Energy hazard awareness across the organization				
	Labor: 3 FTEs*\$136,900=\$410,700				
2030	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0
	3 Incremental AD3 FTEs to expand current Field Safety Oversight program to advance High Energy Control				
1	Assessments (HECA) and High Energy hazard awareness across the organization	1			
	Labor: 3 FTEs*\$136,900=\$410,700				
2031	Non-Labor: \$3,000/FTE*3=\$9,000 (phone, training, and other office expenses)	411	9	420	3.0

Risk Chapter SDG&E-Risk-6-Employee Safety

Risk ID: 10R06M305: Mitigation - Safety Mgmt Sys Maturity & Impr: Enh Safety Comm & Safety Data Analy

Year	Forecast Description		(000s)		# FTEs
Toui	·	Labor	Non-Labor	TOTAL	WIILD
	To automate and consolidate MOC (Management of Change) into an electronic platform to provide consistency and rigor for managing changes throughout the Company to reduce the possibility of introducing additional risk, or inadvertently increasing the risk, to public or employee health and safety, the environment, or the community as the result of a change.				
2025	Non-Labor technology development: 4,200 employees*\$71.43=\$300,006	-	300	300	
2025	New Risk Software (50% split for Contactor Safety / 50% Employee Safety): \$400K*50% = \$200K	-	200	200	-
0000	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K		400	400	
2026		-	100	100	-
2025	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2025	Non-Labor. \$5,000/F12 (priorie, training, and other office expenses)	121	3	124	1.0
2026	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
	Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750				
2026	Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety)				
2027	\$200K*50% = \$100K	-	100	100	-
2027	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses) 1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications	121	3	124	1.0
2027	so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K	.2.			
2028	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750	-	100	100	-
2028	Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2028	1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750 Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K				
2029	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards, errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and operations, and to use artificial intelligence for predictive analysis of potential issues. Labor: 1 FTE = \$120,750	-	100	100	-
2029	Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
	Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and tracking for continuous improvement efforts. Labor: 1 FTE = \$120,750				
2029	Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
2030	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety) \$200K*50% = \$100K	_	100	100	

	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards,				
	errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and				
	operations, and to use artificial intelligence for predictive analysis of potential issues.				
	Labor: 1 FTE = \$120,750				
2030	Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
	1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications				
	so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that				
	will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and				
	tracking for continuous improvement efforts.				
	Labor: 1 FTE = \$120,750				
2030	Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
	Ongoing Risk Software Licensing and Maintenance expenses (50% split for Contactor Safety / 50% Employee Safety)				
	\$200K*50% = \$100K				
2031		-	100	100	-
	1 incremental AD2 FTE Data Scientist to assess and manage large amounts of safety and operational data, hazards,				
	errors, observations, and key performance indicators (KPIs) from people, assets, programs, processes, and				
	operations, and to use artificial intelligence for predictive analysis of potential issues.				
2024	Labor: 1 FTE = \$120,750	404		404	4.0
2031	Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0
	1 Incremental AD2 FTE to be a centralized safety communication professional to enhance our safety communications				
	so employees stay well-informed on evolving and pertinent safety topics and receive the information in a means that				
	will resonate with them. This FTE will also receive input and feedback from employees for follow-up, assessment and				
	tracking for continuous improvement efforts.				
	Labor: 1 FTE = \$120,750		_		
2031	Non-Labor: \$3,000/FTE (phone, training, and other office expenses)	121	3	124	1.0

Risk ID:

10R06

Appendix A: Forecast Methodology

Mitigation ID	Mitigation Name	Labor	Non-Labor	NSE	Units
A391	Incident Investigation & Event Learning Dedicated Support Team	Zero-Based	Zero-Based	Zero-Based	Zero-Based
A392	Enhanced Safety Validation Program	Zero-Based	Zero-Based	Zero-Based	Zero-Based
C317	Employee Safety Training & Field Safety Oversight Programs	5-YR Average	5-YR Average	5-YR Average	5-YR Average
C319	Safety Management System (SMS) Implementation & Management	Base YR Rec	Base YR Rec	Base YR Rec	Base YR Rec
C323	Safety Culture Survey Recognition & Awards	3-YR Average	3-YR Average	3-YR Average	3-YR Average
C328	Safety Compliance & Industrial Hygiene Program	3-YR Average	3-YR Average	3-YR Average	3-YR Average
M303	Enhanced Risk Informed Employee Safety Training & Field Safety Overs	Zero-Based	Zero-Based	Zero-Based	Zero-Based
M305	Safety Mgmt System Maturity & Improvement: Enhanced Safety Commu	Zero-Based	Zero-Based	Zero-Based	Zero-Based
M311	Establish Incident Investigation & Cross-functional Event Learning Team	Base YR Rec	Base YR Rec	Base YR Rec	Base YR Rec

Risk Chapter: SDG&E-Risk-6 Employee Safety

Risk ID: 10R06

Appendix B: Unit Measure

Mitigation ID	Mitigation Name	Unit Measure
A391	Incident Investigation & Event Learning Dedicated Support Team	FTEs
A392	Enhanced Safety Validation Program	FTEs
C317	Employee Safety Training & Field Safety Oversight Programs	FTEs
C319	Safety Management System (SMS) Implementation & Management	FTEs
C323	Safety Culture Survey Recognition & Awards	FTEs
C328	Safety Compliance & Industrial Hygiene Program	FTEs
M303	Enhanced Risk Informed Employee Safety Training & Field Safety Oversight Programs	FTEs
M305	Safety Mgmt System Maturity & Improvement: Enhanced Safety Communication & Safety Data Analytics	FTEs
M311	Establish Incident Investigation & Cross-functional Event Learning Teams	Employees trained