2075 Woodside Road | Redwood City, CA 94061
(650) 260-0005 | peninsulacleanenergy.com

Regular Meeting of the Board of Directors of the Peninsula Clean Energy Authority (PCEA)
REVISED AGENDA

Thursday, May 25, 2023
6:30 p.m.

PLEASE NOTE: This meeting will be held in a hybrid format with both in-person and Zoom participation options for members of the public; Board members shall appear in person

In-Person Meeting Locations:
PCEA Lobby, **2075 Woodside Road, Redwood City, CA 94061**
Los Banos City Hall, **Conference Room A, 520 J Street, Los Banos, CA 93635**
Homewood Suites Anaheim Resort, Room TBD, **2010 S Harbor Blvd, Anaheim, CA 92802**

Zoom, **Virtual Meeting Link:** https://pencleanenergy.zoom.us/j/82772843517
Meeting ID: 827-7284-3517 **Passcode:** 2075 **Phone:** +1(669) 444-9171

This meeting of the Board of Directors will be held at the Peninsula Clean Energy Lobby: 2075 Woodside Road, Redwood City, CA 94061 and Los Banos City Hall, Conference Room A, 520 J Street, Los Banos, CA 93635 and by teleconference pursuant to California Assembly Bill 2449 and the Ralph M. Brown Act, CA Gov't Code. Section 54950, et seq. **Members of the Board are expected to attend the meeting in person** and should reach out to Assistant General Counsel for Peninsula Clean Energy, Jennifer Stalzer, with questions or accommodation information (jstalzer@smcgov.org). For information regarding how to participate in the meeting remotely, please refer to the instructions at the end of the agenda. In addition, a video broadcast of the meeting can be viewed at https://www.peninsulacleanenergy.com/board-of-directors following the meeting.

Public Participation

The PCEA Board meeting may be accessed through Zoom online at https://pencleanenergy.zoom.us/j/82772843517. The meeting ID is: 827-7284-3517 and the passcode is 2075. The meeting may also be accessed via telephone by dialing +1(669) 444-9171. Enter the webinar ID: 827-7284-3517, then press #. (Find your local number: https://pencleanenergy.zoom.us/u/kTlH1Ocod). Peninsula Clean Energy uses best efforts to ensure audio and visual clarity and connectivity. However, it cannot guarantee the connection quality.

Members of the public can also attend this meeting physically at the **Peninsula Clean Energy Lobby** at 2075 Woodside Road, Redwood City, CA 94061 or **Los Banos City Hall**, Conference Room A, 520 J Street, Los Banos, CA 93635 or **Homewood Suites Anaheim Resort**, Room TBD, 2010 S Harbor Blvd, Anaheim, CA 92802.

Written public comments may be emailed to PCEA Board Clerk, Nelly Wogberg (nwogberg@peninsulacleanenergy.com) and such written comments should indicate the specific agenda item on which the member of the public is commenting.

Spoken public comments will be accepted during the meeting in the Board Room(s) or remotely through Zoom at the option of the speaker. Please use the "Raise Your Hand" function in the Zoom platform, or press *6 if you phoned into the meeting, to indicate that you would like to provide comment.

ADA Requests

Individuals who require special assistance or a disability related modification or accommodation to participate in this meeting, or who have a disability and wish to request an alternative format for the meeting, should contact Nelly Wogberg, Board Clerk, by 10:00 a.m. on the day before the meeting at (nwogberg@peninsulacleanenergy.com). Notification in advance of the meeting will enable PCEA to make reasonable arrangements to ensure accessibility to this meeting, the materials related to it, and your ability to comment.

Closed Captioning is available for all PCEA Board meetings. While watching the video broadcast in Zoom, please enable captioning.

CALL TO ORDER / ROLL CALL/ APPROVE TELECONFERENCE PARTICIPATION UNDER AB 2449

This item is reserved to approve teleconference participation request for this meeting by Director pursuant to Brown Act revisions of AB 2449 due to an emergency circumstance to be briefly described.

PUBLIC COMMENT

This item is reserved for persons wishing to address the Committee on any PCEA-related matters that are not otherwise on this meeting agenda. Public comments on matters listed on the agenda shall be heard at the time the matter is called. Members of the public who wish to address the Board are customarily limited to two minutes per speaker. The Board Chair may increase or decrease the time allotted to each speaker.

ACTION TO SET AGENDA AND TO APPROVE CONSENT AGENDA ITEMS

1. Approval of the Minutes for the March 23, 2023 and April 27, 2023 Board of Directors Meetings

2. Approval of revisions to the Disadvantaged Communities Green Tariff (DAC-GT) and Community Solar Green Tariff (CSGT) Tariff Sheets

REGULAR AGENDA

3. Chair Report (Discussion)

4. CEO Report (Discussion)

5. Citizens Advisory Committee Report (Discussion)

6. Approval of DEAI Action Plan (Action)

7. Review Fiscal Year 2023-2024 Draft Budget (Discussion)

8. Approval of New Peninsula Clean Energy Rates to be Effective July 1, 2023 with a Net 5% Discount in Generation Charges for ECOplus Compared to PG&E Generation Rates (Action)

9. Board Members' Reports (Discussion)

CLOSED SESSION

The Board will adjourn to closed session to consider the following items at the end of the agenda, or at any time during the meeting as time permits. At the conclusion of closed session, the Board will reconvene in open session to report on any actions taken for which a report is required by law.

10. PUBLIC EMPLOYEE APPOINTMENT Title: Chief Executive Officer

11. CONFERENCE WITH LABOR NEGOTIATORS Agency Designated Representatives: Rick DeGolia and General Counsel/Assistant General Counsel; Unrepresented Employee: Chief Executive Officer

12. Reconvene Open Session (If Necessary) To Report Any Action(s) Taken During Closed Session

INFORMATIONAL REPORTS

13. Update on Marketing, Outreach Activities, and Account Services

14. Update on Regulatory Policy Activities

15. Update on Legislative Activities

16. Update on Community Energy Programs

17. Update on Energy Supply Procurement

18. Industry Acronyms and Terms

ADJOURNMENT

Public records that relate to any item on the open session agenda are available for public inspection. The records are available at the Peninsula Clean Energy offices or on PCEA's Website at: https://www.peninsulacleanenergy.com.

Instructions for Joining a Zoom Meeting via Computer or Phone

Best Practices:

- Please mute your microphone when you are not speaking to minimize audio feedback
- If possible, utilize headphones or ear buds to minimize audio feedback
- If participating via videoconference, audio quality is often better if you use the dial-in option (Option 2 below) rather than your computer audio

Options for Joining

A. **Videoconference with Computer Audio – see Option 1 below**
B. **Videoconference with Phone Call Audio– see Option 2 below**
C. **Calling in via Telephone/Landline – see Option 3 below**

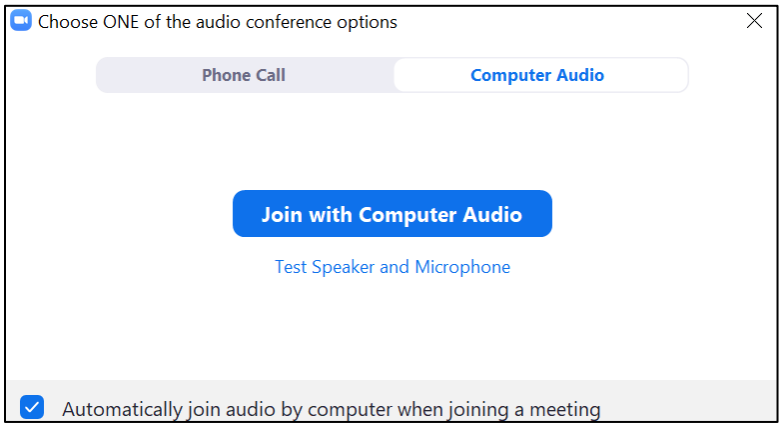
Videoconference Options:

Prior to the meeting, we recommend that you install the Zoom Meetings application on your computer by clicking here https://zoom.us/download.

If you want full capabilities for videoconferencing (audio, video, screensharing) you must download the Zoom application.

Option 1 Videoconference with Computer Audio:

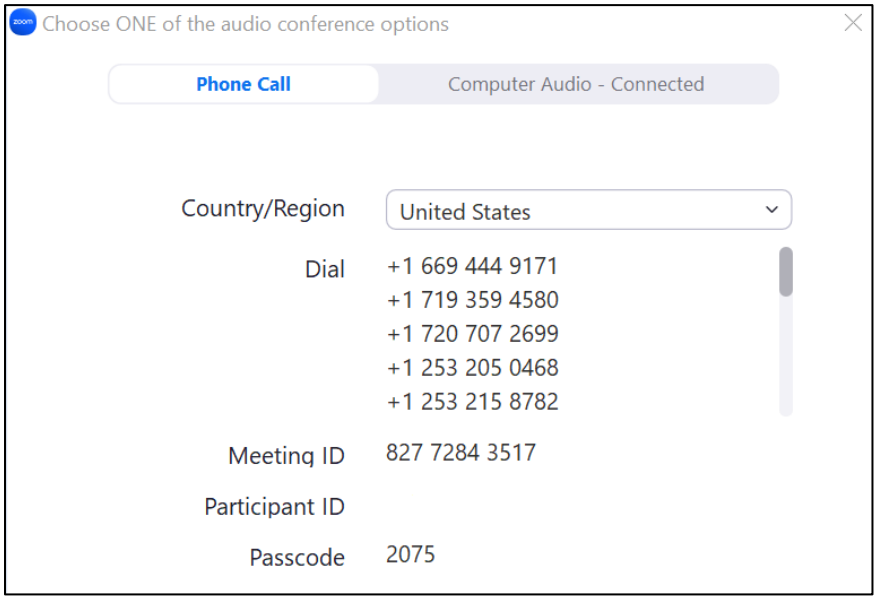
1. From your computer, click on the following link that is also included in the Meeting Calendar Invitation: https://pencleanenergy.zoom.us/j/82772843517
2. The Zoom application will open on its own or you will be instructed to open Zoom.
3. After the application opens, the pop-up screen below will appear asking you to choose ONE of the audio conference options. Click on the Computer Audio option at the top of the pop-up screen.



4. Click the blue, “Join with Computer Audio” button.
5. In order to enable video, click on “Start Video” in the bottom left-hand corner of the screen. This menu bar is also where you can mute/unmute your audio.

Option 2 Videoconference with Phone Call Audio:

1. From your computer, click on the following link that is also included in the Meeting Calendar Invitation: https://pencleanenergy.zoom.us/j/82772843517
2. The Zoom Application will open on its own or you will be instructed to Open Zoom.



3. After the application opens, the pop-up screen below will appear asking you to choose ONE of the audioconference options. Click on the Phone Call option at the top of the pop-up screen.
4. Please dial +1(669) 444-9171
5. You will be instructed to enter the meeting ID: **827-7284-3517 followed by #**
6. You will be instructed to enter in your participant ID. Your participant ID is unique to you and is what connects your phone number to your Zoom account
7. After a few seconds, your phone audio should be connected to the Zoom application on your computer
8. In order to enable video, click on “Start Video” in the bottom left-hand corner of the screen. This menu bar is also where you can mute/unmute your audio

Audio Only Options:

Please note that if you call in/use the audio only option, you will not be able to see the speakers or any presentation materials in real time.

Option 3: Calling in via Telephone/Landline:

1. Dial +1(669) 444-9171
2. You will be instructed to enter the meeting ID: **827-7284-3517 followed by #**
3. You will be instructed to enter your **Participant ID** followed by #. If you do not have a participant ID or do not know it, you can press # to stay on the line
4. You will be instructed to enter the meeting passcode **2075 followed by #**

Regular Meeting of the Board of Directors of the Peninsula Clean Energy Authority (PCEA)
Minutes

Thursday, March 23, 2023
6:30 p.m.
Zoom Video Conference and Teleconference

CALL TO ORDER

Meeting was called to order at 6:35 p.m. in virtual teleconference, in the Peninsula Clean Energy Authority lobby and in the Los Banos City Hall conference room A.

ROLL CALL

Participating:

Dave Pine, San Mateo County
Ray Mueller, San Mateo County
Rick DeGolia, Atherton, *Chair*
Coleen Mackin, Brisbane
Donna Colson, Burlingame, *Vice Chair*
Ken Gonzalez, Colma
Roderick Daus-Magbual, Daly City, participating remotely under AB 2449
Carlos Romero, East Palo Alto, arrived at 6:39 p.m.
Harvey Rarback, Half Moon Bay
Leslie Ragsdale, Hillsborough
Paul Llanez Faria, Los Banos
Betsy Nash, Menlo Park
Anders Fung, Millbrae
Tygarjas Bigstyck, Pacifica
Craig Taylor, Portola Valley
Kaia Eakin, Redwood City
Marty Medina, San Bruno
Pranita Venkatesh, San Carlos
Adam Loraine, San Mateo
Kevin Bryant, Woodside

Absent:

Julia Mates, Belmont
Sam Hindi, Foster City
James Coleman, South San Francisco

A quorum was established.

SWEARING IN OF NEW BOARD MEMBERS

David Silberman, General Counsel, presided over the official swearing-in of new Board Members or Alternate Board Members: Kevin Bryant from Woodside, Kaia Eakin from Redwood City, Paul Llanez from Los Banos, Adam Loraine from the city of San Mateo, and Craig Taylor from Portola Valley.

PUBLIC COMMENT

Benjamin Eichert
Rick Bonilla
Tim Frank
Batoul Al-Sadi
Christine Boles, Peninsula Clean Energy Board Alternate
Pradeep Gupta

ACTION TO SET THE AGENDA AND APPROVE REMAINING CONSENT AGENDA ITEMS

MOTION: Director Colson moved, seconded by Director Medina to set the Agenda, and approve Agenda Item Number 1.

1. Approval of Contract with San Mateo County Office of Sustainability for Climate Action Planning Support

MOTION PASSED: 20-0 (Absent: Daly City, Foster City, South San Francisco)

JURISDICTION	BOARD MEMBER	YES	NO	ABSTAIN	ABSENT
San Mateo County	Director Pine	X			
San Mateo County	Director Mueller	X			
Atherton	Director DeGolia	X			
Belmont	Director Mates				
Brisbane	Director Mackin	X			
Burlingame	Director Colson	X			
Colma	Director Gonzalez	X			
Daly City	Director Daus-Magbual				X
East Palo Alto	Director Romero	X			
Foster City	Director Hindi				X
Half Moon Bay	Director Rarback	X			
Hillsborough	Director Ragsdale	X			
Los Banos	Director Llanez	X			
Menlo Park	Director Nash	X			
Millbrae	Director Fung	X			
Pacifica	Director Bigstyck	X			
Portola Valley	Director Taylor	X			
Redwood City	Director Eakin	X			
San Bruno	Director Medina	X			
San Carlos	Director Venkatesh	X			
San Mateo	Director Loraine	X			
South San Francisco	Director Coleman				X
Woodside	Director Bryant	X			
	Totals	20			3

REGULAR AGENDA

2. Chair Report

Chair DeGolia marked this as the first in-person meeting since March 2020.

3. CEO Report

Jan Pepper, Chief Executive Officer, welcomed back everyone for the first in-person board meeting since 2020. Jan gave a presentation including: a staffing update, a legislative update on SB 637 (Becker), the 2023 All-Electric Awards Presentation, the upcoming Board Orientation on March 29, 2023, information on a Board Mentor Program, and a request for volunteers to Peninsula Clean Energy subcommittees.

Chair DeGolia noted that Peninsula Clean Energy is a very technical business and is recognized as a leader with the strategies that are put forward. Chair DeGolia encouraged the Board to attend the Board Orientation and to partner up with Board Mentors. Marty Medina, Dave Pine, Donna Colson, and Rick DeGolia, and previous Board Member Pradeep Gupta offered to serve as Board Mentors.

Chair DeGolia noted that Board Alternates with expertise are encouraged to join Subcommittees.

4. Citizens Advisory Committee Report

Cheryl Schaff, Citizens Advisory Committee (CAC) Chair, gave a report on the March 9, 2023 CAC meeting.

Chair DeGolia asked for the quantity of applicants that are needed and what requirements the CAC is looking to fill. Cheryl explained that the CAC is looking to fill 3-4 positions, with an emphasis on someone interested in this area and demographically, someone in the Latino community would expand the diversity of the Committee. Additionally, Cheryl noted that technical experience is not required.

5. Appointments to the Executive Committee and Audit and Finance Committee (Action)

MOTION: Director Mueller moved, seconded by Director Nash to appoint:

1. To the Executive Committee: Jeff Aalfs, Donna Colson, Rick DeGolia, Anders Fung, Coleen Mackin, Julia Mates, Marty Medina, Dave Pine and Carlos Romero.

2. To the Audit and Finance Committee: Jeff Aalfs, Donna Colson, Marty Medina, Leslie Ragsdale, and Carlos Romero.

MOTION PASSED: 20-0 (Absent: Belmont, Foster City, South San Francisco)

JURISDICTION	BOARD MEMBER	YES	NO	ABSTAIN	ABSENT
San Mateo County	Director Pine	X			
San Mateo County	Director Mueller	X			
Atherton	Director DeGolia	X			
Belmont	Director Mates				X
Brisbane	Director Mackin	X			

Burlingame	Director Colson	X			
Colma	Director Gonzalez	X			
Daly City	Director Daus-Magbual	X			
East Palo Alto	Director Romero	x			
Foster City	Director Hindi				X
Half Moon Bay	Director Rarback	X			
Hillsborough	Director Ragsdale	X			
Los Banos	Director Llanez	X			
Menlo Park	Director Nash	X			
Millbrae	Director Fung	X			
Pacifica	Director Bigstyck	X			
Portola Valley	Director Taylor	X			
Redwood City	Director Eakin	X			
San Bruno	Director Medina	X			
San Carlos	Director Venkatesh	X			
San Mateo	Director Loraine	X			
South San Francisco	Director Coleman				X
Woodside	Director Bryant	X			
	Totals	20			3

6. Financial Report to the Board - Review of Financial Reports and Investment Summary for 2nd Quarter Fiscal Year (FY) 2022-2023 (Discussion)

Kristina Cordero, Chief Financial Officer, gave a presentation including the impact to Peninsula Clean Energy from the Silicon Valley Bank failure, the Board adopted financial policies to ensure financial stability, the annual finance calendar, and Peninsula Clean Energy's cash position.

Director Mueller asked if the funds with First Republic would be locked. Kristina explained that the timeframe is unclear, but they would have access to those funds as they are backed by the FDIC insurance amounts which are backed by a letter of credit.

Vice Chair Colson provided some background information for the diversification of financial institutions holding liquid assets.

Chair DeGolia added that about $20 million was moved to a Fidelity account from First Republic Bank and that money is being moved from Wilmington Trust into Schwab.

Director Eakin asked if there was a limit to the amount of funds that are insured as a governmental agency. Kristina explained that banks must cover 110% of governmental deposits or provide a letter of credit at 105% of the governmental deposit, with no limit, but the collateralization matches the size of the governmental deposit. Director Eakin asked if during bankruptcy governmental agencies are paid back first. Kristina was unsure of the order, but the collateralization would be utilized to funds that have been identified.

Director Mueller asked if there was a plan in place to look at First Republic's situation. Kristina explained that Peninsula Clean Energy is talking to sister Community Choice Aggregators, but the desire is to stay with First Republic Bank but limit the amount of operating cash.

Director Fung asked if Peninsula Clean Energy confirmed that First Republic Bank is in compliance with governmental deposit law. Kristina confirmed.

Chair DeGolia noted the projections for the next 6 months include an expected $70 million in excess revenues over expenses over the year. Things change dramatically due to PG&E generation rates and the California Public Utilities Commission Power Charge Indifference Adjustment (PCIA) rate which can vary significantly. Chair DeGolia noted that Peninsula Clean Energy has retained the 5% discount while other CCAs have not been able to consistently accomplish that. Chair DeGolia suggested beginning the conversation on how to appropriate the excess funds.

Kristina shared that the Audit and Finance Committee will need to provide input to ranges and sensitivities in projections. While there is a budgeted surplus of $74 million in the current Fiscal Year, in prior years Peninsula Clean Energy had operating deficits.

7. Approval of Budget Extension of 0% Loan On-Bill Financing (Action)

Alejandra Posada, Associate Programs Manager, gave a presentation on the Zero Percent Loan Program Extension including the overall existing Building Incentive Program status, the rapid incentive uptake, the significant new volume of Heat Pump Heating, Ventilation, and Air Conditioning systems, an overview on the Zero Percent Loan Program, and the rapid uptake in applications.

Public Comment: David Mauro

Alejandra explained that the customers who take out the loans would be responsible for repayment.

Chair DeGolia noted that six loans have been granted so it is too early to do a default rate analysis.

Vice Chair Colson asked if an additional million for this program would be enough. Vice Chair Colson requested when Staff reaches a 75% drawdown to let the Board know so additional funds can be allocated. Shawn Marshall, Chief Operating Officer, noted that there is additional funding allocated in the upcoming budget for this program.

Vice Chair Colson noted that these funds are loans and will be repaid. Chair DeGolia agreed, noting that these funds are to help the community electrify.

Director Mueller asked for the cost of administering the loan. Alejandra explained that this program is managed in-house, but that currently it is not tracked.

MOTION: Director Medina moved, seconded by Director Fung to approve a Budget Extension of 0% Loan On-Bill Financing with an additional $1 million in capital from reserves for $2 million total available for loans on a first-come first-served basis.

MOTION PASSED: 20-0 (Absent: Belmont, Foster City, South San Francisco)

JURISDICTION	BOARD MEMBER	YES	NO	ABSTAIN	ABSENT
San Mateo County	Director Pine	X			
San Mateo County	Director Mueller	X			
Atherton	Director DeGolia	X			
Belmont	Director Mates				X
Brisbane	Director Mackin	X			

Burlingame	Director Colson	X			
Colma	Director Gonzalez	X			
Daly City	Director Daus-Magbual	X			
East Palo Alto	Director Romero	X			
Foster City	Director Hindi				X
Half Moon Bay	Director Rarback	X			
Hillsborough	Director Ragsdale	X			
Los Banos	Director Llanez	X			
Menlo Park	Director Nash	X			
Millbrae	Director Fung	X			
Pacifica	Director Bigstyck	X			
Portola Valley	Director Taylor	X			
Redwood City	Director Eakin	X			
San Bruno	Director Medina	X			
San Carlos	Director Venkatesh	X			
San Mateo	Director Loraine	X			
South San Francisco	Director Coleman				X
Woodside	Director Bryant	X			
	Totals	20			3

Director Mueller noted that it is important to determine the servicing costs, which will compound yearly as more loans are added and suggested to build sustainable funds. He also suggested bringing in someone to administer the program.

Director Ragsdale asked if the loan was an addition to the PG&E bill and not billed separately. Alejandra confirmed.

Director Mueller asked how this is handled when a home is sold. Alejandra explained that upon sale, the customer would be required to pay the balance in full.

8. Building Electrification Strategy Update (Discussion)

Blake Herrschaft, Programs Manager for Building Electrification, gave a presentation including the 2035 decarbonization analysis results, Version 2 of Building Electrification, the status of the Home Upgrade Program, and Version 2 of the Home Upgrade Program.

Director Mackin asked if the bulk of procurement is through manufactures or through retail partners? Blake explained that those details have not been worked out but that retail or vendor rollouts are under consideration. Director Mackin asked about pushback from the public on replacing gas water heaters and suggested that word of mouth from neighbors and retailers is important.

Vice Chair Colson asked about the potential loaner gas heater that can replace a heat pump water heater (HPWH) if there were difficulties. Blake explained that an electrician and plumber would be needed to electrify same-day, but if an electrician cannot get out, they would replace it with the HPWH in 2-6 weeks. Vice Chair Colson noted that with the Bay Area Air Quality Management District (BAAQMD) ruling to phase out gas water heaters, this may not be allowed temporarily.

Director Mueller added that BAAQMD will enforce the point-of-sale rule, but the installation will come through permit departments and will need to be enforced by the cities.

Vice Chair Colson asked if batteries were built into the estimated average electrification cost for home upgrades. Blake explained that is being worked on after a recommendation from the Executive Committee at the March 13, 2023 meeting, noting that batteries may not be affordable for every customer, but that areas which experience PSPS events may make sense.

Vice Chair Colson noted that resiliency is a life and safety issue and reminded that there were significant electrical outages in both disadvantaged and coastal communities and that resiliency needs to be built in.

Director Mueller noted his agreement on including resiliency for these projects.

Director Loraine asked about the upgrading of the turnkey program and how changes to Policy 10 may change what is in the report. Blake explained that the current home upgrade program was originally using only labor unions and explained that due to the difficulty in finding union contracts to complete these installs, a mix of union and non-union contractors are currently being used. Blake added that the Turnkey Program will comply with the sustainable workforce policy.

Director Loraine asked if the Board will be deciding on changes to this policy.

Jan Pepper, Chief Executive Officer, added that the program has always required fair and prevailing wages, but that the proposal tonight is focusing on how to further expand the building electrification program to meet our goals for 2035. Jan added that at the April 10, 2023 Executive Committee potential changes to the sustainable workforce policy to comply with Peninsula Clean Energy's Diversity, Equity, Accessibility, and Inclusion objectives will be brought forward for review.

Chair DeGolia asked for clarification that the projection on the cost to address Building Electrification 2.0 was between 12-16 million dollars and goes beyond 2026. Blake explained that the expectation is that support would be needed beyond the three years, but that the funding is for 3 years beginning January 2024. Chair DeGolia also asked where a community solar system or virtual power plant impacts building electrification. Blake explained that battery and solar will be developed and that the virtual power plant may also integrate with appliances and the demand responsiveness of the appliances.

Public Comment: David Mauro

Director Venkatesh asked if there is a way to prioritize water heaters for low-income families. Blake explained the low-income program will be entirely funded by Peninsula Clean Energy.

Director Bigstyck noted his agreement with Vice Chair Colson with regard to providing battery backup and emphasized the impact of power outages in the coastal communities.

Director Romero noted that if the community doesn't pair battery and solar, the cost to run appliances will be higher in the long run. He noted that using bidirectional car batteries, such as the Ford F-150 has a battery capacity almost 17x greater than the Tesla Powerwall.

Chair DeGolia noted that Peninsula Clean Energy has a strategic priority of building 20 MW of power in San Mateo County and noted that we need to marry this with our electrification efforts and give people the ability to be protected during power outages.

Director Nash noted that during power outages, most people don't have heat and if they were gas or electric, neither would work. Those who had back-up batteries did well.

Chair DeGolia noted that the goal is to not to make all-electric replace gas but to make it better, and if avoiding the grid through solar and storage, we should make that happen programmatically.

Director Nash shared that she plugged computers and electronics into her electric vehicle and was able to charge all electronics and only lost 5 miles of range.

9. Board Members' Reports

Vice Chair Colson shared that she attended a sustainable impact summit at UC Berkeley and will share the agenda.

Leslie Ragsdale shared that she joined a webinar with the California Public Utilities Commission on a low-carbon future.

CLOSED SESSION

The Board will adjourn to closed session to consider the following items at the end of the agenda, or at any time during the meeting as time permits. At the conclusion of closed session, the Board will reconvene in open session to report on any actions taken for which a report is required by law.

10. PUBLIC EMPLOYEE PERFORMANCE EVALUATION Title: Chief Executive Officer

11. CONFERENCE WITH LABOR NEGOTIATORS Agency Designated Representatives: Rick DeGolia and General Counsel/Assistant General Counsel; Unrepresented Employee: Chief Executive Officer

12. Reconvene Open Session (If Necessary) To Report Any Action(s) Taken During Closed Session

Public Comment:

The Peninsula Clean Energy Board went into Closed Session at 8:50 p.m. and returned from Closed Session at 9:25 p.m. with no reportable action.

ADJOURNMENT

Meeting was adjourned at 9:25 p.m.

SPECIAL Meeting of the Board of Directors of the Peninsula Clean Energy Authority (PCEA)
Minutes

Thursday, April 27, 2023
6:15 p.m.
Zoom Video Conference and Teleconference

CALL TO ORDER

Meeting was called to order at 6:20 p.m. in virtual teleconference, in the Peninsula Clean Energy Authority lobby and in the Los Banos City Hall conference room A.

ROLL CALL

Participating:

Ray Mueller, San Mateo County
Rick DeGolia, Atherton, *Chair*, arrived at 6:23 p.m.
Julia Mates, Belmont
Coleen Mackin, Brisbane
Donna Colson, Burlingame, *Vice Chair*
Ken Gonzalez, Colma
Roderick Daus-Magbual, Daly City
Carlos Romero, East Palo Alto
Harvey Rarback, Half Moon Bay
Leslie Ragsdale, Hillsborough
Betsy Nash, Menlo Park
Anders Fung, Millbrae
Tygarjas Bigstyck, Pacifica
Elmer Martinez Saballos, Redwood City
John Dugan, San Carlos
Amourence Lee, San Mateo
James Coleman, South San Francisco

Absent:

Dave Pine, San Mateo County
Sam Hindi, Foster City
Paul Llanez Faria, Los Banos
Jeff Aalfs, Portola Valley
Tom Hamilton, San Bruno
Jennifer Wall, Woodside

A quorum was established.

PUBLIC COMMENT

None

ACTION TO SET THE AGENDA AND APPROVE REMAINING CONSENT AGENDA ITEMS

MOTION: Director Romero moved, seconded by Director Mates to set the Agenda, and approve Agenda Item Number 1.

1. Approval of Renewal of Insurance Package Coverage for the Period from May 1, 2023 Through April 30, 2024 at an Annual Cost Not-to-Exceed $181,966.

MOTION PASSED: 23-0 (Absent: San Mateo County, Foster City, Los Banos, Portola Valley, San Bruno, Woodside)

JURISDICTION	BOARD MEMBER	YES	NO	ABSTAIN	ABSENT
San Mateo County	Director Pine				X
San Mateo County	Director Mueller	X			
Atherton	Director DeGolia	X			
Belmont	Director Mates	X			
Brisbane	Director Mackin	X			
Burlingame	Director Colson	X			
Colma	Director Gonzalez	X			
Daly City	Director Daus-Magbual	X			
East Palo Alto	Director Romero	X			
Foster City	Director Hindi				X
Half Moon Bay	Director Rarback	X			
Hillsborough	Director Ragsdale	X			
Los Banos	Director Llanez				X
Menlo Park	Director Nash	X			
Millbrae	Director Fung	X			
Pacifica	Director Bigstyck	X			
Portola Valley	Director Aalfs				X
Redwood City	Director Martinez Saballos	X			
San Bruno	Director Hamilton				X
San Carlos	Director Dugan	X			
San Mateo	Director Lee	X			
South San Francisco	Director Coleman	X			
Woodside	Director Wall				X
	Totals	17			6

ADJOURNMENT

Meeting was adjourned at 6:25 p.m.

Regular Meeting of the Board of Directors of the Peninsula Clean Energy Authority (PCEA)
Minutes

Thursday, April 27, 2023
6:30 p.m.
Zoom Video Conference and Teleconference

CALL TO ORDER

Meeting was called to order at 6:31 p.m. in virtual teleconference, in the Peninsula Clean Energy Authority lobby, in the Los Banos City Hall conference room A, and the Foundry Hotel in Asheville, North Carolina.

SWEARING IN OF NEW BOARD MEMBERS

David Silberman, General Counsel, presided over the official swearing-in of new Board Alternate Tom Hamilton from San Bruno.

ROLL CALL

Participating:

Ray Mueller, San Mateo County
Rick DeGolia, Atherton, *Chair*
Julia Mates, Belmont
Coleen Mackin, Brisbane
Donna Colson, Burlingame, *Vice Chair*
Ken Gonzalez, Colma
Roderick Daus-Magbual, Daly City
Carlos Romero, East Palo Alto
Sam Hindi, Foster City
Harvey Rarback, Half Moon Bay
Leslie Ragsdale, Hillsborough
Betsy Nash, Menlo Park
Anders Fung, Millbrae
Tygarjas Bigstyck, Pacifica
Jeff Aalfs, Portola Valley
Elmer Martinez Saballos, Redwood City
Tom Hamilton, San Bruno
John Dugan, San Carlos
Amourence Lee, San Mateo
James Coleman, South San Francisco

Absent:

Dave Pine, San Mateo County
Paul Llanez Faria, Los Banos
Jennifer Wall, Woodside

A quorum was established.

PUBLIC COMMENT

Eva Chen

ACTION TO SET THE AGENDA AND APPROVE REMAINING CONSENT AGENDA ITEMS

Chair DeGolia announced that Agenda Item Numbers 10 and 11 would be heard ahead of Agenda Item Number 9.

Director Dugan requested to pull Agenda Item Number 4 from the Consent Agenda.

MOTION: Director Aalfs moved, seconded by Director Romero to set the Agenda, and approve Agenda Item Numbers 1, 2, 3, and 5.

1. Approval of the Minutes for the November 17, 2022 and December 15, 2022 Board of Directors Meetings

2. Approval of an Amendment to the Agreement with Darren Goode to Provide Professional Services Through May 31, 2024, Increasing the Amount by $112,000 for a Total Not-to-Exceed Amount of $554,000

3. Approval of Contract Delegating Authority to the Chief Executive Officer to Execute an Amendment with The Center for Sustainable Energy (CSE) to Reduce the Incentives Funds that CSE will Manage from $8 Million to $4 Million

4. ~~Approval of a Consulting Agreement Between the Peninsula Clean Energy Authority and Janis C. Pepper to Provide Consulting Services Beginning August 1, 2023, in an Amount Not-to-Exceed $180,000~~

5. Approval of Appointment of Andrew Stern as Interim Chief Financial Officer and Interim Treasurer

MOTION PASSED: 20-0 (Absent: San Mateo County, Los Banos, Woodside)

JURISDICTION	BOARD MEMBER	YES	NO	ABSTAIN	ABSENT
San Mateo County	Director Pine				X
San Mateo County	Director Mueller	X			
Atherton	Director DeGolia	X			
Belmont	Director Mates	X			
Brisbane	Director Mackin	X			
Burlingame	Director Colson	X			
Colma	Director Gonzalez	X			
Daly City	Director Daus-Magbual	X			
East Palo Alto	Director Romero	X			
Foster City	Director Hindi	X			
Half Moon Bay	Director Rarback	X			

Hillsborough	Director Ragsdale	X			
Los Banos	Director Llanez				X
Menlo Park	Director Nash	X			
Millbrae	Director Fung	X			
Pacifica	Director Bigstyck	X			
Portola Valley	Director Aalfs	X			
Redwood City	Director Martinez Saballos	X			
San Bruno	Director Hamilton	X			
San Carlos	Director Dugan	X			
San Mateo	Director Lee	X			
South San Francisco	Director Coleman	X			
Woodside	Director Wall				X

4. Approval of a Consulting Agreement Between the Peninsula Clean Energy Authority and Janis C. Pepper to Provide Consulting Services Beginning August 1, 2023, in an Amount Not-to-Exceed $180,000

Director Dugan requested an update on the Chief Executive Officer (CEO) search.

Chair DeGolia explained that the position opening has been announced and posted on the Peninsula Clean Energy website, an executive search consultant was hired, and 10 resumes were received. Chair DeGolia added that interviews for 4 qualified candidates begin tomorrow.

Director Dugan asked if a new CEO were not appointed by the end of June if Jan would continue in the role. Chair DeGolia explained that the plan is to narrow down candidates over the next month and complete contract negotiations.

Director Dugan asked about the level of compensation included in the consulting agreement. Chair DeGolia added that the agreement is for less compensation than is currently contracted with the CEO. Director Dugan asked if the mandatory payouts should be left to the incoming CEO. Chair DeGolia explained this was done to reduce administrative overhead and that the term is set for 6 months but terminable with 30 days' notice by either Jan Pepper or the incoming CEO.

MOTION: Director Rarback moved, seconded by Director Ragsdale to approve Agenda Item Number 4.

MOTION PASSED: 20-0 (Absent: San Mateo County, Los Banos, Woodside)

JURISDICTION	BOARD MEMBER	YES	NO	ABSTAIN	ABSENT
San Mateo County	Director Pine				X
San Mateo County	Director Mueller	X			
Atherton	Director DeGolia	X			
Belmont	Director Mates	X			
Brisbane	Director Mackin	X			
Burlingame	Director Colson	X			
Colma	Director Gonzalez	X			
Daly City	Director Daus-Magbual	X			
East Palo Alto	Director Romero	X			

Foster City	Director Hindi	X			
Half Moon Bay	Director Rarback	X			
Hillsborough	Director Ragsdale	X			
Los Banos	Director Llanez				X
Menlo Park	Director Nash	X			
Millbrae	Director Fung	X			
Pacifica	Director Bigstyck	X			
Portola Valley	Director Aalfs	X			
Redwood City	Director Martinez Saballos	X			
San Bruno	Director Hamilton	X			
San Carlos	Director Dugan	X			
San Mateo	Director Lee	X			
South San Francisco	Director Coleman	X			
Woodside	Director Wall				X

REGULAR AGENDA

6. Chair Report

Chair DeGolia noted that an update on the CEO search was given during the previous item.

7. CEO Report

Jan Pepper, CEO, gave a presentation that included an update on the Chief Financial Officer position, a staffing update, an update on the April 25, 2023 all-staff meeting, a legislative update, an update on the Ninth Circuit Court Filing on Natural Gas Hookups for New Construction, and the CalCCA Annual Conference May 17-19, 2023 in San Diego.

Chair DeGolia added that the last CalCCA Annual Conference was in 2019 and that the elected official luncheon occurred, and this allowed connecting board members from different Community Choice Aggregators (CCAs) and strongly encouraged Board Members to join the conference.

8. Citizens Advisory Committee Report

Cheryl Schaff, Citizens Advisory Committee (CAC) Chair, gave a presentation including a recap of the April 13, 2023 Citizens Advisory Committee Meeting.

10. Approval of Resolution Delegating Authority to Chief Executive Officer to Execute Energy Storage Service Agreement for an Energy Storage Project with Lockhart ESS, LLC, and any Necessary Ancillary Documents with a Power Delivery Term of 15 Years Starting at the Commercial Operation Date on or About June 1, 2024, in an Amount Not-to-Exceed $142 Million (Action)

Sara Maatta, Power Resources and Compliance Manager, gave a presentation including a project overview, expected operations and fit in portfolio, the California Public Utilities Commission (CPUC) Mid-Term Reliability procurement mandate, and the fit with Peninsula Clean Energy's Strategic Plan. Chair DeGolia noted that the Resource Adequacy that would be available during the delivery timeframe is both expensive and difficult to find, and that this contract is important and negotiated at the best rate.

Public Comment: Dave Mauro

MOTION: Director Daus-Magbual moved, seconded by Director Hindi to Approve the Resolution Delegating Authority to the Chief Executive Officer to Execute Power Energy Storage Service Agreement for an Energy Storage Project with Lockhart ESS, LLC, and any necessary ancillary documents with a Power Delivery Term of 15 years starting at the Commercial Operation Date on or about June 1, 2024, in an amount not to exceed $142 million.

MOTION PASSED: 20-0 (Absent: San Mateo County, Los Banos, Woodside)

JURISDICTION	BOARD MEMBER	YES	NO	ABSTAIN	ABSENT
San Mateo County	Director Pine				X
San Mateo County	Director Mueller	X			
Atherton	Director DeGolia	X			
Belmont	Director Mates	X			
Brisbane	Director Mackin	X			
Burlingame	Director Colson	X			
Colma	Director Gonzalez	X			
Daly City	Director Daus-Magbual	X			
East Palo Alto	Director Romero	X			
Foster City	Director Hindi	X			
Half Moon Bay	Director Rarback	X			
Hillsborough	Director Ragsdale	X			
Los Banos	Director Llanez				X
Menlo Park	Director Nash	X			
Millbrae	Director Fung	X			
Pacifica	Director Bigstyck	X			
Portola Valley	Director Aalfs	X			
Redwood City	Director Martinez Saballos	X			
San Bruno	Director Hamilton	X			
San Carlos	Director Dugan	X			
San Mateo	Director Lee	X			
South San Francisco	Director Coleman	X			
Woodside	Director Wall				X

11. Adopt a Resolution Approving Plan to Delay Compliance with Uploading Time Varying Rates to the Market Informed Demand Automation Server (MIDAS) Database (Action)

Leslie Brown, Director of Account Services, gave a verbal presentation including information on the Market Informed Demand Automation Server (MIDAS) initiative by the California Energy Commission (CEC) intended to create a centralized repository of time differentiated rates for all Load Serving Entities (LSEs) to upload to. Leslie noted this delay in compliance is due to the delay on the July 1, 2023 compliance deadline posed by the CEC.

Chair DeGolia noted that the Resolution supports the Staff position that was communicated to the CEC. Leslie explained that the Resolution is an insurance policy recommended by CalCCA for the affected Community Choice Aggregators to request a delay in the compliance deadline.

Director Ragsdale asked if there was a penalty for not complying. Leslie explained that there is not a defined penalty, but there could be an adjudication but that would be difficult for the CEC to prove as they have not finalized their requirements.

Director Aalfs clarified that we cannot comply. Leslie confirmed.

Chair DeGolia noted his support of the Staff position.

Public Comment: Pradeep Gupta

MOTION: Director Aalfs moved, seconded by Director Dugan to Adopt a Resolution Approving Plan to Delay Compliance with Uploading Time Varying Rates to the Market Informed Demand Automation Server (MIDAS) Database.

MOTION PASSED: 20-0 (Absent: San Mateo County, Los Banos, Woodside)

JURISDICTION	BOARD MEMBER	YES	NO	ABSTAIN	ABSENT
San Mateo County	Director Pine				X
San Mateo County	Director Mueller	X			
Atherton	Director DeGolia	X			
Belmont	Director Mates	X			
Brisbane	Director Mackin	X			
Burlingame	Director Colson	X			
Colma	Director Gonzalez	X			
Daly City	Director Daus-Magbual	X			
East Palo Alto	Director Romero	X			
Foster City	Director Hindi	X			
Half Moon Bay	Director Rarback	X			
Hillsborough	Director Ragsdale	X			
Los Banos	Director Llanez				X
Menlo Park	Director Nash	X			
Millbrae	Director Fung	X			
Pacifica	Director Bigstyck	X			
Portola Valley	Director Aalfs	X			
Redwood City	Director Martinez Saballos	X			
San Bruno	Director Hamilton	X			
San Carlos	Director Dugan	X			
San Mateo	Director Lee	X			
South San Francisco	Director Coleman	X			
Woodside	Director Wall				X

9. Approval of Diversity, Equity, Accessibility, and Inclusion (DEAI) Related Amendments to the Strategic Plan, Policy 9 and Policy 10 (Action)

Shayna Barnes, Operations Specialist, gave a presentation including background on the scope of the Diversity, Equity, Accessibility, and Inclusion (DEAI) work, proposed edits to the Strategic Plan, proposed edits to Policy 9, proposed edits to Policy 10, a recap of meeting with labor unions on January 25, 2023 and March 6, 2023, and a recap of meeting with Workforce and EJ Alliance on April 20, 2023.

Director Bigstyck asked regarding Policy 10, what is the mechanism by which the Board can verify that “best efforts” were made, what do “best efforts” look like, and will Peninsula Clean Energy be consulting with labor to ensure that the ability to work with labor is exhausted.

Shayna explained that this was discussed at the April 2023 Executive Committee. Moving forward, a Request for Proposals (RFP) would be issued with a preference for union labor in the evaluation process, but if sufficient bids are not received Peninsula Clean Energy has the flexibility to use a non-union firm.

Rafael Reyes, Director of Energy Programs, added that he is pleased to say the Solar + Storage on Government Buildings Program issued an RFP and a local union contractor with phenomenal references was selected. Rafael added that he is looking forward to identifying a strong local union contractor for the next round of installations across 40 sites. Rafael explained that in general, Peninsula Clean Energy prefers union labor, but that non-union labor information is primarily gathered through Peninsula Clean Energy’s request that respondents explain how they will comply with the sustainable workforce policy.

Director Bigstyck asked if there would be clear standardization in the RFP process. Rafael explained that there is always a clear set of scoring associated with the proposals, but the exact way vendors are selected varies based on the needs of the project. Peninsula Clean Energy has worked with IBEW during past projects to compile a list of potential contractors for the EV Ready program, but in the case where the participation was not successful, under consultation from the Board of Directors, more flexibility to use non-union labor was given which led to a 5x increase in contractor participation of the program.

Director Bigstyck asked if the approach traditionally taken will remain with the proposed language change, but in the cases in which it no longer becomes feasible, such as in smaller projects, it allows us flexibility in the process. Rafael confirmed, yes, and added while there is not a lot of data, there is some information about contractors who haven’t felt that comfortable working within the unions, though Rafael noted that IBEW has had more success bringing diversity into their programs.

Director Bigstyck asked for clarification on page 88 of the Agenda Packet, that should the Board pass the proposed language, Staff will have clear guidance that union labor should be used any time possible. Rafael confirmed this is the intention.

Director Bigstyck asked for clarification on page 100 of the Agenda Packet, if the 1 MW maximum output language is Inflation Reduction Act language. Rafael confirmed.

Director Lee asked about the structure of the programs and if they could be scalable and consolidated in a way that makes them more attractive to labor. Rafael explained that this has been explored when

Peninsula Clean Energy has control of the timing of the projects versus when the customer decides how and when to move forward with projects such as with residential projects where it becomes difficult to coordinate the many challenges within the home and consolidate to as few touch points as possible across multiple sites.

Chair DeGolia explained the 3 categories of contracts: Power Purchase Agreements which require a project labor agreement, contracts where Peninsula Clean Energy is a contracting party which allows for influence to aggregate deals together so they can be more substantial for union labor, and finally small contracts for small businesses and residential customers that are not aggregatable. Chair DeGolia explained that Peninsula Clean Energy has tried to encouraged referrals from unions and encourages apprenticeships but that contractors were not fulfilling the demands which forced an assessment of how to complete our electrification goals without breaking principles. Chair DeGolia noted that the language of “shall prioritize and use best efforts” is defining what “shall use best efforts” means.

Director Mates added that the Peninsula Clean Energy Board composition will continue to change and that changing this language gives the future Board an understanding of the intent.

Director Mackin asked if the scoring criteria are included in the RFPs. Rafael confirmed and explained that practices are being modified based on the new policy.

Director Gonzalez asked about the supply chain and code of conduct and if this change applied to supplies and components as well. Shayna explained this is for large scale renewable development. Director Gonzalez asked if the battery components are being sourced from China? Jan Pepper, Chief Executive Officer, explained that there is an area of China that uses forced labor and that we don’t source anything from there, but as for the components, it is hard to follow the whole supply chain, but that the Inflation Reduction Act is causing company to make an effort to source those materials in the U.S.

Director Mueller asked if all of this is subject to ongoing dialogue between Staff, labor and the Executive Committee. Chair DeGolia confirmed and added that Peninsula Clean Energy’s Policy 10 is the most progressive in the load serving community and that Peninsula Clean Energy works closely with labor.

Director Mueller asked about the ongoing interaction with labor. Chair DeGolia clarified that the relationship is managed at the Staff level. Jan Pepper added that contracts over $100k will come to the Board for approval.

Director Coleman asked why the language of “shall prioritize and give preference to” wasn’t adopted in the energy programs section. Shayna explained that the Policy has best efforts in that section. Director Coleman noted that it would make sense to have consistent language throughout the policy.

Public Comment – Dave Mauro, Keefah Khalil, Benjamin Eichert, Elsa Gernand, Scott Weir, Bart Pantoja, Julie Lind, Rick Bonilla, Batoul Al-Sadi, Tim Frank, Alex Lantsberg, Leslie Austin, Eric Veium, Veronica Wilson, and Mark Roest as read by Nelly Wogberg, Board Clerk

Director Mackin suggested that Staff meet with labor to discuss Policy 9 and return to the Executive Committee and the Board of Directors to give time to figure out which requests are feasible.

Directors Aalfs commented that Peninsula Clean Energy has shown a strong preference for union labor and that he is supportive of Policy 10 going forward. Regarding Policy 9, Director Aalfs asked how much work would go into rewriting the Policy. Shayna explained that this would be a difficult question to answer; Staff is open to an approach to see what is feasible and then proceeding from there.

Vice Chair Colson commented that this is a policy not an ordinance and easy to revise down the road and would like to approve both Policy 9 and Policy 10 today, but to remain open to conversations when there are better options for concerning labor or procurement.

Chair DeGolia noted that this item has been discussed for two years as it was originally brought up during a Citizens Advisory Committee meeting. Chair DeGolia noted that these policies and the strategic plan are living documents and not static and he would recommend approving the policy before us and moving forward to improve these policies in the future, while making sure to not put the DEAI issue behind us.

Director Bigstyck wondered if this item could be revisited sooner than a year. Chair DeGolia shared that engaging with the public and those who gave public comment is important especially when understanding the specific concerns with Policy 9, but that this a living document and should be dealt with now. Shana added that Staff is committed to meeting with EJ Alliance again who has robust document and review practices to share and review.

Director Bigstyck suggested directing Staff to continue to work with labor to codify the language and to incorporate amendments from Director Coleman regarding consistent language throughout the policy.

Vice Chair Colson noted that these policies would be reviewed at least once a year, and offered her gratitude to Michael Smith, Sam Hindi, Carlos Romero, and Roderick Daus-Magbual, GCAP, and Staff for their work on these policies.

Director Aalfs asked if applying the same “Shall prioritize and give preference to” language to the section for energy programs would that be cumbersome for the programs team. Rafael explained that where this would be trickiest to implement is in residential programs where it is challenging to find a single consistent contractor who is willing to move furniture, punch holes in drywall, run circuit, patch drywall, and paint rather than hiring 4-5 contractors which would be disruptive to the resident. Rafael added that if PCE can find that contractor they will hire them, but it has been challenging to find those willing to do the entire job. Rafael encouraged the Board to look at this question from the customer perspective as the programs can create a great deal of friction for the customer and not necessarily for Staff.

Director Nash added that there is also concern for varying time leads and that the customer experience is important.

Director Romero noted that there are statewide Environmental Justice (EJ) groups and that this may not be an area of specialty for labor. Director Romero suggested including labor in the discussion but include the different perspective of EJ groups that have contributed to the document.

Director Mates noted that Policy 10 is fully baked and can come back at any time and asked if Policy 9 us ready to be approved tonight knowing that Staff is committed to working with EJ Alliance.

Director Aalfs noted that Policy 9 is in place today and suggested bringing both policies with the understanding that Policy 9 is not yet finished.

Chair DeGolia added that changes shouldn't be made or voted on where those changes aren't clearly written out and suggested to take comments on any policy and improve whenever we can.

Director Coleman requested a 3-month timeline for Policy 9 to return to the Board following Staff meetings with EJ Alliance and a return to the Executive Committee.

Director Hindi acknowledged Vice Chair Colson, Staff, and others, including the apprentices who shared their stories at this meeting, and suggested moving forward with this item and returning to continue the conversation.

MOTION: Director Mates moved, seconded by Director Daus-Magbual Approval of the Diversity, Equity, Accessibility, and Inclusion (DEAI)-related amendments to the Strategic Plan and Policies 9 and 10.

MOTION PASSED: 20-0 (Absent: San Mateo County, Los Banos, Woodside)

JURISDICTION	BOARD MEMBER	YES	NO	ABSTAIN	ABSENT
San Mateo County	Director Pine				X
San Mateo County	Director Mueller	X			
Atherton	Director DeGolia	X			
Belmont	Director Mates	X			
Brisbane	Director Mackin	X			
Burlingame	Director Colson	X			
Colma	Director Gonzalez	X			
Daly City	Director Daus-Magbual	X			
East Palo Alto	Director Romero	X			
Foster City	Director Hindi	X			
Half Moon Bay	Director Rarback	X			
Hillsborough	Director Ragsdale	X			
Los Banos	Director Llanez				X
Menlo Park	Director Nash	X			
Millbrae	Director Fung	X			
Pacifica	Director Bigstyck	X			
Portola Valley	Director Aalfs	X			
Redwood City	Director Martinez Saballos	X			
San Bruno	Director Hamilton	X			
San Carlos	Director Dugan	X			
San Mateo	Director Lee	X			
South San Francisco	Director Coleman	X			
Woodside	Director Wall				X

Jan Pepper, Chief Executive Officer, thanked everyone for their hard work and time on this item.

12. Discussion on Sunset of Net Energy Metering (NEM) 2.0 and Transition to NEM 3.0/Net Billing (Discussion)

Leslie Brown, Director of Account Services, gave a presentation including a history on Net Energy Metering (NEM), a high-level overview of NEM 3.0, and the implications for Peninsula Clean Energy.

Director Mackin asked if customers under NEM 2.0 who installed batteries would constitute as a system change. Leslie explained that it can and that rules are still being evaluated. Leslie added she will follow up on this with the PG&E team to clearly define what may trigger an early transition to NEM 3.0

Chair DeGolia added that changes can be assessed at three points: the addition of a battery, an inverter, or a change in the number of panels. Leslie shared that an inverter could definitely be changed, but that changing the operation by adding a battery or an increase in panels could trigger, but there will be rules about that.

Director Lee asked for the justification for not incentivizing the transition to solar. Leslie explained that the goal is to not incentivize excess solar in the middle of the day but to match generation with load by adding battery storage with solar. The goal is to match your system with what the grid needs.

Director Hamilton asked if adding storage would trigger a change from NEM 2.0 to NEM 3.0. Leslie explained that there are specific rules around it which are tied to capacity of the battery but will get clarification on that question.

Director Fung asked about the enforcement mechanism on changes of those systems. Leslie noted that changes to the solar system require permits. Director Fung asked if cities or Peninsula Clean Energy are monitoring for enforcement. Leslie explained these are interconnection agreements with PG&E as they own the infrastructure and customers are interconnecting with their grid.

Director Romero asked if PG&E communicates with Peninsula Clean Energy. Leslie explained that this is not necessarily the case. Peninsula Clean Energy learns of solar customers because of a notification of NEM rates. However, when someone is on NEM 3.0, there is not a NEM modifier to E-Electric rates, and it is unclear how Peninsula Clean Energy will know if the connection is a solar E-Electric or a different E-Electric.

Director Ragsdale asked if the billing plan is tied to the system of the owner and if new owners would get the benefit of NEM 2.0 or NEM 3.0. Leslie shared that it lives with the owner who signs the interconnection agreement under the current rules. If you sell your home and system, the new owner has to go into a new solar billing plan.

Director Romero shared that he believes NEM 3.0 is good, and asked how Peninsula Clean Energy is presently compensating those under NEM 2.0 and if it is comparable to PG&E. Leslie explained that Peninsula Clean Energy is compensating at a higher rate: a retail rate plus a ECO100 adder and allowing the credits to stay at the retail rate through the whole year to cash out. Under the NEM policies with the investor-owned utilities, if you have excess kW hours at end of a net metering year, the kW hours are recalculated at whatever the net surplus compensation rate is at the month of true up, which is historically between 2-4 cents per kWh.

Director Romero noted that Peninsula Clean Energy has the ability to say we will compensate you more than PG&E to incentivize more solar rooftop installations. Leslie explained that Peninsula Clean

Energy could incentivize excess compensation at a different rate, but only on the generation side. In the new world, PG&E will not do a 1-1 for Transmission and Distribution.

Director Fung asked how Peninsula Clean Energy encourages customers to push their self-generated electricity to the grid during off-peak hours. Leslie explained that with a battery, it is advantageous to arbitrage a battery to max production of solar and pull kWh from the grid when it costs the least and push out when it costs the most.

Director Aalfs noted that battery use during peak hours is almost as valuable as putting power back on grid at those times. It reduces load, cost, and volatility.

Director Fung noted that Peninsula Clean Energy should encourage more battery installations.

Chair DeGolia added that one thing NEM 3.0 will do is push more consumption during the day rather than off-peak hours between 9pm and 9am, noting that if you are generating, you want to consume it.

Director Fung asked if there is a way to encourage more community batteries? Chair DeGolia shared that in front of the meter is a whole different set of issues and that NEM 3.0 deals with behind the meter.

Public comment: Mark Roest as read by Nelly Wogberg, Board Clerk

Leslie added a response from PG&E on questions posed tonight:

1. Does replacing your panels mean you become a NEM 3.0 customer? If you are replacing your panels with like-for-like equipment (meaning it is the same size/rating, or less) you can do so without affecting your NEM legacy status (i.e., you will still have 20 years from your original PTO date on NEM).
2. What about expanding your system or adding a battery to your system? You are able to expand your system up to 10% or 1kW, without it affecting your NEM legacy period. You can add a battery at any time, and it will not affect your NEM legacy period.

13. Board Members' Reports

Director Bigstyck shared that the second annual Pacifica Pride Celebration will take place on June 3, 2023.

Director Dugan announced that the Council of Cities is meeting on April 28, 2023 in San Carlos.

Director Mackin thanked Chair DeGolia for an editorial shared on April 24, 2023 in the Daily Journal commenting on serious inaccuracies about Peninsula Clean Energy from an April 18, 2023 perspective.

ADJOURNMENT

Meeting was adjourned at 9:41 p.m.

PENINSULA CLEAN ENERGY
JPA Board Correspondence

DATE: May 12, 2023
BOARD MEETING DATE: May 25, 2023
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: Majority Present

TO: Honorable Peninsula Clean Energy Authority Executive Committee

FROM: Jan Pepper, Chief Executive Officer, Peninsula Clean Energy
Rafael Reyes, Director of Energy Programs

SUBJECT: Approval of revisions to the Disadvantaged Communities Green Tariff (DAC-GT) and Community Solar Green Tariff (CSGT) Tariff Sheets

RECOMMENDATION

Approval of revisions to the Disadvantaged Communities Green Tariff (DAC-GT and Community Solar Green Tariff (CSGT) as directed by the California Public Utilities Commission.

BACKGROUND

On June 21, 2018, the California Public Utilities Commission (CPUC) approved ("D.")18-06-027 *Alternate Decision Adopting Alternatives to Promote Solar Distributed Generation in Disadvantaged Communities* adopting new programs to promote the installation of renewable generation among residential customers in disadvantaged communities (DAC) as directed by the California Legislature in Assembly Bill (AB) 327(Perea). Pursuant to D.18-06-027, Community Choice Aggregators ("CCAs") may develop and implement their own DAC Green Tariff (DAC-GT) and Community Solar Green Tariff (CSGT) programs.

The key goals of these programs are to enable DAC residents meeting qualifying criteria to participate in renewable energy projects and promote development of renewable projects in DACs. Participating customers will receive a 20% discount on their full electric bill (PG&E and PCE charges). As part of the program, PCE and other administrators receive full cost recovery from the CPUC for all costs associated with the program.

In April 2021, the CPUC approved PCE's implementation plan and budget for administering the GT and CSGT programs. Out of a predetermined state-wide pool, Peninsula Clean Energy Authority (PCE) was allocated 1.236 MW for its DAC-GT program and 0.4025 MW for its CSGT program and authorized to procure this generation

to serve approximately 800 residents in San Mateo County across both programs. Subsequently, the Commission authorized the transfer of 2.5 MW of capacity from PG&E's DAC-GT program to PCE's DAC-GT program to enable PCE to enroll existing Los Banos residents in the program. With this transfer, PCE's total program capacity is now 3.74 MW. The program launched in San Mateo County in early 2022 and in Los Banos in early 2023. Approximately 1,000 customers are currently being served.

DISCUSSION

PCE has negotiated with MCE to utilize on an interim basis a portion of the generation from a qualifying MCE solar installation, and has signed a Power Purchase Agreement for a solar resource located in Merced County that is planned to come online in 2023.

These resources will serve customer subscriptions for our DAC-GT and CSGT programs. These programs are available to residential PCE customers who are eligible for the California Alternate Rates for Energy ("CARE") or Family Electric Rate Assistance ("FERA") program and reside within a DAC, defined as residing in a census tract in the top quartile of the CalEnviroScreen assessment managed by the California Office of Environmental Health Hazard Assessment.

The programs have limited availability and customers are auto-enrolled as availability frees up over time. Once PCE reaches its program cap, a wait list is maintained for new subscriptions. As customers leave PCE service, become ineligible, or drop the service for any reason new participating customers are enrolled on a rolling basis.

In December 2021, the Board of Directors approved tariffs for the DAC-GT and CSGT programs. At the time, the tariffs included eligibility requirements that were tied to CalEnviroScreen 3.0. CalEnviroScreen gets updated occasionally by the Office of Environmental Health Hazard Assessment. Among other small changes, PCE is requesting to update the language in our DAC-GT and CSGT tariffs to accommodate changes to the CalEnviroScreen, including the immediate adoption of CalEnviroScreen 4.0, which is currently in effect.

On October 6, 2022, the CPUC issued Resolution E-5212 which made modifications to the DAC-GT and CSGT programs. The modifications include amending program eligibility to be "additive" starting from the time at which a Program Administrator's DAC-GT and CSGT implementation advice letter is approved and expanding eligibility to participate in these programs to all California Indian Country. Resolution E-5212 required Program Administrators to submit updated DAC-GT and CSGT tariffs, solicitation protocols, and ME&O plans that reflect the latest program eligibility rules. PCE's amended tariff sheets were accepted by the CPUC on April 10, 2023.

The two revised tariffs applicable to these programs are attached (Appendix A and Appendix B). The tariffs define the customer eligibility, qualifying resources, and bill benefits, and show the changes that staff is recommending.

FISCAL IMPACT

PCE will be reimbursed for the cost of administering the program, providing bill discounts, and the above-market costs of its solar procurements. As such, this should have no fiscal impact.

STRATEGIC PLAN

Goal 1 – Power Resources

Objective C. Local Power Resources: Create a minimum of 20 MW of new power sources in our service territory by 2025

Goal 3 – Community Energy Programs

Objective B: Community Benefits: Deliver tangible benefits throughout our diverse communities

- Key Tactic 2. Develop programs that support the satisfaction and retention of residential and key accounts
- Key Tactic 4. Ensure programs are broadly deployed across the County

RESOLUTION NO. _____

PENINSULA CLEAN ENERGY AUTHORITY, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

* * * * * *

RESOLUTION APPROVING REVISIONS TO THE DISADVANTAGED COMMUNITIES GREEN TARIFF (DAC-GT) AND COMMUNITY SOLAR GREEN TARIFF (CSGT)

RESOLVED, by the Peninsula Clean Energy Authority of the County of San Mateo, State of California, that

WHEREAS, PCE was formed on February 29, 2016; and

WHEREAS, reducing greenhouse gasses to reduce adverse public wellbeing and economic impacts of climate change is an organizational priority for PCE; and

WHEREAS, PCE's goals call for creating a minimum of 20 MW of new power sources in our service territory by 2025; and

WHEREAS, PCE's goals call for delivering tangible benefits throughout our diverse communities; and

WHEREAS, the California Public Utilities Commission established the Disadvantaged Communities Green Tariff (DAC-GT) and Community Solar Green Tariff (CSGT) to provide local clean energy benefits to disadvantaged communities; and

WHEREAS, PCE has been authorized by the California Public Utilities Commission to provide these programs in its service territory;

WHEREAS, the California Public Utilities Commission issued Resolution E-5212 that amended the DAC-GT and CSGT programs to expand program eligibility to be "additive" starting from the time at which a Program Administrator's DAC-GT and CSGT implementation advice letter is approved and expanded program eligibility to all California Indian Country;

WHEREAS, PCE submitted amended DAC-GT and CSGT tariff sheets in compliance with Resolution E-5212 that were then accepted by the California Public Utilities Commission on April 10, 2023.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board approves the revised Disadvantaged Communities Green Tariff (DAC-GT) and Community Solar Green Tariff (CSGT) tariff sheets.

* * * * * *

Electric Schedule DAC-GT, *Disadvantaged Communities Green Tariff Program*

Effective Date: [TBD upon PCE Board approval]

Proposed by Peninsula Clean Energy Authority

Peninsula Clean Energy Authority

Disadvantaged Communities Green Tariff Program[1]

The purpose of the DAC-GT program is to provide eligible customers residing in disadvantaged communities ("DACs") as defined in the Terms and Conditions below with a bill credit while also having their usage met with up to 100% renewable energy from qualified renewable generating facilities in DACs ("Qualified Facilities").

APPLICABILITY

This program is available to residential PCE customers who are eligible for the California Alternate Rates for Energy ("CARE") or Family Electric Rate Assistance ("FERA") program and reside within a DAC.

Qualified Facilities are defined as new Renewable Portfolio Standard eligible generating facilities with a nameplate rated generating capacity between 500 kW to 20 MW that are located within a DAC in Pacific Gas and Electric Company's ("PG&E") service territory and that supply energy to PCE via a Power Purchase Agreement for the purposes of meeting customer subscriptions under this program. Prior to new qualified facilities coming online, PCE will serve DAC-GT customers on an interim basis utilizing existing resources that otherwise meet all of the requirements of the DAC-GT program. Once the new DAC-GT facilities come online, PCE's DAC-GT customer subscriptions will be served by these projects.

This program is available to customers on a first-come, first-served basis until customer subscriptions reach PCE's DAC-GT program cap. Enrollment in the DAC-GT program will occur as specified in the Terms and Conditions below. Once PCE reaches its DAC-GT program cap, a wait list will be maintained for new subscriptions. When program capacity becomes available, PCE will enroll new eligible customers on a first-come, first-served basis.

This program is not available to customers served under standby service, master-metered schedules, non-CARE/FERA eligible rates, Net Energy Metering rates, non-residential rates, customers enrolled in PCE's CSGT rate, or to Direct Access customers or PG&E bundled customers.

This program will be available for customer participation as of [date TBD, to be specified by PCE Board of Directors].

[1] The Disadvantaged Communities ("DAC-GT") and Community Solar Green Tariff ("CSGT") schedule forms in this appendix are provided for informational purposes to further support the California Public Utilities Commission's ("Commission") review of this Advice Letter. These documents are pending Peninsula Clean Energy Authority ("PCE") Board review and approval and may be updated to reflect the disposition of the PCE Board but are provided herein as examples of the documents PCE will utilize in implementing the programs upon Commission approval of the Advice Letter.

RATES AND CREDITS

Customers taking service on this rate schedule will receive a 20% discount on the electric portion of the bill compared to their otherwise applicable tariff ("OAT"), including PCE generation charges, PG&E transmission and distribution charges, and PG&E CCA CRS charges, and will be applied prior to the application of state and local taxes. This discount applies as long as customers are enrolled under the program and compliant with all the eligibility and enrollment terms.

For low-income customers enrolled in the CARE or FERA programs, the OAT is the customer's existing CARE or FERA rate. Accordingly, the 20% discount for these customers will be applied to low-income customer bills after the CARE/FERA discount has been applied.

For customers who are not enrolled in CARE or FERA programs, the OAT is the customer's existing rate schedule before program enrollment. Residential customer Service Agreement IDs ("SA IDs") that are already enrolled in PCE's 100 % renewable energy generation service option when enrolling under the program will be defaulted to PCE's base rate for the purposes of calculating the 20% discount.

TERMS AND CONDITIONS

1. **Customer eligibility**. To enroll in this program customers must meet the following eligibility criteria:

    a. **PCE enrollment:** Program participants must be residential PCE customers. PG&E bundled customers and customers served by Direct Access providers are not eligible to participate in this program.

    b. **CARE/FERA eligibility:** Customers must be eligible for the CARE or FERA program. If a customer is not already enrolled in CARE or FERA they may enroll in CARE or FERA prior to signing up for the DAC-GT. If they elect not to enroll in CARE or FERA, they will be required to certify their eligibility for one of these programs as part of the process of enrolling in the DAC-GT.

    c. **Disadvantaged community**: The customer's service address must be located in a DAC. For the purposes of this tariff, the California Public Utilities Commission ("Commission") has defined a DAC as a census tract~~,~~ identified by the ~~latest~~ version of CalEnviroScreen ("CES") in effect when a Program Administrator's DAC-GT implementation plan was approved by the CPUC or any subsequent versions as either scoring among the top 25% of census tracts statewide, or census tracts scoring in the highest 5% of the CalEnviroScreen's Pollution Burden~~, but~~ and that do not have an overall CalEnviroScreen score because of unreliable socioeconomic or health data~~.~~, or in California Indian Country as defined in 18 United States Code Section 1151, with the exception of privately held in-holdings, which are defined as non-Indian owned fee land located within the exterior boundaries of California Indian Country; in the event of multiple owners, such land shall be considered Indian owned if at least one owner is a tribe

or tribal member, regardless of the use of the land.

Pursuant to Resolution E-5212, census tract using CES criteria eligibility is additive. In the event the CalEnviroScreen tool is updated, customers whose service addresses are located in census tracts ~~in which a customer resides is not~~ that either scored ~~as~~ among the top 25% ~~DAC~~of census tracts statewide in a ~~subsequent~~ prior version of the CalEnviroScreen tool in effect on or after the date the Commission has approved a Program Administrator's DAC-GT implementation plan or as one of the census tracts in the top 5% of pollution burden as determined in a prior version of the CalEnviroScreen tool in effect on or after the date the Commission has approved a Program Administrator's implementation plan, ~~the customer~~ may retain eligibility for DAC-GT, so long as such customer continues to meet all other eligibility criteria.

2. **Ineligible rates.** Customers served under the following rate schedules cannot concurrently participate in the DAC-GT:

    a. Net Energy Metering schedules;
    b. Other 100% renewable energy rates including PCE's 100% ECO100 rate and CSGT;
    c. Customers served under a master-meter rate schedule;
    d. Non-CARE/FERA eligible rates; and
    e. Non-residential rate schedules.

3. **Customer enrollment and term.** After the program start date, service under this program will become effective within two billing periods after PCE receives a request from a customer to enroll in this program and PCE has confirmed that the customer meets program eligibility requirements and that there is sufficient capacity to serve the customer.

    Customers subscribe to a percentage of the total capacity of all solar resources under the program based on their previous 12-month average monthly usage.[2] This percentage allocation is set at the time of customer subscription but may be revisited periodically to ensure accurate allocations of project capacity.

    There is no minimum length of time that a customer must take service under this program. There is also no termination fee associated with de-enrolling from the DAC-GT program. In the event a customer elects to no longer receive service under this program, the change will become effective no later than two billing periods after the date that PCE receives the customer's request to de-enroll from the DAC-GT. Customers are eligible to remain on the DAC-GT for a period of up to 20 years from the date they first began service under this program.

    In the event that a customer turns off electric service at their current address and moves

[2] If previous 12-month historical usage in not available, the average monthly usage will be derived from as many months as available. For customers establishing new service, the class average monthly usage will be used.

to a new location, the customer will need to recertify eligibility at the new location for service under this program. If they still meet the eligibility requirements the customer will retain their status as a program participant as long as the customer's turn-on date at the new location is within 90 days of the final billing date at their original location and PCE receives the customer application within 90 days of the customer's turn-on date.

Customers who, after enrollment into the DAC-GT, become ineligible for CARE or FERA will be de-enrolled from this program.

4. **Maximum subscription per customer**. Enrollment in this program is capped at 2 megawatts for any single customer.

5. **Metering**. All customers must be metered according to the requirements of their OAT.

Electric Schedule CSGT, *Community Solar Green Tariff Program*

Effective Date: [TBD upon PCE Board approval]

Proposed by Peninsula Clean Energy Authority

Peninsula Clean Energy Authority

Community Solar Green Tariff Program[1]

The purpose of the Community Solar Green Tariff ("CSGT") program is to provide eligible customers in disadvantaged communities ("DACs") with a bill credit while also having their usage met with up to 100% renewable energy from qualified renewable generating facilities in disadvantaged communities ("Qualified Facilities").

APPLICABILITY

This program is available to Peninsula Clean Energy Authority ("PCE") residential customers who meet the following eligibility requirements:

1. Customer must be eligible for the California Alternate Rates for Energy ("CARE") or Family Electric Rate Assistance ("FERA") program ("Qualifying Customers");

2. Customer must reside in a census tract that is within a DAC as defined in the Terms and Conditions below; and

3. Customer must reside in a census tract that is within five miles of a community solar facility ("CS Facility") as defined below.

Once 50% of a CS Facility's output is subscribed by Qualifying Customers, this program is also available to:

1. Residential customers who are not eligible for the CARE or FERA program but reside within a DAC as well as a census tract that is within five miles of the CS Facility ("Non- qualifying Customers"); and

2. Community Sponsors, as defined in the Community Sponsor section of this tariff.

This program will be available for Qualifying Customer participation once a CS facility has achieved commercial operation and for Non-qualifying Customers once the subscription rate for Qualifying Customers reaches the 50% threshold. This program is not available to customers served under a Net Energy Metering rate schedule, Standby service, Non-metered service, customers enrolled in PCE's Disadvantaged Communities Green Tariff ("DAC-GT") rate, or to Direct Access or Pacific Gas and Electric Company ("PG&E") bundled customers.

Customers served under a master-metered schedule are eligible for this program once 50% of the CS Facility output is subscribed with Qualifying Customers. Master-metered customers may participate in the CSGT program so long as they enroll all of their usage under the

[1] The Disadvantaged Communities ("DAC-GT") and Community Solar Green Tariff ("CSGT") schedule forms in this appendix are provided for informational purposes to further support the California Public Utilities Commission's ("Commission") review of this Advice Letter. These documents are pending Peninsula Clean Energy Authority ("PCE") Board review and approval and may be updated to reflect the disposition of the PCE Board but are provided herein as examples of the documents PCE will utilize in implementing the programs upon Commission approval of the Advice Letter.

master-metered account in the program. Individual tenants of a master-meter customer are not eligible to participate on an individual basis. Master-metered customers must also meet all other eligibility requirements.

This program is available to customers until PCE's CSGT program cap is reached. However, an individual CS Facility may be smaller, and enrollment toward each CS Facility will be capped at the capacity of that facility. Once PCE's CSGT program cap is reached for one or all CS Facilities, a wait list will be maintained for new subscriptions. When program capacity becomes available, PCE will enroll new eligible customers on a first-come, first-served basis with priority given to Qualifying Customers.

COMMUNITY SOLAR FACILITIES

For the purpose of this tariff, a CS Facility is defined as a Renewable Portfolio Standard ("RPS") eligible generating facility that is located within a DAC and within five miles of ~~the census tracts~~ DACs in which subscribing customers reside. CS Facilities may have a nameplate rated generating capacity no larger than 3 MW for any one project. The developer of a CS Facility must enter into a Power Purchase Agreement ("PPA") with PCE for the sale and purchase of the power produced by the facility, and is responsible for developing and operating the CS Facility and partnering with one or more Community Sponsors for the project (see below for more information). Customers served by this program are not parties to the PPA and are not third-party beneficiaries to the PPA.

A CS Facility will retain its eligibility to serve customers under this program throughout the life of that project, even if the local qualified DAC designations change in subsequent iterations of CalEnviroScreen.

COMMUNITY SPONSORS

Each CS facility must have one or more Community Sponsors. Community Sponsors are local non-profit community-based organizations or local government entities, including schools, located in PCE's service territory. Community Sponsors must demonstrate community involvement and awareness by sponsoring a CSGT project on behalf of the residents.

A Community Sponsor located within a DAC ~~and in a census tract~~ that is within five miles of the CS facility may take service under this program and is eligible for a 20% bill credit for usage up to 25% of the project's estimated output, not to exceed the Community Sponsor's energy needs. Any usage above 25% of the project's energy output will be billed at the Community Sponsor's OAT and is not eligible for the 20% bill credit. The 20% bill credit will apply to the eligible portion of the Community Sponsors bill once 50% of the project's capacity has been subscribed by Qualified Customers. Multiple Community Sponsors can sponsor a single CSGT project and share in the 20% percent bill credit up to 25% of the project's energy output provided that all sponsors meet the eligibility requirements above.

RATES AND CREDITS

1. Residential Customer Rates

Customers taking service under this rate schedule will receive a 20% discount on the electric portion of the bill compared to their otherwise applicable tariff ("OAT"). This discount applies as long as customers are enrolled under the program and compliant with all the eligibility and enrollment terms.

For customers enrolled in the CARE or FERA programs, the OAT is the customer's existing CARE or FERA rate. Accordingly, the 20% discount for these customers will be applied to low-income customer bills after the CARE or FERA discount has been applied.

For customers who are not enrolled in CARE or FERA programs, the OAT is the customer's existing rate schedule before program enrollment. Residential customer Service Agreement IDs ("SA IDs") that are already enrolled in PCE's 100% renewable energy generation service option when enrolling under the programs will be defaulted to PCE's base rate for the purposes of calculating the 20% discount.

2. Sponsor Rates

CSGT project sponsors who meet all of the eligibility requirements outlined above receive a 20% bill discount on enrolled SA IDs. The sponsor bill discount will be calculated based on the same methodology as described above for residential program participants with one modification. The sponsor bill discount is only applied to a sponsor's subscription allocation, i.e., limited to a maximum of 25% of the project's energy output (not to exceed the sponsor's energy needs under the enrolled SA IDs). This discount applies as long as sponsors are enrolled under the programs and compliant with all the sponsor eligibility and enrollment terms described above.

If two or more sponsors are designated, both sponsors must inform PCE in writing of how the "discountable usage," capped at 25% of the project's energy output, are to be allocated among them. PCE will then calculate the applicable discount to each sponsor accordingly.

The sponsor's discount is available to sponsors only after the CSGT project has reached its required minimum 50% Qualifying Customer subscription rate. If the subscription rate of Qualifying Customers drops under 50% of project capacity at any time throughout the life of the project, the sponsor bill credit will not be revoked.

TERMS AND CONDITIONS

1. **Customer eligibility**. To enroll in this program customers must meet the following eligibility criteria:

    a. **PCE enrollment:** To receive service under this program, participants must be PCE customers. PG&E bundled customers and customers served by Direct Access providers are not eligible to participate in this program.

b. **Disadvantaged community**: The customer's service address must be located in a DAC. For the purposes of this tariff, the California Public Utilities Commission ("Commission") has defined a DAC as a census tract~~,~~ identified by the ~~latest~~ version of CalEnviroScreen ("CES") in effect when a Program Administrator's DAC-GT implementation plan was approved by the CPUC or any subsequent versions as either scoring among the top 25% of census tracts statewide, or census tracts scoring in the highest 5% of the CalEnviroScreen's Pollution Burden~~, but~~ and that do not have an overall CalEnviroScreen score because of unreliable socioeconomic or health data~~.~~, or in California Indian Country as defined in 18 United States Code Section 1151, with the exception of privately held in-holdings, which are defined as non-Indian owned fee land located within the exterior boundaries of California Indian Country; in the event of multiple owners, such land shall be considered Indian owned if at least one owner is a tribe or tribal member, regardless of the use of the land.

~~A customer residing in a census tract that is considered an eligible DAC at the execution date of the Power Purchase Agreement for a CS Facility remains eligible to subscribe to that CS Facility and its schedule, even if the customer's census tract is not scored in a subsequent version of the CalEnviroScreen tool as a top 25% DAC or as one of the census tracts in the top 5% of pollution burden, so long as such customer continues to meet all other eligibility criteria. This eligibility applies to both existing subscribers and customers not previously subscribed to the CS Facility.~~

Pursuant to Resolution E-5212, census tract eligibility using CES criteria is additive. In the event the CalEnviroScreen tool is updated, customers whose service addresses are located in census tracts ~~in which a customer resides is not~~ that either scored ~~as~~ among the top 25% ~~DAC~~of census tracts statewide in a ~~subsequent~~ prior version of the CalEnviroScreen tool in effect on or after the date the Commission has approved a Program Administrator's CSGT implementation plan or as one of the census tracts in the top 5% of pollution burden as determined in a prior version of the CalEnviroScreen tool in effect on or after the date the Commission has approved a Program Administrator's implementation plan, ~~the customer~~ may retain eligibility for CSGT, so long as such customer continues to meet all other eligibility criteria.

c. **Proximity to CS Facility:** Customers must reside in a DAC ~~census tract~~ that is within five miles of a CS Facility.

d. **CARE or FERA eligibility:** The first 50% of the output of a CS Facility will be reserved for residential customers who meet the other eligibility requirements and are eligible for the CARE or FERA program ("Qualifying Customers"). If a customer is not already enrolled in CARE or FERA they may enroll in CARE or FERA prior to signing up for the CSGT. If they elect not to enroll in CARE or FERA, they will be required to certify their eligibility for one of these programs as part of the process of enrolling in the CSGT.

e. **Non-qualifying Customers:** After 50% of the output of a CS Facility has been subscribed by Qualifying Customers, non-qualifying residential customers as defined in the Applicability section of this tariff, including customers served under a master-meter rate schedule, may enroll in the program and receive the 20% CSGT credit.

f. **Community Sponsors:** After 50% of the output of a CS Facility has been subscribed by Qualifying Customers, Community Sponsors may enroll eligible service accounts and receive the 20% CSGT credit, subject to the conditions and limitations listed in the Community Sponsors section of this tariff.

2. **Participation in Demand Response programs.** Customers served by this program can concurrently participate on any Demand Response ("DR") Programs for which they are otherwise eligible. All DR payments and credits are based on a customer's metered usage and are not impacted by participation in this program.

3. **Ineligible rates.** Customers served under the following rate schedules cannot concurrently participate in the CSGT:

   a. Net Energy Metering schedules;
   b. Other 100% renewable energy rates including PCE's 100% ECO100 rate and DAC-GT;
   ~~b.~~c. Standby service; and
   ~~c.~~d. PCE's DAC-GT Program.

4. **Customer enrollment and term**. After a CS Facility has achieved commercial operation, service under this Schedule shall become effective within two billing periods after PCE receives an enrollment request from a customer and PCE has confirmed that the customer meets program eligibility requirements.

   In the event a customer elects to no longer receive service under this program, the change will become effective no later than two billing periods after the date that PCE receives the customer's request to de-enroll from the CSGT.

   In the event that a customer turns off electric service at their current address and moves to a new location, the customer will need to recertify eligibility at the new location for service under this program. The customer will retain their status as a program participant as long as the customer meets all eligibility criteria, program capacity is available, the customer's turn-on date at the new location is within 90 days of the final billing date at his/her previous location and the application is received by PCE within 90 days of the turn-on date.

   Service under this program will automatically terminate at the start of the next billing period if the PPA between PCE and the developer of the CS facility to which the customer is subscribed is terminated or the delivery term ends.

5. **Maximum subscription per customer**. The load served by PCE to an individual customer under this program (subscription) is capped at 2 megawatts of nameplate rated generating capacity from a CS Facility. Customers cannot be subscribed to more than one CS Facility at any time.

6. **Metering**. All Customers must be metered according to the requirements of their OAT.

PENINSULA CLEAN ENERGY AUTHORITY
JPA Board Correspondence

DATE: May 17, 2023
BOARD MEETING DATE: May 25, 2023
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: None

TO: Honorable Peninsula Clean Energy Authority (PCEA) Board of Directors

FROM: Jan Pepper, Chief Executive Officer

SUBJECT: CEO Report

REPORT

Staffing Updates

We are currently recruiting for the following open positions. The job descriptions can be found on the website:

Power Resources Analyst / Specialist

Account Services Specialist

CalCCA Annual Conference

Many Peninsula Clean Energy staff are attending the CalCCA annual conference from May 17 to May 19 in San Diego at the Marriott Marquis San Diego Marina. Peninsula Clean Energy will be recognized at the Community Impact Awards for our work on Equity with our Outreach Grants program, and on Decarbonization for our work jointly with SVCE and EBCE on Reach Codes. I will be one of the co-hosts of the Elected Officials Luncheon on Friday, May 19 and Rick DeGolia will be a speaker. Many thanks to Board members Carlos Romero from East Palo Alto, Anders Fung from Millbrae, and Marty Medina from San Bruno who are also attending this luncheon and conference. We will provide a verbal report out on the conference at the Board meeting.

Presentations and Speaking Events

One of my goals and objectives from the board is to seek out speaking opportunities to evangelize the work we are doing at PCE, and in particular, the work we are doing on the

24/7 renewables goal. With the January 10 publishing of "Achieving 24/7 Renewable Energy by 2025", the number of opportunities has increased:

- On May 1, I was invited to attend the Stanford University Bits and Watts advisory council meeting as an observer. Attendees included representatives from American, European, and Australian utility companies, large corporate energy users, and oil companies. The meeting included presentations from faculty members, PhD students, the technology license office, and the Ecopreneurship program. They also discussed Stanford's 24/7 clean energy project for powering their campus bus system.

- On May 3, I spoke on a panel called "CCAs and Clean Energy Procurement: Plans, Needs, Challenges, Perspectives" at the Infocast California Clean Energy Procurement conference in San Francisco.

- On May 5, I recorded a podcast for the Aurora Energy Unplugged podcast to describe what CCAs are, the impact CCAs are having on increasing renewable energy development, and of course, our goal to deliver 100% renewable energy on a 99% time-coincident basis, and the benefits of pursuing this goal. I also discussed the challenges of meeting winter overnight load with renewables, providing access to the open-source MATCH model, and how what we are doing relates to other corporates pursuing their own 24/7 clean energy goals. The podcast will be published on May 18.

- On May 9, I was a guest lecturer for a Stanford graduate level civil engineering class covering the California energy industry, CCAs, 24/7 renewables, and using clean energy for building and transportation electrification.

Other Meetings and Events Attended by CEO

Attend weekly and monthly CalCCA Board and Executive Committee meetings.

Attend monthly California Community Power (CCPower) board meetings.

PENINSULA CLEAN ENERGY AUTHORITY
JPA Board Correspondence

DATE:	May 15, 2023
BOARD MEETING DATE:	May 25, 2023
SPECIAL NOTICE/HEARING:	None
VOTE REQUIRED:	Majority Present

TO: Peninsula Clean Energy Board of Directors

FROM: Jan Pepper, CEO
Shawn Marshall, COO
Shayna Barnes, Operations Specialist
Kirsten Andrews-Schwind, Senior Manager of Community Relations

SUBJECT: Diversity, Equity, Accessibility, and Inclusion (DEAI) Action Plan Adoption

RECOMMENDATION:

Adopt Peninsula Clean Energy Diversity, Equity, Accessibility, and Inclusion (DEAI) Action Plan

BACKGROUND:
Peninsula Clean Energy has undergone a thorough process to develop a DEAI Action Plan. The plan outlines specific steps to implement the DEAI Policy approved by its Board of Directors in October 2022. The DEAI Action Plan is intended to serve as a living document that may be updated by staff as needed, including implementation timelines.

Origins of Peninsula Clean Energy's DEAI Process
In July 2020, the Citizens Advisory Committee (CAC) formed an Equity Working Group with the primary task of "ensur[ing] [that] equity is a priority across all working groups and built into PCE strategic priorities." The CAC's equity working group created a draft equity statement and brought the draft statement to Peninsula Clean Energy's Board of Directors at their January 28, 2021 meeting. The Board accepted the draft equity statement and formed a Diversity, Equity, Accessibility, and Inclusion Subcommittee to build on the statement and create a DEAI organizational policy and action plan for Peninsula Clean Energy. Board members on this subcommittee include Directors Donna Colson, Sam Hindi, Carlos Romero, Roderick Daus-Magbual, and former Director Michael Smith.

Compliance with Senate Bill 255 and Utility Supplier Diversity
In addition to the CAC Draft Statement on Equity and Inclusion serving as a catalyst for undertaking the DEAI work, Peninsula Clean Energy has new regulatory compliance reporting obligations

regarding DEAI under Senate Bill (SB) 255 (Bradford). SB 255 is a bill signed by Governor Newsom in October 2019 that amended the Public Utilities Code Sections 366.2 and 8283 and brought Community Choice Aggregators into the California Public Utilities Commission's (CPUC's) Utility Supplier Diversity Program. The Utility Supplier Diversity Program's framework and guidelines are laid out in the CPUC's General Order (GO) 156. To comply with SB 255 and GO 156, CCAs like Peninsula Clean Energy must annually submit a detailed and verifiable plan for increasing procurement from small, local, and diverse business enterprises, and a report that details our activities supporting diverse business enterprises and the amount of our procurement spend going towards these businesses in the prior year. This program focuses on the positive downstream economic effects of including diverse suppliers in utilities' supply chains. Compliance with SB 255 and GO 156 is another consideration that staff and the Board subcommittee contemplated when drafting the Request for Proposals and selecting the consultant team to carry out the DEAI work.

Selection of DEAI Consultant
To create the DEAI organizational policy and action plan, Peninsula Clean Energy staff drafted a Request for Proposals (RFP) for DEAI consulting services under direction from the DEAI subcommittee to be released as a competitive solicitation. The Request for Proposals was released in early May 2021 with responses due in mid-June 2021. Staff received eight responses to this RFP and interviewed three top consultants with the Board subcommittee in early July. The Board subcommittee recommended that the consultant team from GCAP Services, Inc. be selected to carry out the DEAI work as they were the best fit for Peninsula Clean Energy's range of needs. The full Peninsula Clean Energy Board approved the contract with GCAP Services, Inc. at the Board meeting on October 28, 2021.

DEAI Needs Assessment
To identify the most impactful DEAI actions for Peninsula Clean Energy to take, staff worked with GCAP Services to conduct a DEAI needs assessment. GCAP conducted surveys and interviews with key members of internal and external stakeholder groups including:

- Staff, including consultants and prior staff
- Peninsula Clean Energy Board Members and Alternates
- Peninsula Clean Energy Citizens Advisory Committee Members
- City Managers and City Sustainability Staff
- Outreach Grantees, Applicants, and Contractors
- Business Organizations, including Ethnic Chambers of Commerce
- Trade Organizations
- Other key community stakeholders

There were 34 submissions for the internal survey and 117 submissions for the external survey. In addition 13 stakeholders were chosen for interviews: 5 internal (staff and former staff) and 8 external (Board members, CAC members, program participants and outreach grantees). GCAP incorporated comments from both staff and the CAC into the final survey report and disaggregated the survey responses for each key finding by demographics at Peninsula Clean Energy's staff suggestion. At the Board meeting on July 28, staff presented on the high-level takeaways from the needs assessment phase of the project.

Legislative and Regulatory Review
GCAP provided Peninsula Clean Energy staff with a regulatory and legislative analysis of Proposition 209, Senate Bill 255, and General Order 156 to identify actions to help the agency better comply with these requirements. When conducting this legislative and regulatory review, GCAP reviewed Peninsula Clean Energy's prior two supplier diversity reports, solicitation

documents for RFOs and RFPs, our standard contract, and our supplier diversity questionnaire to determine areas for improvement. The recommendations from this review were included in this DEAI Action Plan.

DEAI Policy Development and Stakeholder Review Process
GCAP completed the first draft of Peninsula Clean Energy's DEAI policy in early August, incorporating edits from Peninsula Clean Energy executives and the DEAI project team. The draft DEAI policy used the CAC's equity statement as a foundation and included themes gleaned from the DEAI needs assessment phase of the project (survey and interviews), and incorporated industry best practices. Peninsula Clean Energy staff and GCAP scheduled three workshops during the months of August and September to get stakeholder feedback on the draft DEAI policy:

- Peninsula Clean Energy staff
- Peninsula Clean Energy Board DEAI Subcommittee
- Citizens Advisory Committee, Community Based Organizations and the broader community

The Peninsula Clean Energy Board of Directors approved the final DEAI Policy at its October 2022 Board Meeting.

GCAP also recommended DEAI updates to several key documents mentioned above (Strategic Plan, employee handbook, policies #9 and #10) in addition to our standard contract, supplier diversity questionnaire and solicitation documents. The Board approved updates to its Policies #9 and #10 at its April 2023 meeting.

Drafting of the DEAI Action Plan
This DEAI Action Plan itself was drafted through the following process:

- GCAP used the results of the DEAI needs assessment, legal review, and policy development process to draft a draft action plan to operationalize the DEAI policy
- The staff DEAI Council thoroughly reviewed and strengthened the consultant's action plan
- The DEAI Council met with the head of each department to review the action steps pertaining to their department in the plan and edit them for feasibility
- The Board DEAI Subcommittee reviewed the DEAI Action plan and approved it
- Staff brought the draft action plan to the Citizens Advisory Committee for review
- Edits recommended by the CAC were incorporated into the plan (see below)

Citizens Advisory Committee Recommendation
Staff brought this the DEAI Action Plan to the April 2023 CAC meeting for review. The Citizens Advisory Committee members voted unanimously to bring the following recommendation to the Board of Directors:

The CAC endorses the DEAI action plan with the expectation that it may be tweaked with the following suggestions including:

1. *Incorporate DEAI into individual/organizational goals*
2. *To report out to the CAC with the same cadence as with the Board*
3. *Offer DEAI training to CAC members*
4. *Clarify on who has access to Self-ID campaign data and how it will be used*
5. *Incorporate DEAI language used in job posting*
6. *Incorporate DEAI in languages, meetings and outreach materials*

Staff edited the Action Plan to include these recommendations.

DISCUSSION:

Peninsula Clean Energy staff recommend the adoption of the Diversity, Equity, Accessibility, and Inclusion (DEAI) Action Plan as written and provided in the Board packet for this meeting.

The DEAI Action Plan states:

Diversity, equity, accessibility, and inclusion (DEAI) are foundational principles that must be interwoven into the fabric of Peninsula Clean Energy's organizational culture. These key principles should permeate through each of the organization's goals as developed in the Strategic Plan 2020-2025.

The plan consists of the following major sections:

- Executive Summary
- Commitment to DEAI as a foundation for strategic goals
- Summary of gap analysis
- Action Plan outlining 43 actions including staff leads, timelines, and metrics
- Monitoring and evaluation
- Appendices including the gap analysis, detailed training plan, and legislative and regulatory analysis

The goals of the action plan are summarized below:

Area of Focus	DEAI Goal Description
Organizational Culture and DEAI Commitment	Advance and promote diversity, equity, accessibility, and inclusion within Peninsula Clean Energy's workforce, business practices, policies, and programs.
Human Resources, Staffing, and Recruitment	Create a workforce that is more representative and inclusive of people of all backgrounds; provide equitable access to employment opportunities for underrepresented and underserved members of the communities Peninsula Clean Energy serves.
Training and Development	Require employees to complete DEAI related training and promote and encourage Board and Citizen Advisory Committee members to complete DEAI related training to increase awareness of DEAI within the organization.

Energy Program Development and Implementation	Define energy equity and set goals and metrics for achieving it through our programs. Increase input and feedback from diverse communities, especially low-income and disadvantaged groups, to improve equity in program development and implementation.
Marketing and Account Services	Improve awareness, communication, and accessibility of Peninsula Clean Energy customer service, energy supply, and energy programs, especially among low-income and disadvantaged populations, and limited English proficiency groups.
Vendor and Energy Supplier Diversity and Social Responsibility	Ensure that the vendors and suppliers that do business with Peninsula Clean Energy are environmentally conscious and have equitable business practices. Establish a level playing field by creating opportunities and eliminating barriers to equal participation for all vendors.

The entire DEAI Action Plan and Appendices are provided in this packet.

Staff are confident that this policy will serve the organization well as a guiding document as we continue to make progress on DEAI initiatives.

STRATEGIC PLAN:

The DEAI Initiative supports the Organizational Excellence pillar of the strategic plan to *ensure organizational excellence by adhering to sustainable business practices and fostering a workplace culture of innovation, diversity, transparency, and integrity*. This initiative seeks to support the following objectives and key tactics under this pillar:

Objective A: Culture and People: Foster a workplace culture that attracts and develops exceptional talent and values all people
Key Tactic 3: Ensure that our recruitment processes are designed to attract high caliber and diverse applicants
Objective D: External Vendor Partners: Implement Vendor Policies that embrace diversity and inclusion and that optimize engagement results
Key Tactic 1: Develop methods to ensure adherence to the organization's Inclusive and Sustainable Workforce Policy
Key Tactic 2: Develop methods to ensure adherence to the organization's Ethical Vendor Standards Policy

This initiative also supports the Community Energy Programs pillar of the strategic plan to *implement robust energy programs that reduce greenhouse gas emissions, align energy supply and demand, and provide benefits to community stakeholder groups.* The DEAI initiative seeks to support the following objectives and key tactics under this pillar:

Objective B: Community Benefits: Deliver tangible benefits throughout our diverse communities
Key Tactic 1: Invest in programs that benefit underserved communities

Key Tactic 3: Support workforce development programs in the County

ATTACHMENTS:
Peninsula Clean Energy Diversity, Equity, Accessibility, and Inclusion (DEAI) Action Plan and Appendices

RESOLUTION NO. _____

PENINSULA CLEAN ENERGY AUTHORITY, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

* * * * * *

RESOLUTION ADOPTING PENINSULA CLEAN ENERGY'S DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION (DEAI) ACTION PLAN

RESOLVED, by the Peninsula Clean Energy Authority of the County of San Mateo, State of California, that

WHEREAS, Peninsula Clean Energy was formed on February 29, 2016 and

WHEREAS, at its January 28, 2021 meeting the Board of Directors directed staff to develop a DEAI organizational policy and action plan for Peninsula Clean Energy and created a subcommittee to oversee this task,

WHEREAS, to create the DEAI organizational policy and action plan Peninsula Clean Energy staff released a Request for Proposals (RFP) for DEAI consulting services as a competitive solicitation and eight responses were received,

WHEREAS, GCAP Services, Inc. was deemed best fit by staff and the DEAI Subcommittee to meet Peninsula Clean Energy's range of DEAI needs,

WHEREAS, the Board of Directors approved a contract with GCAP Services, Inc. at their meeting on October 28, 2021,

WHEREAS, the Peninsula Clean Energy DEAI project team has worked with GCAP Services, Inc. on a DEAI needs assessment, regulatory and legislative review, policy, and action plan development for Peninsula Clean Energy,

WHEREAS, the Board of Directors approved a DEAI Policy at its October 27, 2022 meeting,

WHEREAS, GCAP Services, Inc. and the Peninsula Clean Energy DEAI project team drafted a DEAI action plan to implement this policy with input from each department, the Board DEAI Subcommittee, and the Peninsula Clean Energy Citizens Advisory Committee,

WHEREAS, the Peninsula Clean Energy DEAI project team believes the DEAI action plan is well-drafted and comprehensively addresses Peninsula Clean Energy's DEAI policy,

WHEREAS, it will be necessary for the Peninsula Clean Energy staff to regularly update the action plan to reflect changing organizational needs, context, and an evolving understanding of the dynamic DEAI field,

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board adopts the Diversity, Equity, Accessibility, and Inclusion (DEAI) Action Plan as a living document to guide staff in implementing the DEAI Policy, and that the Action Plan will be updated by staff as needed.

* * * * * *

DIVERSITY EQUITY ACCESSIBILITY INCLUSION

DEAI Action Plan

April 2023

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Executive Summary

The Peninsula Clean Energy Strategic Plan 2020-2025 states an all-encompassing goal to "Ensure organizational excellence by adhering to sustainable business practices and fostering a workplace culture of innovation, diversity, transparency, and integrity." This is reflected in Peninsula Clean Energy's Inclusive and Sustainable Workforce Policy, originally adopted in December 2016, that further states "Peninsula Clean Energy recognizes that an inclusive and sustainable workforce helps Peninsula Clean Energy meets its core mission and goals more effectively, serve its customers in a more culturally sensitive manner, and reflect the businesses we partner with and the community we serve more comprehensively." These actionable statements relate to embedding diversity, equity, accessibility, and inclusion (DEAI) within Peninsula Clean Energy's organization.

Peninsula Clean Energy's ongoing journey to integrate these DEAI principles within its organization became more significant starting in 2020 when efforts were initiated by the Citizens Advisory Committee (CAC) in light of the community's focus on anti-racism initiatives. The CAC wanted to ensure that Peninsula Clean Energy embodies and commits to the principles of DEAI within their work and keep anti-racism at top of mind during decision making. Peninsula Clean Energy has since then accelerated efforts to improve and enhance DEAI initiatives within the organization and outwardly to the communities it serves.

In May 2021, Peninsula Clean Energy released a Request for Proposal (RFP) seeking consultant assistance for Diversity, Equity, Accessibility, and Inclusion services. Peninsula Clean Energy selected GCAP Services, Inc. (GCAP), a certified Small Business (SB) and Disadvantaged Business Enterprise (DBE) firm, to provide expertise in developing a DEAI program with achievable goals and actions that Peninsula Clean Energy can implement and monitor over time. In close partnership with GCAP, Peninsula Clean Energy was able to complete the following DEAI-related activities in 2022:

- **Conduct a DEAI Organizational Needs Assessment.** GCAP helped Peninsula Clean Energy create and facilitate internal and external DEAI-focused surveys and interviews to garner an understanding of DEAI issues as presented by Peninsula Clean Energy staff, Board of Directors, CAC members, and key community stakeholders. These assessments helped to identify priority DEAI issues and recommendations that are included in this DEAI Action Plan.
- **Review of DEAI Legislation and Regulatory Requirements.** Peninsula Clean Energy directed GCAP to provide a detailed analysis of relevant DEAI legislation and regulatory requirements, which includes Senate Bill 255 (Bradford-2019), General Order 156 of the California Public Utilities Commission (CPUC), and Proposition 209. GCAP identified best practices and recommendations to enhance and integrate DEAI into these requirements. GCAP also reviewed and provided recommended revisions to the Request for Offer (RFO), RFP, and Contract templates and the Supplier Diversity Questionnaire.

- **Create an Organizational DEAI Policy and Facilitate Stakeholder Workshops.** With the CAC's initial draft equity statement, GCAP was able to further develop the DEAI Policy to guide Peninsula Clean Energy's work in the DEAI space. To ensure that the policy met the expectations of stakeholders, GCAP hosted three (3) workshops to collect feedback from Peninsula Clean Energy staff, the DEAI Subcommittee, and the CAC and community groups and has integrated feedback within the DEAI policy. The Peninsula Clean Energy DEAI Policy is the overarching guide that drives this DEAI Action Plan.
- **Update Relevant Organizational Policies and Contracting Documents.** GCAP was also contracted to complete a review and update of Peninsula Clean Energy's organizational policies, which includes their Strategic Plan 2020-2025, Employee Handbook, Policy 9: Ethical Vendor Standards, and Policy 10: Inclusive and Sustainable Workforce Policy. Additionally, GCAP provided an in-depth review of Peninsula Clean Energy's contracting documents, which included the main contract template, Request for Proposals (RFP), and Request for Offers (RFO). GCAP included recommendations to align these existing policies and contracting documents with the new DEAI policy.
- **Develop a DEAI Action Plan.** The culmination of all of these DEAI-related activities is the development of Peninsula Clean Energy's DEAI Action Plan. GCAP worked with Peninsula Clean Energy to create this DEAI Action Plan that is achievable for the organization to implement and monitor and ensure DEAI initiatives are moving forward within the organization.

All of the DEAI activities listed above fed into the final Peninsula Clean Energy DEAI Action Plan, a road map for closing DEAI gaps in Peninsula Clean Energy's business operations. *Exhibit 1* on the next page depicts Peninsula Clean Energy's DEAI goals that will serve as the framework for the DEAI Action Plan. These goals will help the agency move forward in its DEAI journey and enhance DEAI in the areas of improvement that were identified through GCAP's assessment as outlined in the five task areas as identified previously.

By focusing on and implementing these DEAI goals, Peninsula Clean Energy has made the ultimate commitment to advance and promote DEAI in the agency's practices, programs, and policies within its workforce and the communities it serves.

Exhibit 1: Peninsula Clean Energy DEAI Area of Focus & DEAI Goal Description

Area of Focus	DEAI Goal Description
Organizational Culture and DEAI Commitment	▪ Advance and promote diversity, equity, accessibility, and inclusion within Peninsula Clean Energy's workforce, business practices, policies, and programs.
Human Resources, Staffing, and Recruitment	▪ Create a workforce that is more representative and inclusive of people of all backgrounds; provide equitable access to employment opportunities for underrepresented and underserved members of the communities Peninsula Clean Energy serves.
Training and Development	▪ Require employees to complete DEAI related training and promote and encourage Board and Citizen Advisory Committee members to complete DEAI related training to increase awareness of DEAI within the organization.
Energy Program Development and Implementation	▪ Define energy equity and set goals and metrics for achieving it through our programs. Increase input and feedback from diverse communities, especially low-income and disadvantaged groups, to improve equity in program development and implementation.
Marketing and Account Services	▪ Improve awareness, communication, and accessibility of Peninsula Clean Energy customer service, energy supply, and energy programs, especially among low-income and disadvantaged populations, and limited English proficiency groups.
Vendor and Energy Supplier Diversity and Social Responsibility	▪ Ensure that the vendors and suppliers that do business with Peninsula Clean Energy are environmentally conscious and have equitable business practices. Establish a level playing field by creating opportunities and eliminating barriers to equal participation for all vendors.

Commitment to DEAI

The collaborative development of a DEAI policy with internal and external stakeholders demonstrates Peninsula Clean Energy's commitment to diversity, equity, accessibility and inclusion. As part of the growing interest in environmental, social, and governance factors, DEAI has become a vital part of an organization's performance. As a Community Choice Aggregation (CCA) program that provides clean energy services to its local communities, Peninsula Clean Energy has an obligation to ensure DEAI is made a priority during decision making. Per the DEAI Policy, Peninsula Clean Energy has pledged the following as their commitment to DEAI for the organization:

> *Peninsula Clean Energy (Peninsula Clean Energy) has a vision of a sustainable world with clean energy for everyone. We recognize there are longstanding systemic barriers that impede the advancement of fair and inclusive policies and limit the full participation of historically underserved and disadvantaged communities. This includes our stakeholders that face the most adverse impacts from economic, health, and environmental burdens. Peninsula Clean Energy recognizes that we have an obligation to maximize our efforts to eliminate disparities and ensure that our programs, policies, and practices are inclusive and accessible for everyone in the geographic markets we serve.*

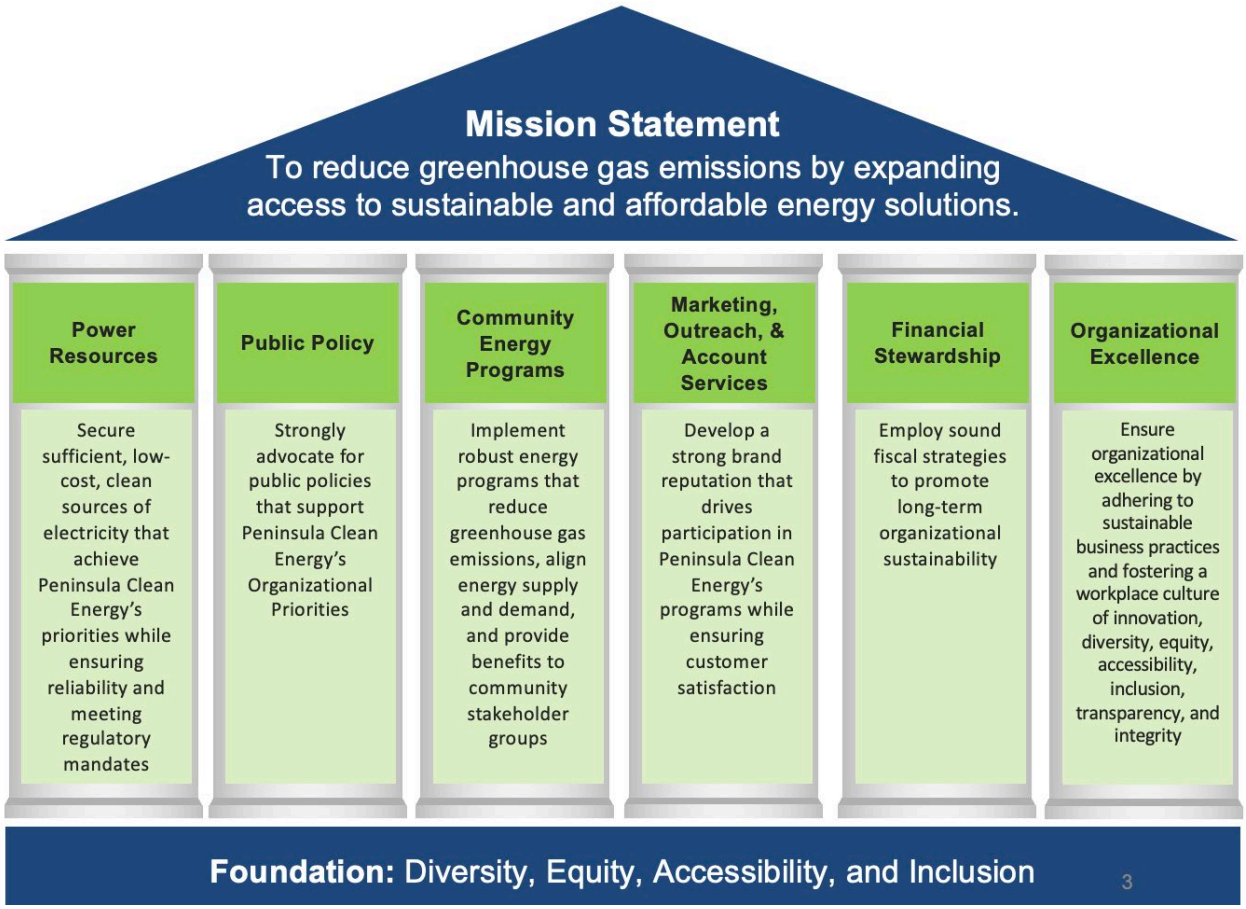
This excerpt from the DEAI policy communicates Peninsula Clean Energy's values, philosophy, and culture surrounding the significance of upholding diversity, equity, accessibility, and inclusion. Peninsula Clean Energy must continue to communicate the importance of DEAI to team members and other stakeholders to support cultivating a culture of organizational excellence.

It is important to note that the Peninsula Clean Energy DEAI Policy establishes **what** the organization will do regarding enhancing DEAI initiatives and the DEAI Action Plan is **how** the agency will carry out those initiatives.

A Foundation for Strategic Goals

Diversity, equity, accessibility, and inclusion (DEAI) are foundational principles that must be interwoven into the fabric of Peninsula Clean Energy's organizational culture. These key principles should permeate through each of the organization's goals as developed in the Strategic Plan 2020-2025. *Exhibit 2* below illustrates a "house chart" to show that the foundation of the Peninsula Clean Energy's strategic goals is DEAI, which ultimately drives its mission to reduce greenhouse gas emissions by expanding access to sustainable and affordable energy solutions.

Exhibit 2: DEAI Foundation to Peninsula Clean Energy's Strategic Plan & Mission Statement



Purpose of the DEAI Action Plan

The main purpose of the Peninsula Clean Energy DEAI Action Plan is to guide the agency with achievable goals and specific actions that are necessary to accomplish the vision of a more diverse, equitable, accessible, and inclusive organizational culture. The DEAI Action Plan will be reviewed annually to evaluate Peninsula Clean Energy's progress in the DEAI space. The plan will be updated by the designated DEAI lead in partnership and consultation with the DEAI Council, and Peninsula Clean Energy leadership. By monitoring and tracking DEAI-focused activities, Peninsula Clean Energy will be better positioned to carry out its mission of providing sustainable and clean energy services and programs while serving and supporting internal and external stakeholders.

Elements of the DEAI Action Plan

The Peninsula Clean Energy DEAI Action Plan centers around the six (6) aforementioned areas of focus that provide the framework for achieving and sustaining a more diverse, equitable, accessible, and inclusive organization. Under each area of focus, the following elements will be included:

- **Goal:** A future state of being resulting from a change at the organization, department, or program level.
- **Action:** Specific activities the organization will do to achieve the outcomes that support the identified goal.
- **Steps:** Tasks to complete the specific actions.
- **Timeline:** The month, quarter, and/or year an action will be accomplished.
- **Lead:** The individual or group that is responsible for an action or is accountable for its completion.
- **Metrics:** A quantifiable and qualitative measure of how well an action is working. Different types of measures include:
    1. Quantity – How much was done?
    2. Quality – How well was it done?
    3. Impact – Is the group better off?
- **Recommendations**: A suggestion or proposal as to the best course of action that Peninsula Clean Energy can utilize at their discretion.

These elements will provide Peninsula Clean Energy with the details to achieve their DEAI goals. It is a forward-looking plan that reflects the evolution of DEAI strategy, goals, and priorities along with specific actions that will support them. Peninsula Clean Energy understands and acknowledges that DEAI efforts are ongoing, and priorities may be adjusted to fit the needs of the organization.

Gap Analysis

To ensure that key aspects of Peninsula Clean Energy's internal and external DEAI initiatives were considered for the Action Plan, a detailed gap analysis was conducted to review all ideas and assess the feasibility for the agency. See Appendix A. A gap analysis is an assessment method that helps measure the performance of an organization in a specific area to determine whether objectives are being met, and if not, what steps should be taken to meet them. In the context of DEAI, the gap analysis was customized to Peninsula Clean Energy's commitment to achieve and enhance DEAI initiatives within the organization.

The gap analysis consists of the following: information and data collected from the surveys, interviews, policy updates, organizational document reviews, and workshops to help identify areas for improvement as well as the finding/gap, recommendations, and final goal derived from the analysis. The Peninsula Clean Energy DEAI Action Plan identifies six (6) major areas of focus which is depicted in *Exhibit 3: Peninsula Clean Energy's DEAI Areas of Focus*.

Each of these areas are accompanied by a main goal that is outlined with the plan's elements—goal, actions, steps, timeline, lead, metrics, and recommendations—which will help achieve these objectives. The areas of improvement are reflected from the key observations of the DEAI organizational assessment that consists of the surveys, interviews, and all related DEAI activities.

The DEAI Action Plan is a road map for Peninsula Clean Energy to fulfill their commitment to advancing and promoting diversity, equity, accessibility, and inclusion. The DEAI Action Plan will be considered a living document with continuous improvement and will be updated as the agency's priorities shift.

Exhibit 3: Peninsula Clean Energy's DEAI Areas of Focus

DEAI Action Plan

Organizational Culture and DEAI Commitment

Goal: Advance and promote diversity, equity, accessibility, and inclusion within Peninsula Clean Energy's workforce, business practices, policies, and programs.

Background:
Through the gap analysis, "Organizational Culture and DEAI Commitment" has been identified as an area of focus to be addressed in the DEAI Action Plan. The goal is stated as the following "Advance and promote diversity, equity, accessibility, and inclusion within Peninsula Clean Energy's workforce, business practices, policies, and programs." By focusing on this goal, Peninsula Clean Energy will be able to ensure its company culture is interwoven with its commitment to DEAI. Peninsula Clean Energy is working towards an organizational culture that ensures all employees feel empowered to bring their authentic selves and new ideas and perspectives to the table. Also, Peninsula Clean Energy strives to be a steward for its community members by providing sustainable, clean energy through accessible and equitable programs and services. An organizational culture is very important to an organization's overall excellence. It defines how the organization does business and how it is perceived by all internal and external stakeholders. This includes communicating to external stakeholders Peninsula Clean Energy's commitment to advocate for regional and state policies supporting environmental and energy justice. By integrating a commitment to DEAI within the organization's culture, Peninsula Clean Energy has created a foundation of principles to cultivate a successful culture that will have a lasting, positive impact on its workforce and communities it serves.

Advance and promote diversity, equity, accessibility, and inclusion within Peninsula Clean Energy's workforce, business practices, policies, and programs.

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Adopt DEAI Policy	▪ Finalize and approve Peninsula Clean Energy DEAI Policy ▪ Notify relevant stakeholders of the new DEAI Policy	Complete	DEAI Project Team	▪ Board of Directors approved the Policy on 10/27/22 ▪ Policy has been distributed and communicated to relevant stakeholders	▪ Post DEAI Policy to public website and share with CBO partners. ▪ Make DEAI Policy available in other languages such as Spanish and Chinese ▪ Make DEAI Policy accessible in large print format

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Adopt DEAI Action Plan	▪ Finalize and approve Peninsula Clean Energy DEAI Action Plan ▪ Notify relevant stakeholders on the new DEAI Action Plan	Q2 2023	DEAI Project Team	▪ Board of Directors has approved and adopted the Action Plan ▪ Action Plan has been distributed and communicated to relevant stakeholders ▪ Report at least annually on progress of implementation of the Action Plan to the Board of Directors and Citizens Advisory Committee	▪ Post DEAI Action Plan to public website ▪ Make DEAI Action Plan available in other languages such as Spanish and Chinese ▪ Make DEAI Action Plan accessible in large print format
Form DEAI Council	▪ Create Council guidelines that include the following information: membership and terms, roles and responsibilities, and expectations	Q1/Q2 2023	DEAI Project Team	▪ The Council is a composition of diverse members from different ethnicities, gender, generation, department, and other dimensions of diversity	▪ Utilize DEAI Action Plan as first endeavor ▪ Allocate proper funding in the annual budget to support Council initiatives ▪ Involve members of the Council in discussions and decision-making affecting policy, process, systems, and resources to ensure a diversity of perspectives are heard
Appoint a DEAI Lead	▪ Develop the role and responsibilities of the DEAI Lead, including estimated time commitment (FTE) ▪ Appoint DEAI Lead and ensure individual understands role and responsibilities ▪ Empower the DEAI lead to advance DEAI measures in the Action Plan and to support the DEAI policy across the organization	Complete	COO and DEAI Project Team	▪ DEAI Lead is appointed and has started DEAI initiatives and policies	▪ Assign responsibilities to a staff member (preferably not Human Resources personnel) to lead DEAI initiatives and policies

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Establish a DEAI Action Plan Dashboard within the Strategic Plan, and incorporate into the annual staff performance review process	▪ Deploy a visual, user-friendly dashboard to track DEAI Action Plan initiatives and include information on the following: alignment to Strategic Plan and DEAI Policy, lead department/staff, progress status, next steps, recommendations to improve, etc. ▪ Integrate accountability for implementing actions outlined in the DEAI Acton Plan into staff annual performance review process	Q3 2023	DEAI Lead and Council	▪ Strategic Plan Dashboard has been deployed and is tracked on an on-going basis ▪ All DEAI Action Plan initiatives have been assigned to a lead department/staff to follow through ▪ Staff annual review process has been updated to include a requirement for specific reporting on each DEAI action assigned to specific staff	▪ Deploy a dashboard that is easily manageable by the agency (see Appendix C for an example) ▪ Consider incorporating into existing Strategic Plan Dashboard ▪ Dashboard should be reviewed regularly with executive leadership team for awareness, feedback.
Create a DEAI Glossary	▪ Create a glossary to define DEAI terms	Q2 2023	DEAI Project Team	▪ Glossary updated and new terms added ▪ Update on new DEAI webpage	▪ Post glossary on the website ▪ See Appendix B for current DEAI definitions that are taken from the DEAI Policy ▪ Additional definitions may include, but are not limited to the following terms: ○ Equity vs. Equality ○ Anti-Racism ○ Power Dynamics ○ Energy Equity ○ Implicit Bias

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Annually review and ensure that Peninsula Clean Energy's Legislative and Regulatory Policy Platform section on environmental justice and affordability is meaningfully implemented	▪ Proactively engage with environmental justice organizations to understand common ground and determine legislative and regulatory mutual benefit ▪ Review legislative and regulatory policy platforms of other CCAs ▪ Review clean energy legislation as directed by Peninsula Clean Energy's Legislative and Regulatory Policy Platform section on environmental justice and affordability. ▪ Annually update Peninsula Clean Energy's Legislative and Regulatory policy platform	Q4 2023, annual updates	Government Affairs, Regulatory Team	▪ Legislative and regulatory policy platform with energy and environmental justice items approved ▪ Legislative priorities of environmental and energy justice advocates have been identified and Peninsula Clean Energy has actively determined our level of support for them	▪ Participate in CalCCA Legislative Committee
Participate in or monitor CPUC, CARB, and CEC proceedings regarding energy affordability and environmental justice, in dialog with environmental justice networks	▪ Consult with environmental justice networks on their energy regulatory priorities to the extent practicable ▪ Advocate for Peninsula Clean Energy positions that support these priorities and also align with other Peninsula Clean Energy's other regulatory policy priorities.	Ongoing	Regulatory Policy	▪ Create and update list of regulatory policy priorities identified by environmental justice networks annually ▪ Identify how Peninsula Clean Energy regulatory policy may promote these priorities, where aligned with Peninsula Clean Energy other policy priorities	▪ Work with relevant CalCCA working groups ▪ Develop direct relationships with environmental justice networks

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Establish DEAI Framework for Goal Setting and Decision Making	▪ Develop a list of DEAI questions to consider and ask before producing organizational goals, policies, programs, practices, and decisions	Q2/Q3 2023	DEAI Council	▪ All employees are aware of these DEAI questions and have implemented into daily practices	▪ Consider including the following questions: ○ Who is this work positively or negatively impacting? ○ Have you considered gender, race, religion, physical ability, location, socioeconomics, etc.? ○ Who could be excluded by this work? ○ Does this work impact groups differently? ○ What does the data say? ○ Has this work been communicated transparently? ○ Could this work hinder feeling of belonging, especially in underrepresented groups? ○ How will you ensure criteria is fair and transparent?

Area of Focus

Human Resources, Staffing, and Recruitment

Goal: Create a workforce that is more representative and inclusive of people of all backgrounds; provide equitable access to employment opportunities for underrepresented and underserved members of the communities Peninsula Clean Energy serves.

Background:

The gap analysis identified "Human Resources, Staffing, and Recruitment" as a DEAI area of focus with a sizeable number of external and internal stakeholders believing that Peninsula Clean Energy staff does not fully reflect the diversity of the communities it serves. The goal for this area is to "Create a workforce that is more representative and inclusive to people of all backgrounds; provide more equitable access to employment opportunities for underrepresented and underserved members of the communities Peninsula Clean Energy serves." By striving to achieve this goal, Peninsula Clean Energy will achieve greater workforce diversity to better represent customers and allow the organization to better understand and serve their needs. A diverse workforce will allow Peninsula Clean Energy to understand various markets and reach customers they otherwise may not have. Additionally, a diverse and inclusive environment tends to bring employees a sense of belonging, improves employee morale, and overall helps with retention.

Create a workforce that is more representative and inclusive of people of all backgrounds; provide equitable access to employment opportunities for underrepresented and underserved members of the communities Peninsula Clean Energy serves.

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Finalize and Adopt DEAI Revisions to the Strategic Plan, Employee Handbook, Policy 9, and Policy 10	▪ Peninsula Clean Energy reviews and revises GCAP's suggested edits ▪ Obtain Board of Directors approval ▪ Inform Peninsula Clean Energy staff, especially hiring managers, on the changes	Q3 2023	DEAI Council	▪ Board approval obtained ▪ Revised documents published and available to Peninsula Clean Energy employees and external stakeholders	▪ When creating, updating, revising policies and procedures, ensure they are in alignment with the DEAI Policy

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Increase the diversity of our staff team	▪ Research and diversify places we advertise our job opportunities ▪ Analyze workforce needs, qualifications and work with hiring managers to determine bona-fide qualifications ▪ Gather current data to understand the ethnic, gender, disability, veteran composition of our communities so that Peninsula Clean Energy can strive to be reflective within its workforce ▪ Identify and remove artificial barriers to entry ▪ Collaborate with leadership to find better ways to increase diversity	Ongoing	Leadership and Human Resources	▪ Number of open and filled positions with diverse employees ▪ Outreach to diverse communities during recruitment ▪ Monitor changes in diversity of the candidate pool throughout the interview and hiring process ▪ Leadership, especially hiring managers, increased diversity in the workforce	▪ Prioritize open management positions, especially senior manager roles ▪ Use S.M.A.R.T. (specific, measurable, attainable, relevant, and time-bound) goals to establish your strategic diversity goals
Actively Outreach to a Diversity of Communities/Groups in Recruitment Process	▪ Review current outreach process and identify gaps ▪ Add non-traditional outreach sources (e.g., websites supporting professional and technical groups) focused on underrepresented and historically marginalized people ▪ Develop a plan for recruitment engagement that focuses on building trusted, long-term relationships with under-served and historically marginalized people Collaborate with relevant groups to enhance diversity of applicants	Ongoing	Human Resources	▪ Measure current level of effort and results for diversity recruiting ▪ Compare level of effort after collaborating through additional avenues ▪ Number of partnerships with various organizations that support underrepresented groups	▪ Reach out to professional networks, online and social media, diversity websites, job boards to expand outbound reach ▪ Support professional and technical groups focused on diverse persons, people with disabilities, Veterans, and the LGBTQAI+ community

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Ensure Salary Transparency	▪ Post salary ranges on all job announcements and advertisements ▪ Consider a salary administration policy ▪ Communicate salary administration policy	Q2/3 2023, Ongoing	Human Resources	▪ Conduct a market salary survey and identify salary ranges for different job and department classifications ▪ Salary administration guidelines developed	▪ Be transparent with staff by communicating salary changes and how they can achieve the next level in their position
Enhance DEAI in the Application and Interview Process	▪ Train hiring managers on how to mitigate bias during the hiring/promotions processes, and how to best utilize DEAI human resource tools and methods ▪ Track diversity metrics for recruiting, hiring, promotion, and internal transfers ▪ Add preference for candidates who are fluent in Peninsula Clean Energy priority languages to job announcements in customer-facing teams	Q3 2023, Ongoing	Human Resources	▪ Track job candidate pools by demographic categories including age, gender, race, disability, veteran status, and job level ▪ Percentage and number of managers and interviewers who have completed training on how to mitigate bias during the hiring process	▪ Review all job postings for gender neutral language and other DEAI considerations to attract diverse candidates ▪ Consider redacting name/identifying information from resumes during screening process ▪ Use the training plan to guide Peninsula Clean Energy in developing training course in house or using an outside trainer; See Appendix D for proposed Training Plan
Integrate DEAI Metrics in Employee Performance Reviews	▪ Review current performance review process for employees and require reporting on each specific DEAI action assigned to each staff member	Q3 2023, Ongoing	Human Resources	▪ Revised employee performance review form ▪ Clear integration of DEAI Action Plan task assignments with annual performance review	▪ Add a question to the employee annual review form asking the employee to report on the status of implementation of DEAI Action Plan items assigned to their team, and how the employees has utilized the DEAI Decision Guidelines in their work ▪ Leverage employee performance reviews to ask what they believe could be improved upon or what is working well in regard to DEAI initiatives

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Launch a Self-ID Campaign	▪ Develop a voluntary demographics data survey ▪ Ask current employees to complete the voluntary survey ▪ Utilize survey as a tool on employment applications	Q4 2023	Human Resources	▪ Optional Self-ID survey tool developed ▪ Optional Self-ID survey completed by existing Peninsula Clean Energy employees ▪ Optional Self-ID added to employment application	▪ Make the survey optional and voluntary, however, ensure to encourage participation, sharing specific benefits to employees to Self-ID ▪ Go beyond regular demographics data and include Disability, Veteran, language ability and LGBTQAI+ statuses ▪ Communicate clearly to all staff who will have access to the information collected in the self-ID campaign and how it will be used

Area of Focus

Training and Development

Goal: Require employees to complete DEAI related training and promote and encourage Board and Citizen Advisory Committee members to complete DEAI related training to increase awareness of DEAI within the organization.

Background:
While Peninsula Clean Energy staff and management are supportive of DEAI, the gap analysis identified the need for "Training and Development" to strengthen DEAI understanding for all staff. As well, Peninsula Clean Energy executives and managers need to consistently model inclusive leadership skills. Formalizing DEAI training will establish deeper awareness and help transform mindsets to create an inclusive culture where all employees are welcomed and encouraged to thrive, ultimately benefitting customers and business results for Peninsula Clean Energy.

Require employees to complete DEAI related training and promote and encourage Board and Citizen Advisory Committee members to complete DEAI related training to increase awareness of DEAI within the organization.

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Finalize and Approve DEAI Training Plan (See Appendix D)	▪ Review, revise, and finalize the Peninsula Clean Energy DEAI Training Plan	Q2 2023	Leadership and Human Resources	▪ Training Plan is finalized and implementation has been started	▪ Use surveys to track feedback from each training class topic and leverage the data and information to improve future trainings and facilitation methods
Select Training Method & Develop Training Courses	▪ Review and evaluate best training method: ○ Method 1: Develop Live Training (3rd Party) ○ Method 2: Develop Live & Video-Based (3rd Party) ○ Method 3: Peninsula Clean Energy Develops Live Training (Inhouse) ○ Method 4: Video-Based Training (Off-the-Shelf) ▪ Determine budget and required resources ▪ Develop curriculum for training	Q2-Q4 2023, First Staff Training complete 10/2022 (4 hrs)	Human Resources	▪ Training budget and materials have been developed ▪ First round of classes conducted within 12 months ▪ Number of attendees by class	▪ Prioritize roll-out of training courses for highest value and broadest impact to Peninsula Clean Energy ▪ Offer training to Board of Directors and Citizens Advisory Committee members as well as staff

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Provide Training on How to Respond to an Accommodations Request	▪ Develop practices and guidelines to respond to external and internal accommodation requests such as telephone calls in different languages, reasonable accommodations for public meetings, etc.	Q3 2023, Ongoing	Human Resources	▪ All managers have completed the training ▪ All managers understand how to respond to accommodation requests appropriately and promptly ▪ Number of accommodation requests received from employees and the public	▪ Ask leaders for input on what requests they have received in the past and include those areas to address
Provide Training on Community Engagement for Program Planning	▪ Develop practices and guidelines to help staff engage community leaders and organizations by: ○ Identifying and researching the target audience ○ Researching local community leaders or organizations that serve the audience ○ Including local community leaders in program design ▪ Formalizing community partnerships in program implementation	Q3 2023 ongoing	Community Relations	▪ All Programs and Marketing Teams have completed the training ▪ All Programs and Marketing Team Leads understand how to engage community leaders and organizations in program design and implementation	▪ Utilize the Community Engagement for Program Development Worksheet Template in the training (See Program Development and Implementation section)
Ensure Professional Development Opportunities are Available and Accessible	▪ Survey staff to understand what types of professional development they are interested in and what barriers, if any, deter them from participating in professional development opportunities ▪ Gain leadership buy-in to integrate new professional development opportunities ▪ Establish or update the Professional Development Program and share with employees	Q2/3 2023, ongoing	Human Resources	▪ Percentage of staff who pursue professional development opportunities by demographically tracked data ▪ Professional development included in annual employee performance reviews	▪ Create a resource page about professional development opportunities to share with staff ▪ Implement a “Diversity Dialogue” series with outside speakers

Area of Focus

Energy Program Development and Implementation

Goal: Define energy equity and set goals and metrics for achieving it through our programs. Increase input and feedback from diverse communities, especially low-income and disadvantaged groups, to improve equity in program development and implementation.

Background:

Energy programs are a priority area for the agency and every effort will be made to address diversity, equity, accessibility, and inclusion for program development and implementation. The gap analysis identified a need to increase input and feedback from diverse communities throughout program design and delivery to improve equity overall. By conducting meaningful public participation throughout the program development phases, stakeholders are given the opportunity to influence decisions that affect their daily lives and Peninsula Clean Energy will make better and more easily implementable decisions that reflect public interests and values and are better understood by the public. Note that reducing greenhouse gas emissions in the most effective ways possible can also be considered important for equity as vulnerable communities are most impacted by climate change.

Define energy equity and set goals and metrics for achieving it through our programs. Increase input and feedback from diverse communities, especially low-income and disadvantaged groups, to improve equity in program development and implementation.

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Create Organizational Definition of and Goals for Energy Equity and Incorporate into Programs	• Research energy equity frameworks and definitions • Create energy equity definition, goals, and metrics for Peninsula Clean Energy • Solicit input from community stakeholders, CAC, and Board and finalize based on feedback • Implement, including evaluating current and future programs for how well they meet these goals and what changes need to be made	Q3 2023	DEAI Council, Director of Programs, Programs Team, Director of Account Services	▪ Energy equity definition, goals, and metrics drafted ▪ Community input incorporated from partners, CAC, and Board ▪ Definition, goals, and metrics finalized ▪ Changes made to programs and budgets as needed to meet goals	▪ Engage all members of the Programs Team in this effort ▪ Include Account Services to evaluate the role of rate structures as well

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Develop and Finalize a Worksheet Template for "Community Engagement in Program Development"	▪ Leverage the DEAI Lens to help develop the worksheet template to: ○ Identify and research target audience(s) ○ Research local community leaders or organizations that serve diverse communities ○ Include local community leaders in program design ○ Formalize community partnerships in program implementation as needed	Q2 2023	Community Relations	▪ Worksheet template is completed and approved by the appropriate staff	▪ Refer to Appendix G: "Implementing Equity" ▪ Make worksheet template a required element for all internal business plans for Peninsula Clean Energy Energy Programs
Engage with Community Leaders and Community Based Organizations in the Early Stages of Public Facing Program Development	▪ Utilize the Community Engagement Worksheet when engaging with community leaders and organizations ▪ Integrate community feedback into regular program development process	Ongoing	Programs and Community Relations	▪ Completed Community Engagement Worksheet prior to program development and implementation ▪ Community feedback is incorporated into program design, as appropriate ▪ Include section on community feedback and how it was incorporated into program design when bringing programs to leadership and the Board for approval as appropriate	▪ Outreach to diverse community groups and leaders ▪ Include as a required action during program development ▪ Train program managers to understand and complete each step in the process in a meaningful way (See Training and Development section)

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Review Current Programs for Gaps & Inequities and Continuously Refine Programs to Better Align with Customer Needs	▪ Re-examine the following program elements: ○ Target audience (conduct additional research if needed) ○ Program qualifications and eligibility requirements ○ Community outreach partners (leaders and organizations) and methods ○ Effort required to participate in programs (e.g. time burden) ▪ Identify gaps and inequities in current programs ▪ Evaluate community feedback opportunities throughout program lifecycle and opportunities to integrate feedback ▪ Evaluate distribution of benefits from each program ▪ Develop plan to address gaps and inequities	Q2 2023, Ongoing	Programs and DEAI Council	▪ All current Peninsula Clean Energy programs have been reviewed for proper community engagement ▪ All program inequities are identified and have a plan to be addressed or a clear justification for why it is not being addressed ▪ Review of each program at least once per year for ways to improve equitable access and alignment with customer needs	▪ Utilize Community Engagement Worksheet to re-examine current programs ▪ Ask for customer feedback on existing programs and customer journey ▪ Learn from and share best practices on equity in programs with other CCAs

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Implement Peninsula Clean Energy language and technology access guidelines for entire customer journey for Peninsula Clean Energy programs	▪ Map customer journey for all programs ▪ Identify language and technology isolation in target audiences for all Peninsula Clean Energy programs ▪ Implement language and technology access policy for enrollment forms, confirmation emails, customer support, terms and conditions and other forms of communication ▪ Establish alternative methods for interacting with Peninsula Clean Energy other than online	Q3 2023	Programs and Community Relations	▪ Documents that have been tagged for translation are available in target languages ▪ Customer support available in recommended languages according to language access policy for programs according to target audience	▪ Consider dedicating staff time to provide program customer service in target languages ▪ Recruit contractors with language fluencies

Area of Focus

Marketing and Account Services

Goal: Improve awareness, communication, and accessibility of Peninsula Clean Energy customer service, energy supply, and energy programs, especially among low-income and disadvantaged populations, and limited English proficiency groups.

Background:

The gap analysis identified a need to enhance DEAI within Peninsula Clean Energy's "Marketing and Account Services" area. Peninsula Clean Energy should work on developing and implementing targeted communication efforts that are meaningful to the diverse communities it serves in order to improve awareness of Peninsula Clean Energy's customer service, energy supply and energy programs, especially with low income and limited English proficiency groups. Peninsula Clean Energy should identify and utilize appropriate means of communication and provide materials in different languages to reach its diverse customer base. In soliciting community input, Peninsula Clean Energy must be open to feedback and constructive criticism. Peninsula Clean Energy's outreach and communication strategy should aim to be dynamic, adjusting with changes in the target audience and the needs and interests of the communities served by Peninsula Clean Energy.

Improve awareness, communication, and accessibility of Peninsula Clean Energy customer service, energy supply and energy programs, especially among low-income and disadvantaged populations, and limited English proficiency groups.

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Ensure that customer awareness surveys include and are reflective of Peninsula Clean Energy's diverse customer base	▪ Ensure market survey vendors are making appropriate efforts to reach survey respondents who fully reflect the economic and ethnic diversity of our customer base ▪ Conduct focus groups in Peninsula Clean Energy priority languages with target audiences to understand what areas Peninsula Clean Energy should focus on and prioritize to best understand the needs and issues target audiences are facing	First Step: Q1, 2023 Second Step:Q4 2023	Marketing and Community Relations	▪ Peninsula Clean Energy market survey participants fully reflect the economic and ethnic diversity of our customer base for the target audience being surveyed ▪ Peninsula Clean Energy focus groups are held in Peninsula Clean Energy priority languages in diverse geographies of our service area	▪ Offer survey in different languages ▪ Survey is accessible and available in multiple formats (online form, paper/pencil, verbal, etc.)

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Ensure Peninsula Clean Energy Public Website is Accessible	▪ Review the Web Content Accessibility Guidelines (WCAG) and audit Peninsula Clean Energy's current website for compliance with standards (Q1 2023) ▪ Identify areas of non-compliance of the current website, set priorities, and develop a timetable and plan to remedy (Q2 2023) ▪ Ensure that customer-facing applications and forms are available per Peninsula Clean Energy's language and technology access policy (Q4 2023) ▪ Review and update Peninsula Clean Energy brand guidelines for accessibility (Q2 2023)	Q1-Q4 2023	Marketing and Community Relations	▪ Peninsula Clean Energy's public website, including attachments, meets the WCAG requirements ▪ Ensure Peninsula Clean Energy website is available in Peninsula Clean Energy priority languages	▪ Include proper alt text for images ▪ Ensure links have unique and descriptive names ▪ Design forms with accessibility in mind ▪ Investigate adding auto translate for pdfs on website
Develop a DEAI Webpage	▪ Create a webpage dedicated to DEAI information. Include DEAI Policy, DEAI Action Plan, DEAI activities, etc.	Q2 2023	Marketing and Community Relations	▪ Webpage is developed and available to the public	▪ Post DEAI statement on Peninsula Clean Energy home page as well as next to Peninsula Clean Energy mission, vision, values

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Increase Accessibility in Public Meetings	▪ Develop a "Meeting Accessibility" statement ▪ Include the statement in the agenda template for Board of Directors, committee meetings, and all other public meetings ▪ Utilize accessibility methods for different types of meetings (virtual, in-person, etc.) ▪ Ensure access for physically disabled members of the public in accordance with ADA requirements	Q3 2023	Board Clerk, Marketing and Community Relations	▪ Number of recommendations and steps implemented ▪ Number of accommodations request received and responded to.	▪ Meet with accessibility community groups to explore accessibility in these areas: ○ Venue (such as facilities, telephone, virtual meeting software, etc.) ○ Technology (such as captioning, ASL interpreting, braille, large print, etc.) ○ Materials (such as meeting links, captioning links, graphics, etc.) ○ Presentations (such as documents, audio/visual media, no flashing, high contrast, font size, etc.) ▪ Other (such as screen sharing, polls/surveys, etc.)
Increase Accessibility and Diversity in Outreach Materials and Customer Notifications	▪ Ensure documents are accessible (simple to understand, adheres to language and technology access policy, large print, using terminology that is gender neutral and respectful, etc.) ▪ Utilize imagery that mirrors the diversity of the communities we serve	Ongoing	Marketing and Community Relations, Account Services	▪ Implementation of steps and recommendations ▪ Outreach materials and customer notifications are available in languages required by Peninsula Clean Energy language and technology access policy	▪ Identify priority documents to be translated first; what documents are the most requested? ▪ Identify PDFs on website that can be posted directly on webpage in html that auto translates into various languages ▪ Outreach to regulatory bodies to consider making PCL/JRM templates in other languages

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Develop Peninsula Clean Energy Language and Technology Access Guidelines	▪ Survey other agencies' language and technology access policies for best practices ▪ Identify metrics used to quantify language and technology isolation across our service territory, if available ▪ Draft/amend guidelines that incorporates best practices and addresses language and technology access needs of our customers	Q2 2023	Marketing and Community Relations	▪ Language and Technology access guidelines are finalized, implementation started	▪ Circulate language and technology access policy to appropriate CBO partners/stakeholders to gather feedback prior to finalization
Ensure CSRs provide quality customer service in all Peninsula Clean Energy priority languages	▪ Review Calpine contract to see what is included for translation vs. Bilingual CSR coverage ▪ Strengthen contract requirements when possible for bilingual CSRs in priority Peninsula Clean Energy languages (2025)	Q3/Q4 2023, ongoing	Account Services	▪ Request data from call center vendor on how many callers requested service in a different language and whether they were served by a bilingual CSR in that language vs translator ▪ Customer experience and feedback	▪ Consider internal bilingual CSR to handle escalated calls and program support ▪ Consider asking call center vendor for post-call optional customer satisfaction survey
Ensure customer email inquiries in Peninsula Clean Energy priority languages receive accurate responses in same time frame as inquiries in English	▪ Develop a procedure for handling written inquiries in languages other than English ▪ When developing the procedure, determine whether to utilize Peninsula Clean Energy staff who have fluency in languages other than English when crafting responses ▪ Make an internal document for frequently asked billing questions, translated into Peninsula Clean Energy priority languages	Ongoing	Account Services	▪ Time frame for non-English responses compared to English responses	▪ Survey other CCAs through CalCCA working groups to determine best practices for responding to customer inquiries in languages other than English ▪ Brief staff and their supervisors with fluency in other languages on process/turnaround time expectations to answer customer inquiries

Area of Focus

Vendor and Energy Supplier Diversity and Social Responsibility

Goal: Ensure that the vendors and suppliers that do business with Peninsula Clean Energy are environmentally conscious and have equitable business practices. Establish a level playing field by creating opportunities and eliminating barriers to equal participation for all vendors.

Background:

The need for greater supplier diversity was identified in the gap analysis. To accomplish this, Peninsula Clean Energy must promote diversity and the involvement of women- and minority-owned, and other diverse businesses in its supply chain. In addition to helping small, minority-, and women-owned companies participate in Peninsula Clean Energy's procurement process, a diverse supply chain benefits Peninsula Clean Energy by providing multiple sources from which to buy goods & services, which promotes healthy competition between Peninsula Clean Energy's existing and potential diverse vendors by improving pricing and service levels.

During the development of the Peninsula Clean Energy DEAI Policy, it was suggested in many of the workshops that the vendors and suppliers that do business with Peninsula Clean Energy should also have similar values in DEAI for their companies. The goal that was developed is to "Ensure that vendors and suppliers that do business with Peninsula Clean Energy are environmental conscious and have equitable business practices." Assessing suppliers and vendors on DEAI principles demonstrates that Peninsula Clean Energy takes these topics seriously and strengthens the commitment to DEAI. When vetting the commitment level of suppliers and vendors, business decision-makers at Peninsula Clean Energy should focus on what kind of diversity, equity, and inclusion reports and sustainability reports a firm has, which is typically available on their websites. This extra step in ensuring a supplier or vendor is ethical and committed to DEAI will lead into more creative, innovative, and effective solutions and products, which is something important to Peninsula Clean Energy's mission of providing clean energy at lower rates to residents of the communities it serves.

Ensure that the vendors and suppliers that do business with Peninsula Clean Energy are environmentally conscious and have equitable business practices. Establish a level playing field by creating opportunities and eliminating barriers to equal participation for all vendors.

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Finalize and Adopt the Recommendations in the Legislation & Regulatory Analysis Report (See Appendix E)	▪ Review GCAP recommendations in the Legislation & Regulatory Analysis Report	Q3 2023	Power Resources	▪ Approved recommendations completed	▪ Review and monitor legislative and regulatory requirements on an ongoing basis

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Finalize and Adopt Recommended Revisions of Peninsula Clean Energy's Contracting Documents and Templates	▪ Review contracting documents and templates (Contracting Template, RFO, RFP, and Supplier Diversity Questionnaire) to identify potential bias and inequities in the language ▪ Review and finalize GCAP suggested edits and updates to the contracting documents and templates ▪ Integrate DEAI principles and commitment into documents and templates	Q2 2023	Power Resources	▪ Revised documents published and available to Peninsula Clean Energy employees engaged in procurement activities ▪ All contracting documents and templates have DEAI commitment	▪ Review and update these documents on a regular basis to keep current with legislative and regulatory requirements ▪ Notify Primes of commitment to DEAI
Add Qualitative Questions to RFO Template for Utility Scale Procurements Regarding Environmental Stewardship, Disadvantaged Community Outreach, Workforce Development, Responsible Procurement, and Supplier Diversity	▪ Conduct research on best practices w/r/t qualitative questions to ask during procurement process ▪ Seek input from Community Relations and Supplier Diversity Lead on questions to add to RFO template ▪ Survey relevant Peninsula Clean Energy policies (Policy #9, #10, DEAI Policy) to brainstorm questions to add to template ▪ Integrate questions into Qualitative Assessment tab of RFO template	Complete	Power Resources, Community Relations	▪ Questions integrated into Qualitative Assessment tab of RFO Template for renewable energy	▪ Survey other CCAs and industry organizations for common questions asked during procurement processes to add to qualitative review ▪ Conduct review of template

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Adopt Supply Chain Code of Conduct	▪ Conduct research human rights and industry organizations best practices for ethical supply chain principles ▪ Draft Supply Chain Code as an attachment to Policy #10: Inclusive and Sustainable Workforce ▪ Integrate Supply Chain Code into Power Purchase Agreements (PPA)	Complete	Power Resources	▪ Supply Chain Code adopted by Board ▪ Supply Chain Code integrated into PPA	▪ Conduct periodic review to update Supply Chain Code to remain current with industry best practices
Develop and Implement Diverse Subcontractor Reporting	▪ Develop a small, local, and diverse supplier form for proposers/bidders to complete when submitting proposers/bids or as part of the contract award process (see monthly paid subcontractor report template) • Develop annual data request for subcontractor spending to send to all primary vendors • Develop a reporting mechanism to monitor commitments and payments to subcontractors certified by the CPUC Supplier Clearinghouse and other diverse businesses	Q3/Q4 2023	Power Resources	▪ Number and percentage of diverse vendors and their subcontractors that were awarded work with Peninsula Clean Energy	▪ Establish a diverse supplier subcontractor report for Peninsula Clean Energy contracts (See Appendix F) ▪ Peninsula Clean Energy can consider annual reporting requirements in its solicitations and resulting contracts ▪ Peninsula Clean Energy can request all first-level subcontractors be listed on a form for all proposal/bids ▪ Peninsula Clean Energy can require that diverse contractor/subcontractor data be provided ▪

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Develop Outreach Materials on How to do Business with Peninsula Clean Energy and a GO 156 FAQ document	▪ Create separate Supplier Diversity page on website ▪ Develop website content with information on how to do business with Peninsula Clean Energy; Include step-by-step information on how a vendor/supplier (especially diverse suppliers) are able to work with Peninsula Clean Energy ▪ Develop collateral for a GO 156 FAQ	Q3 2023	Power Resources, Marketing and Community Relations	▪ Supplier Diversity webpage created with relevant resources ▪ How to do Business content is posted on the website ▪ Increase of small, women-owned, minority-owned businesses interested in doing business with Peninsula Clean Energy	
Increase Visibility of Solicitations Webpage	▪ Move the "Solicitations" webpage link to a more visible area of the Peninsula Clean Energy website	Q2 2023	Marketing and Community Relations	▪ Number of clicks to solicitation page currently and after placing in a more featured area	▪ Create a link, such as "Business Opportunities" that is accessible on the main menu
Conduct Supplier Diversity Training for All Staff	▪ Identify best practices to improve supplier diversity/outreach to diverse suppliers during RFP/RFO process, including pulling vendor lists from the CPUC's Supplier Clearinghouse and posting solicitations to the Supplier Clearinghouse bid board ▪ Create training content based off best practices ▪ Include in training how best to utilize edited contracts and solicitation documents ▪ Include in training content how to conduct outreach to "qualified but not yet certified" suppliers to encourage them to go through certification process ▪ Conduct training at a lunch and learn	Q3/Q4 2023	Power Resources	▪ Staff training completed ▪ Tactics to increase supplier diversity utilized whenever there is a procurement ▪ $ and % of diverse spend tracked in annual supplier diversity reports	▪ Collaborate and seek input from staff regarding how to incorporate diverse supplier outreach into their specific solicitation processes ▪ Survey other CCAs for training material used for similar trainings

Actions	Steps	Timeline	Lead	Metrics	Recommendations
Encourage Vendors/Suppliers to Practice Equity	▪ Add required question regarding DEAI and supplier diversity practices to RFP/RFO template	Q2/Q3 2023	Power Resources	▪ RFO and RFP templates updated	▪ Share Policy 9: Ethical Procurement Conduct and DEAI Policy with vendors and suppliers
Measure customer satisfaction with customer service provided by vendors	▪ Include questions about customer service offered by vendors in any relevant customer facing surveys	Ongoing	Programs, Account Services, Marketing	▪ Identify and address any customer service issues with vendors	▪ Hold vendors accountable via the contracting process for how they treat public members utilizing Peninsula Clean Energy programs and services

Getting Started on Implementation

A strong and favorable start is critical to the successful implementation of the DEAI Action Plan. The following steps are recommended for initiating the plan.

1. Gain DEAI Action Plan Acceptance

A kick-off meeting should be held once the Action Plan is Board approved, the DEAI Lead has been appointed, and the members of the DEAI Council selected. Peninsula Clean Energy's CEO should provide the introduction to the kick-off meeting articulating why the DEAI work is critical to Peninsula Clean Energy, the importance of the Action Plan, and its successful implementation.

The DEAI Lead and DEAI Council are key to the successful implementation and operationalization of the Action Plan. The purpose of this initial meeting is to ensure that all members have reviewed the Action Plan and have a shared understanding of the overall goals and requirements of the plan, identify any areas of clarification, and gain commitment to the implementation of the plan.

2. Determine Roles, Responsibilities, and Partnerships

Peninsula Clean Energy needs to define roles and responsibilities for the overall governance of the DEAI Council as well as for implementing the Action Plan. The DEAI Lead and all Council members and volunteers should be recognized and rewarded for their work. The DEAI work should be a part of each person's performance goals and considered equally with the goals associated with their primary work for Peninsula Clean Energy. A first task for the DEAI Committee is to create a charter to help guide the group in efficiently and effectively achieving its mission by clearly defining roles and responsibilities, as well as the purpose, composition, and standard protocols of a committee. It also holds members accountable for their actions, but also empowers and encourages them to collaborate and contribute to the progress in operationalizing DEAI goals within Peninsula Clean Energy.

The assigned Lead for an Action under a specific DEAI Goal will be a member of the DEAI Council. Therefore, it is important that the assigned Leads fully understand their responsibilities for the completion of that task, including delegating work where needed, reviewing, and communicating progress. They need to know exactly what's expected of them and what they're required to do. Action Leads need to also identify the resources needed to achieve the task, including partnerships within Peninsula Clean Energy and outside of the organization.

3. Develop and Delegate Schedules and Tasks to Team Members

This Action Plan provides specific actions and associated steps and a timeline for each action to help achieve a particular DEAI goal. Each Action Lead is responsible for:

- Specific tasks for each step — It's important to break the work involved in the Action Plan down into specific tasks for each step for achieving an action. When the necessary activities or tasks have been identified, they can then be sequence in a logical order.
- Schedules — Once the specific tasks have been identified, it helps to develop detailed schedules for each Action and its related steps and tasks. Schedules show how long each task is expected to take — and when it should take place.
- Resource requirements — The resources needed to successfully implement the actions for a goal need to be identified upfront. The main resources are people, time, space, equipment, and increased budget for key line items.

Once the tasks, schedule and resources have been identified, the Action Lead delegates the work to the team members.

Monitoring and Evaluation

As part of the DEAI Action Plan implementation, Peninsula Clean Energy will monitor and evaluate progress on its DEAI goals and actions on an ongoing basis. See Exhibit 4 below for details on the four (4) phases to support monitoring and evaluating the DEAI Action Plan. The DEAI Council will lead the collaborative evaluation process by meeting with relevant departments on a regular basis to track their progress and evaluate any successes or challenges.

Additionally, Peninsula Clean Energy will report the progress of the DEAI Action Plan on an annual basis to the Board of Directors and Citizens Advisory Committee. The information will be shared with all stakeholders to ensure everyone is informed of the implementation progress. It is important to be transparent about Peninsula Clean Energy's goals and the progress of the DEAI Action Plan. To promote transparency, the DEAI Action Plan is posted on Peninsula Clean Energy's public website at peninsulacleanenergy.com under the About tab.

The DEAI Council will be responsible for updating the Action Plan to keep it relevant to the organization's activities in a matter that is consistent with the DEAI policy. Staff will report on major updates on the Action Plan to the Board as required by the DEAI policy.

Exhibit 4: Four (4) Phased Approach for Monitoring and Evaluation

Action Plan Execution

- Execute and initiate the activities within the DEAI Action Plan and monitor progress.

Team Collaboration

- Collaborate between teams for input and feedback on specific tasks.

Adjust the Work

- If gaps in the monitoring and evaluation process are identified, make adjustments and improvements as necessary.

Annual Review

- Conduct annual reviews to revisit and identify Peninsula Clean Energy priorities.

Appendix

Appendix A | Gap Analysis

PENINSULA CLEAN ENERGY

Diversity, Equity, Accessibility, and Inclusion (DEAI)

Gap Analysis to Identify Areas of Improvement

September 2022

Prepared by

GCAP SERVICES

Company Culture and DEAI Commitment

	DEAI Commitment	Esprit de Corps
Current Situation	▪ Survey (Internal) ○ 76.5% feel comfortable discussing their social and cultural background in the workplace. ○ 20% have experienced unwelcomed comments or conduct at Peninsula Clean Energy that they felt were offensive, embarrassing, or hurtful. ○ 11.8% feel comfortable talking about issues of racism on their team. ▪ Interview ○ PCE is ready to support and implement DEAI organizational change ○ Employees are open and receptive to DEAI; top management is less open and receptive to DEAI. ○ Good support from BOD and CAC ▪ Policy Language ○ Section 1: Commitment to DEAI ▪ Workshop Comments ○ How "deep" is PCE's commitment to DEAI?	▪ Survey ○ Only 14.7% believe that Peninsula Clean Energy celebrates and encourages diverse perspectives. ○ 73.5% agree or strongly agree that they feel Peninsula Clean Energy takes steps to make the workplace inviting, safe, and welcoming. ○ 67.6% agree or strongly agree that on their team they are able to have discussions on difficult/uncomfortable topics. ▪ Interview ○ Need company social gatherings ○ More opportunities for employees to communicate concerns/issues
Finding/Gap	A sizable number of people do not feel comfortable discussing their social and cultural background and a substantial number of people experiencing unwelcomed comments or conduct. Additionally, very few people in PCE feel comfortable talking about issues of racism in on their team. Based on interviews, employees are open and receptive to DEAI initiatives, but feel that top management is less open and receptive. The interviews that show the BOD & CAC are supportive of DEAI measures.	PCE has a solid base to strengthen diversity and inclusion within their organization culture.
Recommendation	▪ Adopt and implement a DEAI Action Plan ▪ Form DEAI Council (independent of the Human Resource function) ▪ Appoint Senior Leadership Executive Sponsor on DEAI Council ▪ Appoint or Hire Human Resource Talent Management Director/Manager to implement DEAI Action Plan	▪ Continue to improve organizational culture in regard to DEAI through staff training (i.e., Inclusive Leadership, How to be an Ally, etc.) and leadership modeling inclusive leadership skills.
Final Goal	Advance and promote diversity, equity, accessibility, and inclusion within PCE's workforce, business practices, policies, and programs.	

Human Resources, Staffing, and Recruitment

	Recruitment Process	Retention

Current Situation	• Survey
	  ○ When asked "To what extent do Peninsula Clean Energy staff and representatives reflect the diversity of the communities it serves?" 12% selected not very well and not very well at all.
	  ○ 26.4% believe that Peninsula Clean Energy does not do a very good job sourcing and hiring candidates from underrepresented communities.
	• Interview
	  ○ Need a dedicated Talent Management/HR function
	  ○ Staff needs to reflect diversity of markets served
	  ○ Recruit from institutions representing people of color and a range of socio-economic communities
	• Policy
	  ○ PCE will prioritize recruiting, promoting, and retaining a diverse workforce that is reflective of the communities we serve, especially workforce populations that are underserved and underrepresented.
	  ○ PCE will expand the onboarding process to communicate the organization's commitment to DEAI and support all employees to feel welcome and have the needed information to thrive at the organization. Additionally, during the onboarding process, PCE will inform incoming employees of how they can be involved in the agency's DEAI efforts.
		• Survey
		  ○ 76.4% believe that Peninsula Clean Energy Leadership provides opportunities for them to grow and advance in their career and at Peninsula Clean Energy regardless of their background.
		  ○ 73.5% agree or strongly agree that people from all backgrounds and with a range of identities have equitable opportunities to advance their careers at Peninsula Clean Energy.
		• Interview
		  ○ Need to improve retention of non-white employees
		• Policy
		  ○ PCE supports equity in employee compensation and performance reviews to ensure individual and organizational transparency and accountability meet the organization's overall commitment to DEAI.
		  ○ PCE will develop human resource practices to competitively compensate incoming and current employees through salary, benefits, and other amenities that appeal to a diverse workforce.
		  ○ Additionally, PCE will enhance employee performance reviews and include DEAI metrics to measure employee accountability and development. These metrics will be tied to key performance indicators in the Strategic Plan and will be taken into consideration during compensation adjustments.

Finding/Gap	PCE is perceived to lack a diversity of cultures in its staffing and does not recruit from historically marginalized or oppressed communities.	PCE provides equal opportunities for all staff, however improvements can be made in equity.
Recommendation	Formalize hiring and recruitment process to intentionally focus on historically marginalized or oppressed communities of people; hire Talent Management Director/Manager with specific experience in diversity recruiting	Formalize advancement opportunities for historically marginalized or oppressed staff professional development.
Final Goal	Create a workforce that is more representative and responsive to people of all backgrounds; provide more equitable access to employment opportunities for underrepresented and underserved members of the communities PCE serves.	

Training and Development

Current Situation	▪ Survey
	  ○ Only 26.5% believe that Peninsula Clean Energy employees are trained to serve a diverse customer base.
	▪ Interview
	  ○ DEAI specific training needed, e.g., cultural competency
	▪ Policy
	  ○ Section 4e: "PCE understands the importance of involving employees in discussions regarding DEAI and ensuring that all employees have access to learn and develop their knowledge, skills, and abilities. All PCE employees will be provided with opportunities to participate in formal DEAI learning and development opportunities."
	  ○ Section 4f: "All PCE staff, regardless of race, gender, ability, age, or sexual orientation will be provided equitable opportunities to maintain, improve and strengthen their knowledge, expertise, and competence to perform their job duties and execute on the strategic plan."

Finding/Gap	PCE needs to improve their customer service training to better serve a diversity of customers.
Recommendation	▪ Formalize and implement DEAI training for staff.
Final Goal	Promote and encourage employees to complete DEAI related training and professional development opportunities to increase awareness of DEAI within the organization.

Program Development and Implementation & Outreach and Communication

Please note that these sections are closely interrelated, and the survey responses and interview/workshop comments support the actions and steps developed for these two (2) areas.

	Programs, Services, Communication, and Outreach	Program Development & Services Accessibility
Current Situation	• Survey ○ When asked "To what extent does Peninsula Clean Energy provide clear and transparent information, assessments, and reporting on the topics of greatest interest to the communities it serves?" 10.2% selected not very well and not very well at all. ▪ 49.5% said they did this well to extremely well. • Interview ○ Need more staff engagement and visibility with CBOs and local communities – go out and listen to the local communities and interview them ○ Ensure community input before program design and implementation ○ Need to improve awareness and communication of PCE programs especially with low income and non-English speaking groups ○ Explore additional communication channels like TV and radio ○ PCE materials need to be translated into different languages • Policy ○ PCE will utilize an equity lens when developing and distributing communication and outreach materials for programs and projects to improve informational awareness and increase inclusion and accessibility throughout the communities we serve. ○ Some examples of ensuring equity in PCE communications and outreach include, but are not limited to, providing outreach materials in languages needed to reach target populations, using imagery that mirrors the diversity of the communities we serve, using terminology that is gender neutral and respectful, providing accommodations for people with	• Survey ○ 33% feel PCE can make its electricity generation services more accessible to all persons. ○ 12.8% believe that Peninsula Clean Energy programs such as the Home Upgrade Program, Used EV Rebate Program, E-Bikes For Everyone, Heat Pump Water Heater Rebates, and Solar and Battery Rebates are not accessible to all its customers. ▪ Of this 12.8%, 40% were Board Members, and 73% served communities with Limited-English-speaking households. ○ When asked "How well has Peninsula Clean Energy considered whether potential resources and programs provide benefits to disadvantaged communities?" 10.3% selected not very well and not very well at all. ○ When asked "How well does Peninsula Clean Energy ensure that the design of its programs and services is community driven and meets the needs identified by its communities?" 11.1% selected not very well and not very well at all. ○ 62.4% of external stakeholders surveyed feel Electricity generation services are accessible to all. ○ 63.3% of external stakeholders surveyed feel PCE takes steps to make services inviting and safe. ○ 88.2% agree or strongly agree that Peninsula Clean Energy electricity generation services are accessible to all its customers. ○ 32.4% think Peninsula Clean Energy can make its electricity generation services more accessible to all persons.

	disabilities, and other accessibility methods. ○ PCE will adopt policies, programs, and practices to achieve energy equity for low-income and disadvantaged households. These groups may include a disproportionate number of households with people of color as they utilize a larger share of their income on energy bills, straining budgets and putting people of color at a heightened risk of utility shutoffs during times of economic hardships. ○ PCE will seek input and gain feedback from a wide and diverse set of community members when developing policies, programs, and practices. PCE will also ensure that programs are designed and evaluated through an equity lens to give underserved and underrepresented communities (all rate payers and program participants) equitable access to PCE programs.	○ 29.4% believe that Peninsula Clean Energy programs such as the Home Upgrade Program, Used EV Rebate Program, E-Bikes for Everyone, Heat Pump Water Heater Rebates, and Solar and Battery Rebates are not accessible to all its customers. • Policy ○ PCE is committed to providing equitable access and opportunity to individuals with disabilities in all programs, services, and activities. PCE recognizes that in order to have equally effective opportunities and benefits, individuals with disabilities may need reasonable accommodations made to practices and procedures. ○ Training: PCE leadership will be required to participate in DEAI learning and development that includes education on how to hire and create an inclusive culture for people with disabilities as well as respond to accommodation requests made by internal and external stakeholders. ○ Accommodation Requests: PCE will respond to internal and external accommodation requests by providing equitable access to staff and the public. For internal requests, PCE will ensure reasonable accommodations are made for employees with disabilities so that they are able to perform the essential duties of their jobs without physical or procedural barriers. For external requests, PCE will address accommodations by removing barriers to ensure stakeholders have access to public participation in PCE programs, services, and activities. Accommodation requests may include, but is not limited to, access to public meetings, interpretation/translation language services, large print outreach/program materials, closed captioning/live transcriptions, accessible public facilities, etc. ○ Website: PCE websites must follow and be compliant with

		Americans with Disability Act (ADA) and Web Content Accessibility Guidelines (WCAG).
Finding/Gap	• PCE lacks meaningful communication efforts to the communities they serve. • PCE lacks sufficient engagement with communities when developing and implementing program.	External stakeholders believe PCE can do a better job in offering programs and services that are accessible to their target markets.
Recommendation	• PCE needs to improve their communication efforts. • PCE needs to solicit active involvement from community organizations and leaders, especially from low-income and disadvantaged groups.	PCE needs to develop programs and services with input from the broad diversity of markets they serve to better understand all people's needs.
Final Goal	• Improve awareness, communication, and accessibility of PCE programs, especially among low-income and disadvantaged populations, and limited English proficiency groups. • Increase input and feedback from diverse communities, especially low-income and disadvantaged groups, to improve equity in program development and implementation.	

Vendor Supplier Diversity

	Procurement, Vendor Management	Customer Service

Current Situation	• Survey
	  ○ Less than half (41.1%) believe that Peninsula Clean Energy supports and promotes diversity in its procurement policies and practices.
	  ○ 11.7% believe that Peninsula Clean Energy does not support and promotes diversity in its procurement policies and practices.
	• Interview
	  ○ Review union preference policy and wording to ensure best practices and compatibility with DEAI procurement goals
	  ○ Intentional procurement outreach opportunities for women & historically marginalized and oppressed community business owners
	• Policy
	  ○ PCE will make best efforts to encourage the participation and utilization of a diversity of suppliers and vendors on contracts and procurements. PCE will track and report on its progress regarding small, local, and disadvantaged business entities spend amounts in its annual Supplier Diversity reports to the California Public Utilities Commission (CPUC). Additionally, PCE will conduct reasonable research to ensure that the companies that PCE works with are also committed to advancing and promoting equity.
		• Survey
		  ○ 70.6% believe that Peninsula Clean Energy customer service is accessible to all its customers.
		  ○ 26.5% believe that Peninsula Clean Energy employees are not trained to serve a diverse customer base.

Finding/Gap	PCE needs to improve their procurement policies and practice to support and promote spending more PCE dollars with Black and brown business owners.	PCE does an adequate job being available to help customers but lacks satisfactory interaction with a diverse customer base.
Recommendation	Integrate DEAI goals and metrics in PCE procurement policies and practices.	PCE will need to identify gaps in their customer service and implement new procedures and training to improve the accessibility of their service, especially for the broad diversity of the community
Final Goals	▪ Prioritize doing business with small, minority-, and women-owned businesses and create a level playing field by eliminating barriers to equal participation for all vendors. ▪ Ensure that the vendors and suppliers that do business with PCE are environmentally conscious and have equitable business practices.	

Appendix B | DEAI Glossary

PCE has identified the following terms and tailored definitions to ensure a shared understanding among all internal and external stakeholders.

Accessibility

Accessibility means persons with disabilities are provided with equal opportunity to acquire the same information, visit the same places, engage in the same interactions, and enjoy the same services as persons without disabilities. Accessibility means a commitment to removing a variety of barriers, including institutional, physical, informational, communication, attitudinal, and cultural.

Disadvantaged Communities

Disadvantaged communities refer to the areas throughout California which most suffer from a combination of economic, health, and environmental burdens. These burdens include poverty, high unemployment, air and water pollution, presence of hazardous wastes as well as high incidence of asthma and heart disease. Disadvantaged communities do not have to pertain to a particular census tract, but could include smaller subcommunities like renters and students and families of Title 1 Schools, etc.

Diversity

Diversity is the presence of differences in people within any community that may include, but is not limited to race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, or Military Veterans. An intersectional approach to diversity goes beyond merely counting different kinds of representation in a group, but also recognizes differences in power dynamics between different identities, and how to equitably include and empower individuals from different backgrounds to participate within groups, decision making processes, and social justice movements.

Equity

Equity acknowledges historical factors that created oppressive societal structures and recognizes that we do not all start from the same place and must make adjustments to imbalances by providing power or resources to historically oppressed groups and persons. Equity promotes justice, impartiality, and fairness within the procedures, processes, and distribution of resources by institutions or systems. A commitment to equity also involves a dedication to anti-racism: a commitment to challenge and actively change racist ideas and actions at the individual, institutional, and systemic levels.

Inclusion

Inclusion outcomes are met when your institution, your programs, and you personally are genuinely inviting to all. It is based on the degree to which diverse individuals can participate fully in the decision-making processes and development opportunities within an organization or group thus empowering them. Employees feel they belong, are valued, supported, and informed.

Appendix C | DEAI Metrics Dashboard

Below is an example of how the DEAI Metrics Dashboard may look like.

Area of Improvement	Goal	Actions	Steps	Timeline	Lead Dept.	Lead Staff	Priority Level	Metrics	Annual Progress	Status	Help Needed?
Company Culture and DEAI Commitment	Advance and promote diversity, equity, accessibility, and inclusion within PCE's workforce, business practices, policies, and programs.	Adopt DEAI Policy	Finalize and approve PCE DEAI Policy. Notify relevant stakeholders on the new DEAI Policy.	1 to 3 months	DEAI Project Team	TBD	TBD	Board of Directors has approved and adopted Policy. Policy has been distributed and communicated to relevant stakeholders.	TBD	**Blocked** **At Risk** **On Track**	TBD

Appendix D | DEAI Training Plan

PENINSULA CLEAN ENERGY

Diversity, Equity, Accessibility, and Inclusion (DEAI)

Training Plan

July 2022

Revised November 2022

Prepared by

GCAP SERVICES

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Purpose

Peninsula Clean Energy (PCE) leadership recognizes the importance of providing ongoing Diversity, Equity, Accessibility, and Inclusion (DEAI) training for its employees at all levels of the organization. Training is essential to achieving an environment that nurtures and promotes DEAI in the workplace and in delivering clean energy services and programs. This plan outlines the following:

- Training goals
- Training curriculum & target audience
- Training frequency
- Training methods
- Training timeframes

Training Goals

- Create an inclusive working environment where people of different backgrounds, experiences, perspectives, and talents can productively work together.
- Increase the use of inclusive language within job postings, internal communications, and external communications.
- Foster belonging through unequivocal support for diversity by building a culture where all employees feel they can bring their whole selves to work.
- Equip employees with the skills to provide a high level of customer support to our diverse pool of rate payers and program participants.
- Identify, develop, and deliver energy-related programs that meet the needs of a diverse pool of rate payers and program participants.

Training Curriculum

The training curriculum offers a variety of DEAI topics designed to meet the needs of employees at all levels of PCE's organization, including current employees, new hires, DEAI leaders, and specific job functions. Classes have been designated as Level 1, Level 2, or Level 3, and are recommended to be taken in sequential order.

To support PCE's DEAI commitment and policy, it is recommended that the Level 1 classes be held no later than the end of December 2022 or sooner, Level 2 no later than the end of March 2023 or sooner, and Level 3 classes by the end of June 2023 or sooner. For Level 1 classes, we recommend conducting the following two classes first as shown in the following *Table 1*:

Table 1: Recommended DEAI Classes to Complete First

Training Course	Target Audience
DEAI Basics	• DEAI leader(s) • DEAI related Committee members • Talent Management/Human Resources staff
Cultural Competency	• PCE staff

The classes in *Table 2: DEAI Curriculum by Level and Participants* are listed in the suggested order that are offered. However, the remaining Level 1 classes can be held in any order based on PCE's preference. Level 2 and Level 3 classes can also be held in any order based on PCE preference.

Graphic 1: Curriculum Levels Timing below defines the recommended timing for the curriculum levels, and the table on the following page defines each class and the target audience. See *Appendix A* for more details on each class including objectives, topics, and course length.

Graphic 1: Curriculum Levels Timing

Table 2: DEAI Curriculum by Level and Participants

DEAI Training				
Course Title	**Participants**	**Time Frame**	**Level**	**Course Description**
DEAI Basics	• DEAI Leader(s) • DEAI Committee Members • Talent Mgmt./Human Resources	0 - 6 months	1	This course is designed to help organizations and/or individuals responsible for the roll out of strategic DEAI program to understand what it takes to make it happen.
Inclusive Leadership	• Executives • People Managers • Individual Contributors	0 - 6 months	1	This course is designed to create an understanding of the importance of an inclusive leadership framework, what it takes to be an inclusive leader, the benefits of this framework as well as the potential negative consequences of not enabling this capability in an ever-diversifying workforce.
Cultural Competency	• Executives • People Managers • Individual Contributors	0 - 6 months	1	This course is designed to point out the significantly important factor of understanding cultural differences within the global workforce to create an inclusive workplace environment. Cultural competency is a primary variable in Inclusive leadership.
How to Be an Ally	• Executives • People Managers • Individual Contributors	0 - 6 months	1	This course is design to illuminate the sheer importance of allyship for creating inclusive workplace environments and the practical ways of doing so. These principles can be applied to many different allyship opportunities across differences. Participants learn: • What it means to be an Ally and benefits of being an Ally. • Specific, tangible examples of the behavior Allies exhibit, which you can implement immediately. • Various mechanisms leaders can utilize to foster a culture of inclusivity and Allyship within their teams. • What resources to utilize for continuing education.

DEAI Training				
Course Title	**Participants**	**Time Frame**	**Level**	**Course Description**
Inclusive One-to-One Meetings	• Executives • People Managers	0 - 6 months	1	Participants learn: • How to get to know your direct reports on a deeper level, learning about their personal goals and aspirations, challenges they might face, and skills that could surprise you. • How to motivate and inspire employees and lead them to achieve higher levels of performance, be more willing to take risks, and to innovate with greater creativity.
Inclusive Hiring	• Executives • People Managers • Candidate Interviewers • Recruiting/HR	6 months - 1 year	2	This course is designed to give an end-to-end view of the hiring process including hiring manager guidance, job descriptions and job postings, interviewing, assessment of candidates, and hire/no hire decisions.
Mitigating Unconscious Bias in Performance Reviews	• Executives • People Managers • Talent Mgmt./Human Resources	6 months - 1 year	2	The course is designed to do a deep dive on Unconscious Bias's impact on this critical function of assessing employee talent.
How to Crawl, Walk, Run with Diversity Data	• Executives • People Managers • Talent Mgmt./Human Resources	6 months - 1 year	3	This course is designed to help leaders understand the importance of diversity data, how to start slowly with the right types of data, how intersectionality plays a key role, and how to evolve your data strategy over time to be comprehensive and world class.
Creating and Leading Mentoring Circles	• People Managers • Individual Contributors • Talent Mgmt./Human Resources	1 - 2 years	3	This course is designed to help organizations expand on typical One-to-One mentoring and to deploy a technique that is an effective compliment to typical mentoring programs.

Training Methods

The training classes can be conducted in one of four ways or a combination thereof:

Method 1: Developed Live Training (3rd Party)

Customized live training, either in person or offered remotely utilizing a video conferencing platform. The classes would be designed and delivered by a third-party[1] experienced in DEAI training. The initial round of classes, as well as future classes would be conducted live. An option for future classes would be to use the Train-the-Trainer[2] option for some or all of the classes; future classes would be led by a PCE employee that has gone through the Train-the-Trainer program.

Method 2: Developed Live & Video-Based (3rd Party)

Customized live training, either in person or offered remotely utilizing a video conferencing platform. The classes would be designed and delivered by a third-party experienced in DEAI training. The initial round of classes would be conducted live and videotaped for future classes. Participants would access the training video via an online platform or through the PCE's intranet.

Method 3: PCE Developed Live Training

Customized live training, either in person or offered remotely utilizing a video conferencing platform. The classes would be designed internally by PCE staff and delivered by PCE Staff. Initial and future classes would be either conducted live or initial classes offered live and videotaped for future classes.

Method 4: Video-Based Training (Off-the-shelf)

Several organizations offer ready-made classes on DEAI topics. Although these classes would not be customized specifically for PCE, pre-existing classes could be found that would closely match identified training curriculum contained in this Training Plan.

Monitoring and Tracking

A certificate of completion should be issued to each participant and a record maintained in the employee's HR file.

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[1] GCAP Services, Inc. is available to conduct or schedule all 3rd party training courses.

[2] The Train-the-Trainer model is intended for experienced trainers to coach PCE DEAI Leaders in the DEAI space.

Appendix A: Detailed Training Curriculum

:

Time Frame	Participants	Course	Level	Course Description	Course Length	Objectives	Potential Agenda/Topics Covered
0 - 6 months	DEAI Leader(s) DEAI Committee Members Human Resources	DEAI Basics	1	This course is designed to help organizations and/or individuals responsible for the roll out of strategic DEAI program to understand what it takes to make it happen.	1 hour	Participants will learn: · Building blocks for an DEAI program. · The most important components of an DEAI program. · What decision-making mechanisms to deploy to ensure a 'custom fit' for your organization. · The importance of qualitative and quantitative data, infrastructure, and key partners in the work.	· Level setting what DEAI is for your organization · The Global Diversity Tree · DEAI Structure and Function · Objectives and Purpose of the DEAI Function · DEAI Strategy at Work - 30,000 foot view · Organizational Interaction · Goals of the DEIA Function · DEIA Structure · DEIA Roles and Responsibilities · Executive Sponsor Responsibilities · Human Resources' Role - Partnering for Success · Team Development · Transparency and Accountability
0 - 6 months	Executives People Managers Individual Contributors	Inclusive Leadership	1	This course is designed to create an understanding the importance of an inclusive leadership framework, what it takes to be an inclusive leader, the benefits of this framework as well as the potential negative consequences of not enabling this capability in an ever-diversifying workforce.	3 hours	Participants will learn: · A common shared understanding for Diversity, Equity, Accessibility, and Inclusion. · What it takes to be inclusive leader and how to think like an inclusive leader. · Strategies and practical tools for leading inclusively.	· The Global Divesity Tree · Thinking through Diversity as a Process · Inclusion: The Key to Success · Equality / Equity / Inclusion / Reality · Intersectionality · Structural Racism · Diversity: What is and What it is not · Cultural Competency, Ethnocentrism, Unconscious Bias, Stereotypes, Micro-Advantages / Micro-Inequities, The Platinum Rule, Tempered Radical · Intent vs Impact · Nothing changes if nothing changes · Next Steps: What you can do · Accountability: Buddy Homework
0 - 6 months	Executives People Managers Individual Contributors	Cultural Competency	1	This course is designed to point out the significantly important factor of understanding cultural differences within the global workforce to create an inclusive workplace environment. Cultural competency is a primary variable in Inclusive leadership.	1.5 hours	Participants will: · Foster awareness and education on cultural competency. · Increase knowledge about themselves. · Increase knowledge and skill with people within their own team. · Increase knowledge and skill to do business with people outside their team and across cultures around the globe.	· Setting the Foundational Context · What is Cultural Competency? · What Does it Take to Increase Your Cultural Competency? · Bridging the Gaps – Five Cultural Styles · The Impact of Cultural Incompetence · Leveraging the Platinum Rule · Follow Up Work as Next Steps
0 - 6 months	Executives People Managers Individual Contributors	How to Be an Ally	1	This course is design to illuminate the sheer importance of allyship for creating inclusive workplace environments and the practical ways of doing so. These principles can be applied to many different allyship opportunities across difference. Participants learn: 1) What it means to be an Ally and benefits of being an Ally. 2) Specific, tangible examples of the behavior Allies exhibit, which you can implement immediately. 3) Various mechanisms leaders can utilize to foster a culture of inclusivity and Allyship within their teams. 4) What resources to utilize for continuing education.	1 hour	Participants will learn: · What it means to be an Ally and benefits of being an Ally · Specific, tangible examples of the behavior Allies exhibit, which you can implement immediately · Various mechanisms leaders can utilize to foster a culture of inclusivity and Allyship within their teams · Resources for continud learning	· Setting the Foundational Context · What is an Ally? · Problem solving using 3 case studies · What is Allyship? · Makes You the Person Who'll do the Right Thing? · Resources for continued learning

All courses are available as part of our Train-the-Trainer program

0 - 6 months	Executives People Managers	Inclusive One-to-One Meetings	1	Participants learn: 1) How to get to know your direct reports on a deeper level, learning about their personal goals and aspirations, challenges they might face, and skills that could surprise you. 2) How to motivate and inspire employees and lead them to achieve higher levels of performance, be more willing to take risks, and to innovative with greater creativity.	1 hour	Participants will learn: · How to get to know your direct reports on a deeper level, learning about their personal goals and aspirations, challenges they might face, and skills that could surprise you. · How to motivate and inspire employees and lead them to achieve higher levels of performance, be more willing to take risks, and to innovate with greater creativity.	· Global Diversity Tree – the importance of invisible dimensions of diversity · Intersectionality · Why Inclusive One-to-One Meetings · Conducting One-to-One Meetings with Impact · Barriers to Inclusive One-to-One Meetings · Leverage the Platinum Rule · Tips for Inclusive Team Meetings
6 months - 1 year	Executives People Managers Candidate Interviewers Recruiting/HR	Inclusive Hiring	2	This course is designed to give an end-to-end view of the hiring process including hiring manager guidance, job descriptions and job postings, interviewing, assessment of candidates, and hire/no hire decisions.	2 hours	Participants will learn: · To develop skills and abilities to interview for a diverse workforce · To increase their understanding of how cultural competence, unconscious bias, ethnocentrism, and the impact of 'fit' affects PCE's ability to hire and develop the best employees. · To apply diversity interviewing techniques and practices to improve PCE's ability to hire talent.	· Gaining a Shared Understanding of DEAI · The Importance of Access to the Jobs · Thinking through the Hiring Process · Review a Job Posting - Is Your Posting Inclusive? · Gender Neutral Job Descriptions · Unconscious Bias in Resume Reviews · The Interview - Not an Objective Process · Thinking like an Inclusive Leader · Cultural Competency · Ethnocentrism · Unconscious Biases · Stereotypes · Micro-Advantages and Micro-Inequities · Tempered Radical
6 months - 1 year	Executives People Managers Human Resources	Mitigating Unconscious Bias in Performance Reviews	2	The course is designed to do a deep dive on Unconscious Bias's impact on this critical function of assessing employee talent.	2 hours	Participants will learn: · The most common biases that surface during performance reviews. · Ways to interrupt the bias. · How to identify and manage the most common behaviors during performance reviews. · How to handle power dynamics and other behavior blockers in that setting. · Practice solutions for what to do before, during, and after the performance review process.	· Unconscious Bias Review · Steps to promote awareness and overcome bias · Understanding a basic talent review assumption · Analyzing performance ratings with a diversity lens · Analyzing an employee's future potential with a diversity lens · Gender stereotypes in performance feedback · Out-group / In-group bias: Coded Language Red Flags · Response Techniques: Assume good intent, seek to understand · Managing 4 common behaviors during group talent review meetings · Leader tips to mitigate unconscious bias in group talent reviews
6 months - 1 year	Executives People Managers Human Resources	How to Crawl, Walk, Run with Diversity Data	3	This course is designed to help leaders understand the importance of diversity data, how to start slowly with the right types of data, how intersectionality plays a key role, and how to evolve your data strategy over time to be comprehensive and world class.	1 hour	Participants will learn: · How to properly share confidential diversity data and analysis. · How to analyze diversity data across external hiring, transfers, workforce representation, promotions, and terminations. · What success looks like on simple to complex data tools. · How to begin talking about the data and how to solve the challenges illustrated in the numbers.	· Data and Confidentiality · The importance of Self Identification · What data to track · Intersectionality · Hiring and interviewer diversity · Effective ways to 'cut' the data · Representation · Promotion and Promotion Velocity · Attrition / Retention · Time in Job Level · Participation in High Potential Programs · Analysis and Reporting

1 - 2 years	People Managers Individual Contributors Human Resources	Creating and Leading Mentoring Circles	3	This course is designed to help organizations expand on typical One-to-One mentoring and to deploy a technique that is an effective compliment to typical mentoring programs.	1 hour	Participants will learn: · What is a mentoring circle. · Why have them, how do they work, and how to set them up. · The benefits, responsibilities, challenges, disadvantages, risks, and measurement.	· Why have Mentoring Circles · What are Mentoring Circles · What can Mentoring Circles do for PCE? · PCE Mentoring Circles: How do they work? · Benefits to Mentors and Mentees · What is a Mentor? What is a Mentee? · Responsibilities · Advantages of Group Mentoring · Challenges of Group Mentoring · Mentoring Phases · Mentor and Mentee Qualities · Identifying Goals and Current Reality · Meeting Frequency, Format, and Length · Pointers and Measurement · Tools and Resources for continued learning

Appendix E | Legislation and Regulatory Analysis

PENINSULA CLEAN ENERGY

Diversity, Equity, Accessibility, and Inclusion (DEAI)

Legislation and Regulatory Analysis

August 2022

Prepared by

GCAP SERVICES

RBP

Legislation and Regulatory Analysis

Introduction

Peninsula Clean Energy (PCE), a Joint Powers Authority, is required to comply with several legislative and regulatory requirements, including Senate Bill (SB) 255 (Bradford)[1], General Order (GO) 156 of the California Public Utilities Commission (CPUC)[2] and Proposition 209. The following is a summary of the legislative and regulatory requirements, and recommendations for how PCE can meet these while addressing diversity, equity, accessibility, and inclusion objectives.

At the outset we note that although the contracting requirements in SB 255 and GO 156 may appear to conflict with the prohibitions in Proposition 209, these policies can be harmonized to avoid any such potential conflict. Our analysis includes recommendations on how to address this balanced approach. PCE must be careful not to adopt race or gender based discriminatory or preferential practices prohibited by Proposition 209 when implementing GO 156 or other supplier diversity practices.

Senate Bill 255

In October 2019, SB 255 updated the CPUC Supplier Diversity Program by amending Sections 366.2 and 8283 of the Public Utilities Code. The Bill included several changes and added new requirements to GO 156. The key Sections of the Bill affecting Community Choice Aggregators (CCAs), including PCE, are the following[3]:

[1] Senate Bill No. 255 is an act to amend Sections 366.2 and 8283 of the Public Utilities Code. This bill requires each community choice aggregator with gross annual revenues exceeding $15,000,000 to annually submit a detailed and verifiable plan to the commission for increasing procurement from small, local, and diverse business enterprises in all categories, including, but not limited to, renewable energy, energy storage system, and smart grid projects. The bill requires each community choice aggregator with gross annual revenues exceeding $15,000,000 to annually submit a report to the commission regarding its procurement from women, minority, disabled veteran, and LGBT business enterprises in all categories, including, but not limited to, renewable energy, energy storage system, and smart grid projects.

[2] General Order 156 are rules governing the development of programs to increase participation of women, minority, disabled veteran, lesbian, gay, bisexual, and transgender (LGBT) and persons with disabilities business enterprises in procurement of contracts from utilities, community choice aggregators, and electric service providers, as required by Public Utilities Code sections 366.2 and 8281 – 8286.

[3] SB 255 included other amending language including: changed the participation requirement threshold from $25,000,000 annual gross revenue to $25,000,000 gross annual California revenues; extended the requirements to electric service providers; encouraged exempt wholesale generators selling electricity to retail sellers, distributed energy resource contractors, energy storage system companies, and exempt

- Required CCAs with gross annual revenues exceeding $15,000,000 to annually submit a detailed and verifiable plan for increasing procurement from small, local, and diverse business enterprises; and a report regarding procurement from women, minority, disabled veterans, and lesbian gay bisexual, & transgender business enterprises (WMDVLGBTBEs); and

- Encouraged exempt wholesale generators selling electricity to retail sellers, distributed energy resource contractors, energy storage system companies, and exempt CCAs to voluntarily adopt a plan for increasing WMDVLGBTBE procurement and to voluntarily report activity in this area.

CCAs to voluntarily adopt a plan for increasing WMDVLGBTBE procurement and to voluntarily report activity in this area.

Proposition 209

California Constitutional Law Affecting Public Contracts

In 1996 California voters passed Proposition 209, which added section 31 to Article I of the California Constitution. Section 31 provides: "The State shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education or public contracting."[4]

Among other exceptions and relevant to Peninsula Clean Energy Authority's contracting policies, Section 31 does not prohibit preferential treatment in the form of race- and gender-conscious programs if the action must be taken to establish or maintain eligibility for any federal program, where ineligibility would result in a loss of federal funds to the State (federal funding exception).[5] The courts have reasoned that the federal funding exception only applies when the challenged regulations unambiguously *require* race and gender-conscious programs to be eligible for federal funding.[6]

In addition to these exceptions, Section 31 does not bar race-or gender-conscious programs that are "required by federal law or the federal Constitution.[7] The California Supreme Court has noted that if a public entity intentionally discriminates, race-conscious remedies might be required to rectify the injury. "Where the state or a political subdivision has intentionally discriminated, use of a race-conscious or race-specific remedy necessarily follows as the only, or at least the most likely, means of rectifying the resulting injury."[8]

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[4] Cal. Const., art I, § 31(a).

[5] Cal. Const., art. I, § 31(e).

[6] *Coral Construction, Inc. v. City & County of San Francisco*, 50 Cal.4th 315, 322, 334-35 (2010); *C & C Construction, Inc. v. Sacramento Municipal Utility Dist*. (Ct. App. 2004) 122 Cal.App.4th 284, 305-09.

[7] *Coral Construction*, 50 Cal.4th at 327. Section 31's savings clause provides: "If any part or parts of this section are found to be in conflict with federal law or the United States Constitution, the section shall be implemented to the maximum extent that federal law and the United States Constitution permit." (Cal. Const., art. I, § 31(h).)

[8] *Hi Voltage Wire Works, Inc v. City of San Jose* 24 Cal.4th 537, 568 (2000). The California Supreme Court in *Coral Construction* set forth the elements for satisfying this standard: the public entity could prove that (1) it purposefully or intentionally discriminated against MBEs and WBEs; (2) the purpose of the race-or gender-conscious programs is to provide a remedy for such discrimination; (3) the program is narrowly tailored to achieve that purpose; and (4) a race-and gender-conscious remedy is necessary as the only, or at least the most likely, means to remedy the injury. The public entity would lose if it failed to prove all of these factors (*Id.* 50 Cal.4th at 337-338.)

The California Court of Appeal has upheld monitoring programs that collected and reported data concerning the participation of women and minorities in government programs.[9] The court noted that the government has a compelling need for such information in order to address "vestiges" of discrimination and to develop future actions such as "race-neutral and gender-neutral remedies."[10] Programs that collect and report such information do not implicate Section 31 "[s]o long as such a program does not discriminate against or grant a preference to an individual or group."[11]

Finally, citing *Hi-Voltage*, the Court of Appeal in *Connerly* explained that "outreach or recruitment efforts which are designed to broaden the pool of potential applicants without reliance on an impermissible race or gender classification are not constitutionally forbidden."[12]

Review of PCE Procurement Policies and Templates

The Project Team reviewed the following procurement related policies:

- PCE Request for Proposals (RFP) Template
- 2021 Request for Offers (RFO) for Renewable Energy + Storage
- Contract Template
- Supplier Diversity Questionnaire

The two policies which refer to Proposition 209 are templates for: (1) 2021 Request for Offers for Renewable Energy + Storage ("RFO"); and (2) Request for Proposals ("RFP"). In the RFO, the following reference appears at pages 26 (in the "Optional Diversity Questionnaire" section) and 33 (in the "Supplier Diversity" section):

> *Pursuant to California Proposition 209, Peninsula Clean Energy does not give preferential treatment based on race, sex, color, ethnicity, or national origin.*

It is unclear why the Proposition 209 language is included in the RFO and why it appears twice. Similarly, the same language appears in the RFP under the "Supplier Diversity" section. The Project Team requested clarification from PCE's legal counsel as to the thought process underlying the decision to include the Proposition 209 statement in template documents. Legal counsel responded: "This statement mirrors San Mateo County government compliance with Prop. 209."

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[9] *Connerly v. State Personnel Board* (2001) 92 Cal.App.4th 16, 46, 61, 62-63.
[10] *Id*. at 46, 63.
[11] *Id*. at 46-47.
[12] *Id*. at 46.

General Order 156

In 1986, Assembly Bill (AB) 3678 was approved by the California Legislature to encourage utilities to award a proportionate share of total utility procurement contracts to women and minority businesses. The California Public Utilities Commission (Commission) adopted a supplier diversity program and expanded qualifying businesses to include disabled veteran business enterprises and LGBT business enterprises.

The core principle of the Commission's Supplier Diversity Program is set forth in Pub. Util. Code § 8281(a), which declares that the economic well-being of the state of California "cannot be realized unless the actual and potential capacity of women, minority, disabled veteran, and LGBT business enterprises is encouraged and developed." Since 1988, the Commission has implemented this state policy through its Supplier Diversity Program set forth in GO 156. The Commission has revised GO 156 several times.

On April 7, 2022, GO 156 was updated under an Order Instituting Rulemaking (Decision 22-04-035). The revised GO 156 was issued on April 18, 2022, and now includes certain electric service providers and community choice aggregators and encourages voluntary participation by other non-utility entities pursuant to SB 255; includes LGBT business enterprise voluntary target procurement percentage goals; incorporates persons with disabilities business enterprises, modifies reports and audits, and updates other related matters.

Key Requirements in GO 156 Affecting PCE

The 2022 changes to GO 156 affecting PCE are primarily those that are in codified SB 255: Sections 9. ANNUAL REPORT and 10. ANNUAL PLAN are the two sections that are applicable to PCE. These sections require the following:

Section 9 – Annual Report

1. Due on or before March 1 of each year
2. This requirement does not apply to Community Choice Aggregators (CCAs) with gross annual revenues of $15 million or less
3. The annual report shall include data on persons with disabilities business enterprises (PDBE) starting in March 2024
4. The contents of the report shall contain the following elements:
    a. A description of internal and external program activities engaged in during the previous calendar year. The approximate amount of funding directly expended on the development and distribution of technical assistance to small and diverse businesses
    b. A summary of purchases/contracts with breakdown by ethnicity, product and service categories compared to total contract dollars awarded to outside suppliers in those categories, and
        i. Total number of contracts and dollars awarded to eligible suppliers under the Supplier Clearinghouse (Clearinghouse)
        ii. The number of Clearinghouse eligible suppliers with a majority of their workforce in California
        iii. The number of Clearinghouse eligible suppliers that received direct spend during the reporting year
    c. Itemization of program expenses
    d. Summary of prime contractor utilization of Clearinghouse eligible subcontractors
    e. A list of complaints received from Clearinghouse eligible suppliers in the past year, including a brief description, resolutions, or current status of each complaint

f. Summary of purchases/contracts from Clearinghouse eligible suppliers in product and service categories in energy storage systems, vegetation management, renewable and non-renewable energy, and other related procurement categories.

Section 10 – Annual Plan

1. Electronic copy due on or before March 1 of each year.
2. CCA plans shall include a detailed and verifiable plan for increasing procurement from small, local, and diverse business enterprises in all categories, including, but not limited to, renewable energy, energy storage system, and smart grid projects
3. Annual Plans must include persons with disabilities business enterprises starting in March 2024.
4. CCAs that are public agencies must comply with similar annual plan requirements as utilities, except that these annual plan requirements may be modified to reflect limitations in the law applicable to public agencies, as well as the fact that, at this time, energy procurement represents the majority of expenses for a typical community choice aggregator and electric service providers.

PCE's GO 156 Annual Report and Plan

PCE submitted its 2021 Annual Report and its 2022 Annual Plan on March 1, 2022, in compliance with GO 156. PCE has increased its total spend with GO 156 certified diverse suppliers from $260,468 in 2020 to $390,569 in 2021, a 50% increase in diverse supplier spend. PCE's total 2021 annual spend percentage for certified diverse firms is 2.13%. All spend dollars for these firms are as prime contractors and no diverse subcontractors spend dollars have been reported. For the same annual period, PCE reported spend dollars to small and local businesses of approximately 8%.

PCE has engaged in activities to support the development and distribution of technical assistance to small and diverse businesses, including having PCE staff participate as a panel member in several events, including one titled: *"Conversation with Community Choice Aggregators on Opportunities for Local, Small, and Diverse Businesses."* PCE also relies on the Northern California Procurement Technical Assistance Center (Norcal PTAC) to further support small, local and diverse business. PCE has added language to its solicitations that describes its commitment to small, local, and diverse businesses.

The PCE Annual report specifically references Proposition 209 for not setting diversity spend targets from diverse business entities. In 2021, PCE has included the following language in its Solicitations web page on its website (Solicitations | RFO, RFI, RFP, Grants - Peninsula Clean Energy) to encourage small, local, and diverse business entities to respond to PCE solicitations:

> *Pursuant to Proposition 209, Peninsula Clean Energy does not give preferential treatment based on race, sex, color, ethnicity, or national origin. However, Peninsula Clean Energy encourages minority owned, women-owned, veteran-owned, small, and local businesses to respond to solicitations. Peninsula Clean Energy supports the CPUC's efforts to create supplier diversity and encourages contractors who may qualify to register with the CPUC Supplier Clearinghouse and the Department of General Services Small Business and Disabled Veteran Business Enterprises.*

This language may deter prime contractors from actively seeking and outreaching to diverse suppliers as it explicitly states the prohibition of giving preferential treatment based on race, sex, ethnicity or national origin.

Proposition 209 and GO 156 Relationship

Proposition 209 prohibits the State of California and its local public agencies from granting preferential treatment to or discrimination against, any individual or group on the basis of race, sex, color, ethnicity, or national origin in its public contracting. GO 156 encourages the use of minority, women, disabled veterans, LGBT, and persons with disabilities business enterprises and establishes goals for the utilization of these businesses. GO 156 is a supervised supplier diversity voluntary program that encourages active participation of the investor-owned-utilities and now, community choice aggregators, to procure or contract goods and services from women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises. Further, unlike various types of utilities, wireless telecommunications service providers, and electric service providers with gross annual revenues greater than $15,000,000, Community Choice Aggregators (CCA), such as PCE, are not required to establish goals under GO 156 (Section 8. GOALS). PCE, as a CCA, is only required to submit an annual report and plan. The annual report includes information regarding utilization of eligible suppliers, including the level of purchases and contracts to eligible suppliers under the Commission's Supplier Diversity Program. The annual plan for CCAs include a detailed and verifiable plan for increasing procurement from small, local, and diverse business enterprises in all categories, including, but not limited to, renewable energy, energy storage system, and smart grid projects.

Although the contracting requirements in GO 156 may appear to conflict with the prohibitions in Proposition 209, the two policies can be harmonized to avoid any such potential conflict. We provide recommendations on how to address this balanced approach. Notwithstanding, in light of Proposition 209, PCE must be careful not to adopt race/gender based discriminatory or preferential practices when implementing GO 156 or other supplier diversity practices.

Areas for Improvement/Recommendations

- Revise solicitation documents to emphasize that diverse businesses have the maximum practicable opportunity to participate in PCE contracts and that this policy shall not be used to exclude any qualified businesses from participating in PCE contracting opportunities. Consider removing Proposition 209 language. Also require that contractors/vendors complete a GO 156 Questionnaire, modified to include small, local, and diverse businesses.

- Develop a small, local, and diverse supplier form for proposers/bidders to complete when submitting proposers/bids or as part of the contract award process. One example follows:

> *RFP/RFO respondents that execute a contract with PCE will be required to complete a supplier diversity form after the contract has been executed. Although PCE encourages the participation of all businesses in its procurements, including small, local, and diverse businesses, consistent with state law, PCE will not use any provided information in any part of its decision-making or contract selection process.*

This form would include the names of small, local and diverse businesses, proposed subcontract amounts, scope of work, and certification categories, if applicable.

- Develop a reporting mechanism to monitor commitments and payments to subcontractors certified by the Supplier Clearinghouse and other diverse businesses. PCE can consider monthly payment reporting requirements in its solicitations and resulting contracts.
    - PCE can request all first-level subcontractors be listed on a form for all proposal/bids
    - PCE can require that diverse contractor/subcontractor data be provided after selection and award of contract. Payment data can be reported monthly.

- Consider utilizing supplier diversity contract compliance software to track small, local, and diverse supplier awards, payments, prompt payments, disputes, and other contract compliance items.

- Revise GO 156 annual report to include 2nd tier contractor (subcontractor) award data by certification category.
- Participate in events and activities to outreach to eligible and diverse suppliers.
- Revise GO 156 annual plan for increasing small, local, and diverse business enterprises to provide outreach measures that include but are not limited to the following:
    - Advertise PCE procurements with local community organizations and groups, including minority, women, LGBT, disabled veteran and persons with disabilities organizations
    - Attend events held by local community organizations and groups to promote PCE procurements and GO 156 supplier diversity eligibility requirements
    - Advertise procurements and support of diverse suppliers in online publications that focus on small and diverse businesses, such as the Small Business Exchange and GoodFaithEffort.com
- Add to PCE's next annual plan Section 10.2, requiring that the annual plan contain at least a description of program activities to increase procurement related to small, local, and diverse business enterprises planned for the next year in all categories.
- Update PCE website Solicitations page to emphasize that it is PCE policy that business enterprises owned and controlled by women, minorities, disabled veterans, LGBT, and persons with disabilities ("diverse suppliers") shall have the maximum practicable opportunity to participate in the performance of contracts. Consider removing references to Proposition 209 and instead state that this policy shall not be used to exclude any qualified businesses from participating in PCE contracting opportunities.
- Update PCE website to include a Supplier Diversity FAQ.
- Determine if Community Outreach Grant Program recipients may be eligible suppliers under the Supplier Clearinghouse program.

- Include information regarding current workforce diversity and board diversity in GO 156 annual report.
- Develop Chief DEAI Officer position or assign responsibilities to a Human Resource Manager to lead DEAI initiatives and policies.

Appendix F | Monthly Diverse Subcontractor Paid Report Summary and Payment Verification

EXHIBIT C

MONTHLY DIVERSE SUBCONTRACTOR PAID REPORT SUMMARY AND PAYMENT VERIFICATION

Reporting Period (month): _____, 20 ____

Project Name:		Report No.:		Report prepared by:	
Contract Number:		Original Contract Award Amount:		Title:	
Contract Award Date:		Current Contract Value:	[B]	Report reviewed by:	
Prime Name:		% of Project Complete:		Signature:	
		[A] divided by [B]		Title:	
Address:					
		Total $$ Paid to Diverse Subcontractors (DSs) this		**Prime's Current**	
		Reporting Period:		**Attainment:**	
Telephone No.:		Total Dollars Paid to DSs to Date:			(Total Dollars Paid to DSs *divided by* Prime Current Contract Value)
Date of Last		Total Dollars Paid to Prime this Period:		**Prime's Current**	
Progress Payment Rec'd:		Total Dollars Paid to Prime to Date:	[A]	**DS Commitment:**	(Total DS Current Subcontract Value *divided by* Prime Current Contract Value)

DIVERSE FIRMS	Dollar Amount Paid This Month	Dollar Amount Paid To Date [C]	Type of Work Performed (Scope)	Original Dollar Amount Committed to DS at Contract Award	$ +/- Resulting from Change Order Activity	Current Subcontract Value [D]	% of Work Completed *[C] divided by [D]*	Comments
Name: Address: City, State, Zip Code: Telephone Number: ( ) Prime ☐ Subcontractor ☐ Broker ☐ Supplier: Regular Dealer ☐ or Manufacturer ☐ Attach Verification of Payment: ☐ YES ☐ NO							#DIV/0!	
Name: Address: City, State, Zip Code: Telephone Number: ( ) Prime ☐ Subcontractor ☐ Broker ☐ Supplier: Regular Dealer ☐ or Manufacturer ☐ Attach Verification of Payment: ☐ YES ☐ NO							#DIV/0!	
Name: Address: City, State, Zip Code: Telephone Number: ( ) Prime ☐ Subcontractor ☐ Broker ☐ Supplier: Regular Dealer ☐ or Manufacturer ☐ Attach Verification of Payment: ☐ YES ☐ NO							#DIV/0!	
DS Totals:	$0.00	$0.00		$0.00	$0.00	$0.00	#DIV/0!	

COMMENTS/ISSUES:

ecessary, this form can be duplicated to list all DS firms paid in this reporting period.

Appendix G | Community Engagement During Program Design and Sample Worksheet

Implementing Equity: Four Steps for Community Engagement in Program Planning

Involving grassroots leaders and organizations from disadvantaged communities in the early stages of designing the programs serves two purposes:

- Increases the chances of program success by identifying existing work in the community to build on, as well as pitfalls to avoid
- Helps identify and address social and energy equity concerns in program design

This four-step process walks staff through involving community organizations at the very beginning of program planning. The worksheet at the end makes it easy to track your findings at each step.

Step 1. Identify and research your target audience

Step 2. Research local community leaders or organizations that serve your audience

Step 3. Include local community leaders in program design

Step 4. Formalize community partnerships in program implementation as needed

Following these steps at the beginning of program planning may appear to require too much time. However, they may save you valuable time in the long run by helping you launch a robust program on day one and avoid the need to make costly program adjustments after you launch, or the cost of launching a program that does not gain traction.

Step 1. Identify and research your target audience

Good program design depends on understanding your audience. Who do you hope to serve with this program? What characteristics of these populations might shape their understanding of, interest in, or ability to participate in this program?

Use census, Community Vulnerability Index, CalEnviroScreen, or other data to research the following social vulnerabilities of your target audience.

Key Population Characteristics	Sample Measures
Household Income	Median household income of census tracts
Race/Ethnicity	Percentage of residents identifying as non-White or Latino
Language	Percentage of households where language other than English is primary. Which languages are prevalent?
Renters/Homeowners	Percentage of renters vs. homeowners
Age	Breakdown of age by census track
Immigration status*	Breakdown of immigration status by census track

What other population characteristics are relevant to your program? Examples may be type of housing stock, population density, modes of transportation, levels of formal education, major industries that employ this population, and local environmental issues such as air quality. Much of this information can be found in census data online or CalEnviroScreen.

**Immigration status can be a key factor in program participation if your program relies on other programs for eligibility, and those programs require a social security number to enroll. This includes CARE, LIHEAP, state unemployment benefits, and many others.*

Step 2. Research local community leaders or organizations that serve your audience

Based on your demographic research, identify the types of community leaders or organizations that will help you better understand your target audience and develop an effective program. For example, if you are targeting low-income homeowners in certain census tracts, which organizations already serve them? Research if any of the following are especially active in serving your target population:

- Homeowners or neighborhood associations or councils
- Social services, community centers, senior centers, schools, or libraries
- Community-based organizations

Do any of these groups offer programs or have interests or concerns to similar to yours? Are there local neighborhood leaders in the area already working on the issues you plan to address? Find one group in the area to start with, and ask them who else is active in that area.

Step 3. Include local community leaders in program design

To design a program that is most likely to be effective, you need to identify:

a) The exact needs of your audience related to this program concept
b) Goals for your program that will best serve this community
c) Any similar programs that may already serve your audience, or served them in the past
d) Approaches that are proven to work to reach and serve your audience
e) Pitfalls to avoid when designing programs for your audience
f) Local champions who can help promote your program

There is no substitution for local community experience and expertise to answer these questions. Local community leaders are most likely to be receptive to and champion your idea if they are consulted as local experts early in the program design and feel invested in its success. Once you have identified key community leaders, reach out, introduce yourself, and request a conversation. Run your program ideas by them and ask for feedback.

Additionally, below are Energy Equity Project Key Questions to consider when having these conversations with community leaders and organizations.

1. **Recognition justice**: Who are our customers, and what inequities have they experienced in the energy system?
2. **Procedural (process) justice**: How are we serving our customers, and what inequalities could our current processes be creating or perpetuating? How would we need to fix that?
3. **Distributive justice**: Who is benefitting most from PCE services and programs? Who is benefitting the least? How can we close that gap to implement energy equity?
4. **Restorative justice**: What should PCE's role be in rectifying inequities and harm caused by the energy system in general?

Seek program input from three or more community leaders or organizations to ensure a diversity of perspectives. Several community organizations should shape your program design and believe it will succeed *before* you finalize and launch your program.

Step 4. Formalize community partnerships in program implementation as needed

In your conversations with community leaders and organizations, look for opportunities to partner with them to leverage their expertise and strengths for your program success. Discuss opportunities for partnerships and collaboration openly and clearly. What are your mutual goals? How could a community organization support your program in a way that makes sense for them?

If you identify opportunities for partnership, be clear about roles, expectations, and deliverables for each party. Describe your partnership in a written agreement or Memorandum of Understanding.

Be mindful of the fact that community organizations are usually under-resourced. Whenever possible, offer to compensate community leaders for time spend consulting on, supporting, or promoting your program. If you develop a partnership, consider offering a formal contract for work to support your program. Compensate fairly at a professional level. Include expenses required to realistically serve your target audience.

For example, if your partner organization plans to promote your program an in-person community workshop oriented to working families in a majority immigrant community, consider budgeting to cover all the costs required for success: food, licensed childcare, and professional translation services as needed.

Community Engagement in Program Development Worksheet

1. ***Identify and research your target audience***

The target audience for this program is:

_____

Sample Measures	***Your Audience***
Median household income of census tracts	
Percentage of residents identifying as non-white or Latino	
Percentage of households where language other than English is primary. Which languages are prevalent?	
Percentage of renters vs. homeowners	
Breakdown of age by census track	
Breakdown of immigration status by census track	

Step 2. Research local community leaders or organizations that serve your audience

Three community organizations or leaders who currently served this audience with similar programs or work on similar issues are:

1. _____
2. _____
3. _____

Step 3. Include local community leaders in program design

I spoke with the three organizations above, and learned the following:

a) The exact needs of my audience related to this program concept

b) Any similar programs that may already serve your audience, or served them in the past

c) Approaches that are proven to work to reach and serve this audience

d) Pitfalls to avoid when designing programs for this audience

e) Local champions who can help promote this program

Step 4. Formalize community partnerships in program implementation

Briefly describe your clear written agreements for collaborating with the following community organizations or leaders:

_____

_____

_____

Briefly describe the funding we are providing to cover the costs of labor and expenses for community organizations:

_____

_____

_____

PENINSULA CLEAN ENERGY AUTHORITY
JPA Board Correspondence

DATE: May 24, 2023
COMMITTEE MEETING DATE: May 25, 2023
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: None

TO: Honorable Peninsula Clean Energy Authority (PCE) Board of Directors

FROM: Andy Stern, Interim Chief Financial Officer, Peninsula Clean Energy Authority

SUBJECT: Review Fiscal Year 2023-2024 Draft Budget (Discussion)

DISCUSSION:
Staff will present a preliminary look at the Fiscal Year 2023-2024 budget.

PENINSULA CLEAN ENERGY AUTHORITY
JPA Board Correspondence

DATE: May 16, 2023
BOARD MEETING DATE: May 25, 2023
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: Majority Present

TO: Honorable Peninsula Clean Energy Authority Board of Directors

FROM: Leslie Brown, Director of Account Services

SUBJECT: Approval of New Peninsula Clean Energy Rates to be Effective July 1, 2023 with a Net 5% Discount in Generation Charges for ECOplus compared to PG&E Generation Rates

RECOMMENDATION:

Approve a Resolution authorizing staff to calculate and implement new Peninsula Clean Energy ECOplus rates to be effective July 1, 2023 to reflect changes to PG&E rates happening June 1, 2023 ensuring a minimum net 5% discount.

BACKGROUND:

PG&E will be implementing a rate change on June 1, 2023 with some changes impacting generation rates. The most notable changes will be in the Peak and Off Peak pricing differentials for E-TOU-C. As part of the 2020 General Rate Case (GRC) Phase 2 proceeding E-TOU-C was introduced with mild Peak to Off Peak differentials, with a scheduled differential increase to be implemented June 1, 2023.

Below is a table illustrating the current PG&E Generation rates for E-TOU-C and the existing Peak/Off Peak differentials.

E-TOU-C Generation Rates PG&E			
	Peak	Off-Peak	Differential
Summer	$0.20433	$0.15089	**$0.05344**
Winter	$0.15557	$0.14054	**$0.01503**

Starting June 1, 2023 new Generation differentials for Summer will be **$0.06354** and Winter **$0.02503**. The total differential will be increasing by roughly $0.01 in each season, but how that will be weighted between the Peak/Off Peak rates will not be known until the new Tariffs are published at the end of May.

DISCUSSION:

E-TOU-C is the most common residential rate schedule across our customer base serving approximately 164K customers. E-TOU-C is the default residential electric rate assigned to new accounts by PG&E unless a customer selects an alternate rate schedule. As soon as PG&E's Tariffs are published at the end of the month, staff will be working to update our existing rate schedules to account for the generation changes in E-TOU-C along with any other PG&E rate adjustments to maintain PCE's net 5% generation rate discount. New rate tables will be submitted to our data manager Calpine on or before June 15, 2023 to ensure new rates will be effective on July 1, 2023.

FISCAL IMPACT:

The June 1, 2023 PG&E rate changes, and subsequent PCE rate adjustments, are expected to have a nominal impact on PCE revenues. Most generation rate schedules are not expected to change and adjustments to E-TOU-C differentials are intended to be revenue neutral across PG&E's customer base.

RESOLUTION NO. _____

PENINSULA CLEAN ENERGY AUTHORITY, COUNTY OF SAN MATEO,

STATE OF CALIFORNIA

*** * * * * ***

RESOLUTION AUTHORIZING THE IMPLEMENTATION OF NEW PENINSULA CLEAN ENERGY RATES TO BE EFFECTIVE JULY 1, 2023 TO MAINTAIN A 5% DISCOUNT IN GENERATION CHARGES AS COMPARED TO PG&E GENERATION RATES

RESOLVED, by the Peninsula Clean Energy Authority of the County of San Mateo, State of California ("Peninsula Clean Energy" or "PCE"), that

WHEREAS, the Peninsula Clean Energy Authority ("PCEA") was formed on February 29, 2016 as a Community Choice Aggregation program ("CCA"); and

WHEREAS, on October 1, 2016 Peninsula Clean Energy began offering service to residents and businesses throughout San Mateo County;

WHEREAS, on April 1, 2022 Peninsula Clean Energy began offering service to residents and businesses in the City of Los Banos; and

WHEREAS, this Board has established a set of strategic goals to guide PCE, including maintaining a cost-competitive electric-generation rate for its customers; and

WHEREAS, on June 1, 2023, PG&E will implement changes to the E-TOU-C rate schedule to increase Peak and Off Peak differentials; and

WHEREAS, nominal adjustments are expected for some additional generation rates; and

WHEREAS, PG&E's generation rate changes necessitate that Peninsula Clean Energy adjust its ECOplus rates to maintain a net 5% discount value proposition for generation charges.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board authorizes the Chief Executive Officer to implement new Peninsula Clean Energy ECOplus rates for E-TOU-C and any other changing rate schedules for San Mateo County and the City of Los Banos, to maintain a net 5% discount in generation charges compared to PG&E, effective July 1, 2023.

* * * * * *

PENINSULA CLEAN ENERGY AUTHORITY
JPA Board Correspondence

DATE: May 15, 2023
BOARD MEETING DATE: May 25, 2023
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: None

TO: Honorable Peninsula Clean Energy Authority Board of Directors

FROM: Gwen Rose, Director of Marketing &
Leslie Brown, Director of Account Services

SUBJECT: Update on Marketing, Outreach Activities, and Account Services

BACKGROUND

The Marketing, Community Relations, and Account Services Teams are responsible for enhancing Peninsula Clean Energy's brand reputation, educating, and engaging customers, driving participation in programs, and ensuring customer satisfaction and retention. Tactics include community outreach, content creation and storytelling through owned (e.g., online, social media), earned (e.g. public relations), and paid media (advertising), school engagement programs, and customer care.

DISCUSSION

The following is an update of activities that are currently underway. Please refer to the "Strategic Plan" section below for further information/explanation as to how these activities support Peninsula Clean Energy's strategic plan objectives.

Zero Percent Loan Program and Appliance Rebates
These programs are being promoted in our Energy Programs Bulletin, which is emailed semi-monthly to about 200,000 residential customers, and in paid search. In the last 30 days, 875 users visited the Zero Percent Loan webpage, 2,455 visited the heat pump water heater program page, and 1,408 visited the heat pump heating and cooling program page.

Electrification Messaging and Campaign Support of Decarbonization
We are encouraging electrification in email communications and online advertising. In the last 30 days, 2,003 users have visited our all-electric web page. Our search ads for this campaign are currently achieving a click-through rate of 10.3% at a cost of $1.76 per click.

The campaign supports our organizational priority to contribute to our community reaching a goal of 100% greenhouse gas-free for buildings and transportation by 2035.

Used Electric Vehicle (EV) Campaign
In the past 30 days, 2,844 users visited the main EV page on our web site. A search advertising campaign addressing barriers and benefits of electric vehicles is currently achieving a click-through rate of 4.86% at a cost of $2.90 per click.

Outreach Grants
Some recent and upcoming program highlights include:

- 350.org Bay Area organized building electrification workshops in San Mateo and Pacifica. They are also organizing an upcoming workshop in Half Moon Bay.
- Climate Resilient Communities organized a community workshop on energy in East Palo Alto. Peninsula Clean Energy staff co-presented with staff from Acterra in both English and Spanish.
- Chinese language radio and online ads from Sound of Hope continue to drive significant traffic to Peninsula Clean Energy's programs webpages.
- Outreach grantee organizations will begin organizing focus groups to provide feedback to Peninsula Clean Energy staff on messaging and programs.

Schools and Youth Programs
Peninsula Clean Energy is supporting energy education in various ways, including:

- Funding green awareness field trips for junior high and high school students through the San Mateo County Office of Education Career and Technical Education program. The field trips are designed to interest students in careers as electricians and in other related careers that support our program implementation.
- Funding student stipends for the Youth Climate Ambassadors program
- Sponsoring the annual Youth Climate Film Festival
- Sponsoring energy dashboards for school districts to track campus energy usage
- Funding the San Mateo County Office of Education to assist school districts in baseline assessments of gas equipment and electrical upgrade needs to help them develop building electrification plans in the future.

Los Banos Update
Our local Los Banos representative Sandra Benetti continues providing information and answering customer questions. She is tabling twice monthly on bill pay dates at Los Banos City Hall, gave presentations at local high schools and community groups, and drafted an article for a local newspaper about rates and billing. She is also conducting outreach to eligible local public agencies about the GovPV program, and to local businesses and developers about EV charging support.

News & Media
Full coverage of Peninsula Clean Energy in the news can be found on our News & Media webpage.

ENROLLMENT UPDATE

ECO100 Statistics (since April report)

Total ECO100 accounts at end of April:	6,556
ECO100 accounts added in April:	32
ECO100 accounts dropped in April:	29
Total ECO100 accounts at the end of March:	6,553

Enrollment Statistics

Opt-outs during April 2023 were 137, which is 4 fewer than the previous month of March 2023 (141). This includes 59 opt outs in our new service territory of Los Banos during the month of April and 78 from San Mateo County during this month. In May, there have been an additional 8 opt outs from Los Banos and 9 opt outs from San Mateo County as of May 12th, 2023. Total participation rate across all of San Mateo County as of May 12th was 97.07%. The participation rate for the City of Los Banos as of the end of April 2023 was 88.79%.

In addition to the County of San Mateo, there are a total of 15 ECO100 cities which means they have elected to receive 100% renewable energy for their municipal accounts. As of May 12, 2023, the ECO100 towns and cities include: Atherton, Belmont, Brisbane, Burlingame, Colma, Foster City, Half Moon Bay, Hillsborough, Menlo Park, Millbrae, Portola Valley, Redwood City, San Carlos, San Mateo, and Woodside.

The opt-up rates below include municipal accounts, which may noticeably increase the rate in smaller jurisdictions.

Active Accounts as of May 12th							
TOT	RES Count	COM Count	Active Count	Eligible Count	Participation Percent	ECO100 Count	ECO100 Percent
ATHERTON I	2,405	217	2,622	2,693	97%	60	2%
BELMONT IN	10,703	932	11,635	11,947	97%	197	2%
BRISBANE IN	1,978	495	2,473	2,533	98%	92	4%
BURLINGAM	13,373	1,946	15,319	15,701	98%	349	2%
COLMA INC	579	292	871	883	99%	32	4%
DALY CITY IN	30,890	1,956	32,846	34,000	97%	115	0%
EAST PALO A	7,150	444	7,594	7,968	95%	27	0%
FOSTER CITY	13,697	860	14,557	14,861	98%	338	2%
HALF MOON	4,196	627	4,823	4,976	97%	115	2%
HILLSBOROU	3,783	145	3,928	4,035	97%	71	2%
LOS BANOS	12,356	1,268	13,624	15,344	89%	4	0%
MENLO PARI	14,039	1,728	15,767	16,052	98%	528	3%
MILLBRAE IN	8,794	645	9,439	9,749	97%	112	1%
PACIFICA INC	13,975	857	14,832	15,409	96%	181	1%
PORTOLA VA	1,464	130	1,594	1,692	94%	1,492	94%
REDWOOD C	31,504	3,290	34,794	35,635	98%	729	2%
SAN BRUNO	14,780	1,055	15,835	16,493	96%	93	1%
SAN CARLOS	12,189	2,058	14,247	14,603	98%	326	2%
SAN MATEO	39,812	3,853	43,665	44,848	97%	688	2%
SO SAN FRA	21,523	3,075	24,598	25,505	96%	124	1%
UNINC SAN I	20,843	2,958	23,801	24,582	97%	647	3%
WOODSIDE I	2,013	209	2,222	2,278	98%	61	3%

Table reflects data as of May 12th, 2023

STRATEGIC PLAN

This section describes how the above Marketing and Community Care activities and enrollment statistics relate to the overall goal and objectives laid out in the strategic plan. The table indicates which objectives and particular Key Tactics are supported by each of the Items/Projects discussed in this memo. The strategic goal for Marketing and Customer Care is: Develop a strong brand reputation that drives participation in Peninsula Clean Energy's programs and ensures customer satisfaction and retention.

Item/Project	**Objective A**: Elevate Peninsula Clean Energy's brand reputation as a trusted leader in the community and the industry	**Objective B**: Educate and engage stakeholders in order to gather input, inspire action and drive program participation	**Objective C**: Ensure high customer satisfaction and retention
Social Media Policy	KT3 Tell the story of Peninsula Clean Energy through diverse channels		
Zero Percent Loan and Heat Pump Rebates programs		KT6: Promote programs and services, including community energy programs and premium energy services	
Electrification Messaging Project		KT5: Provide inspirational, informative content that spurs action to reduce emissions.	
EV Campaign		KT6 (see above)	
All-Electric Leader Awards		KT6 (see above)	
Los Banos Update	KT4: Engage community through participation in local events	KT6 (see above)	
Los Banos Update	KT4: Engage community through participation in local events		

News and Media Announcements	KT1: Position leadership as experts on CCAs and the industry KT2: Cultivate relationships with industry media and influencers KT3 (see above)		
ECO100 and Enrollment Statistics			Reports on main objective C

* “KT” refers to Key Tactic

Item No. 14

PENINSULA CLEAN ENERGY AUTHORITY
JPA Board Correspondence

DATE: May 12, 2023
BOARD MEETING DATE: May 25, 2023
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: None

TO: Honorable Peninsula Clean Energy Authority (PCE) Board of Directors

FROM: Jeremy Waen, Director of Regulatory Policy
Doug Karpa, Senior Regulatory Analyst
Matthew Rutherford, Senior Regulatory Analyst
Zsuzsanna Klara, Regulatory Compliance Analyst

SUBJECT: Update Regarding Regulatory Policy Activities

SUMMARY

Jeremy continues to direct the team, oversee key proceedings relating to the Power Charge Indifference Adjustment (PCIA) and annual rate adjustments.

Doug has been particularly heavily focused on work to reform the California Public Utilities Commission's (CPUC) Resource Adequacy construct and concepts for ensuring resources are procured within the IRP construct.

Matthew has continued his work in supporting PCE's programmatic efforts through Transportation Electrification, Building Decarbonization, Resiliency, Supplier Diversity, Demand Flexibility, Demand Response, and DAC-Green Tariff matters.

Zsuzsanna worked with the Power Resources and the Programs team on coordinating the filings due in April and May. She is also focused on the future challenges on the Green-e program and coordinating the Meet & Greets with CPUC and CEC Commissioners.

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Regulatory Compliance

In April Zsuzsanna focused on coordinating the annual Meet & Greets with the CPUC and CEC Commissioners and preparing the necessary presentation materials with team members.

Zsuzsanna continued the discussions with other CCAs regarding the news that the California Air Resources Board (CARB) may run out of allowances for the 2023 Green-e Energy reporting year. The goal is to lobby CARB to allocate more allowances to the Voluntary Renewable Energy Program (VREP), and lobby the Center for Resource Solutions (CRS) to change the requirements for the Green-e program.

Zsuzsanna coordinated the filings of data requests for the Power Resources and Programs teams to have up-to-date information about the status of the monthly ongoing filings and the April and May due filings. Zsuzsanna worked on a PG&E data request about DAC-GT and CSGT budget for Program Year 2022.

In April/May the main compliance obligations are the following:

- Procurement Status Report Data Request /Summer Reliability Data Request
- DAC-GT Annual Budget Advice Letter - Due 4/4/2023 (submitted)
- Annual Officer Certification Form, due 4/28/23 (submitted
- PCIA RA Adder Data Request, due 4/14 (submitted)
- AMI Annual Data Report, due 5/1 (submitted)
- Q1 DAC-GT quarterly report, due 5/1 (submitted)
- Monthly Procurement Status Report (CPUC) – Due 5/11/23 (submitted)
- Q1-2023 QFER Report / CEC 1306B (CEC) – Due 5/15/23
- Power Source Disclosure (CEC) – Due 6/1/23
- Mandatory GHG Emissions Reporting Requirement (CARB) – 6/1/23

Building Decarbonization & Transportation Electrification

The Commission's proceedings relating to building and transportation electrification remain quiet as well. As such, staff bandwidth has shifted towards supporting PCE's other programmatic objectives such as aiding the implementation of the Disadvantaged Communities (DAC-GT) program and PCE's FLEXmarket program.

(Public Policy Objective A, Key Tactic 1, and Key Tactic 2; Public Policy Objective C, Key Tactic 3)

Integrated Resource Planning & Resource Adequacy

Both IRP and RA have been quiet while awaiting further implementation steps. Regulatory attention in the procurement space has turned to transmission and interconnection issues, but without actual regulatory actions to date.

(Public Policy Objective A, Key Tactic 1, and Key Tactic 2; Public Policy Objective C, Key Tactic 3)

CAISO and ENERGY COMMISSION ISSUES

The California Independent System Operator has proposed in its interconnection process enhancements stakeholder process to postpone starting Cluster 15 until 2024 while the studies of projects with existing interconnection requests in Cluster 14 are completed during this summer and fall. More general improvements of the interconnection study process are to be taken up starting in June.

(Public Policy Objective A, Key Tactic 1, and Key Tactic 2)

STAKEHOLDER OUTREACH

Dr. Karpa hosted Peninsula Clean Energy's regular monthly call with environmental justice and environmental advocates and other CCA staff on May 10 to discuss central procurement and other procurement issues and on May 12 to discuss legislative proposals to expand CAISO into a regional transmission organization for the western United States. (Public Policy Objective A, Key Tactic 2)

FISCAL IMPACT

Not applicable.

PENINSULA CLEAN ENERGY AUTHORITY
Board Correspondence

DATE: May 12, 2023
BOARD MEETING DATE: May 25, 2023
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: None

TO: Honorable Peninsula Clean Energy Authority Board of Directors

FROM: Marc Hershman, Director of Government Affairs

SUBJECT: Update on Peninsula Clean Energy's Legislative Activities

SACRAMENTO SUMMARY:

The 2023-24 state legislative session policy and budget committees held hearings throughout the month of April and into May.

April 28 was the deadline for bills with a fiscal component to be heard in committee in their house of origin. Those bills with a fiscal component were required to pass their respective policy committees were there referred to the respective fiscal committees in each house. The fiscal committees had until May 19 to hear those bills and report them to the floor of their respective houses.

May 5 was the deadline for bills that are not fiscal in nature to be heard in committee and then reported to the floor in their house of origin. May 12 was the last date on which policy committees met. They can resume hearings on June 5.

June 2 is the last date by which each house can pass a bill introduced in that house.

The state budget must be passed by midnight on June 15.

PENINSULA CLEAN ENERGY SPONSORED LEGISLATION - BROWN ACT BILL

SB 537, introduced by Senator Josh Becker and sponsored by Peninsula Clean Energy, addresses the ability of board members of multijurisdictional bodies, like ours, to attend meetings virtually from undisclosed, remote locations.

SB 537 was heard in the Senate Committee on Governance and Finance on April 19. Our Vice Chair Donna Colson was a lead witness and aided by her strong testimony the bill passed that committee by a vote of 6-2.

We greatly appreciate the many letters of support for SB 537 from local jurisdictions and elected officials. These include Atherton, Brisbane, Burlingame, Colma, Foster City, San Bruno, San Carlos, San Mateo, South San Francisco, Menlo Park Councilmember Betsy Nash, and Hillsborough Councilmember Leslie Ragsdale.

In addition to local support, letters and official support has also been lodged by the League of California Cities, CalCCA, Streets for All, Los Angeles County Sanitation Districts, and sister CCAs Sonoma Clean Power and San Diego Community Power.

Opposition to the bill has come from the ACLU, California News Publishers, Cal Aware, California Broadcasters Association, First Amendment Coalition, Howard Jarvis Taxpayers Association, and the Leadership Council for Justice and Accountability.

At the insistence of the Committee on Governance and Finance, several amendments to the bill were made. Of greatest significance, the bill was amended so that virtual participation has been limited to board members who reside more than 40 miles from the venue in which the meeting is being held.

SB 537 was then heard by the Senate Committee on the Judiciary on Tuesday, May 2. Peninsula Clean Energy Director Marty Medina provided compelling lead testimony and the Committee voted 9-2 in support of SB 537.

Of note, several other bills that would amend the Brown Act were introduced in this legislative session. Peninsula Clean Energy sent in a letter of support for AB 1379, authored by Assemblymember Diane Papan. A copy of that letter of support can be found in your packet. However, that bill was pulled from consideration by the author before it was heard in committee.

SB 537 will next be considered by the full Senate and if it passes the floor of the Senate will head to the Assembly for consideration.

We continue to work with the author and Committee representatives to improve the bill and ensure its passage.

AB 538 (Holden) – LEGISLATION TO REGIONALIZE THE GRID

AB 538 is a renewed effort by Assemblymember Chris Holden to move California away from the California Independent System Operator as the manager of our state's electric grid and in its place join a multi-state regional transmission system.

Proponents have argued that a regional system could accelerate California's ability to meet its clean energy goals, ensure the reliability of the grid and enable the system to

scale up to meet the needs of the state's customers. It has also been posited that a regional system will be more transparent around energy prices and emissions while saving money.

Opponents posit that joining a regional transmission system would dilute California's ability to meet those very same needs and diminish our voice on critical clean energy issues. Of significant concern is the impact a regional system would have on California utility workers and work performed by other labor members.

AB 538 was heard in April in the Assembly Committee on Utilities and Energy. It was passed out of the committee after the author, Assemblymember Holden, agreed to work to address the concerns of opponents to the legislation. The bill is next scheduled to be heard in the Committee on Appropriations, a committee chaired by Assemblymember Holden. If it is passed out of that committee it would next be referred to the full Assembly for consideration. Concern with the bill at the hearing before the Committee on Utilities is weighing heavily on the future of the bill and one option may be to park the legislation and make it a two-year bill, to allow for time to work through the concerns of bill opponents.

We anticipate CalCCA and it members will closely consider this legislation and its impacts on CCAs in the coming weeks.

FY 2023-24 State Budget / AB 1373

As noted in previously Legislative Updates, the Governor introduced a budget trailer bill earlier this year that has raised significant issues of concern. In the budget proposal the Governor seeks to broaden the scope of procurement by enabling the Department of Water Resources to act as a central procurement entity. The trailer bill also adds a capacity payment penalty for Resource Adequacy deficiencies. Further it seeks to clarify the California Public Utilities Commission's Integrated Resource Plan authority over CCA.

Peninsula Clean Energy and CalCCA have met with legislators, their staff members and Administration officials to move this from a budget bill, which would short circuit the hearing process, to a policy bill. We were successful and in April AB 1373 (E. Garcia) was introduced.

In meetings with legislative staff, we have expressed our concerns with the substance of AB 1373, and we filed a letter taking the position of "Oppose Unless Amended". A copy of that correspondence is provided in this packet. Our letter questioned the need for a central procurement entity and highlighted our biggest concerns: interconnection and the transmission system.

Along with the Municipal Utilities, CalCCA provided the lead testimony expressing our concerns with the bill in the Assembly hearing on the legislation. We also expressed our opposition to the bill's proposal giving the Public Utilities Commission an expanded, ill-defined Integrated Resource Plan jurisdiction over CCA procurement autonomy. And we raised objection to the bill proposal of a capacity penalty payment for resource adequacy deficiencies.

AB 1373 passed the Assembly Committee on Utilities and Energy. It now goes before the Committee on Appropriations before heading to the floor of the Assembly.

We will continue to work with local legislators and other stakeholders to refine the bill to address our issues of concern. We have reached out to local legislators to request meetings and anticipate those meetings taking place prior to the bill being heard on the floor of the Assembly.

Earlier in the year, the Legislative Analyst's Office had been forecasting a more than a $25 billion deficit for fiscal 2023-24.

Some legislators, including Budget Chair Phil Ting, have posited earlier that this deficit will not be as devastating as it might have appeared in years past thanks to prudent marshalling of resources during the recent flush years. The state has a substantial rainy-day fund and much of the recent budget surplus was invested in one-time expenditures and capital projects.

Governor Newsom unveiled his proposed 2023-24 budget on January 10. His revised budget, advanced by the Governor on May 12, and based in part on the receipt of the April tax revenues, shows that an even larger deficit looms.

It is noted that due to the natural disasters in California both the state and federal government have extended the deadline for Californians filing tax returns which could hamper officials from accurately determining the size of revenues available for the next fiscal year. The Legislature must adopt the budget for the next fiscal year in June, which is months before the new tax filing deadline.

We are in the process of reviewing the Governor's May Revise Budget.

(Public Policy Objective B, Key Tactic 1)

PENINSULA
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San Carlos San Mateo | South San Francisco | Woodside

April 24, 2023

The Honorable Eduardo Garcia
Chair, Assembly Utilities & Energy Committee
1021 O St., Ste. 8120
Sacramento, CA 95814

Re: AB 1373 (Garcia) – OPPOSE UNLESS AMENDED

Dear Assemblymember Garcia,

On behalf of Peninsula Clean Energy Authority (PCE), a community choice aggregator (CCA) serving roughly 800,000 Californians in San Mateo County and Los Banos in Merced County, I write to convey our opposition absent certain amendments to your AB 1373, a bill that seeks to establish a central procurement entity (CPE) as well as make other changes with the goal of improving energy reliability.

We applaud your commitment and leadership to improve the state's energy security, particularly after the challenges that our extreme weather events have posed for all Californians over the last few years. Without question, extreme weather events will be our future and we must plan and execute accordingly. Peninsula Clean Energy is committed to play its part in resolving the reliability challenges that face California as we transition to clean energy sources, as this bill also aims to address, whether it be our diverse portfolio of resources, piloting load shifting in the agricultural sector to reduce peak load, or participating in CC Power to partner with other CCAs to procure long duration energy storage. However well intended, we believe AB 1373, as currently drafted, will create unintended market disruptions that could lead to a procurement lag and create more costs for ratepayers.

Specifically, we raise significant concerns with the following:

1) Central Procurement. We question the need for a central procurement entity. As detailed later in our letter, we have seen no evidence to suggest that our fellow CCAs and other existing load serving entities (LSEs) are incapable of procuring the necessary resources to meet the state's energy needs. Instead, insufficient infrastructure is the number one threat to meeting the state's clean energy goals. PCE, for example, is scheduled to bring online nearly 500 MWs of a mix of resources including solar, battery storage, and geothermal to supply our customers with 100% renewable energy at nearly every hour of the day. Interconnection and the transmission system is our biggest concern, not the ability to procure resources.

However, if policy makers believe that a CPE should be established, it must be designed to prevent market disruptions and it must make protecting ratepayers from unnecessary cost increases a top priority. To accomplish these goals, the bill should establish clear criteria around

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the types of projects that may be procured and under what conditions. Specifically, the CPE led procurement should be limited to the following circumstances:

a) Development and construction of the resource requires a lead time of at least five years.

b) Procurement of the resource will either accelerate needed transmission construction into a resource-rich region or accelerate further resource development by other load-serving entities where substantial regional infrastructure is required.

c) Other means of procuring the resource or accelerating the needed transmission or infrastructure development are unavailable, would cause significant delay, or would result in higher costs to ratepayers.

d) Procurement of the resource will not interfere with publicly disclosed plans of any load-serving entity to procure resources with similar characteristics in the same region.

Sharpening the focus of central procurement in this way will better prevent market disruptions by ensuring the CPE's activities do not interfere with other planned LSE procurement. It will also ensure the tool is directed toward bringing online the types of projects that offer the greatest value to the state: opportunities that may not yet be available to other LSEs due to infrastructure constraints or unusually high costs.

AB 1373 must also limit central procurement to DWR and not permit the investor-owned utilities (IOUs) to take on this role. IOUs now only serve 47% of the California Public Utilities Commission (CPUC) jurisdictional load, and that load is declining annually. If a resource is centrally procured to meet state climate goals, tasking only DWR with the responsibility best enables cost sharing among all customers who benefit, not just those customers in an IOU service territory.

2) Expansion of CPUC Jurisdiction Over Local Authority. AB 1373 proposes to give the CPUC expanded, ill-defined Integrated Resource Plan (IRP) jurisdiction over CCA procurement autonomy by making CCAs subject to the "same requirements… that apply to electrical corporations." The IRP statute, Section 454.52, already applies in large measure directly to all LSEs, including CCAs. The bill's limited scope expansion creates ambiguity and potentially overrides the right – stated multiple times in statute -- of local CCAs and the communities they serve to choose the mix of resources procured to meet the CPUC's procurement orders. Moreover, there is no rational basis for any expansion of IRP authority over CCAs; CCAs have demonstrated their ability to meet IRP requirements, collectively meeting their 2022 new build requirements (while the IOUs fell short) and on target to meet the 2023 requirements. The bill's expanded IRP jurisdiction will do nothing to ensure reliability or reach our clean energy goals and will only override local authority and substantially limit CCAs' ability to keep rates low for their customers.

3) Capacity Penalty Payment for Resource Adequacy (RA) Deficiencies. The bill proposes that LSEs who are short on their year-ahead RA requirements must pay a capacity payment to the state's Strategic Reliability Reserve (SRR) if the state needs to dip into the reserves. While

penalizing LSEs for failing to adhere to RA requirements may sound good, the proposal fails to recognize that there is a shortage of RA supply in the market that will persist into 2026. Many LSEs will not be able to comply despite their best efforts and willingness to pay excessive prices for the resource. Additionally, the RA program already requires LSEs to pay a penalty so this proposal will result in customers paying twice for the same deficiency. Consequently, any new RA penalties must be supported by a discretionary CPUC-penalty waiver process to avoid heaping unnecessary penalties on customers when the RA market is insufficient.

Peninsula Clean Energy is concerned that AB 1373 may be focused on the wrong problem, as we are on a procurement trajectory to serve our customers with greater levels of renewable energy than required by law. The true problem challenging reliability is a lack of infrastructure and processes to deliver new resources to the market.

We appreciate your continued efforts to address the state's reliability challenges, but we are concerned with the approach of AB 1373 as stated above. We look forward to working with you on this important measure.

Sincerely,

Jan Pepper, CEO

cc: The Honorable Members of the Assembly Utilities & Energy Committee

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San Carlos San Mateo | South San Francisco | Woodside

April 25, 2023

The Honorable Cecilia Aguiar-Curry
Chair, Assembly Local Government Committee
1021 O St., Ste. 6350
Sacramento, CA 95814

Re: AB 1379 (Papan) – SUPPORT

Dear Assemblymember Aguiar-Curry,

On behalf of Peninsula Clean Energy Authority (PCE), a community choice aggregator (CCA) serving roughly 800,000 Californians in San Mateo County and Los Banos in Merced County, I write in strong support of AB 1379 (Papan), a bill that proposes to authorize local boards to hold public meetings remotely, just as was done throughout the COVID-19 pandemic, as well collect data on legislative body teleconferencing.

The Ralph M. Brown Act, passed in 1953, established the baseline rules for meetings of local legislative bodies, including multijurisdictional bodies whose boards consist of members from multiple cities and/or counties. Under the Brown Act, members of multijurisdictional bodies hold the power to participate via teleconference if they meet a certain set of standards, including the legislative body meeting an in-person quorum, emergency status, and disclosure of location and personal details of remotely attending members. These standards were waived for nearly three years during the COVID-19 pandemic as our focus on health and safety prompted board members to stay home and participate in public meetings via teleconference.

Regional boards and commissions address cross-boundary issues that include procuring renewable and clean energy, maintaining transportation systems, governing the responsible use of water, developing sustainable communities strategies, and promoting wildfire abatement. These boards and commissions are composed of city council members and county supervisors from the various communities within an established boundary to provide equitable representation in these discussions. Because these bodies address issues affecting multiple cities and/or counties, board members and the public are often required to travel great lengths, sacrifice additional time with family members, or dismiss professional obligations to attend in-person meetings.

The Peninsula Clean Energy board consists of each of the 20 cities within San Mateo County has a seat, one representative from Los Banos, and two representatives for San Mateo County. Los Banos is 100 miles away from Peninsula Clean Energy's office where we conduct our meetings, an impractical distance for in-person attendance. Under current law, if the representative from Los Banos is to attend remotely then he or she must do so from a public facility, such as city hall

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or the police station. Putting such accommodations in place every month is time consuming and costly, and runs counter to our experience over the past three years. Other cities within the Peninsula Clean Energy jurisdiction are more proximate to one another, but the crush of Bay Area traffic can create long commutes to attend meetings in person.

Peninsula Clean Energy recently adopted a Diversity, Equity, Accessibility, and Inclusion Policy which includes applying the policy to the makeup of the board of directors as creating a diverse and inclusive board will push our agency forward. Our goal is to have a diverse board that anyone from the public feels they can become a part of, and the policy proposed in AB 1379 removes barriers to participation that most impact socially and economically disadvantaged constituents.

By allowing local and regional boards such as ours the ability to hold meetings with all members attending remotely or in a hybrid scenario, AB 1379 will help advance our DEAI policy as it encourages participation by allowing applicable multijurisdictional boards to choose to convene remotely without limits on remote meetings and disclosure of location, therefore making it easier for community members and current and potential board members to participate. Further, the provision in AB 1379 requiring boards to convene in person at least twice a year will ensure that local boards continue to come together and that the public will have an opportunity to engage board members in person.

For these reasons, we are proud to support AB 1379 and we are grateful to Assemblymember Papan for authoring this important piece of legislation. We respectfully request your "Aye" vote when the bill is heard in committee.

Sincerely,

Jan Pepper, CEO

cc: The Honorable Diane Papan
The Honorable Members of the Assembly Local Government Committee

PENINSULA CLEAN ENERGY AUTHORITY
JPA Board Correspondence

DATE: May 12, 2023
BOARD MEETING DATE: May 25, 2023
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: None

TO: Honorable Peninsula Clean Energy Authority Board of Directors

FROM: Jan Pepper, Chief Executive Officer, Peninsula Clean Energy
Rafael Reyes, Director of Energy Programs

SUBJECT: Community Programs Report

SUMMARY

The following programs are in progress, and detailed information is provided below:

1. Highlights from Prior Month
2. Building and EV Reach Codes
3. Buildings Programs
   - 3.1. Appliance Rebates and On-Bill Financing
   - 3.2. Low-Income Home Upgrades & Electrification
   - 3.3. Building Pilots
   - 3.4. Refrigerator Recycling
4. Distributed Energy Programs
   - 4.1. Solar and Storage for Public Buildings
   - 4.2. Residential Solar + Battery Backup
   - 4.3. FLEXmarket
   - 4.4. Community Solar, DAC-GT
5. Transportation Programs
   - 5.1. “EV Ready” Charging Incentive
   - 5.2. Used EV Rebate
   - 5.3. EV Ride & Drives/EV Rental Rebate
   - 5.4. E-Bikes for Everyone Rebate
   - 5.5. Municipal Fleets
   - 5.6. Transportation Pilots

DETAIL

1 Highlights from Prior Month

- 30 new smart outlets were installed in a San Mateo apartment building, as part of the EV Ready program, the largest existing building install in the program to date.

- Interconnection applications to meet the NEM 2 grandfathering deadline were submitted for 38 sites in the second round of the Solar and Storage for Public Buildings program.

2 Building and EV Reach Codes

Background: In 2018 the Board approved a building "reach code" initiative to support local governments in adopting enhancements to the building code for low-carbon and EV ready buildings. The initiative is a joint project with Silicon Valley Clean Energy (SVCE) and East Bay Community Energy (EBCE). The program includes no-cost technical assistance, model codes and other tools. The tools and model code language are available on the project website (www.BayAreaReachCodes.org).

In addition, in January 2020 the Board approved an extension of the reach code technical assistance plus additional elements – Education and training for developers and contractors, and consumer education program on the benefits of all-electric buildings. This technical assistance is publicly available at www.AllElectricDesign.org. In December 2020, the Board approved to extend the contract with TRC Engineers include technical assistance for developing policy for existing buildings. In February 2022 the Board extended the initiative for another two years.

Model Code Summary

- New construction building electrification codes require all-electric and include a menu of exceptions for cities to choose from
- New construction EV codes are the same as last cycle for most building types, requiring more access than the state code. Multi-family buildings are required to provide at least one level 2 charging access point for every dwelling unit. 15% must be Level 2 charging stations. 85% can be low-power Level 2 EV ready.
- Existing building model codes provide a full menu of options for cities to choose from, including: end of flow requirements, time-of-replacement mandates, time of sale disclosure requirements, and a requirement to upgrade existing EV-capable circuits to EV-ready by a time-certain deadline.

Status:

- **City Progress**: Most cities with reach codes from the prior cycle have re-adopted or adopted for the first time, including:
  - New construction
    - Adopted: Atherton, Belmont, Brisbane, Burlingame, County of San Mateo, Daly City, Half Moon Bay, Hillsborough, Menlo Park, Millbrae, Pacifica, Portola Valley, Redwood City, San Bruno, San Carlos, San Mateo, East Palo Alto
    - Continuing reach codes from 2019: Hillsborough
    - In Progress: South San Francisco, Colma
  - Existing buildings
    - Adopted: Portola Valley, City of San Mateo

        - Exploring: San Carlos, Menlo Park, County of San Mateo
- Berkeley 9th circuit ruling – The 9th circuit court of appeals has ruled against Berkeley in a case brought by the California Restaurant Association and funded by Sempra (SoCalGas.) Berkeley's next step will be to request an En Banc hearing from the 9th circuit, for which Berkeley has requested an extension to file that request by May 31, 2023. The next step after that, for either party, would be an appeal to the Supreme Court.
    - The situation is fluid at the moment, and we are working with the Building Decarbonization Coalition and our own legal staff to gain more clarity.
    - Our legal staff is available to connect with any Cities' attorneys, and has already done that for some jurisdictions. Ultimately, it is up to each jurisdiction how theymove forward at the moment.
    - Our team is gathering information and developing strategies, including potential alternative code approaches, to help cities continue to support building decarbonization.

Strategic Plan:
Goal 3 – Community Energy Programs

Objective A: Decarbonization Programs: Develop market momentum for electric transportation, and initiate the transition to clean energy buildings
- Key Tactic 3: Ensure nearly all new construction is all-electric and EV ready
- Key Tactic 4: Establish preference for all-electric building design and appliance replacement among consumers and building stakeholders

3 Buildings Programs

3.1 Appliance Rebates and Zero Percent Loans

Background: In May 2020, the Board approved a 4-year, $6.1 million for electrifying existing buildings. This included $2.8 million for implementing an appliance rebate program. Peninsula Clean Energy successfully launched the heat pump water heater (HPWH) rebates on January 01, 2021. Peninsula Clean Energy rebates were exclusively offered in partnership with BayREN's Home+ program, which offers additional rebates for HPWHs that are combined with Peninsula Clean Energy's. Additionally, in August 2021, the Board approved an On-Bill Financing program (now referred to as the Zero Percent Loan program) with $1.0 million in loan capital (treated as a balance sheet asset and not part of the annual budget). The program offers qualified residential customers a 0% interest loan up to $10,000 to fund the cost of eligible electrification and complementary electrical and energy efficiency upgrades.

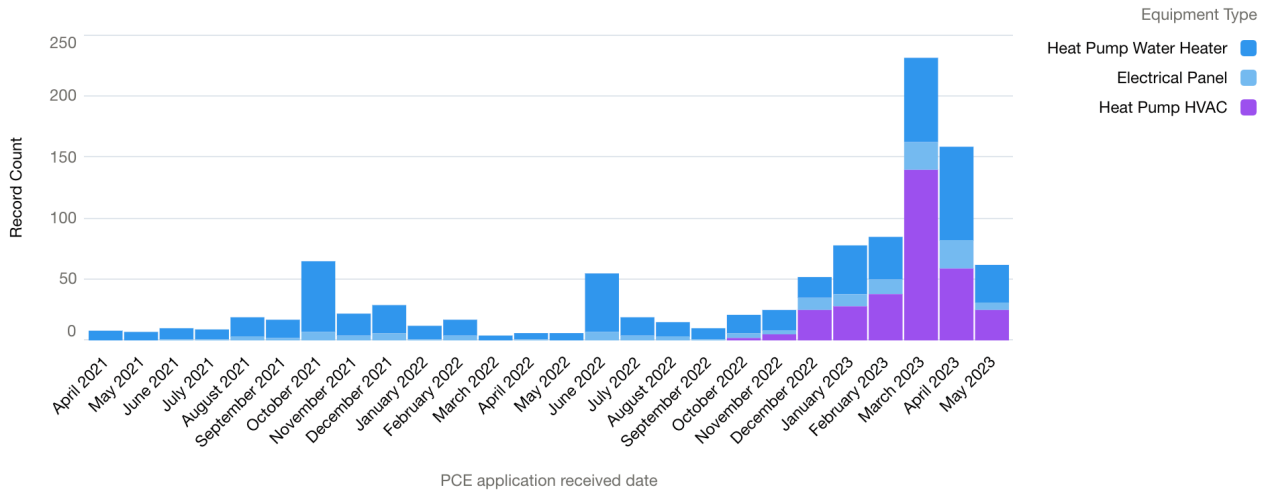
On October 17, 2022, Peninsula Clean Energy launched its Zero Percent Loan program and rolled out modifications and enhancements to the Appliance Rebates Program including increasing its HPWH rebate, launching a new heat pump heating ventilation and air conditioning (HVAC) rebate, adjusting the eligibility criteria for its electrical panel

upgrade bonus rebate, and creating a rebate application process for customers not working with BayREN contractors, while still maintaining the integrated application process with the BayREN Home+. These modifications were made to A) bring fuel switching/electrification to at least cost parity with gas replacements, B) backstop the loss of state incentives, and C) support the adoption of existing building reach codes.

Status: The table below summarizes the number of rebates issued as of May 12, 2023.

Upgrade Type	Count
HPWH rebates	529
Heat pump HVAC rebates	240
Electrical panel rebates	116
Zero percent loans reserved or completed	153 for $1,400,000

The chart below summarizes the number of applications received by month by upgrade type.



Strategic Plan:

Goal 3 – Community Energy Programs

Objective A: Decarbonization Programs: Develop market momentum for electric transportation, and initiate the transition to clean energy buildings

- Key Tactic 4: Establish preference for all-electric building design and appliance replacement among consumers and building stakeholders

3.2 (Low-Income) Home Upgrade Program

Background: In May 2020, the Board approved $2 million for implementing a turnkey low-income home upgrade program to offer minor home repair, energy efficiency, and electrification measures to income-qualified homeowners at no cost to them. The

measures implemented in each home will vary depending on the home's needs but will include at least one electrification measure such as installing a HPWH or replacing a gas stove with an electric induction stove. The Board approved a contract extension for $1.5 million in February 2023 which included more homes for the current service plus 4-6 whole home electrification upgrades.

Status: The program was announced on September 28, 2021. The below table summarizes the program's status as of the end of April, 2023.

Stage/category	#s
Leads	3350
Reached	1136
Pre-assessments	565
Enrolled and eligible	215
Installations in progress	19
Fully complete	169

The following table summarizes the number of electrification measures implemented on the fully complete homes.

Measure	Count
Heat pump water heater	67
Induction cooktop/range	42
Electric dryer	40
Central or mini split heat pump (HVAC)	3
Window or wall mounted heat pump (HVAC)	13
Portable heat pump (HVAC)	40

Strategic Plan:

Goal 3 – Community Energy Programs

Objective B: Community Benefits: Deliver tangible benefits throughout our diverse communities

- Key Tactic 1: Invest in programs that benefit underserved communities
- Key Tactic 3: Support workforce development programs in the County

3.3 Building Pilots

Background: In May 2020, The Board approved $300,000 for piloting a new innovative technology from Harvest Thermal Inc., a Bay Area-based startup, that combines residential space and water heating into a unified heat pump electric system with a single water storage tank. Through this project, this technology will be installed in 3-5 homes

within the San Mateo County to assess its performance and demonstrate its effectiveness for emission reductions.

Status (no updates from last month): The home recruitment process began in late April 2021 and the project received 290 applications. Homes were selected based on technical criteria (home characteristics, energy usage patterns, and technical feasible of the upgrade within budget). The four pilot homes are located in Daly City, South San Francisco, Redwood City, and Menlo Park. As of September 7, 2022, all four homes have had their system installed. The consulting firm TRC has been contracted to provide independent measurement and verification services for the project and have begun collecting data on the homes installed. The 12-month data collection period ends on 4/23, with draft results expected in early summer, final results in the fall, and project closure by the end of the year.

Strategic Plan:

Goal 3 – Community Energy Programs

Objective C: Innovation and Scale: Leverage leadership, innovation, and regulatory action for scaled impact

- Key Tactic 1: Identify, pilot, and develop innovative solutions for decarbonization

3.4 Refrigerator Recycling

Background: In April 2019, Peninsula Clean Energy launched a small turnkey refrigerator recycling program with a budget of $75,000 as part of the Community Pilots program. The program administrator, ARCA Recycling, manages orders intake, pick up scheduling, and rebate processing. The objective of the program is to capture high impact greenhouse gas gases from old appliances by facilitating proper recycling of the appliance's refrigerants and foaming agents for insulation.

Peninsula Clean Energy executed an amendment effective March 1, 2023 to add $95,000 to the residential program and remove bulk pickups.

Status: Since inception in April 2019, the recycling program has recycled 842 refrigerators and freezers resulting in over 1,600 MTCO2e in greenhouse gas reduction.

Strategic Plan:

Goal 3 – Community Energy Programs

Objective A: Decarbonization Programs: Develop market momentum for electric transportation, and initiate the transition to clean energy buildings

- Key Tactic 4: Establish preference for all-electric building design and appliance replacement among consumers and building stakeholders

4 Distributed Energy Programs

Peninsula Clean Energy has Board-approved strategies for the promotion of 20 MW of new distributed energy resources in San Mateo County and is advancing distributed energy resources to provide resilience, lower decarbonization costs, provide load shaping to support our strategic goal for 24/7 renewables. The projects described below are efforts towards meeting both of these goals.

4.1 Solar and Storage for Public Buildings

Background: The Solar and Storage for Public Buildings is aimed at aggregating local government facilities into a group procurement of solar and optionally storage systems. Peninsula Clean Energy provides no-cost site assessments and preliminary designs as well as manages the procurement process. Participating sites have systems installed as part of power purchase agreements directly with Peninsula Clean Energy. As part of the pilot phase, in October 2020, the Board approved a Solar Site Evaluation Services contract with McCalmont Engineering for Solar site evaluation and designs for County and municipal facilities identified as candidates for solar-only or solar + storage resilience projects. In March 2022, the board approved up to $8 million in capital for system installations to be repaid over 20 years and $600,000 for technical assistance on the second round of the aggregated solar program. Intermountain Electric Company was selected in the competitive solicitation on the basis of its pricing, experience, labor practices, and other metrics. Intermountain is a local union firm with an excellent reputation. At the January, 2023 Board Meeting, the Board of Directors granted authority to the CEO to execute the installation contract and power purchase agreements with participating agencies in the first round.

In December 2022, the CPUC finalized a decision to change rules to net metering, which will reduce the value of solar exported to the grid during the day. Customers can get grandfathered into current net metering rules (“NEM 2.0”) before the rules go into effect (“NEM 3.0”). Interconnection applications were submitted for the first portfolio of systems in October 2022 to secure a grandfathered position under NEM 2.0.

Staff is running the second round of the program. Staff expects to increase the size of the portfolio from round one and help our customers lock-in NEM 2.0 for their projects.

Status

For the first round of the Program, 12 PPAs for 1.27 MWdc have been executed with 10 jurisdictions. w. Intermountain Electric Company has completed conducting its site walkdowns and is finalizing technical designs and related documentation for all sites. Interconnection applications for all sites were begun with PG&E in October, 2022 to secure a grandfathering position. However, updated applications are being submitted

prior to the NEM2 grandfathering deadline to manage NEM-change risk. Construction is expected to begin by the end of this calendar year.

A total of 23 agencies expressed interest in the second round of the program, providing staff with 120 facilities to evaluate for their solar potential. Site walks have been executed at all viable facilities with engineering firms NV5 and SepiSolar. 38 interconnection applications for 13 MWdc were submitted by the April 14th deadline to grandfather them into the more favorable NEM 2.0 rules. A small number of sites are outstanding including 3 new construction sites which did not need applications to be submitted and 3 sites which were not able to be submitted due to problems with the PG&E interconnection portal. Other sites considered were disqualified for technical reasons.

Staff is currently developing the energy contract, construction contract, financial proposal, and procurement documents as part of the second round.

4.2 Residential Solar + Battery Backup

Background: The Residential Solar + Battery Backup offers energy resiliency program in partnership with Sunrun. This program provides energy storage systems paired with solar power to single family customers. Customers who sign up for this program receive an incentive up to $500. At Peninsula Clean Energy's direction, Sunrun will dispatch the stored energy during evening hours when renewable generation on the California grid is low and electricity prices are high. This will also help Peninsula Clean Energy to reduce its peak load and thereby reduce our resource adequacy requirements.

Status (no updates from last month): The program has commenced dispatching customer batteries in the evening to help reduce Peninsula Clean Energy's net peak. Sunrun continues to enroll new customers throughout 2023 and, as they enroll more customers, available capacity from their distributed battery storage fleet continues to increase as well. Sunrun and staff included distributed battery storage in their 2024 load forecast submission, which will result in a lower net peak and smaller RA allocation for calendar year 2024.

4.3 FLEXmarket

Background: In November 2021 the Board approved a program plan for the establishment of an innovative "virtual power plant" using what is known as FLEXmarket. FLEXmarket is a market-based program structure that provides incentives to program "aggregators" to implement programs for energy efficiency and load shaping. The novel elements of the structure include a "pay-for-performance" approach which only provides incentives on confirmed performance using meter data. This novel structure was innovated by MCE and is also being implemented by East Bay Community Energy and Sonoma Clean Power. In addition, the program plan was developed for submission to the CPUC to allow Peninsula Clean Energy to run the program with fully reimbursed funding through the CPUC. Peninsula Clean Energy's billing data services provider Calpine has

entered into a strategic partnership with the firm Recurve to provide FLEXmarket services through a streamlined structure.

Status (no updates): The program has officially launched and providers are being recruited for the platform. In addition, Peninsula Clean Energy anticipates submitting its own projects to receive CPUC funds under the program. The program will first be open to residential customers in order to drive investment in energy efficiency, building electrification, and load shaping. Staff intends to launch the commercial version of the program later in 2023.

4.4 Community Solar, DAC-GT & CSGT

Background: The Disadvantaged Communities Green Tariff program ("DAC-GT") and associated Community Solar Green Tariff ("CSGT") are community solar programs developed by the California Public Utilities Commission (CPUC) to enable DAC residents to participate in renewable energy projects, and to promote development of renewable projects in DACs. Participating customers will receive a 20% discount on their full electric bill (PG&E and Peninsula Clean Energy charges). Peninsula Clean Energy administers these programs on behalf of its customers.

Peninsula Clean Energy began enrolling DAC-GT customers in San Mateo County in January 2022 and customers in Los Banos in April 2022. Those customers are currently served by an interim resource procured from Marin Clean Energy pending Peninsula Clean Energy's procurement of a new renewable resource for the program.

Per the CPUC DAC program guidelines, Peninsula Clean Energy is authorized to procure up to 3MW of solar capacity. Until a new solar resource is procured, Peninsula Clean Energy will serve customers from MCE's interim resource. Peninsula Clean Energy executed a PPA with Marin Clean Energy for its existing Goose Lake Solar project, which meets DAC program guidelines, to provide for its DAC customers until a permanent resource is procured.

Status (no updates): The program is currently serving approximately 1,000 customers. Peninsula Clean Energy signed a PPA with Renewable America, LLC for a 3MW solar resource located in Dos Palos, CA, approximately 15 miles southeast of the City of Los Banos. The Dos Palos Clean Power solar project has a Commercial Operation Date of August 1, 2023.

Staff launched a Request for Proposals for 402kW of solar as part of their Community Solar Green Tariff ("CSGT"). Proposals were due by February 28, 2023 and are now being evaluated.

Strategic Plan

- Distributed Energy Resources: Support strategic decarbonization and local power

- Key Tactic 1: Create minimum of 20 MW of new local renewable power sources in PCE service territory by 2025
- Key Tactic 2: Support distributed energy resources to lower costs, support reliability, and advance distributed and grid decarbonization
- Key Tactic 3: Foster Resilience

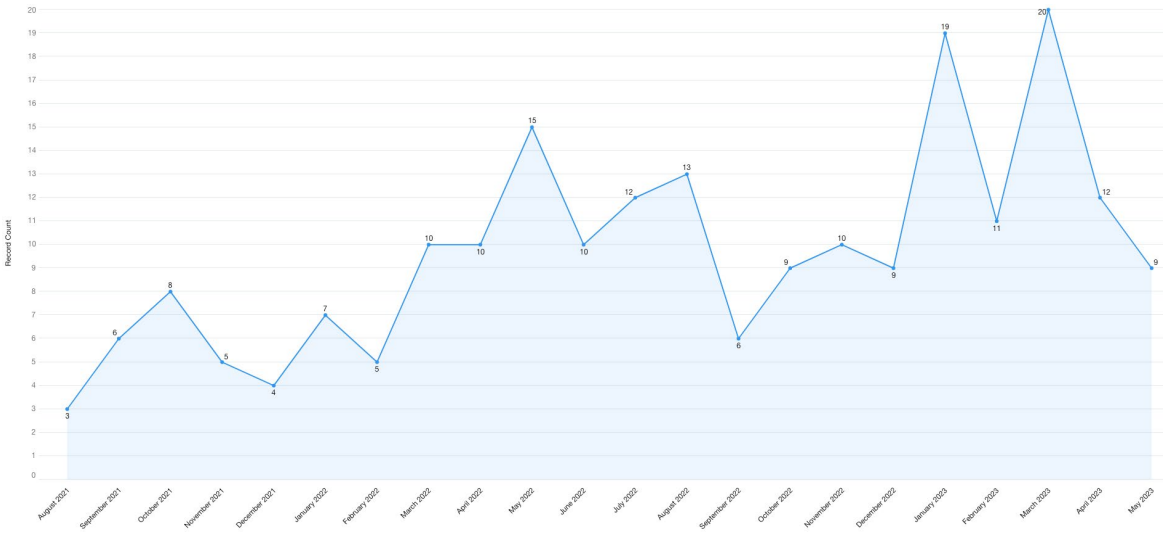
5 Transportation Programs

5.1 Used EV Rebate Program

Background: Launched in March 2019, the Used EV Rebate Program (formerly referred to as "DriveForward Electric") provided an incentive up to $4,000 for the purchase of used plug-in hybrid electric vehicles (PHEVs) and full battery electric vehicles (BEVs) to income-qualified San Mateo County residents (those making 400% of the Federal Poverty Level or less). The incentives may be combined with other state-funded income-qualified EV incentive programs. In October 2020, the Board approved expanding the program to offer used EV incentives to all San Mateo County and Los Banos residents, while maintaining the increased incentives for income-qualified residents. In February 2021, Peninsula Clean Energy executed a competitively bid contract with GRID Alternatives ("GRID") to administer the expanded program. This rebate is available point-of-sale at qualifying dealerships or post-purchase.

Status: PG&E recently launched a used EV rebate program very similar to Peninsula Clean Energy's. As customers qualify for both programs, the Peninsula Clean Energy incentive was reduced from a maximum of $6,000 to $4,000 for income-qualified participants effective April 1.

Since the re-launch of the program in August 2021, 213 rebates have been provided under the new program (see monthly chart below).



Strategic Plan:

Goal 3 – Community Energy Programs

Objective A: Decarbonization Programs: Develop market momentum for electric transportation, and initiate the transition to clean energy buildings

- Key Tactic 1: Drive personal electrified transportation to majority adoption

Objective B: Community Benefits: Deliver tangible benefits throughout our diverse communities

- Key Tactic 1: Invest in programs that benefit underserved communities

5.2 "EV Ready" Charging Incentive Program

Background: In December 2018 the Board approved $16 million over four years for EV charging infrastructure incentives ($12 million), technical assistance ($2 million), workforce development ($1 million), and administrative costs ($1 million). Subsequent to authorization of funding, Peninsula Clean Energy successfully applied to the California Energy Commission (CEC) for the CEC to invest an additional $12 million in San Mateo County for EV charging infrastructure. Of Peninsula Clean Energy's $12 million in incentives, $8 million was previously administered through the CEC's California Electric Vehicle Incentive Project (CALeVIP) and $4 million under a dedicated, complementary Peninsula Clean Energy incentive fund. The dedicated Peninsula Clean Energy incentives address Level 1 charging, assigned parking in multi-family dwellings, affordable housing new construction, and public agency new construction. In August, Peninsula Clean Energy elected to directly administer the not yet approved pool of funds that were previously administered through CALeVIP, worth approximately $4 million, further described below.

Status: Peninsula Clean Energy implemented changes in August 2022 to expedite installations, including providing customers with greater flexibility in selecting contractors, adjusted incentive levels to account for rising costs, and direct management of all Level 2 projects not already approved by the Center for Sustainable Energy in the CALeVIP program (worth approximately $4 million in funding). Since the changes were implemented in mid-August, there has been significant uptake in the program. Over ten new contractors have been added to the Technical Assistance component of the program, including 4 minority or woman-owned businesses. Customers receiving Technical Assistance may choose from these contractors or another of their choosing.

Summary of program metrics is outlined in the table below:

	Sites/ Applications	Ports	Incentive Amount
# of sites in PCE Technical Assistance	189	2,000	-
# of Technical Assistance site evaluations approved by PCE	145	1,800	-
Total # of funding applications approved in Peninsula Clean Energy incentive program	105	1,700	$5.8 million

# of approved funding applications in progress in Peninsula Clean Energy incentive program	88	1,400	$5.2 million
# of current CALeVIP applications*	39	650	
Total # of ports installed	28	417	$1.4 million

*Includes DCFC and L2 ports: 268 DCFC, 386 L2 ports

Strategic Plan:

Goal 3 – Community Energy Programs

Objective A: Decarbonization Programs: Develop market momentum for electric transportation, and initiate the transition to clean energy buildings

- Key Tactic 1: Drive personal electrified transportation to majority adoption
- Key Tactic 5: Support local government initiatives to advance decarbonization

Objective B: Community Benefits: Deliver tangible benefits throughout our diverse communities

- Key Tactic 3: Support workforce development programs in the County

5.3 E-Bikes for Everyone Rebate Program

Background: The Board initially approved the income-qualified E-Bikes Rebate program in July 2020 with a budget of $300,000, approved an increase of an additional $300,000 in December 2022, and approved a further increase of $150,000 in August 2022, bringing the total program budget to $750,000. The program runs in annual cycles and is available to residents with low to moderate incomes. Two cycles in 2021 and 2022 have provided 510 rebates. Silicon Valley Bicycle Coalition is under contract to Peninsula Clean Energy as an outreach and promotional partner and local bike shops are under contract to provide the rebate as a point-of-sale discount to customers. Enrolled bike shops include Summit Bicycles, Mike's Bikes, Sports Basement, Chain Reaction, Woodside Bike Shop, and E-Bike Annex.

Status: This program will reopen in June for income-qualifying customers. There is enough currently available funding for 238 bikes. Staff is marketing this program to CARE/FERA customers and through Peninsula Clean Energy's Outreach Grant partners. Staff will send an email to CARE/FERA customer and they will mail a flyer to CARE/FERA customers without emails. The non-profits that are contracted in Peninsula Clean Energy's Outreach Grant program will also help get the word out about this program. Staff will send them a media toolkit and graphics so they can promote it through their channels.

Strategic Plan:

Goal 3 – Community Energy Programs

Objective A: Decarbonization Programs: Develop market momentum for electric transportation, and initiate the transition to clean energy buildings

- Key Tactic 1: Drive personal electrified transportation to majority adoption

Objective B: Community Benefits: Deliver tangible benefits throughout our diverse communities

- Key Tactic 1: Invest in programs that benefit underserved communities

5.4 Public EV Fleet Program

Background: The Board approved the Public EV Fleet Program in November 2020. This program will run for three years with a total budget of $900,000 and is comprised of three components to help local agencies begin their fleet electrification efforts: hands-on technical assistance, gap funding, and a vehicle to building resiliency demonstration that will assess the costs and benefits of utilizing fleet EVs as backup power resources for agencies in grid failures and other emergencies. In August 2022, the Board of Directors approved a contract with Optony to assist in administration of this program. A workshop was held on November 16 to promote the program and recruit local agency fleet managers.

Status: The program has now started. Menlo Park, Burlingame, San Mateo, South San Francisco, and Daly City are now receiving technical assistance. Menlo Park will be installing several charging stations for fleet vehicles at the City Hall, Police Department, and Corporation Yard. Pre-construction site designs are currently being developed as part of the program. Other agencies are encouraged to apply, when ready, at https://www.peninsulacleanenergy.com/public-ev-fleets-program/.

Strategic Plan:

Goal 3 – Community Energy Programs

Objective A: Decarbonization Programs: Develop market momentum for electric transportation and initiate the transition to clean energy buildings

- Key Tactic 2: Bolster electrification of fleets and shared transportation
- Key Tactic 5: Support local government initiatives to advance decarbonization

Objective C: Innovation and Scale: Leverage leadership, innovation, and regulatory action for scaled impact

- Key Tactic 1: Identify, pilot, and develop innovative solutions for decarbonization

5.5 Transportation Pilots

Ride-Hail Electrification Pilot

Background: This pilot, approved by the Board in March 2020, is Peninsula Clean Energy's first program for the electrification of new mobility options. The project partners with Lyft and FlexDrive, its rental-car partner, to test strategies that encourage the adoption of all-electric vehicles in ride-hailing applications with up to 100 EVs. Because ride-hail vehicles drive much higher than average miles per year, each vehicle in this electrification pilot is expected to save over 2,000 gallons of gas and 20 tons of greenhouse gas emissions per year.

Status: The 100 EV fleet has been put into service by Lyft and Peninsula Clean Energy is monitoring progress. Over 250,000 rides have been provided. Over 350 unique drivers have already rented them, with each rental averaging over three months. Over 3.5 million all electric miles have been driven so far with an average of 120 miles/day per vehicle, comparable to gas counterparts. Vehicles include a customer-facing PCE branded placard that informs riders about the pilot and directs them to the PCE website for more information.

Strategic Plan

Goal 3 – Community Energy Programs

Objective A: Decarbonization Programs: Develop market momentum for electric transportation and initiate the transition to clean energy buildings

- Key Tactic 2: Bolster electrification of fleets and shared transportation

Objective C: Innovation and Scale: Leverage leadership, innovation, and regulatory action for scaled impact

- Key Tactic 1: Identify, pilot, and develop innovative solutions for decarbonization

EV Managed Charging Pilot

Background: Peninsula Clean Energy aims to facilitate EV charging that avoids expensive and polluting evening hours through "managed charging" systems. This work is in the second phase of a pilot. In 2020, Peninsula Clean Energy ran a proof-of-concept pilot for EV managed charging with startup FlexCharging to test timing of EV charging through vehicle-based telematics. This was a limited pilot with approximately 10 vehicles. The system utilizes existing Connected Car Apps and allows Peninsula Clean Energy to manage EV charging via algorithms as a non-hardware-based approach to shift more charging to occur during off-peak hours. The pilot is moving to Phase 2 intended for a larger set of 1,000+ vehicles. In October of 2021, the Board approved a contract up to $220,000 with the University of California, Davis' Energy Economics Program (DEEP) to develop and advise on an incentive structure experiment that will be used to inform the Peninsula Clean Energy managed charging program design. This collaboration has been ongoing. In November, the Board approved a contract up to $220,000 with ev.energy as the platform provider for EV managed charging services.

Status: The project began development in December, including platform and data warehouse systems preparation. Large-scale recruitment recently launched, targeting a random sample of EV drivers, with the goal of recruiting at least 1,000 customers for the

pilot. About 150 participants have already joined after the initial recruitment round and several additional recruitment campaigns are upcoming. A Technical Advisory Committee, consisting of staff from CEC, CPUC, CCAs, and NGOs, is also informing the pilot with an upcoming meeting to be scheduled in June.

Strategic Plan

Goal 3 – Community Energy Programs

Community Benefits: Deliver tangible benefits throughout our diverse communities

- Key Tactic 1: Invest in programs that benefit underserved communities

Innovation and Scale: Leverage leadership, innovation and regulatory action for scaled impact

- Key Tactic 1. Identify, pilot, and develop innovative solutions for decarbonization
    - Pilot and scale EV load shaping programs to ensure that 50% of energy for EV charging takes places in non-peak hours

PENINSULA CLEAN ENERGY
JPA Board Correspondence

DATE: May 12, 2023
BOARD MEETING DATE: May 25, 2023
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: None

TO: Honorable Peninsula Clean Energy Authority Board of Directors

FROM: Jan Pepper, Chief Executive Officer
Roy Xu, Director of Energy Programs

SUBJECT: Energy Supply Procurement Report – May 2023

BACKGROUND
This memo summarizes energy procurement agreements entered into by the Chief Executive Officer since the last regular Board meeting in April. This summary is provided to the Board for information purposes only.

DISCUSSION

Execution Month	Purpose	Counterparty	Term
April	Purchase of Resource Adequacy	San Jose Clean Energy	3 Months
April	Purchase of Resource Adequacy	Direct Energy Business Marketing, LLC	1 Month
April	Purchase of Resource Adequacy	Direct Energy Business Marketing, LLC	4 Months
April	Purchase of Resource Adequacy	Calpine Energy Services LP	5 Months
April	Purchase of Resource Adequacy	Dynegy Market and Trade, LLC	12 Months
April	Purchase of Resource Adequacy	Elk Hills Power, LLC	2 Months
May	Sale of Resource Adequacy	Silicon Valley Clean Energy Authority	1 Month
May	Purchase of Resource Adequacy	Silicon Valley Clean Energy Authority	1 Month
May	Purchase of Resource Adequacy	Shell Energy North America (US), L.P.	1 Month

May	Purchase of Resource Adequacy	San Diego Gas & Electric Company	2 Months
May	Purchase of Resource Adequacy	TGP Energy Management, LLC	11 Months
May	Sale of Resource Adequacy	Silicon Valley Clean Energy Authority	1 Month

In January 2020, the Board approved the following Policy Number 15 – Energy Supply Procurement Authority.

Policy: "Energy Procurement" shall mean all contracting for energy and energy-related products for PCE, including but not limited to products related to electricity, capacity, energy efficiency, distributed energy resources, demand response, and storage. In Energy Procurement, Peninsula Clean Energy Authority will procure according to the following guidelines:

1) **Short-Term Agreements:**
   a. Chief Executive Officer has authority to approve Energy Procurement contracts with terms of twelve (12) months or less, in addition to contracts for Resource Adequacy that meet the specifications in section (b) and in Table 1 below.
   b. Chief Executive Officer has authority to approve Energy Procurement contracts for Resource Adequacy that meet PCE's three (3) year forward capacity obligations measured in MW, which are set annually by the California Public Utilities Commission and the California Independent System Operator for compliance requirements.
   c. Chief Financial Officer has authority to approve any contract for Resource Adequacy with a term of twelve (12) months or less if the CEO is unavailable and with prior written approval from the CEO.
   d. The CEO shall report all such agreements to the PCE board monthly.

Table 1:

Product	**Year-Ahead Compliance Obligation**	**Term Limit**
Local Resource Adequacy	In years 1 & 2, must demonstrate capacity to meet 100% of monthly local obligation for years 1 and 2 and 50% of monthly local obligation for year 3 by November 31st of the prior year	Up to 36 months
System Resource Adequacy	In year 1, must demonstrate capacity to meet 90% of system obligation for summer months (May – September) by November 31st of the prior year	Up to 12 months
Flexible Resource Adequacy	In year 1, must demonstrate capacity to meet 90% of monthly flexible obligation by November 31st of the prior year	Up to 12 months

2) **Medium-Term Agreements:** Chief Executive Officer, in consultation with the General Counsel, the Board Chair, and other members of the Board as CEO deems necessary, has the authority to approve Energy Procurement contracts with terms greater than twelve (12) months but not more than five (5) years, in addition to Resource Adequacy contracts as specified in Table 1 above. The CEO shall report all such agreements to the PCE board monthly.

3) **Intermediate and Long-Term Agreements:** Approval by the PCE Board is required before the CEO enters into Energy Procurement contracts with terms greater than five (5) years.

4) **Amendments to Agreements**: Chief Executive Officer, in consultation with the General Counsel and the Board Chair, or Board Vice Chair in the event that the Board Chair is unavailable, has authority to execute amendments to Energy Procurement contracts that were previously approved by the Board.

STRATEGIC PLAN

The contracts executed in April and May support the Power Resources Objective 2 for Procurement: Procure power resources to meet regulatory mandates and internal priorities at affordable cost.

COMMONLY USED ACRONYMS AND KEY TERMS

AB xx – Assembly Bill xx
ALJ – Administrative Law Judge
AMP- Arrears Management Plans
AQM – Air Quality Management
BAAQMD – Bay Area Air Quality Management District
BLPTA – Buyer Liability Pass Through Agreement
CAC – Citizens Advisory Committee
CAISO – California Independent System Operator
CalCCA – California Community Choice Association
CAM – Cost Allocation Mechanism
CAP – Climate Action Plan
CAPP – California Arrearage Payment Program
CARB – California Air Resources Board, or California ARB
CARE- California Alternative Rates for Energy Program
CBA – California Balancing Authority
3CE- Central Coast Community Energy (Formerly Monterey Bay Community Power-MBCP)
CCA – Community Choice Aggregation (aka Community Choice Programs (CCP) or
CCE – Community Choice Energy (CCE)
CCP – Community Choice Programs
CEC – California Energy Commission
CPP- Critical Peak Pricing
CPSF – Clean Power San Francisco
CPUC – California Public Utility Commission (Regulator for state utilities) (Also PUC)
CSD – California Department of Community Services and Development
CSGT - Community Solar Green Tariff
DA – Direct Access
DAC-GT - Disadvantaged Communities Green Tariff
DER – Distributed Energy Resources
DG – Distributed Generation
DOE – Department of Energy
DR – Demand Response
DRP – Demand Response Provider
DRP/IDER – Distribution Resources Planning / Integrated Distributed Energy Resources
EBCE – East Bay Community Energy
ECOplus – PCE's default electricity product, 50% renewable and 50% carbon-free (in 2021)
ECO100 – PCE's 100% renewable energy product
EDR – Economic Development Rate
EE – Energy Efficiency
EEI – Edison Electric Institute; Standard contract to procure energy & RA
EIR – Environmental Impact Report
ELCC – Effective Load Carrying Capability
ESP – Electric Service Provider

ESS – Energy Storage Systems
ESSA – Energy Storage Services Agreement
ERRA – Energy Resource Recovery Account
EV – Electric Vehicle
EVSE – Electric Vehicle Supply Equipment (Charging Station)
FERA- Family Electric Rate Assistance Program
FERC – Federal Energy Regulatory Commission
FFS – Franchise Fee Surcharge
GHG – Greenhouse gas
GHG-Free – Greenhouse gas free
GTSR – Green Tariff Shared Renewables
GWh – Gigawatt Hours (Energy) = 1000 MWh
IDER – Integrated Distributed Energy Resources
IOU – Investor-Owned Utility (e.g. PG&E, SCE, SDG&E)
IRP – Integrated Resource Plan
IVR – Interactive Voice Response
ITC – Investment Tax Credit (it's a solar tax credit)
JCC – Joint Cost Comparison
JPA – Joint Powers Authority
JRC – Joint Rate Comparison
JRM – Joint Rate Mailer
kW – kilowatt (Power)
kWh – Kilowatt-hour (Energy)
LDS – Long Duration Storage
LDES – Long Duration Energy Storage
LIHEAP- Low Income Home Energy Assistance Program
Load Shaping – changing when grid energy is used
LSE – Load Serving Entity
MCE – Marin Clean Energy
Methane Gas - formerly known as 'natural gas'
Microgrid – building or community energy system
MW – Megawatt (Power) = 1000 kW
MWh – Megawatt-hour (Energy) = 1000 kWh
MUD – Multi-unit Dwelling
NBCs – non-bypassable charges
NEM – Net Energy Metering
NERC – North American Electric Reliability Corporation
NDA – Non-Disclosure Agreement
NG – Natural Gas
OBF – On-bill Financing
OBR – On-bill Repayment
OES – Office of Emergency Services
OIR – Order Instituting Rulemaking
PACE – Property Assessed Clean Energy
PCC – Portfolio Content Category (aka "buckets") – categories for RPS compliance
PCC1 – Portfolio Content Category 1 REC (also called bucket 1 REC)
PCC2 – Portfolio Content Category 2 REC (also called bucket 2 REC)
PCC3 – Portfolio Content Category 3 REC (also called bucket 3 REC or unbundled REC)

PCE – Peninsula Clean Energy Authority
PCIA – Power Charge Indifference Adjustment
PCL – Power Content Label
PLA – Project Labor Agreement
POU – Publicly Owned Utility
PPA – Power Purchase Agreement
PPSA – Project Participation Share Agreement (CC Power)
PSPS – Public Safety Power Shutoff
PV – Photovoltaics (solar panels)
RA – Resource Adequacy
RE – Renewable Energy
REC – Renewable Energy Credit/Certificate
RICAPS - Regionally Integrated Climate Action Planning Suite
RPS – California Renewable Portfolio Standard
SB xx – Senate Bill xx
SCP – Sonoma Clean Power
SJCE – San Jose Clean Energy
SJVAPCD - San Joaquin Valley Air Pollution Control District
SMD – Share My Data, interval meter data
SQMD – Settlement Quality Meter Data
SVCE – Silicon Valley Clean Energy
TEF – Transportation Electrification Framework (CPUC Proceeding)
TNCs – Transportation Network Companies (ridesharing companies)
TOB – Tariff on Bill
TOU RATES – Time of Use Rates
VGI – Vehicle-Grid Integration
V2G – Vehicle-to-Grid
VPP – Virtual Power Plant
WECC – Western Energy Coordinating Council
WREGIS – Western Renewable Energy Generation Information System
WSPP – Western Systems Power Pool; standard contract to procure energy and RA