

**PACIFIC GAS AND ELECTRIC COMPANY
General Rate Case 2011 Phase I
Application 09-12-020
Data Response**

PG&E Data Request No.:	DRA_243-05		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_243-Q05		
Request Date:	April 1, 2010	Requester DR No.:	DRA-243-DFB
Date Sent:	April 14, 2010	Requesting Party:	DRA
PG&E Witness:	Steve Leder	Requester:	Donna Fay Bower

SUBJECT: HR TALENT MANAGEMENT

QUESTION 5

In response to DRA-072-DFB, Question 11, PG&E uses the number of bargaining unit employee (15,847) while in response to Question 28 PG&E uses Total number of employees (22,991). Please provide a detailed explanation for the different employee used in the calculation of capital allocation.

ANSWER 5

PG&E utilized the total number of bargaining unit employees to determine the capital allocation for the Labor Relations department because the Labor Relations department specifically supports the union-represented employee base. This department does not have a significant role in supporting the non-union represented employee population.

PG&E utilized the total employee population to determine the capital allocation for the Talent Management department because the Talent Management department is responsible for hiring employees for all lines of business and positions within PG&E, not specific to union or non-union positions.