

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

PG&E Data Request No.:	DRA_243-10		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_243-Q10		
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 10

Please provide a detailed explanation as to why PG&E Academy can not function without the 4 additional FTEs. How did PG&E determine the need for four FTEs? Please provide a detailed explanation for the increase in FTEs.

ANSWER 10

Please note that PG&E Academy forecast the additional four FTEs for 2009, but PG&E Academy forecasts that headcount will go down to 23 FTEs in 2010 and 2011 “due to shifts in reporting structure within HR and the overall reduction in HR headcount.” Exhibit (PG&E-6), p. 14-12; see *also* WP 14-5.

The additional four FTEs forecast for 2009 were related to the following:

- 3 additional FTEs in the Sr. Learning Specialist function to support increasing demand for curriculum development. Additional requests from the LOBs have resulted in an increase in workload for technical training curriculum developers, and so additional resources must be added to support these requests. Most of the technical training requests are related to safety or reliability, so work cannot be deferred.
- 1 additional FTE for a manager in Academy Operations to facilitate the update of training profiles in the new learning management system, My Learning. The My Learning system’s profiles are handled differently than in the previous system, so employees’ training profiles must be cleaned up and structured to utilize the capabilities of the new system.