

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

PG&E Data Request No.:	DRA_132-09eSupp01		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_132-Q09eSupp01		
Request Date:	February 4, 2010	Requester DR No.:	DRA-132-TLG
Date Sent:	April 8, 2010	Requesting Party:	DRA
PG&E Witness:	Mark Hughes	Requester:	Tamera Godfrey

SUBJECT: SHORT-TERM INCENTIVE PLAN (STIP)

QUESTION 9

PG&E states that its Occupational Safety and Health Administration Recordable Injury Rate target is 2.755 percent, “which represents a 15 percent reduction over 2008 results”. PG&E weighted its Occupational Safety and Health Administration at 10%.

- a) Provide the results for 2004-2009 and the total number of recordable OSHA injuries and illnesses.
- b) Provide the documentation that explains in detail how PG&E tracked, controlled, and recorded its OSHA recordable incidents to determine that its target of 2.755 percent is a 15 percent reduction over 2008 results.
- c) Provide the detailed calculation and related documentation for the 2.755 percent.
- d) Provide the documentation that explains in detail how PG&E tracked and recorded its minor first aid injuries for 2004-2009. Provide the total of minor first aid injuries for 2004-2009.
- e) Provide the documentation that explains in detail if PG&E’s employees received any type of cash incentive or any other type of safety rewards/bonuses for periods of low numbers of OSHA reportable employee injuries.
- f) Provide the documentation that explains in detail if PG&E’s management has experienced any problems with employees under-reporting work related injuries and illnesses and or failure to track such incidents for the period of 2004 through 2009.

ANSWER 9E – ORIGINAL

In addition to including OSHA recordables as part of the Safety component for the STIP calculation, individual PG&E departments may choose to provide incentives for

improved safety or reduced injuries. PG&E is in the process of surveying its departments to determine whether such incentives were in place in the 2004-2009 time period. To the extent such incentives were in place, PG&E will supplement this response to provide that additional information.

ANSWER 9E – SUPPLEMENTAL

- e) Attachment GRC2011-Ph-I_DR_DRA_132-Q09e-Supp01Atch01 is a table showing the incentives provided by various PG&E departments and work groups for periods of low numbers of OSHA reportable employee injuries.