

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

PG&E Data Request No.:	DRA_244-08		
PG&E File Name:	GRC2011-Ph-I_DR_DRA_244-Q08		
Request Date:	April 1, 2010	Requester DR No.:	DRA-244-DFB
Date Sent:	April 14, 2010	Requesting Party:	DRA
PG&E Witness:	Redacted	Requester:	Donna Fay Bower

SUBJECT: BENEFITS

QUESTION 8

(Referencing response to DRA-007-DFB Question 25 regarding Tuition Refund Plan)

In addition, for years 2004-2008 what were the annual reimbursement limits for Non-Represented Employees, ESC-Represented Employees, and IBEW-Represented Employees? Also, please indicate the number of employees for each category by year.

ANSWER 8

The 2004 through 2008 annual reimbursement limits for Non-union, IBEW, ESC and SEIU-represented employees are provided in the table below:

Maximum Annual Tuition Reimbursement Levels By Year				
	Non-Union	IBEW	ESC *	SEIU
2004	\$5,250 for all approved courses	\$1,200 for all approved courses	\$5,250 for specified programs; \$3,000 for all other approved courses	\$700 for all approved courses
2005 through 2008	\$8,000 for all approved courses	\$1,200 for all approved courses	\$5,250 for specified programs; \$3,000 for other approved courses	\$700 for all approved courses

* See Attachment GRC2011-Ph-I_DR_DRA_244-Q08Atch01 for a complete description of tuition reimbursement terms.

Attachment GRC2011-Ph-I_DR_DRA_244-Q08Atch01 is a copy of the Tuition Refund Plan description from the 2008 Summary Benefits Handbook for employees represented by the IBEW, ESC or SEIU. This summary provides a detailed description of the varying reimbursement levels for union-represented employees Tuition Refund Plan.

Reported below is the total number of tuition refund participants under each category by year:

Tuition Refund Plan Participants By Year				
	Non-Union	IBEW	ESC	SEIU
2004	554	137	46	0
2005	574	112	38	3
2006	728	121	71	6
2007	844	110	92	2
2008	777	86	149	1