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June 30, 2020

California Public Utilities Commission
 Water Division
 Attention: Bruce DeBerry
 505 Van Ness Avenue, Room 3105
 San Francisco, CA 94102-3298

RE: Annual **CONDITIONAL ACCESS** Report Under General Order No. 77-M

The following information is furnished in compliance with General Order No. 77-M.

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	2019 Gross Compensation
Backhoe Operator U511	\$96,029
Buyer	\$89,531
Capital Program Senior Administrator	\$106,392
Construction Inspector	\$136,368
Dir Business Performance	\$217,761
Dir Corp Bus Developer / Vice President, Business Development (Officer Title)	\$199,163
Dir Corp Counsel	\$249,564
Dir Corp Counsel / Assistant Secretary (Officer Title)	\$240,799
Dir Corp Counsel	\$238,658
Dir Corp Counsel	\$194,397
Dir Engineering / Vice President, Engineering (Officer Title)	\$240,794
Dir Govt Affairs (State)	\$184,868
Dir Health & Safety (State)	\$179,528
Dir Operations State	\$209,259
Dir Operations State	\$185,260
Dir Operations State	\$180,714
Dir WQ Environ Compliance (Large)	\$183,377
Dir WQ Environ Compliance (Mega)	\$218,652
Director Rates & Regulatory / Assistant Treasurer (Officer Title)	\$235,733
Distribution Foreman OE39	\$87,323

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	2019 Gross Compensation
Distribution System Operator OE39	\$95,676
Distribution System Operator OE39	\$92,403
Distribution System Operator OE39	\$86,316
Divisional CFO / Vice President, Finance and Treasurer (Officer Title)	\$228,707
Equipment Operator U508	\$99,574
Equipment Operator U508	\$86,537
Field Service Representative U511	\$118,921
Field Service Representative U511	\$106,418
Field Service Representative U511	\$99,090
Field Service Representative U511	\$93,879
Financial Analyst III / Assistant Treasurer (Officer Title)	\$118,141
Financial Analyst III	\$110,441
Financial Analyst III	\$102,559
Financial Analyst III	\$99,360
Foreperson	\$123,448
Foreperson	\$106,583
Foreperson	\$104,607
Foreperson	\$101,928
Foreperson	\$92,983
GIS Project Manager	\$100,605
HR Business Partner / Vice President, Human Resources (Officer Title)	\$155,383
Maintenance Mechanic	\$105,977
Maintenance Mechanic	\$105,551
Manager WQ & Env Compliance	\$130,612
Manager WQ & Env Compliance	\$111,490
Meter Repair Technician U511	\$108,075
Meter Repair Technician U511	\$95,618
Mgr Business Performance	\$151,891
Mgr Business Performance	\$119,163
Mgr Engrg - Project Delivery	\$169,701
Mgr Engrg - Project Delivery	\$166,506
Mgr Engrg - Project Delivery	\$154,590
Mgr Ext Affairs (State)	\$156,408
Mgr Ext Affairs (State)	\$87,895
Mgr External Affairs (Corp)	\$132,197

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	2019 Gross Compensation
Mgr Maintenance	\$125,682
Mgr Maintenance	\$99,359
Mgr Opns	\$151,498
Mgr Opns	\$137,629
Mgr Opns	\$124,568
Mgr Opns	\$124,155
Mgr Opns	\$109,401
Mgr Rates and Regulatory	\$139,268
Mgr Rates and Regulatory	\$126,811
Operations Specialist	\$97,918
Operations Specialist	\$87,678
Paralegal IV (N)	\$107,029
President / President and Chair of the Board (Officer Title)	\$366,302
Production Foreman IV U511	\$129,245
Production Foreman OE39	\$110,545
Production Foreman OE39	\$109,674
Production-Treatment Foreman U511	\$155,477
Production-Treatment Operator II U511	\$119,989
Production-Treatment Operator II U511	\$107,412
Production-Treatment Operator II U511	\$99,968
Production-Treatment Operator II U511	\$93,799
Production-Treatment Operator II U511	\$90,618
Production-Treatment Operator III U511	\$104,568
Project Engineer	\$97,834
Project Manager	\$165,423
Project Manager	\$119,128
Project Manager	\$111,981
Project Manager	\$94,738
Pump Operator Gr 1 U508A	\$116,178
Pump Operator Gr 1 U508A	\$86,571
Pump Operator Gr 2 U511	\$105,766
Pump Operator Gr 2 U511	\$97,946
Pump Operator Gr 3 U511	\$86,004
Pump Operator U508	\$98,352
Pump Operator U508	\$95,922

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	2019 Gross Compensation
Pump Operator U508	\$92,988
Small Crew Foreman II U511	\$117,243
Small Crew Foreman III U511	\$180,873
Small Crew Foreman III U511	\$147,554
Small Crew Foreman III U511	\$119,247
Small Crew Foreman III U511	\$110,348
Specialist Health & Safety	\$86,312
Sr Analyst Client Technology ITS	\$116,745
Sr Analyst Client Technology ITS	\$92,069
Sr Analyst Financial	\$90,101
Sr Buyer	\$115,681
Sr Dir Corp Counsel / Vice President, Legal & Assistant Secretary (Officer Title)	\$267,683
Sr Distribution System Op OE39	\$112,484
Sr Distribution System Op OE39	\$92,803
Sr Engineering Project Manager	\$165,031
Sr Engineering Tech CA Only	\$85,096
Sr Maint Service Specialist	\$100,642
Sr Mgr Business Dev / Vice President, Business Development (Officer Title)	\$174,657
Sr Mgr Field Operations	\$128,451
Sr Project Engineer	\$152,937
Sr Project Engineer	\$142,304
Sr Project Engineer	\$121,217
Sr Project Engineer	\$120,006
Sr Project Engineer	\$101,038
Sr Pump Operator U508	\$104,676
Sr Supt Opns	\$131,762
Sr Supvr Operations	\$122,281
Sr Supvr Operations	\$118,894
Sr Supvr Operations	\$114,715
Sr Supvr Operations	\$111,936
Sr Supvr Operations	\$106,001
Sr Supvr Operations	\$105,218
Sr Supvr Operations	\$104,620
Sr Supvr Operations	\$103,520

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	2019 Gross Compensation
Sr Supvr Operations	\$103,402
Sr Supvr Operations	\$100,925
Sr Supvr Operations	\$98,595
Sr Supvr Operations	\$92,330
Sr Supvr Operations	\$92,069
Sr WQ & Env Compliance Specialist	\$94,281
Sr. Director Rates & Regulatory / Vice President, Rates & Regulatory (Officer Title)	\$263,549
Sr. Utility Worker	\$103,003
Staff Engineer	\$105,274
Supt Opns	\$105,816
Supt Opns	\$103,897
Treatment Plant Op Gr IV U511	\$92,063
Utility Person	\$106,772
Utility Person	\$99,387
Utility Person	\$88,034
Utility Person	\$85,887
Utility Worker I Gr I U511	\$122,302
Utility Worker I Gr I U511	\$103,648
Utility Worker II Gr II U511	\$148,720
Utility Worker II Gr II U511	\$143,575
Utility Worker II Gr II U511	\$132,056
Utility Worker II Gr II U511	\$130,097
Utility Worker II Gr II U511	\$114,528
Utility Worker II Gr II U511	\$107,235
Utility Worker II Gr III U511	\$142,411
Utility Worker II Gr III U511	\$96,830
Utility Worker II Gr III U511	\$94,886
Utility Worker II U508	\$91,954
Utility Worker II U508A	\$115,667
Utility Worker II U508A	\$108,587
Utility Worker II U508A	\$105,501
Utility Worker II U508A	\$100,810
Utility Worker U508A	\$91,059
VP Division General Counsel / Vice President, General Counsel and Secretary (Officer Title)	\$334,783

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	2019 Gross Compensation
VP Operations / Vice President, Operations (Officer Title)	\$246,256
W/WW Plant Operator I U511	\$101,969
W/WW Plant Operator II U511	\$109,700
W/WW Plant Operator II U511	\$102,168
W/WW Plant Operator II U511	\$98,772
W/WW Plant Operator II U511	\$94,961
W/WW Plant Operator II U511	\$93,450
W/WW Plant Operator II U511	\$88,129
W/WW Plant Operator III U511	\$99,987
Wastewater Foreman U511	\$147,578
Water Conservation Specialist U511	\$85,384
Water Systems Operator	\$112,189
Water Systems Operator	\$101,509
Water Systems Operator	\$87,438
Water Treatment Operator II OE39	\$89,532
Water Treatment Operator II OE39	\$88,693
Water Treatment Operator II OE39	\$87,786
Water Treatment Operator II OE39	\$86,465
Water Treatment Operator II OE39	\$85,196
Water Treatment Operator III OE39	\$101,524
Water Treatment Operator III OE39	\$97,620
Water Treatment Operator III OE39	\$95,922
Water Treatment Operator III OE39	\$93,804
Water Treatment Operator III OE39	\$93,546
Water Treatment Operator III OE39	\$91,298

Table 2. Account 52522000 – Community Relations	Amount
BNA Communications Advertising & Public Relations	\$76,926
California Highway Adoption Co.	\$1,093
Duarte Chamber of Commerce	\$675
Geyserville Chamber of Commerce	\$500
Los Angeles Gay & Lesbian Chamber of Commerce	\$5,000
Rosemead Chamber of Commerce	\$318
Russian American Media, Inc.	\$10,000
Sacramento Rainbow Chamber of Commerce	\$2,738
San Gabriel Chamber of Commerce	\$537
San Marino Chamber of Commerce	\$548
Southern California Water Committee	\$1,000
Sunrise Recreation & Park District	\$512
Temple City Chamber of Commerce	\$329
Terris Barnes Walters Boigon Heath	\$131,559
The American Indian Chamber of Commerce of California	\$2,500
Greater Conejo Valley Chamber of Commerce	\$616
Supplier Diversity Event	\$1,449
Community Relations Grand Total	\$236,297

Table 3. Account 52524000 – Dues/Memberships	Amount
Asian Business Association	\$2,500
Association of California Water Agencies	\$1,374
Association of Water Agencies	\$3,486
AWWA	\$6,345
Better Business Bureau	\$1,750
Black Business Association	\$2,500
CA Foundation of the Environment & The Economy	\$21,000
Cachagua Syndicate Camp Annual Dues	\$432
Cal Chamber	\$16,000
California Chamber of Commerce	\$750
California Rural Water Association	\$777
California Rural Water Association	\$1,302
California State Council	\$595
California Water Association	\$192,998
Carmel Chamber of Commerce	\$1,575
Chicago United	\$5,000
Citrus Heights Chamber of Commerce	\$800

Table 3. Account 52524000 – Dues/Memberships	Amount
Coronado Chamber of Commerce	\$510
Costco	\$120
Council for Supplier Diversity	\$5,388
Environmental Health	\$609
Institute Supply Management	\$190
Isleton Chamber of Commerce	\$100
Kiwanis Club of Imperial Beach-South Bay	\$200
Monterey Commercial Property Owners Association	\$1,088
Monterey County Hospitality Assn	\$845
National Association of Water Companies	\$128,872
National LGBT Chamber of Commerce	\$1,066
National Minority Supplier Development Council	\$2,719
Office of the Professions	\$240
Pacific Grove Chamber of Commerce	\$9,407
Practising Law Institute PLI	\$2,175
Region Business	\$6,438
Regional Water Authority	\$74,393
Sacramento Area Water Works	\$205
Sacramento Black Chamber of Commerce	\$5,000
Sacramento Metropolitan Chamber of Commerce	\$1,088
San Diego Regional Chamber of Commerce	\$1,260
San Gabriel Valley Protective Association	\$55
Seaside Chamber of Commerce	\$437
South County Economic Development Council	\$385
State Bar Fees	\$5,224
Supplier Clearinghouse Fees	\$4,905
SWRCB Certification Renewal	\$1,565
US Veteran Business Alliance	\$5,000
Veterans in Business Networking for Success	\$5,000
Water Environment Federation	\$771
Wikiup Acres Annual Dues	\$1,086
Womens Business Enterprise National Council	\$1,813
Grand Total	\$527,336

Table 4. Accounts 75810000 & 75815000 – Donations & Sponsorships	Amount
Donations	
Adopt a Highway Maintenance Corporation	\$3,459
AIM Youth Mental Health Gala	\$2,500
American Ground Water Trust Association of Ground Water Agencies	\$1,000
American Heart Association	\$2,500
Asian Business Association	\$1,500
Association of Water Agencies of Ventura County	\$7,500
Big Sur Land Trust	\$5,000
Boys & Girls Club	\$12,500
Boys & Girls Club of Monterey County	\$13,500
California Water Efficiency Partnership	\$2,500
California Water Policy Conference	\$1,000
Carmel Chamber of Commerce	\$1,000
Carmel River Steelhead Association	\$6,500
Carmel River Watershed Conservancy	\$10,000
City of Bellflower Parks and Recreation Department	\$6,500
City of Duarte State of the City Sponsorship	\$500
City of Duarte Summer Concerts in the Park	\$1,200
City of Imperial Beach National Fitness Campaign	\$2,000
City of Seaside Recreation	\$300
Community Conscience	\$1,000
Community Soil Foundation Sponsorship	\$2,500
Conejo Valley Arts Council Summer Concert in the Park	\$2,000
Conejo Valley Senior Concerns, Inc.	\$5,000
Cordova High School	\$250
Coronado Chamber of Commerce	\$5,500
Coronado Firefighters Association	\$1,000
Coronado Little League	\$1,500
Coronado Promenade Concerts	\$1,800
Coronado Schools Foundation Gala Auction	\$1,500
Council for Cross Cultural Affairs Christmas Lights	\$500
Duarte Chamber of Commerce	\$3,500
Fillmore Condors XC Club	\$250
Food Bank for Monterey County	\$1,000
Imperial Beach Chamber of Commerce	\$2,500
Imperial Beach Sun and Sea Festival	\$12,000
Imperial Beach Senior Center	\$250

Table 4. Accounts 75810000 & 75815000 – Donations & Sponsorships	Amount
Italian Heritage Society	\$150
Kiwanis	\$500
Kiwanis Club of Bellflower	\$1,000
League of United Latin American Citizens Seaside 10K Run	\$5,000
Los Angeles Chapter Charitable Trust	\$525
Los Angeles County Economic Development Corporation	\$5,000
Manna Conejo Valley Food Bank	\$1,000
Manna Conejo Valley Food Bank Ventura County	\$1,000
Monterey County Farm Bureau	\$1,500
Monterey County Hospitality Association	\$6,700
Monterey Peninsula Chamber of Commerce	\$3,060
Operation Gobble	\$63,995
Panetta Institute for Public Policy	\$15,000
Pasadena/Duarte ACTSO	\$1,000
Public Policy Institute of California	\$5,000
Rancho Cielo	\$15,000
Rancho Cielo Culinary Round Up	\$15,000
Redwood Empire Food Bank	\$1,000
Rotary Club of Thousand Oaks	\$1,000
Rotary Crab Feed 2019	\$500
Sacramento Food Bank & Family Services	\$3,600
Salvation Army Monterey	\$1,000
San Diego LGBT Community Center	\$2,500
San Diego Yoga Festival	\$3,000
San Gabriel Educational Foundation	\$750
San Gabriel Valley Family Center	\$1,000
San Marino Chamber of Commerce	\$2,500
San Marino Schools Foundation	\$3,500
SCAG	\$3,000
Temple City Chamber of Commerce	\$2,000
Temple City Concerts in the Park	\$1,500
The Representation Project Flip the Script	\$10,000
The Village Project, Inc	\$10,000
Ventura County Office of Education	\$2,000
Wayfinder Paralympic Games	\$1,000
Wildcoast	\$2,500
YMCA	\$4,800

Table 4. Accounts 75810000 & 75815000 – Donations & Sponsorships	Amount
Sponsorships	
Citrus Heights Chamber	\$5,000
Citrus Heights Police Activities League	\$250
City of Citrus Heights Sunday FunDay Sponsorship	\$3,000
Cordova Community Council	\$5,000
Effie Yeaw Nature Center	\$1,000
Isleton Chamber of Commerce	\$500
Mark West Community Faire and Business Showcase	\$1,500
Mavens Notebook	\$500
Rainbow PAC	\$632
Rosemont Community Association	\$500
Rotary Club of Citrus Heights	\$5,000
Russian Cultural Center	\$1,500
Sacramento Area Creeks Council	\$2,500
San Juan Education Foundation	\$2,500
Sunrise Recreation & Park District	\$2,000
Sponsorship and Membership	
Rancho Cordova Chamber of Commerce	\$5,030
Donations & Sponsorships Grand Total	\$357,001

Firm	Total
Allen Matkins	\$1,335,936
Baker Donelson	\$60,350
Ellison, Schneider & Harris	\$530,131
Hawkins, Delafield & Wood	\$19,418
K & L Gates	\$3,996
Latham Watkins	\$4,207,969
Little	\$245
Anthony Lombardo & Associates	\$169,199
Manatt	\$120,117
Morgan Lewis	\$32,277
Nossaman	\$321,051
Sutton	\$3,444
Zuber Lawler	\$174,524
Legal Fees Grand Total	\$6,978,657