



CONFIDENTIAL INFORMATION

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June 30, 2021

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	Gross Compensation
Backhoe Operator U511	\$105,265
Buyer	\$95,902
Capital Program Senior Administrator	\$114,936
Construction Inspector	\$118,545
Customer Service Rep/Teller U511	\$90,955
Dir Business Performance	\$236,827
Dir Corp Bus Developer	\$219,335
Dir Corp Counsel	\$262,128
Dir Corp Counsel	\$271,201
Dir Corp Counsel	\$269,078
Dir Corp Counsel	\$169,724
Dir Engineering (Large1)	\$273,767
Dir Govt Affairs (State)	\$223,058
Dir Health & Safety (State)	\$191,906
Dir Operations State	\$231,831
Dir Operations State	\$208,241
Dir Operations State	\$194,312
Dir WQ Environ Compliance (Large)	\$202,494
Dir WQ Environ Compliance (Mega)	\$153,064
Director Rates and Regulatory	\$251,146

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2020 GO 77-M Conditional Access

Report
 June 30, 2021
 Page 2 of 12

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	Gross Compensation
Distribution Foreman OE39	\$86,177
Distribution Foreman OE39	\$91,155
Distribution System Operator OE39	\$99,260
Distribution System Operator OE39	\$103,276
Distribution System Operator OE39	\$94,511
Distribution System Operator OE39	\$88,974
Divisional CFO	\$251,329
Employee Relations Business Partner	\$110,621
Equipment Operator U508	\$111,788
Equipment Operator U508	\$101,409
Field Service Representative U511	\$89,525
Field Service Representative U511	\$126,624
Field Service Representative U511	\$100,755
Field Service Representative U511	\$102,859
Field Services Representative	\$92,372
Financial Analyst III	\$112,449
Financial Analyst III	\$120,406
Financial Analyst III	\$110,651
Foreperson	\$129,668
Foreperson	\$104,548
Foreperson	\$114,223
Foreperson	\$115,418
Foreperson	\$118,947
FSR Foreman U511	\$100,767
GIS Project Manager	\$107,091
HR Business Partner	\$176,180
Laborer	\$87,405
Maintenance Mechanic	\$101,562
Maintenance Mechanic	\$104,354
Manager WQ & Env Compliance	\$139,709
Manager WQ & Env Compliance	\$120,149
Manager, Procurement	\$127,717
Meter Repair Technician U511	\$97,068
Mgr Business Performance	\$128,307

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2020 GO 77-M Conditional Access
Report
June 30, 2021
Page 3 of 12

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	Gross Compensation
Mgr Business Performance	\$158,150
Mgr Eng-Asset Plng	\$177,129
Mgr Engrg - Project Delivery	\$204,487
Mgr Engrg - Project Delivery	\$187,006
Mgr Engrg - Project Delivery	\$192,463
Mgr Ext Affairs (State)	\$103,202
Mgr Ext Affairs (State)	\$171,710
Mgr External Affairs (Corp)	\$142,786
Mgr Finance	\$134,730
Mgr Maintenance	\$129,211
Mgr Maintenance	\$139,307
Mgr Opns	\$153,850
Mgr Opns	\$149,693
Mgr Opns	\$176,861
Mgr Opns	\$147,760
Mgr Opns	\$147,207
Operations Specialist	\$111,652
Operations Specialist	\$87,656
Operations Specialist	\$105,861
Operations Specialist	\$99,762
Paralegal IV (N)	\$126,284
Paralegal IV (N)	\$88,413
President Large1 State	\$445,666
Production Foreman IV U511	\$129,188
Production Foreman OE39	\$111,597
Production Foreman OE39	\$116,005
Production Specialist U511	\$85,894
Production-Treatment Foreman U511	\$166,089
Production-Treatment Operator I U511	\$111,799
Production-Treatment Operator I U511	\$88,033
Production-Treatment Operator II U511	\$105,220
Production-Treatment Operator II U511	\$97,640
Production-Treatment Operator II U511	\$103,985
Production-Treatment Operator II U511	\$115,032

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2020 GO 77-M Conditional Access

Report
June 30, 2021
Page 4 of 12

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	Gross Compensation
Production-Treatment Operator II U511	\$111,642
Production-Treatment Operator III U511	\$118,802
Production-Treatment Operator III U511	\$119,116
Project Manager	\$100,408
Project Manager	\$114,474
Project Manager	\$127,327
Project Manager Operations	\$91,358
Pump Operator Gr 1 U508A	\$92,992
Pump Operator Gr 1 U508A	\$108,315
Pump Operator Gr 2 U511	\$94,463
Pump Operator Gr 2 U511	\$102,419
Pump Operator Gr 3 U511	\$93,400
Pump Operator U508	\$102,500
Pump Operator U508	\$99,321
Small Crew Foreman II U511	\$117,560
Small Crew Foreman III U511	\$163,516
Small Crew Foreman III U511	\$127,341
Small Crew Foreman III U511	\$120,374
Small Crew Foreman III U511	\$205,950
Specialist Health & Safety	\$97,031
Sr Analyst Client Technology ITS	\$119,862
Sr Analyst Client Technology ITS	\$97,895
Sr Analyst Financial	\$96,476
Sr Dir Corp Counsel	\$290,974
Sr Distribution System Op OE39	\$97,758
Sr Distribution System Op OE39	\$111,016
Sr Engineering Project Manager	\$180,632
Sr Engineering Tech CA Only	\$93,181
Sr Maint Service Specialist	\$123,679
Sr Mgr Business Dev	\$195,753
Sr Mgr Field Operations	\$142,230
Sr Mgr Rates & Regulatory	\$149,294
Sr Mgr Rates & Regulatory	\$146,817
Sr Project Engineer	\$154,725

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2020 GO 77-M Conditional Access
Report
June 30, 2021
Page 5 of 12

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	Gross Compensation
Sr Project Engineer	\$162,843
Sr Project Engineer	\$145,865
Sr Project Engineer	\$127,426
Sr Pump Operator U508	\$120,009
Sr Specialist Business Svcs	\$87,838
Sr Supt Opns	\$162,246
Sr Supvr Operations	\$113,892
Sr Supvr Operations	\$107,945
Sr Supvr Operations	\$110,182
Sr Supvr Operations	\$109,376
Sr Supvr Operations	\$120,947
Sr Supvr Operations	\$114,193
Sr Supvr Operations	\$102,030
Sr Supvr Operations	\$130,688
Sr Supvr Operations	\$108,148
Sr Supvr Operations	\$111,672
Sr Supvr Operations	\$123,114
Sr Supvr Operations	\$123,793
Sr Supvr Operations	\$107,849
Sr Supvr Operations	\$115,288
Sr Supvr Operations	\$105,365
Sr Utility Worker 508A	\$116,209
Sr WQ & Env Compliance Specialist	\$102,274
Sr WQ & Env Compliance Specialist	\$93,659
Sr. Dir Business Development, Com & EA	\$330,959
Sr. Director Rates and Regulatory	\$295,182
Supt Opns	\$103,333
Supt Opns	\$110,867
Treatment Plant Op Gr IV U511	\$100,386
Utility Person	\$111,970
Utility Person	\$109,156
Utility Person	\$87,432
Utility Person	\$95,734
Utility Person	\$92,687

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2020 GO 77-M Conditional Access

Report
June 30, 2021
Page 6 of 12

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	Gross Compensation
Utility Worker I Gr I U511	\$118,121
Utility Worker I Gr I U511	\$129,997
Utility Worker I U508	\$90,661
Utility Worker I U508	\$86,992
Utility Worker II Gr II U511	\$144,888
Utility Worker II Gr II U511	\$123,258
Utility Worker II Gr II U511	\$123,245
Utility Worker II Gr II U511	\$92,102
Utility Worker II Gr II U511	\$154,945
Utility Worker II Gr II U511	\$113,763
Utility Worker II Gr II U511	\$127,152
Utility Worker II Gr III U511	\$94,208
Utility Worker II Gr III U511	\$143,209
Utility Worker II U508	\$103,787
Utility Worker II U508A	\$91,348
Utility Worker II U508A	\$112,961
Utility Worker U508A	\$90,689
VP Division General Counsel	\$368,523
VP Operations (Large1)	\$270,102
W/WW Plant Operator I U511	\$117,606
W/WW Plant Operator II U511	\$91,134
W/WW Plant Operator II U511	\$105,505
W/WW Plant Operator II U511	\$106,531
W/WW Plant Operator II U511	\$107,496
Wastewater Foreman U511	\$155,349
Water Systems Operator	\$114,052
Water Systems Operator	\$93,782
Water Systems Operator	\$107,278
Water Treatment Operator I OE39	\$85,622
Water Treatment Operator II OE39	\$90,119
Water Treatment Operator II OE39	\$95,873
Water Treatment Operator II OE39	\$92,787
Water Treatment Operator III OE39	\$103,559
Water Treatment Operator III OE39	\$97,478

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2020 GO 77-M Conditional Access

Report
June 30, 2021
Page 7 of 12

Table 1. Employee Compensation of \$85,000 and Above	
Position Title	Gross Compensation
Water Treatment Operator III OE39	\$108,233
Water Treatment Operator III OE39	\$123,551
Water Treatment Operator III OE39	\$100,067
Water Treatment Operator III OE39	\$112,739
WQ & Env Compliance Specialist	\$95,251

Table 2. Account 52522000 – Community Relations	Amount
Allen Wiseley	\$1,500
B2Gnow/AskReply, Inc	\$5,014
BNA Communications Advertising & Public Relations	\$161,978
Carly Ealey	\$5,000
Diversity Professional	\$2,175
Duarte Chamber of Commerce	\$701
Geyserville Chamber of Commerce	\$550
KJD Group - Covid 19 Webinar	\$1,620
Los Angeles Gay & Lesbian Chamber of Commerce	\$2,500
Pacific Grove Chamber of Commerce	\$60
Promoventures	\$2,114
Public Education Program (Annual FOG Program) for Southern Monterey Bay Dischargers Group	\$438
San Gabriel Chamber of Commerce	\$537
Temple City Chamber of Commerce	\$329
Van Allen	\$5,300
Community Relations Grand Total	\$189,814

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2020 GO 77-M Conditional Access

Report
June 30, 2021
Page 8 of 12

Table 3. Account 52524000 – Dues/Memberships	Amount
American Institute of CPAs	\$285
American Society of Civil Engineers	\$890
Association of California Water Agencies	\$1,374
AWWA	\$7,293
Better Business Bureau	\$1,850
Cachegua Syndicate Camp	\$352
Cal Chamber	\$17,990
CalDesal	\$30,000
California African American Chamber of Commerce	\$5,000
California Foundation on the Environment & The Economy	\$21,000
California Rural Water Association	\$816
California Water Association	\$183,300
Chicago United	\$15,000
Citrus Heights Chamber	\$5,590
Coronado Chamber of Commerce	\$510
Diversity Professional	\$5,438
Environmental Health	\$621
Monterey Commercial Property Owners Association	\$1,088
Monterey County Hospitality Association	\$2,720
Monterey Peninsula Chamber of Commerce	\$1,313
Monterey Peninsula Taxpayers Association	\$500
National Association of Water Companies	\$123,564
National LGBT Chamber of Commerce	\$3,334
NCEES	\$75
Pacific Grove Chamber of Commerce	\$707
PE License Fees	\$196
Professional & Vocational License	\$204
Proximo Consulting Services - Supplier Diversity Dashboard	\$640
Regional Water Authority	\$75,362
Sacramento Area Water Works	\$206
Sacramento Black Chamber of Commerce	\$1,500
Sacramento Metropolitan Chamber of Commerce	\$1,251
Sacramento Rainbow Chamber of Commerce	\$2,719
Sacramento Region Business Association	\$5,438
San Diego Chamber of Commerce	\$1,260
San Gabriel Valley Protective Association	\$55

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2020 GO 77-M Conditional Access
Report
June 30, 2021
Page 9 of 12

Table 3. Account 52524000 – Dues/Memberships	Amount
Seaside Chamber of Commerce	\$218
South County Economic Development Council	\$385
Southern California Water Coalition	\$1,000
State Bar Fees	\$1,095
SWRCB Certification Renewal	\$1,593
Water Environment Federation	\$781
WaterReuse	\$23,380
Wikiup Acres Architectural Committee	\$1,090
The Press Democrat	\$334
Dues/Memberships Grand Total	\$549,312

Table 4. Accounts 75810000 & 75815000 – Donations & Sponsorships	Amount
Donations	
American River College STEM Capital Campaign	\$5,000
Border View Family YMCA	\$3,000
California Women Lead	\$1,000
Carmel River Watershed Conservancy	\$10,000
Geyserville Educational Foundation	\$250
Huntington Library	\$1,500
Imperial Beach Neighborhood Center	\$3,000
Imperial Beach YMCA	\$2,000
Manna House of Oakhurst	\$3,000
Mark West Education Foundation Donation	\$500
Merced County Food Bank	\$1,000
Monterey County Youth Museum	\$2,500
Operation Gobble	\$60,691
Pacific Grove Memorial Bench Program	\$508
Partnership for a Better San Diego	\$6,080
Placer Food Bank	\$500
Public Policy Institution of California (PPIC)	\$15,000
Rady Childrens Hospital Auxiliary Coronado Turkey Trot	\$500
Rancho Cordova Rotary Crab Feed	\$500
Redwood Food Bank	\$3,500

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2020 GO 77-M Conditional Access

Report
 June 30, 2021
 Page 10 of 12

Table 4. Accounts 75810000 & 75815000 – Donations & Sponsorships	Amount
Rotary Club of Citrus Heights	\$500
Sacramento Food Bank & Family Services	\$5,000
Sacramento Food Bank Turkey Giveaway	\$3,500
San Diego Food Bank	\$6,080
San Diego LGBT Community Center	\$760
San Diego LGBT Community Center Emergency Fund	\$2,500
San Gabriel Educational Foundation	\$750
Seneca Family of Agencies	\$258
The Huntington Library	\$2,500
The Village Project	\$8,500
United Way Monterey County Hardship Benefit Program	\$25,000
Wayfinder Family Services	\$2,500
Sponsorships	
38th Annual Salmonid Restoration Conference	\$5,000
Adopt A Highway Coronado, CA	\$3,459
American River Natural History Association	\$1,000
Association of Water Agencies of Ventura County	\$7,500
Baseball by the Beach	\$500
Bucks for Ducks	\$500
CA-NV Section, AWWA Undergraduate Scholarship	\$2,500
City of Sand City Arts Committee West End Celebration	\$2,500
Community Conscience Mardi Gras Ball	\$3,000
Coronado Chamber of Commerce	\$2,500
Coronado Chamber of Commerce Military Ball	\$8,500
Coronado Little League	\$1,500
Duarte Chamber of Commerce	\$3,100
Foothill Unity Center	\$2,500
Imperial Beach Chamber of Commerce	\$2,500
Leon Panetta Lecture Series	\$15,000
Meals on Wheels Love Run	\$5,000
Monterey County Farm Bureau	\$1,500
Monterey County Hospitality Association	\$6,000
Monterey Peninsula Chamber of Commerce	\$5,250
Pacific Grove Chamber of Commerce	\$8,000
Planning and Conservation League	\$2,500

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2020 GO 77-M Conditional Access

Report
June 30, 2021
Page 11 of 12

Table 4. Accounts 75810000 & 75815000 – Donations & Sponsorships	Amount
Powerhouse Science Center	\$6,700
Quail Lodge and Golf Club	\$2,000
Rady Childrens Hospital Auxiliary Coronado Turkey Trot	\$1,000
Rancho Cielo	\$25,000
Rancho Cordova Chamber of Commerce	\$5,000
Russian American Media Annual Community Outreach Campaign	\$15,000
Sacramento Rainbow Chamber of Commerce	\$450
Sacramento Region Business Association	\$1,000
San Juan Education Foundation STARS	\$1,500
San Marino Schools Foundation	\$3,500
Sunrise Recreation and Park District	\$1,500
Sustainable Ag & Energy	\$5,000
Temple City Chamber of Commerce Community Leader Program	\$2,000
Ventura County Office of Education	\$2,000
Water Forum 20th Anniversary Symposium	\$1,500
WELL Annual Conference	\$5,000
Yolo Basin Foundation CA Duck Days	\$500
Donations & Sponsorships Grand Total	\$346,336

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2020 GO 77-M Conditional Access

Report
June 30, 2021
Page 12 of 12

Table 5. Legal Fees	
Firm	Total
Allen Matkins	\$1,277,532
Baker Donelson	\$9,210
Ellison, Schneider & Harris	\$605,328
Faegre Drinker	\$3,736
K&L Gates	\$7,649
Latham Watkins	\$6,243,874
Littler	\$29,701
Lombardo	\$121,233
Manatt	\$431,480
Nossaman	\$379,596
Zuber Lawler & Del Duca LLP	\$328,090
Legal Fees Grand Total	\$9,437,428