Christopher M. Lyons
Assistant General Counsel
San Diego Gas & Electric Company
8330 Century Park Court, CP32D
San Diego, CA 92123
Tel: 858-654-1559
Fax: 619-699-5027
clyons@sdge.com

February 25, 2021

VIA EMAIL
Ms. Caroline Thomas Jacobs
Wildfire Safety Division
California Public Utilities Commission
505 Van Ness Avenue
San Francisco, CA 94102

Re: SDG&E's Supplement to Its 2021 Executive Compensation Submission

Dear Director Jacobs,

In San Diego Gas & Electric Company's ("SDG&E") January 15, 2021 "Documentation of Compliance with Executive Compensation Provisions of Public Utilities Code § 8389(e) and Wildfire Safety Division Guidance," SDG&E noted that it would supplement its 2021 Variable Pay Plan with the associated metrics (minimum, target, and maximum) after they were reviewed by the SDG&E Board of Directors. Attachment A to this Supplement includes the metrics for SDG&E's 2021 Variable Pay elements. SDG&E notes that its Board of Directors has not yet provided final approval of these metrics. If any further changes are made, SDG&E will further supplement its 2021 Executive Compensation submission.

Please contact me if you have any questions or concerns regarding this Supplement.

Respectfully submitted,

/s/ Christopher M. Lyons
Attorney for San Diego Gas & Electric Company

cc: R.18-10-007 Service List

ATTACHMENT A

San Diego Gas & Electric Company
2021 Incentive Compensation Plan

SDG&E ICP ELEMENTS	EXECUTIVE WEIGHTING 2021	NON-EXECUTIVE WEIGHTING 2021	MIN	TARGET	MAX
OPERATING GOALS	68%	40%			
EMPLOYEE & PUBLIC SAFETY OPERATIONS	59%	34%			
System and Customer Safety					
Electric Safety and Reliability					
Overhead System Hardening (Miles)	3%	2%	119	124	129
Underground System Hardening (Miles)	3%	1%	20	22.5	25
Wildfire Safety Communications	2%	1%	76%	82%	85%
Average Days for Tier 3 Level 1 Corrections	2%	1%	3	2	1
Vegetation Contacts in HFTD	2%	2%	22	16	10
PSPS Average Circuit Restoration Time (Hours) from "Okay to patrol"	2%	1%	24	22	20
Wildfire Risk Events	2%	1%	481	411	376
System Average Interruption Duration Index (SAIDI)	3%	2%	70	65.5	61
Gas Safety					
Distribution Integrity Management Program - Miles of Vintage Mains & Services Replaced	4%	4%	42	47	52
Damage Prevention (Damages per USA ticket rate)	3%	2%	1.82	1.66	1.58
Mobile Home Park Retrofit Program (Spaces with To-the-Meter Installed)	2%	1%	1,020	1,130	1,180
P1 Gas Response Time (Minutes)	2%	1%	33.5	32	30
PSEP Line 1600 - Project Progress	2%	1%	5	6	7
Employee Safety					
Zero employee electric contacts	3%	3%			0
Lost Time Incident (LTI) Rate	3%	3%	0.56		0.36
Controllable Motor Vehicle Incidents (CMVI)	2%	2%	50	40	30
ESCMP Findings Mediated	3%	2%	90%		100%
Field Observations	3%	1%	14,800	15,800	16,800
Near Misses Reported	3%	3%	100	200	300
Executive Individual Safety Performance	10%	---	BOD Discretion		
CUSTOMER SERVICE	4%	4%			
SDG&E Listens Survey (Voice of the Customer)	3%	3%	74%	80%	84%
Envision: Deploy and begin serving customers	1%	1%			Q2 2021
DIVERSITY AND INCLUSION	5%	2%			
Diversity and Inclusion Action Plan Progress	2%	---	Goal Not Met		Goal Met
Community Relations	1%	---	50%	80%	100%
Supplier Diversity	2%	2%	34%	38%	42%
FINANCIAL GOALS	27%	10%			
SRE Earnings	12%	4%	$2,226	$2,368	$2,510
SDG&E Earnings	15%	6%	$766	$806	$822
INDIVIDUAL PERFORMANCE	5%	50%			
TOTAL	100%	100%			