



Compensation Task Force Meeting #2

July 27, 2022 | 12:30 - 3:00 PM PT

Hosted by **California Energy Efficiency Coordinating Committee (CAEECC)**
Facilitated by Common Spark Consulting

www.common-spark.com

Meeting Objectives

What we're about today

- Adopt a set of Principles, Intentions, and Eligibility Criteria for Compensation
- Prioritize Possible Funding Sources
- Determine Critical Questions for Compensation Funding Implementation Processes

Agenda

12:30 - 12:45	Welcome, Agenda, Introductions & Housekeeping
12:45 - 12:55	Background/Context on Compensation Task Force & Summary of Meeting #1
12:55 - 1:40	Principles, Intentions, and Eligibility Criteria Proposal
1:40 - 2:20	Prioritized Possible Funding Sources
2:20 - 2:50	Critical Questions for Compensation Funding Implementation Processes
2:50 - 3:00	Next Steps and Homework
3:00	Adjourn

Welcome

Let's get started

- Welcome
- “Hello, from Common Spark!”
- Introductions

Hello! We're Common Spark Consulting

Common Spark Consulting is a mission-based, woman- and minority-led collaborative that works to advance **bold, inclusive, and effective clean energy solutions that promote a healthy future for all.**

We are facilitators, energy policy experts, and advocates for a just future.

Suhaila Sikand, Junior Consultant, suhaila@common-spark.com

Michelle Vigen Ralston, Principal & Founder, michelle@common-spark.com

Learn more about us: www.common-spark.com



Introductions

What's your favorite thing about summertime?

In the chat, please introduce yourself with your:

- Name and pronouns
- Organization
- Answer to the Icebreaker question

Housekeeping

- How to use Zoom
- Public Comments
- Meeting Norms and Ground Rules



Zoom How-To

- Log on a few minutes **early**, if possible, to ensure your technical connection is working.
- Share your **video** if possible – this fosters engagement and helps mimic an in-person meeting setting.
- **Raise your hand** to enter the queue to speak—then wait for the Facilitator to call on you.
- **Mute** yourself when you're not speaking.
- **Rename** your Participant Name to include your Organization & Pronouns
- When to use the chat:
 - Chat everyone: "+1", share resources, ask non-substantive questions,
 - Chat Suhaila: share anonymous concerns

Public Comment

Welcome Members of the Public!

- You can participate by sharing feedback at any point in the meeting via the chat.
- Facilitators will elevate public feedback as and when appropriate.
- If someone from Public prefers to verbalize a comment, please chat Suhaila Sikand so she can determine an appropriate time in the agenda to unmute and invite verbal comments.



CAEECC's Ground Rules

- Attend all meetings (or send designated alternate)
- Do your homework (complete pre-and post-meeting work to ensure productive meetings and that a complete deliverable is finalized)
- Facilitation team posts materials 5 days before the meeting
- If there are recommendations you don't agree with, propose alternatives or think creatively to try to bridge the gap

See the Scope of Work (Appendix A) for the full list of Ground Rules:

<https://www.caeec.org/compensation-task-force>

Meeting Norms

- Make space, take space (share the mic).
- Stories shared here stay here; what is learned here leaves here.
- Share your unique perspective: share your unpopular opinion.
- Generative thinking: "yes, and" instead of "yes, but".
- Listen from the "We", speak from the "I".
- Offer what you can; ask for what you need.
- Be inquisitive.
- Assume best intent *and hold each other accountable*.
- Be empowered to share impact.

Compensation TF Background and Context

Overview and Level-set

About the TF

- Scope and Structure
- Key questions
- Members
- Status Update

About the Compensation Task Force

Charge: Develop a compensation mechanism for eligible members to pilot for a future Working Group focused on CAEECC's Justice, Equity, Diversity, and Inclusion (JEDI) efforts. While the Compensation TF's scope will focus primarily on funding for the JEDI-focused WG, if relevant, its recommendations could inform funding for other CAEECC activities.

Timeline: 4 meetings (through October 2022) and recommendations presented for approval by CAEECC in October/December 2022

CAEECC Interaction: Updates will be provided to CAEECC at each Full CAEECC Meeting. CAEECC approval will be sought in December 2022

<https://www.caeecc.org/compensation-task-force>

How the Compensation TF fits into CAEECC's endeavors

CDEI WG



Compensation
TF



JEDI-focused
WG

A working group from January - April 2022. Final recommendations are available at:

This task force will build off the CDEI WG to help compensate future members of the JEDI-focused WG

A future working group that will weigh in on CAEECC's scope moving forward and suggest inclusionary CAEECC policies.

Key Questions for the Comp Task Force

1. What **funding mechanisms**, if any, are recommended considering the timing and purpose of the future JEDI-focused Working Group?
2. What are the **eligibility requirements** for applicants?
3. What **activities and expenses** are appropriate for funding (e.g., travel, staff time for attending meetings, preparation time, etc.)?
4. Should there be a **cap on the funding** (for individual members of a working group, and/or for an entire working group)?
5. What **additional guidelines** are needed, if any, regarding compensation for an eligible working group member or working group?
6. What is the **timeline** for getting compensation in place, and what is the TF's recommendation for how that impacts the recruitment & launch of the JEDI-focused Working Group?

Task Force Makeup

CAEECC Members	Organization	Lead
	3C-REN	Alejandra Tellez
	Association for Bay Area Governments	Jennifer Berg
	Code Cycle	Dan Suyeyasu
	Pacific Gas and Electric	Lucy Morris
	San Joaquin Valley Clean Energy Organizations	Kelsey Jones
	Southern California Edison (SCE)	Christopher Malotte & Kellvin Anaya
	Small Business Utility Advocates	Ted Howard
Non-CAEECC Members	Southern California Regional Energy Network (SoCalREN)*	Lujuana Medina
	American Eco Services	Nicole Milner
	Arup	Sahar Abbaszadeh
	Future Energy Enterprises, LLC*	Annette Beitel
	Silent Running LLC*	James Dodenhoff
	The Utility Reform Network (TURN)	Constance Slider Pierre
Ex-Officio	California Public Utilities Commission (CPUC)*	Stephanie Green, Jesus Torres, Nils Strindberg



What's happened so far?

On June 8, 2022, Comp TF met for the first time. We discussed:

- The charge given by CAEECC and the scope of this work.
- A background of the CDEI WG and how that work may feed into this TF
- Initial thinking on funding sources, principles, and eligibility criteria
- The timeline for this TF

For homework, you all thought and provided input about:

- The draft Principles/Intentions for Compensation
- The draft Eligibility Criteria for Compensation
- The implementation processes for compensation



Which brings us to today's meeting:

Objectives

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Principles, Intentions, and Eligibility Criteria

From the Homework

Today:

- Review draft proposals
- Discuss, make final revisions
- Check for consensus

Next:

- Consensus proposals will be consolidated into a Compensation TF Report to CAEECC (October 2022)



Principles for Compensation Pilot

1. Keep it simple to administer and operationalize.
2. Make it flexible (both in terms of access and process for reimbursement).
3. Be open to and value diverse skill sets, including lived/living experiences.
4. Strive for replicability and scalability for the whole of CAEECC.
5. Be empathetic to existing barriers for participation in CAEECC and identify easy-entry, accessible solutions.
6. Compensate for pre- or post-meeting work, and time that is spent on CAEECC-related activities, based on past CAEECC norms for pre and post-meeting work.
7. Both individuals and representatives of organizations may apply. It is important that it is clear whether someone is representing themselves, or whether they are a representative on behalf of an organization (e.g. Community-Based Organization). Eligibility rules might be tailored differently for individuals and organizations.

Intentions for Compensation Pilot

1. Provide compensation to organizations/individuals who present financial need as a barrier to meaningful participation and contribution to CAEECC
2. Allow organizations/individuals to self-determine their financial need for compensation. Applicants will need to demonstrate financial need, but meet that requirement without cumbersome documentation.
3. Compensate at a standardized rate for each individual/organization that considers value of time, subject matter expertise (including lived and living experience and perspective).
 - a. Recognize that some individuals may require financial support including but not limited to lodging, travel, food, family-care.
4. Not requiring baseline knowledge of energy efficiency to participate in the compensation program; however, applying participants must engage in on-boarding energy efficiency training to be provided by CAEECC. (Meaningful contribution will likely but may not require baseline knowledge of energy efficiency.)



Eligibility Criteria for Compensation Pilot

Applicants could be individuals or organizations:

1. Not presently using Intervenor Compensation (I-Comp) funding; or for whom I-Comp Funding is not a feasible option.
2. Not currently and/or have historically not been members of CAEECC
 - a. The intentions of this pilot seek individuals/organizations that can bring historically underrepresented perspectives, specifically those of DAC, LI households, LI communities/census tracts, tribal lands, HTR customers, and those with “lived experience” to inform the justice, equity, diversity, and inclusion principles of CAEECC. This intention does not require an individual be formally engaged in an organization that does this work, only that they can contribute such perspectives
3. With a demonstrated financial need in order to meaningfully participate. E.g. Participation would expose the individual/organization to a significant financial hardship.
4. Are non-financially-interested parties (facilitator note: need to define?).
5. Are committed to a WG or stated engagement process and make meaningful contribution(s). Standard expectations of commitment and proxy representation apply.

Adopting Principles, Intentions, and Eligibility Criteria

What are your general thoughts on the proposals presented?

Any aspects that give you heartburn? Do you feel that anything is missing?

Any revisions to propose?

Do we have consensus (is this a set of Principles, Intentions, and Eligibility Criteria that everyone can live with)?

Prioritizing Possible Funding Sources

Identifying top two potential
funding sources

Today:

- List of funding sources
- Poll for rough prioritization
- Discuss and finalize top two funding sources
- Discuss administrator options

Next:

- Top two funding sources will help drive draft work plans to secure sources of funding *and* administration/implementation process (Homework 2)

Potential Funding Sources: Identify top 2

- Ratepayer (not specified)
- EE funds, specifically Equity segment funds
 - Would this require an increase in Equity/Market Support cap?
- State budget/legislation (*perhaps* \$30m to CPUC for CBO participation)
- Philanthropic/Grant funding
- ~~Intervenor Comp (*not a good fit, per prior meetings*)~~
- Others?

Based on the poll, prioritized funding sources are:

Funding Source A:

Funding Source B:

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Critical Questions for Compensation Funding Implementation Processes

Today:

- Begin discussion on
 - Process/work plans to secure top 2 funding sources
 - General administrative questions

Next:

- Structure HW to build out draft:
 - Work plan to secure Funding Source A
 - Work plan to secure Funding Source B
 - Administration framework and process



What do we need to do to get the money for each prioritized funding source A and B? (Funding-specific)

- *From the HW:*
 - What is the need for a regulatory vehicle to secure ratepayer or CPUC funds?
 - What are any cost-effectiveness implications tied to the funding source and, if so, how to ensure that the impacts of including DAC, HTR, and underserved communities in CAEECC outweigh the cost?
- What else?



Once we have the money, who/what entity should administer the funds + what is the application and distribution process?

- *From HW:*
 - Keeping in mind how funding sources will drive implementation processes.
 - The risk of over-formulating
- What else?



Critical Questions

1. **Securing funding (source-specific) work plan:** What do we need to do to get the money for each prioritized funding source?
2. **Program administration process (not necessarily source-specific):** Who should administer the funding? What's the process for folks to access and to distribute the money? *Administrator ideas, so far, have included: PA or PAs, CAEECC Facilitator*

Are these the right questions to be asking?

What other questions should we be asking in the HW?

Wrap up

Before we go...

- ❑ How do we want to do our Homework?
- ❑ What we accomplished today
- ❑ What to expect at our next meeting
- ❑ Meeting Evaluation

Homework + Options to Complete

Homework: Research and prepare proposals/presentations on the (1) prioritized funding sources A & B and (2) admin processes. HW is due August 19, 2022.

Options to complete HW:

- HW Option #1: Solo Work through a Google Doc
- HW Option #2: Formal Mini-team Huddles on designated topics that are facilitated the week of August 15

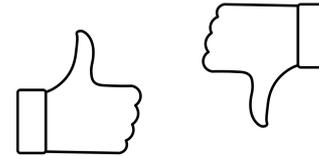
Who would like to be the point person (support starting point drafts) for:

- *Funding Source A:*
- *Funding Source B:*
- *Admin Processes:*

Review of Today

Meeting Objectives

1. Adopt a set of Principles, Intentions, and Eligibility Criteria for Compensation
2. Prioritize Possible Funding Sources
3. Determine Critical Questions for Compensation Funding Implementation Processes



How did we do?



Moving Forward: Next Meeting is September 7

September Meeting Objective: Present and finalize funding work plans and admin process, confirm consensus for inclusion in Comp TF report which will go to CAEECC in October 2022.

To get there:

- Homework #2 due August 19
- Comp TF Meeting #3 on Sept 7



Post Meeting Evaluation

Do you feel this was an inclusive and trusting environment?

Not at all safe Somewhat safe Very safe

Do you feel the meeting was effective?

Not at all effective..... Somewhat effective Very effective

What worked well?

How can we improve?



Thank you!

Reach out anytime

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Additional Information



SOMAH Compensation for Advisory Board

- Compensation Breakdown: \$500 per meeting + \$25 for meals (if meals are provided). This includes any prep time for the meeting, although it's generally minimal. Compensation for any ad-hoc meetings or issues is provided at \$125 per hour, although these types of meetings are minimal for SOMAH Advisory Board Members.
- Have a Conflict of Interest and NDA Disclosure
- PA's (typically non-profits) facilitate Advisory Board meetings
- The PA's have contracts with one lead IOU. The fees for PA work under SOMAH are paid for under these contracts. The Board of Advisor stipends are allocated among different PA's who make stipend payments to the Board of Advisors through their own internal procurement platforms. The PA's are reimbursed for these stipends via invoicing of the IOU's. Travel expenses have rarely been applicable during the pandemic, but are set at applicable General Services Administration levels and require submission of back-up documentation by the Advisor to the Lead PA.
- Funded through legislation

I-COMP

The coordinating scope of work for which intervenor compensation may be awarded shall be as follows:

- i. Provide input into business plans prior to and throughout the drafting process (see notes below re scope of input and timing);
- ii. Provide input into implementation plans, again, prior to and throughout the drafting process;
- iii. Provide input into annual budget advice letters, again, prior to and throughout the drafting process; and,
- iv. Provide input into development and revision of metrics for inclusion in business plans and implementation plans as part of i and ii.
- v. Provide a clearinghouse for discussion of the scope and schedule of other stakeholder processes.