

CAEECC Compensation Task Force Meeting #3 Summary

Date: Wednesday September 7, 2022

Time: 9:30am - 12:00pm PT

On September 7, 2022, the CAEECC Compensation Task Force (“Compensation TF”, “Task Force”) hosted its third meeting virtually via Zoom. Thirteen representatives attended from ten Compensation TF member organizations (see [Appendix A](#) for a full list of meeting attendees). This meeting was facilitated by Michelle Vigen Ralston (Ralston) of Common Spark Consulting and supported by Suhaila Sikand (Sikand) of Common Spark Consulting and Susan Rivo (Rivo) of Raab Associates.

Supporting meeting materials are available at: www.caeec.org/comp-task-force-mtg-3. Relevant materials include:

- Agenda (*Compensation TF Meeting #3 090722 -- Agenda*),
- Slide Deck (*Compensation TF Meeting #3 090722 -- Slide Deck*), and
- Homework Facilitator Synthesis (*Homework #2 Facilitator Synthesis (8.31.22)*).

Overview

Key Meeting Takeaways:

- SoCalREN will work off the Final Report to create a Motion for R.13-11-005 to request the authorization of the EE Budget Funds for the Compensation Pilot.
- The Task Force is not yet aligned on how much and with what methodology to compensate applicants.
- The Task Force adopted Principles, Intentions, and Eligibility Criteria version 2.
- The Task Force is ready to pull together a Final Report for CAEECC Members’ review and input at the October 19 CAEECC Meeting.

This meeting summary is intended to capture this meeting’s discussion of ideas, concerns, and alternative options for recommendations. Final Compensation TF recommendations will be captured in a memo delivered to the full CAEECC upon the completion of this Task Force’s meetings/charge.

Key acronyms used in this document include California Energy Efficiency Coordinating Committee (CAEECC), California Public Utilities Commission (CPUC), energy efficiency (EE), Composition Diversity Equity and Inclusion EG (CDEI WG), disadvantaged communities (DAC) and hard-to-reach (HTR) communities, Program Administrator (PA), justice equity diversity and inclusion (JEDI), Investor-owned utilities (IOU), CPUC’s

Environmental and Social Justice Action Plan (ESJ Action Plan), Intervenor Compensation (I-Comp).

Introductions and Background

Slides 2 - 16

Objectives and Agenda

The purpose of this meeting was to continue the discussion and strategy of the Compensation Pilot (“Pilot”) for the JEDI-focused Working Group (WG) this Compensation TF is charged with. Specifically, the objectives of this meeting were:

- Discuss the process to launch the Compensation Pilot, including the Funding Authorization as well as Monetary Allocation and Use.
- Revisit and present updated Principles/Intentions/Eligibility (PIE) for consensus test and inclusion in Compensation TF Final Report
- Discuss and review draft recommendations for Application Sample, Application Review Process, Recruitment Strategies, and Evaluation and Metrics.

To achieve these objectives, the facilitation team developed the following agenda:

- Introduction and Background
- Topic 1: Process to Launch Pilot
- Topic 2: Principles, Intentions, and Eligibility Criteria Proposal
- Topic 3: Draft Recommendations
- Wrap up and Homework

Participants were asked to introduce themselves through the chat.

Compensation TF Discussion on Objectives and Agenda

No Compensation TF members raised questions, concerns, or thoughts about the objectives or agenda.

Housekeeping

Sikand provided general reminders, zoom etiquette, and meeting norms. To encourage a space of inclusion and diversity, Compensation TF members were asked to agree upon the meeting norms and ground rules (see [Appendix B](#) for the full list), which Compensation TF members accepted.

Background and Context

Sikand provided an overview of the Compensation TF to remind participants about activities to date. This overview included:

- Scope and Structure (see [Scope of Work](#) document)
- Key questions (see [Scope of Work](#) document)
- Members (see [Appendix A](#))
- Status Update

Sikand provided an update of this Compensation TF to date for participant context. Since the first meeting, the Compensation TF:

- Discussed the charge given by CAEECC and the scope of this work.
- Adopted some Principles, Intentions, and Eligibility Criteria for Compensation Version 1
- Agreed to seek Energy Efficiency segment budget funds (EE Budget)
- Discussed how to pursue authorization of EE Budget funds

Between Meeting #2 and Meeting #3, input and thoughts on Application Sample, Application Review Process, Recruitment Strategies, Evaluation and Metrics, and Principles, Intentions, and Eligibility Criteria (PIE) were gathered through Homework #2.

Compensation TF Discussion on Background and Context

- Jim Dodenhoff, Silent Running: Asked for clarification on “EE Segment Budget Funds”.
 - Jenny Berg, BayREN: Noted that PAs request overall budget, not from a particular segment budget and that IOUs and MCE are limited in the amount they can offer. Proposed renaming to “EE Budget Funds”.

Topic 1: Process to Launch Pilot

Slides 17 - 27

At Compensation TF Meeting #2, members voted to pursue the use of EE Budget Funds to fund the Compensation Pilot. However, members noted that a pathway to authorize the use of such funds would be needed through, likely, a regulatory vehicle. The purpose of this topic was to discuss the *Authorization Pathway* to use the funds as well as determine an appropriate *Monetary Allocation and Use*.

Authorization Pathway

Nils Strindberg (Strindberg), CPUC, summarized offline conversations between the CPUC, SCE, and PG&E that were designed to determine the appropriate vehicle to legally authorize the use of the EE Budget Funds for the Pilot. Strindberg noted that the group decided that a Motion through the proceeding (R.13-11-005) by an IOU or REN would be the most effective mechanism to unlock the funds for this use. Specifically, SoCalREN will submit the motion, which will request the Commission or Administrative Law Judge (ALJ) to authorize the use of the EE Budget Funds for this Pilot based on the

recommendations and establishments in the Compensation TF Final Report (to be created).

Ralston continued to outline what the Motion will cover, including the purpose, background, amount requested, oversight details, and administration and evaluation processes. Ralston noted that the intent is to make this process the most efficient and straightforward. Alas, Ralston put forth key considerations for the motion including: concrete details, flexibility for future authorization, and specifics on the allocation, administration, oversight, and distribution.

Compensation TF Discussion on Authorization Pathway

- Jim Dodenhoff, Silent Running: Asked if a Commission vote is a requirement of a Motion.
 - Strindberg: Clarified that a lot of motions, specifically those for *Party Status*, have a Ruling adopting the Motion almost immediately after. The same thing can be done in terms of timing any Motion, although it is not as frequently done.
- Ted Howard, SBUA: Asked if there is a requirement for an evidentiary hearing and comments/reply comments.
 - Strindberg: Responded that it is not required. Specifically, any Motion triggers an immediate process for comments within 15 days of the Motion. Clarified that often an ALJ issues a Ruling requesting additional comments from the public but this practice is not required.
- Jenny Berg, BayREN: Suggested to point out that this may be a pilot for other commission funding systems.
 - Ralston: Proposed a summary or evaluation at the end of this Pilot for accountability.
 - Jenny Berg, BayREN: Agreed that this would provide the transparency sought.
- Ted Howard, SBUA: Asked if this is to be funded through the public goods charge (Public Purpose)
 - Ralston: Yes, it would be from the portion of the public goods charge that has been allocated to energy efficiency programs. That is what is being referred to as “EE Budget”.
- Dan Suyeyasu, CodeCycle: Clarified that we are anticipating questions that may arise. Asked for a deadline for comments.
 - Ralston: Noted that there is some time to think about this. The sooner the better since the Facilitation team will work on this within the next week.

Monetary Allocation and Use

In addition to unlocking the funds to use, Ralston noted that the proposals made by the Compensation TF should be specific and outline a framework, therefore, a sense of how much money is being requested and for what specific use needs to be determined.

Compensation TF Discussion on Monetary Allocation

Ralston provided examples from the CDEI Final Report and some Facilitator considerations. Ultimately, Ralston asked *how much money should the TF ask for*. Offered some initial thoughts as a cap per WG or annually. Ralston reviewed the CDEI Final Report Sample Budget as an example.

- Jim Dodenhoff, Silent Running: Committed to send out the CDEI Detailed Spreadsheet with the breakdown (*now included in [Appendix C](#)*).
- Jim Dodenhoff, Silent Running: Clarified that the CDEI scope was for full integration of compensation, not a pilot. Therefore, suggested an annual cap on all WG processes. Argued for flexibility without burdening ratepayers. Noted that flexibility allows for WGs to bleed into each other (as they currently do) and the amount of meetings expected. An annual cap allows for first-come first-serve without exceeding a pot of money.
- Jenny Berg, BayREN: Asked if the intention is to give a flat amount per person or bill according to the breakdown from the CDEI Final Report Sample Budget
 - Ralston: Noted it's still up in the air. Proposals in the past few meetings have been a flat amount but there are downsides.
 - Jim Dodenhoff, Silent Running: Noted that SOMAH compensation is divided out based upon completion of individual activities and tends to flow with Group Meetings. Noted that SOMAH's travel expenses haven't been relevant (to date) due to the pandemic.
 - Jenny Berg, BayREN: For purposes of the Motion, suggested that anything being proposed should be backed up with enough documentation. "Per Diem Expenses" should be consulted through a survey with local government (for example hotels in San Francisco are costlier than in Tracy). Suggested to include these details.
 - Jenny Berg, BayREN: Noted that the hourly rate is in the ballpark for people on this call, but could be high for the people the TF is trying to attract. Offered an example that for a college student, the rate is high and raised this for concern.
 - Jim Dodenhoff, Silent Running: Agreed and proposed tiered levels of compensation. Noted this is often done (in reverse) for registration for Trade Conferences.
- Lujana Medina, SoCalREN: Noted their framing based on their own program budgeting. In Motion, can forecast an amount per applicant and an amount per region. Suggested that \$150 is small because it's not embedding an overhead cost, and proposed \$220 hourly. Proposed to give a maximum budget and only ask for invoices for how much is actually used. Noted the maximum budget and process should be included in the Motion.
 - Ralston: Noted that a blanket amount is an interesting concept and a "Pay as cost incurs" model. Questioned if there is a way to do both.
- Courtney Kalashian, SJVCEO: Agreed with Berg and Medina. Noted that different regions would likely have different rates regardless of who is doing the work

because it would account for the cost of living. Proposed creating a set maximum amount would be beneficial because organizations bill in different ways. Noted this could allow for more time dedicated. Suggested that the expectation of billing and being reimbursed is doable.

- Dan Suyeyasu, CodeCycle: Proposed to have two standard rates: one for organizations and one for individuals.
- Lucy Morris, PG&E: Learned about a Community Perspectives Advisory Council (CPAC) that meets quarterly and includes seven CBOs. Learned that CPAC has been having a hard time finding CBOs for the Bay Area. Noted CPAC pays \$500 flat fee per meeting and captures the hourly rate for ad hoc work between meetings. Noted that the flat per meeting amount isn't enough for the Bay Area CBOs.
- Jim Dodenhoff, Silent Running: Clarified that the CDEI Final Report Sample Budget includes hourly rate not as a mechanism for payment, but as a backup for the per-meeting rate. Noted the CDEI didn't want the administrator to pay different amounts.
 - Ralston: Noted that hourly rates being served as assumptions.
- Jenny Berg, BayREN: Agreed with a flat fee over a breakdown. Raised concern for the equity issue of organizations versus individuals.
- Nicole Milner, American ECO Services: Flat rate seems easier

Ralston noted lack of agreement on a framework for the allocation for money, specifically that the group was struggling with two options: a flat standard rate per person per engagement (however scoped) and an applicant-defined hourly rate with a budget to invoice against. Ralston offered, due to time constraints, to offer a hybrid proposal in the next homework.

Compensation TF Discussion on Monetary Use

Ralston was not able to go through Monetary Use examples from the CDEI Final Report and previous Compensation TF meetings. Ultimately, Ralston noted that this would tie into the Intentions conversation.

Next Steps

- Revisit discussion on usage and allocation as well as how to frame the funding amount requested.

Topic 2: Principles, Intentions, and Eligibility Criteria Proposal

Slides 28 - 31

Since Compensation TF Meeting #1, participants were asked to identify Principles, Intentions, and Eligibility Criteria that have been refined and revised since. At Compensation TF Meeting #3, this meeting, Ralston introduced the Version #2 of

Principles, Intentions, and Eligibility Criteria and tested for consensus and inclusion in the Compensation TF Final Report.

Compensation TF Discussion on Proposal

Principles

- Principle #2
 - Jenny: Noted that they do not understand how ‘flexibility’ would apply to everyone administering the funds
 - Ralston: noted that for the current funding and administration proposal through the Facilitator’s Contract, PG&E and the Facilitation team will be discussing methods for payment to happen faster than the typical invoicing schedule

Ralston tested for consensus with the Version 2 set of Principles (*above*). The Compensation TF **confirmed consensus on all Principles above**.

Modified Set of Principles (Version 2)

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 scalability and learning (through evaluation) 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- and 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

Ralston asked if the group would like to identify disallowed/allowed costs in this language itself.

- Intention #3

- Kellvin Anaya, SCE: Acknowledged the failures of I-Comp but noted that I-Comp established a number of resources and disallowed costs, like software, meals, and travel (*See Appendix D*). Regarding the rate for the pilot, supported a flat and that I-Comp has a framework that might be leveraged.
- Dan Suyeyasu, CodeCycle: Proposed to instead establish a list of allowed costs versus the other way around and ensure allowed costs are tied to the WG.
 - Jenny Berg, BayREN: Agreed and suggested the EE Policy Manual of allowed costs¹ be consulted.
 - Courtney Kalashian, SJVCEO: +1 to allowable cost table
 - Kellvin Anaya, SCE: Agreed, that would help to set controls.
 - Jim Dodenhoff, Silent Running: Agreed with listing disallowed costs because didn't want muddied territory down the line. Volunteered to look at I-Comp disallowed costs.

In lieu of 3b in the Set of Intentions, Ralston initially proposed a next step to pull the I-Comp list for folks to revise, but upon further discussion noted it was preferred to set a list of allowed costs (using the EE Policy Manual of allowable costs as reference). Ralston noted that all costs must be directly contributing to the participation of WG members. Ralston committed to offer a proposal in the homework regarding allowed/disallowed costs, and include reference to the EE Policy Manual and a link to the I-Comp rules around disallowed costs for members to look at.

Ralston tested for consensus on Version 2 of the Set of Intentions (*below*) for everything but the allowed/disallowed costs. The Compensation TF **confirmed consensus on all Intentions.**

¹ EE Policy Manual [Allowable Costs Attachment](#), Attachment 5-A to December 2008 ACR in A.08-07-021 et al. (page 61 - 68)

Modified Set of Intentions (Version 2)

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 should have flexibility in how to document and demonstrate financial need.
 - a. Documentation for application and upon disbursement of funds needs to be sufficient to meet fiscal reporting requirements by the PAs contributing funds from their budgets, and according to any CPUC requirements on pilot funds.*
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) for a specified duration of activity, e.g., for the duration of a Working Group process/defined series of meetings.
 - a. Recognize that some individuals may require financial support including but not limited to lodging, travel, food, family-care.**
 - ~~b. Establish a list of disallowed costs / _____ are disallowed costs~~
4. Not requiring baseline knowledge of energy efficiency to participate in the JEDI-related WG compensation program; however, applying participants are encouraged to review background information EE (self-guided orientation through resources provided) and the CAEECC orientation in order to support meaningful participation.

* Documentation will depend on funding source requirements. Since participation may manifest in different ways (i.e., active participation, verbal comments, or silently learning and contributing via homework) documentation of contribution should be broad and flexible. Consider the use of polls, and other opportunities to document a base level of participation.

** self-defined family care

Eligibility Criteria

- Eligibility Criteria #1
 - Facilitators propose deleting parts of the first criteria as circumstances change and to increase inclusivity. Worried it would unintentionally limit eligibility.
 - Sikand clarified that applicants would need to meet all 3 criteria to be eligible.
 - Jim Dodenhoff, Silent Running: Recalled that previously CDEI WG and Compensation TF noted that both TURN and CAIPA might be great examples for included voices, but they are compensated through I-Comp.

Reminded the TF that the idea is for further diversification of CAEECC today.

- Ralston: asked for recommended changes
- Jim Dodenhoff, Silent Running: Did not have recommendations.
- Ted Howard: Asked why the list doesn't show ESJ communities.
 - Ralston: Noted this was an oversight and modified.

Ralston tested for consensus on. **The Compensation TF confirmed consensus on these three criteria as modified below.**

Modified Set of Eligibility Criteria (Version 2)

1. ~~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, ESJ Communities, 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~~
2. With a demonstrated financial need in order to meaningfully participate. E.g. Participation would expose the individual/organization to financial hardship.
3. Are committed to a WG or stated engagement process and make meaningful contribution(s). Standard expectations of commitment and proxy representation apply.

Next Steps

- Review I-Comp list of disallowed costs
- Review EE Policy Manual of allowable costs
- Facilitation Team to draft a statement on allowed/disallowed costs for homework.

Draft Recommendations

Slides 32 - 50

Ralston teed up the Draft Recommendations with a note that few responses were collected from HW#2 and that the Facilitators are seeking a gut check on these rough recommendations.

Ralston walked through a visual aid of the proposed sequence of events for the approval of the Compensation TF Final Report by CAEECC, its submittal via a Motion to the CPUC, approval of funds, JEDI-Focused WG and Compensation Pilot recruitment,

and JEDI-focused WG launch. Modifications to recommendations proposed in the meeting are outlined in red below.

Application Review

- Application Review Recommendation #1 | Reviewer: The Compensation Pilot Applications will be reviewed by a cohort consisting of: the facilitation team; ~~voluntary members of~~ and ~~volunteers from~~ the CPUC ESJ Team, ~~voluntary members of the~~ Compensation Task Force, and ~~voluntary members of~~ CAEECC (who will not be applying to participate in the JEDI-focused WG).
 - Jenny Berg, BayREN: Flagged the use of the term “voluntary”. Proposed to make “volunteers from”.
- Application Review Recommendation #2 | Timing: Applications will be invited ahead of the launch of the working group and will be open to be submitted on a rolling basis and reviewed/approved in the order they were submitted. Reviewers should aim to complete reviews within 14 business days of application submission. **Application will stay open as long as the JEDI-focused WG Application stays open or as identified by the JEDI-focused WG.** Note: Reviewer committee may choose to meet on a predetermined frequency (similar to how the WG application review committee meets) or deliberate over ad hoc meetings or email.
 - Lucy Morris, PG&E: Questioned how this fits into the broader recruitment for JEDI-focused WG. Framed key questions as: *what’s the goal; do we want as many applicants as we can get; what might be regional considerations for approval?*
 - Ralston: Agreed, noting that the intent is not for folks to resist applying for JEDI-focused WG because of lack of compensation, but also don’t want compensation to be approved if JEDI-focused WG membership isn’t approved.
 - Lucy Morris, PG&E: Questioned how the TF might react to a lot of applicants, say 40.
 - Ralston: Suggested that it comes down to the principles/intentions as guiding posts for approval.
 - Courtney Kalashian, SJVCEO: Recommended for the concurrent application to have a disclaimer that *‘approval for compensation is pending approval from JEDI-focused WG’*. Proposed to have a window for application with the JEDI-focused WG Application.
 - Nicole Milner, American ECO Services: Recommended this be part of the JEDI-focused WG Application. Recommended that applications open and close at the same time.
 - Sikand: Clarified that Application Sample Recommendation #1 recommends that the applications be combined, specifically that the Compensation Pilot Application be a subsection of the JEDI-focused WG Application.
 - Jim Dodenhoff, Silent Running: Raised that someone approved for Compensation Pilot would likely be approved for JEDI-focused WG.

- Application Review Recommendation #3 | Acceptance: Compensation will be granted on a first-come-first-serve basis to eligible **parties applicants** until the WG funding cap has been reached. Eligible applicants must meet all eligibility criteria.
 - Lujana Medina, SoCalREN: Maybe don't say "interview", but perhaps and "interest meeting:

Ralston tested for a gut check on these. The Compensation TF approved these recommendations with modifications.

Recruitment Strategy

Recruitment Strategy Recommendation #1 | Recruiters: **A voluntary cohort of the Volunteers from** Compensation TF **members**, CAEECC **members**, and the CPUC ESJ Team, with the coordination support of the Facilitation Team, shall conduct outreach to raise awareness of the Compensation Pilot.

Recruitment Strategy Recommendation #2 | Outreach Process: Outreach (e.g. emails and meetings) shall begin with groups identified below. The Facilitation team will provide a template for outreach. Additional work to identify individuals and their contact information will be needed to facilitate outreach.

- From the *Pre-identified List of Prospective JEDI-focused WG Participants* included in the CDEI WG Final Report
 - Trade allies
 - Unions (work/work implementation groups)
 - Authorized Agents of IOU's and Implementers
 - Youth, universities, and emerging professionals (including respective diversity groups)
 - Consumer advocates like CalPA and TURN
 - Environmental, Racial, and Social Justice groups like Greenlining, Rising Sun, and California Environmental Justice Alliance (CEJA)
 - Other experts (e.g., other agencies)
 - Advocacy groups whose mission is to promote and establish diversity in EE (similar to E2, ACEEE, etc.)
 - A representative sample of customers
 - Local Government Coalitions
 - Community Based Organizations and/or aggregations of Community Based Organizations
 - Local Government Climate Action Organizations
 - Tenant right groups
 - BIPOC specific groups
 - Community Service District Latino Service Providers
- Additional outreach ideas may also come from (beyond the *Pre-Identified List* above):

- Ted Howard mentioned providing a list of CBOs involved in state energy matters, and Facilitation team will follow up
- Compensation TF contacts and identified groups
- Others?

- Jim: Proposed to add other lists Compensation TF members may have.

Recruitment Strategy Recommendation #3 | Timeline: Begin outreach efforts upon CPUC authorization of Pilot funds/CAEECC adoption of these recommendations and/or JEDI-Focused WG Prospectus until all of the Compensation Pilot funds have been allocated or, for existing members of the JEDI-focused WG, when the JEDI-focused WG is beyond the halfway point of its charge.

- Jim Dodenhoff, Silent Running: Asked if this a recommendation to CPUC.
 - Ralston: Clarified it would be a recommendation to CAEECC, but that outreach can't really begin until after the CPUC authorizes the funds
- Lucy Morris, PG&E: Questioned if this would allow people to join the WG late.
 - Ralston: Yes, people elevated this in Homework #2. This could be an option for the JEDI-focused WG to determine.
 - Nicole Milner, American ECO Services: Offered that perhaps folks will ask for compensation after they are already a member of the WG, because their circumstances change.
 - Dan Suyeyasu, CodeCycle: Clarified their recommendation because didn't want to close off the application to people who hear about it later.
 - Lucy Morris, PG&E: If playing devil's advocate, questioned if the TF is enabling *bad* behavior if people join after the starting point. Questioned if this would be causing issues, but if it is enough to justify a hard deadline.
 - Ralston: Made a Facilitator's recommendation that this TF cannot determine this through its scope. Acknowledged that it should be tied to the application of the JEDI-focused WG and only say it's for members of JEDI-focused WG until halfway through.
 - Dan Suyeyasu, CodeCycle: Noted this is strategically ambiguous.

Note: Facilitators did not scope out their contract, but are estimating 30 hours of support for work/activities related to recruitment and review process.

Ralston tested for a gut check. The Compensation TF approved these recommendations with modifications.

Evaluation Criteria

Evaluation Criteria Recommendation #1 | Indicators: The Compensation Pilot shall be evaluated based on the following indicators:

- Diversity of perspectives shared in JEDI-focused WG
- Number of Compensation Pilot applicants
- How quickly Pilot funds are used
- Ease of application process via applicant survey
- Outreach effectiveness via diversity and volume of Pilot applicants
- ~~Diversity of perspectives shared in JEDI-focused WG~~
- Additional recommended data collection
 - use of funds
 - uncompensated funds
 - declined offers of recruitment

- Nicole Milner, American ECO Services: Noted that since it's a pilot, it would be interesting to see what costs people are using it for. Suggested that from there, these data points could inform a fuller list of disallowed costs. Suggested an evaluation by applicants of whether or not the funding was enough.
- Lucy Morris, PG&E: Suggested looking at what the numbers might tell us. Framed key questions as: *is twelve good or bad; did we achieve what we wanted to achieve; if not, is it because we didn't do it right; if yes, then what.*
 - Ralston: Summarized what the percentage tells us and what the costs went left uncompensated. Offered that the data isn't about evaluation but perhaps something else.
- Jim Dodenhoff, Silent Running: Proposed identifying why people declined compensation. Suggested anonymizing firms/people who decline invitation and reasons behind declination.
- Lucy Morris, PG&E: Suggested that the "Diversity" bullet is the ultimate goal and that all the other indicators are subjective to this one.

Evaluation Criteria Recommendation #2 | Measurement: The Compensation Pilot indicators shall be evaluated based on the following measurements: *For example, number of under-represented perspectives in WG, number of those under-represented perspectives supported via the Compensation Pilot.*

- Percentage of JEDI-focused WG that is/represents a new stakeholder to CAEECC
- Percentage of JEDI-focused WG that is/represents a CPUC ESJ **identified DAG** Community
- Percentage of members of JEDI-focused WG from a **CPUC ESJ DAG** Community that is receiving Compensation Pilot funds
- Percentage of members of JEDI-focused WG that is new/represents a new stakeholder that is receiving Compensation Pilot funds
- Number of applicants for the Compensation Pilot

- Compensation Pilot acceptance rate
- Percentage of Compensation Pilot recipients from direct outreach efforts

Facilitator's note: we suggest removing "DAC" as it is too narrow of a definition for the targeted audience, and instead use the CPUC's 'ESJ Communities'² definition.

Evaluation Criteria Recommendation #3 | Not for Measurement: The following criteria shall not be considered for evaluation of the Compensation Pilot:

- The outcome of a Working Group
 - A set of predefined *productive contributions*
- Ted Howard, SBUA: Asked about the ultimate objective and if this would lead to a rulemaking or motion from JEDI-focused WG.
 - Lucy Morris, PG&E: CAEECC and this working group advise the PAs, not influencing CPUC policy.

Ralston tested for a gut check. The Compensation TF approved these recommendations with modifications.

Application Sample

Application Recommendation #1 | Adopt Sample Application: Adopt the Sample Application (below) as a subsection of the JEDI-focused WG Member Application.

² "Environmental and Social Justice Communities" or "ESJ Communities" are identified as those where residents are:

- Predominantly communities of color or low-income;
- Underrepresented in the policy setting or decision-making process;
- Subject to a disproportionate impact from one or more environmental hazards; and
- Likely to experience disparate implementation of environmental regulations and socio-economic investments in their communities.

These communities also include, but are not limited to:

- Disadvantaged Communities (Defined as census tracts that score in the top 25% of CalEnviroScreen 3.0, along with those that score within the highest 5% of CalEnviroScreen 3.0's Pollution Burden but do not receive an overall CalEnviroScreen score);
- All Tribal lands;
- Low-income households (Defined as household incomes below 80 percent of the area median income); and
- Low-income census tracts (Defined as census tracts where aggregated household incomes are less than 80 percent of area or state median income).

Sample application for the Compensation Pilot.

This application is for the Compensation Pilot specifically for prospective members of the JEDI-focused Working Group of the California Energy Efficiency Coordinating Committee (CAEECC). The Compensation Pilot is a funding mechanism to welcome burdened individuals or organizations and alleviate the barrier of ‘participation without compensation’. The intent, principles, and eligibility criteria of Compensation Pilot are located in the Application Appendix. The Compensation Pilot (and JEDI-focused WG) will adhere to the CAEECC Ground Rules and Meeting Norms (see Appendix).

The deadline to apply for the Compensation Pilot is rolling pending available funds. Applications will be reviewed in the order they are submitted and granted compensation until funding is maxed out. Interviews *may* be requested with compensation applicants. Please fill out the following application form.

* Connotes a required field below.

*Would you like to apply for the Compensation Pilot? Yes ▾

Contact Information

*Primary Contact Name (First and Last); Primary Contact Pronouns; Primary Contact Email; Primary Contact Phone

Proxy Contact Name (First and Last); Proxy Contact Pronouns; Proxy Contact Email; Proxy Contact Phone

*Will you be representing: Yourself ▾

If responded ‘An Organization’ above, required | Name of Organization:

Identifying Eligibility

*Do you present a financial need to participate in the JEDI-focused WG that funding through the Compensation Pilot can mitigate? Yes ▾

*Do you represent a community that has historically been underrepresented by CAEECC³? If yes, please describe what perspective(s), representation(s), or community/ies with which you identify. Yes ▾

*Are you committed to make meaningful contributions to this working group by participating in the pre-work, meeting attendance and active engagement, and meeting follow-up or homework?⁴ Yes ▾

[Placeholder: ask for financial need as a narrative question]

Optional:* Please upload one of the following documents as proof of financial need. **Alternatively, a member of the review committee may reach out for additional information.

- a statement from a State taxing body, State Attorney General, or other appropriate State Official certifying that the applicant organization has a nonprofit status and that none of the net earnings accrue to any private shareholders or individuals
- **Customer's Applicant's** gross and net monthly income, monthly expenses, cash and assets, including equity in real estate, and any other relevant financial information⁵
- Other statement or demonstration of financial need.

CAEECC Policies and Interest

*Do you agree to abide by the Ground Rules and Meeting Norms for CAEECC and CAEECC working groups?⁶ Yes ▾

Describe specific prior experience (if any) working collaboratively in other stakeholder processes: _____

⁵ See JEDI-focused WG Scope of Work Appendix

Sample Application Discussion

- Jim Dodenhoff, Silent Running: Noted the documents section had “customers” not “applicants”.

³ See CPUC Environmental and Social Justice Action Plan (page___)

⁴ Meaningful contributions include: participation in meetings, participation in interactive meeting elements, completion of homework/pre-work.

⁵ CPUC ICOMP Guide p. 14 [Intervenor Compensation Program Guide](#)

⁶ See JEDI-focused WG Scope of Work Appendix

- Nicole Milner, American ECO Services: Raised concern for asking for documents, noting it deters prospective applicants from applying.
 - Ralston: Offered to make it optional.
 - Nicole Milner, American ECO Services: Agreed make it optional. Asked if there is a bracket to be able to qualify.
 - Lucy Morris, PG&E: Raised the same concerns. It would be a barrier, personal, intrusive. Proposal to instead ask for an explanation of why they need compensation to participate.

Next Steps

- Evaluation Recommendations and Application Sample Recommendations will be in the HW for another look.
 - Lucy Morris and Nicole Milner to draft a statement of narration for financial need in Application Sample.

Wrap Up: Homework & Meeting Evaluation

Slides 51 - 55

Ralston pitched two timelines for the group to pursue:

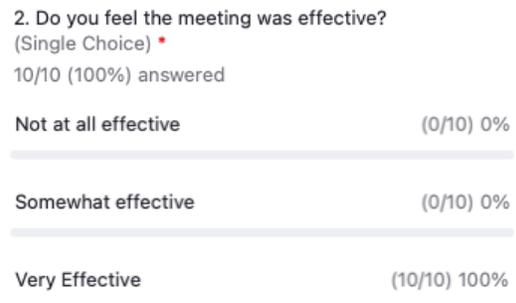
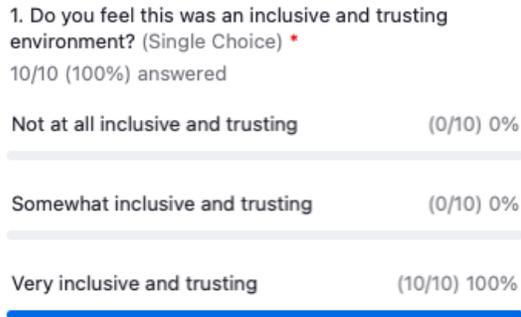
- Option 1: present a final report to CAEECC on October 19
 - Jenny Berg, BayREN: noted that this should be up to the Facilitator since it's a big lift on the Facilitation Team.
- Option 2: present a final report to CAEECC on Nov 30

Compensation TF voted for Option 1: a Draft Compensation TF Final Report will be delivered on September 16.

Meeting Evaluation

Ralston summed up the meeting, noting work on process to launch Compensation Pilot (Objective #1), Principles, Intentions, and Eligibility Criteria (Objective #2), and Draft Recommendations (Objective #3). The Compensation TF agreed that the meeting goals were reached.

Through a zoom poll at the end of the meeting, participants noted that the meeting was safe and effective.



Next Steps

Ralston summarized the next steps, which include:

The Facilitation Team will begin to draft the full Compensation TF Final Report, shooting for a draft by Friday, September 16.

Compensation TF members will have the following homework:

- Review the Compensation TF Final Report Draft
- Provide detailed input and feedback on the following sections in the Final Report Draft, as they remain somewhat outstanding based on the September 7, 2022 meeting:
 - Monetary Allocation
 - Monetary Use, including:
 - Allowed/disallowed costs
 - Illustrative cost and budgeting
 - Options for funding amounts
 - Evaluation Recommendations
 - Application Sample

At the October 4, 2022 final Comp TF meeting, the Task Force will discuss:

- Any outstanding issues, including those above as part of the Homework, and any others raised in the review of the Comp TF

Appendix A: Attendees

Organization	First	Last
Task Force Representatives & Alternates		
American Eco Services	Nicole	Milner
BayREN	Jenny	Berg
Code Cycle	Dan	Suyeyasu
PG&E	Lucy	Morris
PG&E	Angela	McDonald
SCE	Chris	Malotte
SCE	Kellvin	Anaya
Silent Running LLC	James	Dodenhoff
San Joaquin Valley Clean Energy Organization	Courtney	Kalashian
Small Business Utility Advocates	Ted	Howard
SoCalREN	Lujuana	Medina
Ex-Officio		
CPUC	Nils	Strindberg
CPUC	Jesus	Torres

Appendix B: Meeting Norms and Ground Rules

CAEECC 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

To learn more, view the document "*Compensation Task Force Draft Scope of Work (6.1.22) (Appendix A)*" for the full list of ground rules at:

www.caeccc.org/compensation-task-force

Compensation TF Meeting Norms

To encourage a space of inclusion and diversity, Compensation TF members were asked to agree upon the following 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.

Appendix C: Full CDEI Working Group Sample Budget

Note, a summary of this table was included in the CDEI Final Report.

SAMPLE Annual Compensation Budget for CBOs and Under-resourced Groups				
CAEECC Onboarding	Hours per event	\$/hr	Total \$/event	Total \$/year
Onboarding and Training	12	150	1800	1800
- Per Diem Expenses	N/A	N/A	300	300
			Subtotal	\$2,100
CAEECC Quarterly meetings (4 per year)	Hours per event	\$/hr	Total \$/event	Total \$/year
CAEECC Meeting Attendance	4	150	\$ 600	
CAEECC Meeting Preparation	4	150	\$ 600	
CAEECC Meeting Follow-up	4	150	\$ 600	
-Per Diem Expenses	N/A		\$ 150	
		Subtotal	\$ 1,950	\$ 7,800
Participation in one (1) Working Group (Assume 4 Working Goup meetings per year)	Hours per event	\$/hr	Total \$/event	
Working Group Meeting Attendance	4	150	\$ 600	
Working Group Meeting Preparation	3	150	\$ 450	
Working Group Meeting Follow-Up	3	150	\$ 450	
Working Group Meeting Homework	3	150	\$ 450	
-Per Diem Expenses	N/A		\$ 150	
		Subtotal	\$ 2,100	\$ 8,400
Ad-Hoc Workshops (Assume 2 workshops per year)	Hours per event	\$/hr		
Stakeholder Workshops	4	150	600	\$ 1,200
- Per Diem Expenses	N/A	150	150	\$300
			Subtotal	\$ 1,500
	Hours per year	\$/hour		
DEI Consultant Compensation Related Activities	200	180		\$ 36,000
SAMPLE Annual CBOs and Under-resourced Groups Costs				
Assume 5-10 CBOs and under-resourced groups participating				
Assume each CBO participates on one Working Group per year				

			5 Participants	10 Participants
		<i>Total Annual Compensation to CBOs</i>	\$ 51,000	\$ 102,000
		<i>Total Annual DEI Consultant Compensation</i>	\$ 36,000	\$ 45,000
	Baseline Scenario	Annual Total	\$ 87,000	\$ 147,000
		Annual 3-Year Total	\$ 280,575	\$ 474,075
	High-Cost Scenario	Annual Total	\$ 117,450	\$ 198,450
		Annual 3-Year Total	\$ 378,776	\$ 640,001
	Low-Cost Scenario	Annual Total	\$ 60,900	\$ 102,900
		Annual 3-Year Total	\$ 196,403	\$ 331,853

Appendix D: I-Comp Disallowed Costs

The following text is from the [Intervenor Compensation Program Guide \(2017\)](#) in *Section III > General Provisions > Claim Form for Part III > Costs*.

iv. Costs. You must list your out-of-pocket expenses in this section. You may insert additional lines, if needed. Reasonable out-of-pocket expenses directly related to an intervenor's participation are awarded if the CPUC finds the intervenor made a substantial contribution. (See § 1802(e)). Expenses may include photocopying, mailing, telephone, facsimile transmission, on-line legal research (such as LexisNexis®) charges, certain travel expenses, and other litigation-related expenses. Further documentation may be attached to the Claim. YOU MUST PROVIDE COPIES OF THE RECEIPTS OR INVOICES FOR ANY ITEM COSTING MORE THAN \$20.

DISALLOWED COSTS:

Routine Travel: The Commission does not compensate intervenors for routine travel costs.

Routine travel costs are defined as travel of less than 120 miles.⁷

Basic Operational Services: (i.e. costs for Adobe Software).⁸

Meals: The Commission does not compensate intervenors for meals.⁹

⁷ See D.10-11-032 at 19.

⁸ See D.14-02-039 at 14.

⁹ See D.07-12-040 at 21.