



December 30, 2025

Via E-Mail

Caroline Thomas Jacobs
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Caroline.ThomasJacobs@energysafety.ca.gov
Docket #2025-SCs

Subject: Bear Valley Electric Service, Inc. Request for 2025 Certificate Pursuant to Public Utilities Code Section 8389 – Addendum 1

Dear Ms. Jacobs:

Pursuant to the Office of Energy Infrastructure Safety’s Safety Certification Guidelines¹ (“Guidelines”) and consistent with Section 8389(a)(2),² Bear Valley Electric Service, Inc. (“BVES” or “Bear Valley”) hereby submits this addendum to its certificate request submitted on December 2, 2025.

BVES timely submitted its certificate request on December 2, 2025³, noting that Energy Safety was still in the process of considering its 2024 Safety Culture Assessment report. Consistent with Energy Safety’s Guidelines, BVES is submitting Addendum 1 to its request regarding the requirement to implement Safety Culture Assessment (Section 8389(a)(2)).

Section 8389(a)(2) provides that in order to receive a certificate, the electrical corporation must provide documentation that the electrical corporation has agreed to implement the recommendations of its most recent safety culture assessments performed pursuant to Section 8386.2, if applicable.

According to the Guidelines, in its certificate request, an electrical corporation must document its agreement to implement the findings of its most recent safety culture assessment (“SCA”) undertaken by Energy Safety or its contractors. If a safety culture assessment has been carried out pursuant to Section 8386.2, the electrical corporation must also document in its request an agreement to implement the findings of that safety culture assessment.⁴

¹ Office of Energy Infrastructure Safety’s Safety Certification Guidelines (Version 1.0 April 2025).

² All statutory references herein are to the California Public Utilities Code, unless specifically stated otherwise.

³ Bear Valley Electric Service, Inc.’s Safety Certification Request, December 2, 2025, available at OEIS Docket #2025-SCs.

⁴ Office of Energy Infrastructure Safety’s Safety Certification Guidelines (April 2025), p. 3.

2024 SCA: On December 19, 2025, OEIS issued a Safety Culture Assessment⁵ (“2024 SCA”) report to BVES. In a December 29, 2025 letter to OEIS, BVES agreed to implement all of the recommendations in its 2024 SCA. It is the most recent completed Safety Culture Assessment for BVES.

Energy Safety recommended in 2024 SCA: *Address Safety Culture Opportunities for the Engineering and Planning Business Unit:* Energy Safety finds that BVES should continue to develop and implement a strategic improvement plan to address the workforce survey results indicating that Engineering and Planning employees have a less positive perception of safety culture than other employees. The survey also indicated that this unit may need specific support related to the overall culture category and in the focusing and avoiding distractions. In 2023, a similar recommendation addressed the Engineering and Planning business unit’s lower scores on the workforce survey, indicating a less positive perception of safety culture than other employees. BVES should investigate the root cause of the lower perception in safety and overall culture within this business unit, especially considering the perception gap continues to exist for two consecutive years. To this end, BVES should continue looking at how safety culture and overall culture perceptions might differ in the Engineering and Planning business unit and strategize how that unit might require additional support.

In response to this recommendation, BVES will be implementing a strategy to address the 2024 SCA workforce survey result indicating that Engineering & Planning employees have a less positive perception of safety culture than other employees. The strategy is built upon actions taken to improve the Engineering & Planning business unit’s relatively low scores on the 2022 and 2023 SCA workforce survey and includes the following actions:

- Conduct working session with Engineering & Planning supervisory element and Bear Valley’s management team to identify the root cause(s) of this gap and develop a plan of action to implement improvements that will improve the safety culture and perception within the Engineering and Planning business unit. The strategy will be designed to provide specific support related to the overall culture category and in the focusing and avoiding distractions.
- Conduct listening sessions with the Engineering & Planning business unit to better understand the root cause(s) of, and respond to, Engineering & Planning perceptions.
- Conduct one-on-one meetings between the BVES President and Engineering & Planning employees to further gauge their safety culture views and refine the plan to improve their safety culture. These sessions are designed to be open two- way conversations and to solicit employee inputs and perceptions on safety culture at BVES, including the root cause(s) of their perceptions.
- Develop and conduct training with the Engineering & Planning business unit designed to improve, and address the root cause(s) of, the safety culture and perception within the Engineering and Planning business unit. The training will cover overall safety culture and address focusing and avoiding distractions.

Please feel free to contact me if you have any questions regarding this submission.

⁵ Office of Energy Infrastructure Safety letter of December 19, 2025 forwarding 2024 Safety Culture Assessment for Bear Valley Electric Service, Inc.

Sincerely,

/s/ Paul Marconi
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