

Office of Public Utility Counsel's Workforce Plan

The mission of the Office of Public Utility Counsel (OPUC) is to represent residential and small commercial consumers, as a class, in cases and projects to protect consumer interests.

The following charts profile the agency's workforce as of June 2016. The agency currently has 17.0 full-time equivalents (FTEs) consisting of attorneys, technical experts, and administrative staff. Currently, OPUC's workforce comprises approximately 18 percent males and 82 percent females with 35 percent being between ages 30-39 and 41 percent being between ages 40-49. The agency strives to maintain a diverse workplace. At present, 24 percent of the agency's employees are minority. Tenure remains high with 53 percent of the agency workforce having over 10 years of state service.

Over the past five years, OPUC's turnover rate has averaged 12.3% per year and we anticipate OPUC's turnover rate to follow this trend. Currently, OPUC has one employee eligible to retire within the next five years.

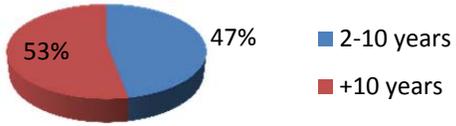
The agency will continue to need a diverse workforce. However, in an increasingly competitive environment, recruiting and retaining adequate talent will be a challenge given current resources and benefits. Further, with the extensive expertise necessary for this industry the number of qualified persons is small and could lead to a shortage of qualified personnel.

Each employee currently has workforce skills critical to the mission and goals of the agency.

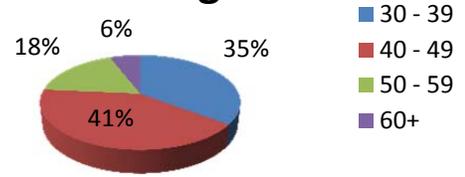
Workforce Planning Goals:

- Continue to issue merit raises where appropriate
- Continue to offer flexible work schedules whenever possible and requested
- Continue to offer additional training when possible
- Continue to encourage formal and informal communication among all employees on all aspects of the agency's functions
- Continue to use outside sources for recruitment when necessary

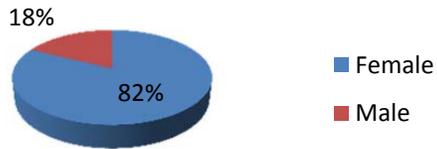
Tenure



Age



Gender



Race / Ethnicity

