

Office of Public Utility Counsel's Workforce Plan

The mission of the Office of Public Utility Counsel is to provide quality representation to Texas residential and small business telephone and electric utility consumers in proceedings and matters that come before the Public Utility Commission, the Electric Reliability Council of Texas, the Federal Energy Regulatory Commission, the Federal Communications Commission, and in state and federal courts to ensure that just and reasonable rates and reliable and capable services are available to them in an increasingly competitive environment.

The agency will continue to need a gender/age/racially mixed workforce comprising attorneys, technical experts, and support and administrative staff. We anticipate that we will need the same structure that we have now. In an increasingly competitive environment, recruiting and retaining adequate talent will be a challenge given current resources and benefits.

Our current workforce profile is as follows:

Position, Age, Gender, Race, Tenure, Projected Turnover in Next 5 Years

2 Administrative Positions:

Age Range: 34 – 57 years old
Gender: Female (2)
Race: White (2)
Tenure: 8 – 38 years
Retirement: 0 are eligible for retirement in the next 5 years
Projected Turnover in Next 5 Years: 0

11 Professionals:

Age Range: 32 – 60 years old
Gender: Female (6) Male (5)
Race: White (11)
Tenure: 1 – 25 years
Retirement: 2 are eligible for retirement in the next 5 years
Projected Turnover in Next 5 Years: 0

5 Administrative/Support Staff:

Age Range: 38 – 53 years old
Gender: Female (5)
Race: White (0) Hispanic (4) African-American (1)
Tenure: 1 – 20 years
Retirement: 1 is eligible for retirement in the next 5 years
Projected Turnover in Next 5 Years: 0

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