

Office of Public Utility Counsel's Workforce Plan

The mission of OPUC is to represent residential and small business customers in cases and projects to achieve reasonable prices, to provide customer protection, and to develop and encourage competitive markets.

The following charts profile the agency's workforce as of June 2014. The agency currently has 18.0 full-time equivalents (FTEs) consisting of attorneys, technical experts, and administrative staff. Currently, OPUC's workforce comprises approximately 28 percent males and 72 percent females with 33 percent being between ages 30-39 and 28 percent being between ages 40-49. The agency strives toward maintaining a diverse workplace. At present, 28 percent of the agency's employees are minority. Tenure remains high with 55 percent of the agency workforce having over 10 years of state service.

The agency will continue to need a gender/age/racially mixed workforce. OPUC anticipates that it will need the same structure it has now. In an increasingly competitive environment, recruiting and retaining adequate talent will be a challenge given current resources and benefits.

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

