



Human Resources
California Public Utilities Commission



Human Resources Updates

October 10, 2018

Finance and Administration Subcommittee Report



Vacancy Report

(as of October 1, 2018)

- ▶ Vacancies: 147 (13.5%)/Vacancy rate considering blanket incumbents (8.7%)
 - ▶ Increase from August 2018's 12.1% (22.7% as of July 2017)
 - ▶ Blanket positions w/ Permanent of Limited Term Incumbents
 - ▶ Permanent: 34
 - ▶ Limited Term: 18
 - ▶ Does not include new authorized positions and funding for hire
 - ▶ Approximately 40 additional authorized positions
 - ▶ New data does not include Public Advocate's Office

Ongoing Efforts

- ▶ Realignment
- ▶ Decentralization
- ▶ Position Control
- ▶ Occupational Health and Safety (including ergonomics)
- ▶ Training Program (including manager and supervisor programs; and unconscious bias)
- ▶ Complete HRD Reorganization (hires anticipated to be complete in next 4-6 weeks)
- ▶ Continue to move forward with identifying issues, streamlining processes, and drafting policies (when necessary)
- ▶ Change Management!!!