

Electrical Engineer Recruitment and Retention Efforts

Legislative/Human Resources Committee

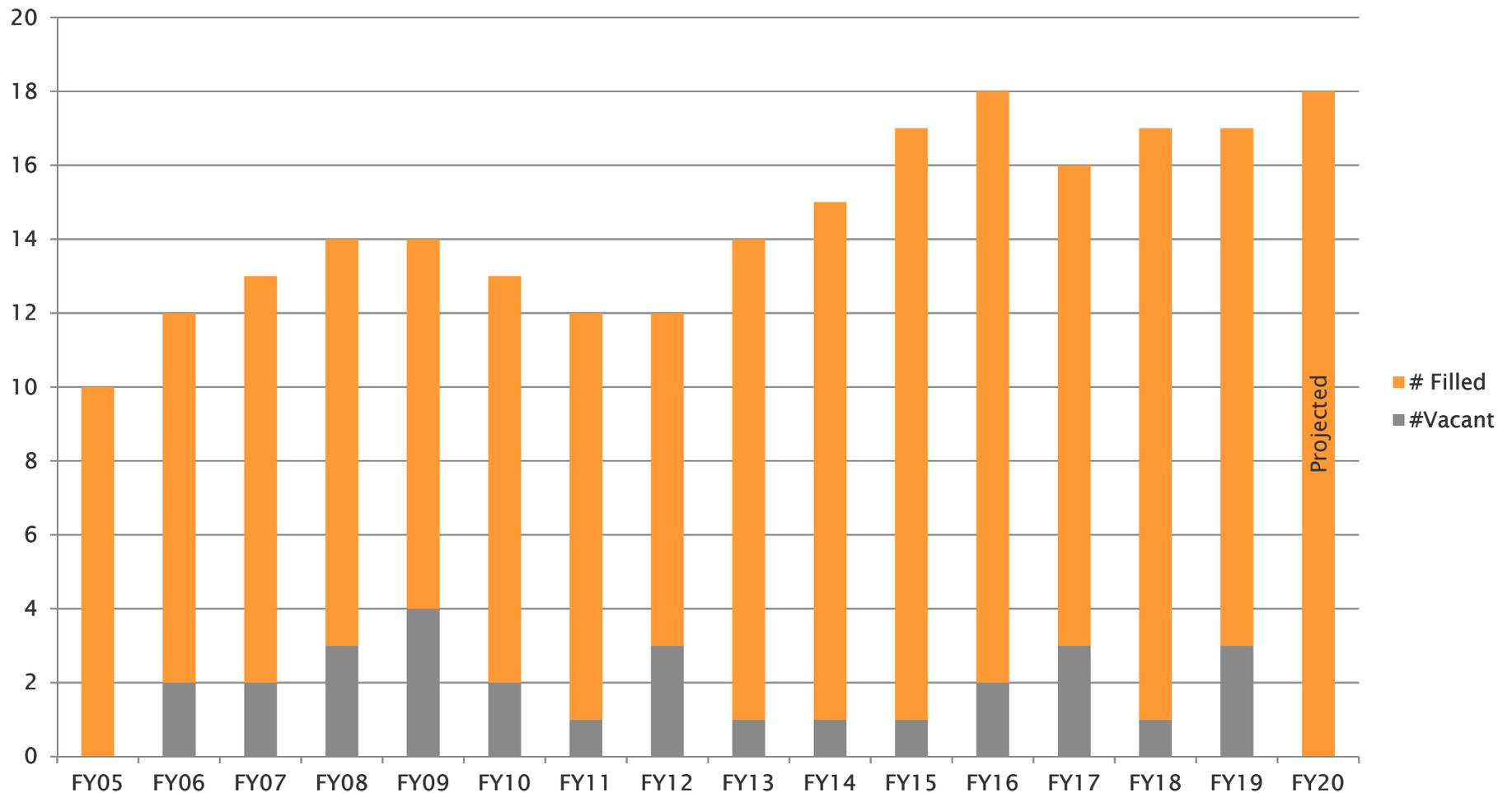
April 9, 2019

Presentation Overview

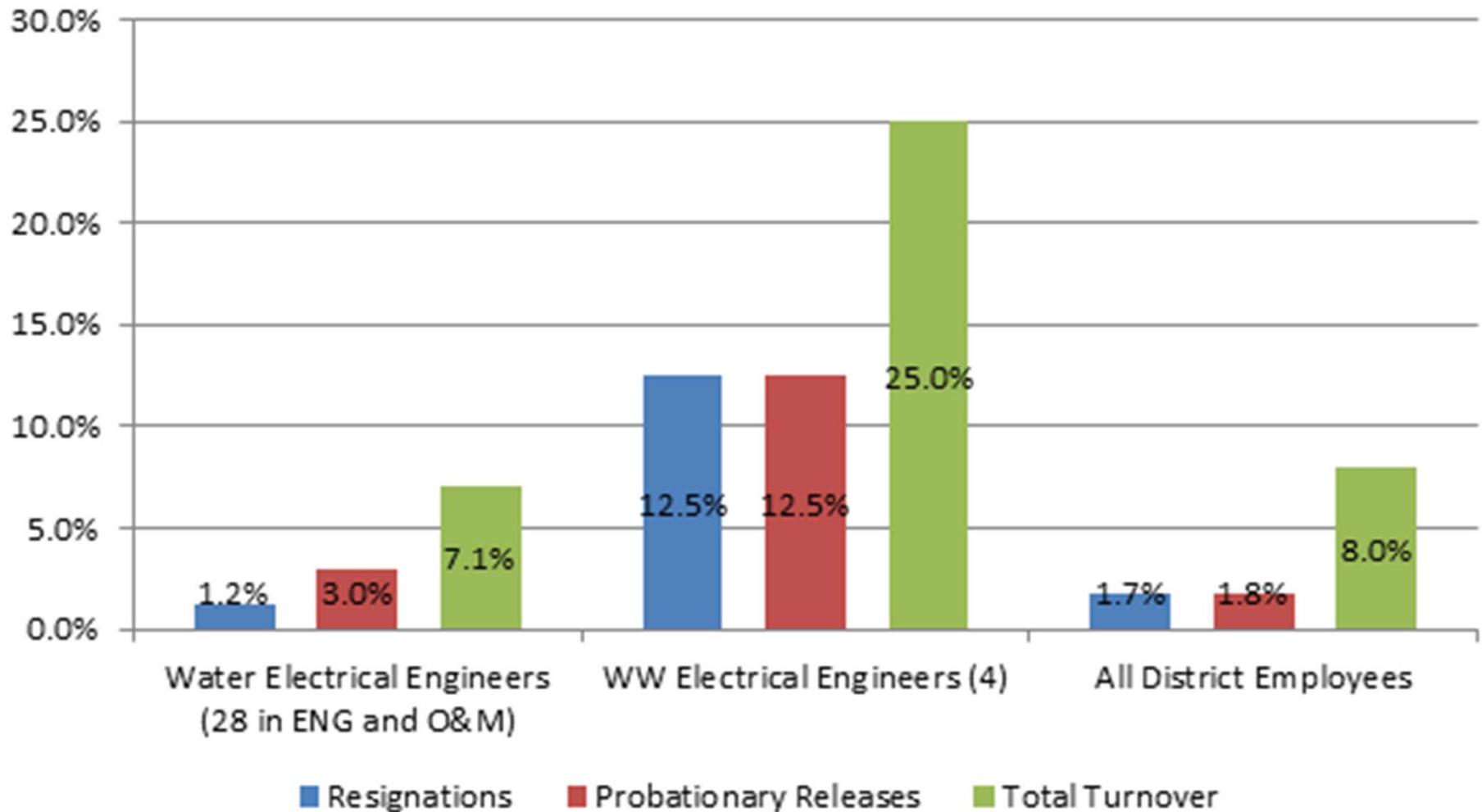
- Electrical Engineer Staffing and Retention Trends
 - Historical staffing trends (Associate Engineers in O&M/E&C)
 - Retention Statistics by Department and District-wide
 - Initiatives Supporting Retention
- Electrical Engineer Recruitment Trends
 - Challenges
 - Forward-looking initiatives to improve recruitment efforts

Historical Staffing Trends

Associate Electrical Engineer & Associate Control System Engineer - Regular Only



Retention Trends: Resignation, Probationary Release, and Total Turnover Rates (FY14-19)



Initiatives Supporting Retention

Factors contributing to E&C and O&M's low turnover rate of 1.2% include:

- Strong career ladder starting with Engineering Aides
- Rotation program to build skills and promotability
- Significant technical training

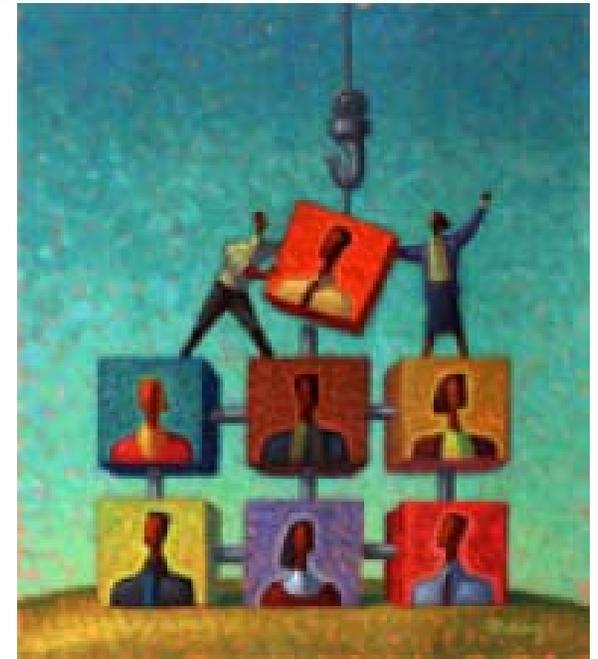


Long-Term Recruitment Trends

- In general, long-term staffing and recruitment trends have been positive
 - Total # of Associate Electrical Engineers in E&C and O&M increased from 10 to 18 FTEs in the last 14 years
 - Turnover rate of electrical engineers is low and compares favorably to District-wide average rate
- “Grow our own” model has been very successful in E&C
 - Four engineers that started as Engineering Aides were hired into regular positions and promoted over the years
 - Recent hires include a new Engineering Aide in September 2018, and promotion to a Junior Engineer in January 2018

Recruitment Challenges

- Factors contributing to recruitment challenges :
 1. Current hot job market results in applicants not willing to take TC positions and fewer experienced external candidates
 2. Experienced external applicants not always licensed
 3. District requires a wide range of skills and experience
 4. Few universities have formal curriculums in power engineering
- Other public agencies experience similar challenges in recruiting experienced electrical engineers



Forward-Looking Initiatives

1. Reorganize electrical engineering workgroups to
 - Create new Commissioning Services Group
 - Streamline workflow and improve efficiencies
 - Improve ability to support DCS upgrades and maintenance
2. Improve recruitments by targeting more specific experience and skills (design, ICS, commissioning)
3. Identify tasks requiring engineer vs. tech-level skills:
 - Some field work often done by electrical engineers may not require an engineering education
 - Such tasks could be done by an “ICS specialist” and extend career ladder for Instrument Technicians
4. Consider flex staffing as a tool to bolster external recruitments

Summary

- Long-term electrical engineering staffing trends are good
- Turnover rate for a majority (28 out of 32) of electrical engineers in E&C and O&M is low, but WW's rate is high
- “Grow our own” model has been very successful
- Recruitment challenges exist, despite positive trends – challenges are being addressed by:
 - Continued dialogue with the unions
 - More flexing of positions to improve external recruitments
 - More formalized training and rotational assignments
 - New “ICS specialist” job class to reduce engineers’ workload and extend career ladder for instrument technicians
 - Broader outreach efforts