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Staffing Strategies for Public Power

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LABOR SUPPLY AND DEMAND

Severe Labor Shortage

- Strong economy
- Aging workforce
- Exodus of workers
- Low unemployment

Increased Demand for Utility Leaders

In addition to traditional employers like public power, cooperatives, and IOU's:

- Private equity players
- ISO's/RTO's
- Reliability organizations
- Commercial/Industrial end-use customers

STATES/CITIES ARE GETTING CREATIVE

Hamilton, OH – \$5K to help pay for student loans

Grant County, IN - \$5K toward purchasing a home

North Platte, NE - \$10K to entice people to relocate

Marne, IA – Free parcels of land

Vermont – Cash grants and free land



CREATIVE STAFFING SOLUTIONS

Shared Resources Through Joint Action Agencies

- ElectriCities
- Missouri River Energy Services
- Oklahoma Municipal Power Agency
- Northern California Power Agency

CREATIVE STAFFING SOLUTIONS

Los Angeles Department of Water & Power

- High cost-of-living and cumbersome hiring process.
- Utilizing retirees to mentor in the areas of budget, project management, and supervisory skills.
- Using their own retirees for cultural familiarity and union buy-in.
- Running the program through their JAA for contractual ease.

CREATIVE STAFFING SOLUTIONS

South Norwalk Electric and Water (SNEW)

- Using an Interim Executive for two years to fill a number of critical roles.
- Enables SNEW to take time to hire.
- Enables SNEW to be flexible in their hiring requirements.
- Provides talent they otherwise could not afford.
- Required initial approval by the Board/Council with the ability to renew.

CREATIVE STAFFING SOLUTIONS

Innovative Energy Alliance (IEAC)

- Service cooperative owned by four North Dakota distribution electric cooperatives.
- Collectively serve more than 30,000 consumers across 18,400 square-miles of adjoining territory.
- 15 employees provide managerial, financial, regulatory, engineering, communications, information technology, and human resource services.
- Evolved over the last ten years due to: declining population, flat electric demand/load, consistently increasing operational costs, and difficulty hiring talent.

CREATIVE STAFFING SOLUTIONS

Innovative Energy Alliance (IEAC)

- Requires formation of a new entity, in this case an LLC.
- Requires teamwork amongst staff and Board Members.
- Requires more “windshield time” for employees.
- Overcame public concern by maintaining local member/customer service functions, line workers, and a chief-of-staff with decision-making authority.



CREATIVE STAFFING SOLUTIONS

Midland Power Cooperative / Nishnabotna Valley REC

- Formed Enovus, a services company to manage the two cooperatives.
- Initially shared a GM, who subsequently merged safety, engineering and IT through attrition.
- Future plans to merge accounting and billing functions.
- Maintains two separate Boards.

CREATIVE STAFFING SOLUTIONS

PNM Resources

- Initiative is centered around IT and cyber security needs.
- PNM partnered with Central NM Community College on an “externship” program.
- Six students work for one year at PNM.
- On-boarded and payrolled through PNM’s temporary employment agency.

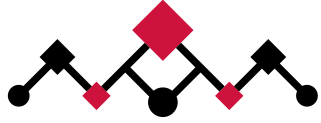


CREATIVE STAFFING SOLUTIONS

Black Hills Power

- Rotational Engineering Program.
- Ramped up internships in accounting, regulatory/rates, and internal audit areas.
- Developed and maintain relationships, scholarships and foundation efforts with schools in their footprint (SD, WY, CO).
- Hires some of their own retirees on a project basis.





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The energy behind public power

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