



Human Resources Updates

FEBRUARY 2018

Hiring Efforts

January 2017- January 2018

<u>Hires</u>	<u>As of December 31st</u>	<u>As of January 31st</u>
internal hires:	166.5	194.5
external hires:	172.5	197.5
(additional due to blanket hires)	15	16
total hires:	354	408
net hires:	98.5	113.5
separations:	74	84

Vacancy Report

- ▶ Vacancies: 189 (15.4%)
 - ▶ Decrease from last month's 16.2% (22.7% as of July 2017)
 - ▶ Experienced relatively higher separation rate as expected (10)
 - ▶ 40 positions are in the final stages of hiring

Ongoing/Upcoming Efforts

- ▶ Statewide Initiatives
 - ▶ Workforce Plan (expected to complete 2/2018) -no change
 - ▶ Succession Plan (commenced 11/2017) -no change
 - ▶ ECOS – online examination system (ongoing) -no change
 - ▶ Classification consolidation (ongoing)
 - ▶ Information Technology classifications consolidating from 36 classifications to 9
 - ▶ Public Utility Regulatory Analyst Series

Ongoing/Upcoming Efforts (cont.)

- ▶ Position Reconciliation (near completion)
 - ▶ Compare position allocation to tenure type of employees in effort to eliminate use of blanket and have more transparent accounting of position/incumbent resources
- ▶ Process Reengineering!! (ongoing)
 - ▶ Seek clarification and authority to maximize flexibility
 - ▶ Eliminate duplicative process and redistribute roles
 - ▶ Branding and communication strategy (new!)
- ▶ Policies/Hiring Manual (ongoing)
 - ▶ Continue to track, revise, and document procedures to streamline and build accountability measures
- ▶ Learning Program (updates!)
 - ▶ Rolling out governance structure for training plan and allocation of resources