



Human Resources

California Public Utilities Commission



CPUC Monthly Vacancy & Position Processing Report

FEBRUARY, 2019

Candace Hyatt | CPUC Human Resources
Candace.Hyatt@cpuc.ca.gov



OVERVIEW

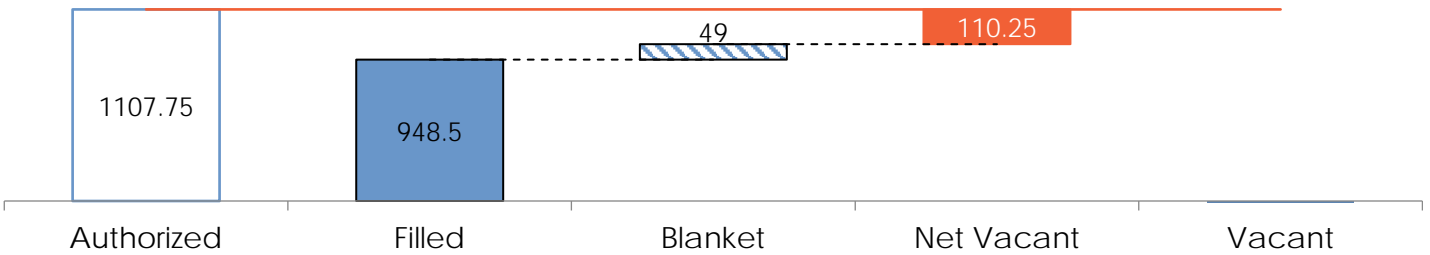
- The Commission’s permanent vacancy rate decreased by 1.15 percentage points since the previous month.
- The Commission currently has 110.25 net vacancies, resulting in an effective vacancy rate of 9.95%.
- The total CPUC workforce increased by 8 employees compared to the previous month.
- The greatest number of positions are currently in the Application Screening (30) and the Selection (36) stages of the hiring process.

POSITION SUMMARY

The Commission-wide effective vacancy rate increased/decreased by 1.9 percentage points since the previous month.



The Commission currently has 110.25 net vacancies.



There are currently 49 permanent employees in blanket positions resulting in an effective vacancy rate of 9.95%

	Authorized PY	Filled PY	Vacant PY	Vacancy Rate
Authorized Positions				
Permanent	1107.75	948.5	159.25	14.38%
Blanket				
Permanent Incumbents	-	49	<less perm in blanket>	-
Effective Vacancy Rate			110.25	9.95%
Permanent Funding w/o position authority	27.5	20.5	7	25.50%
Temp Help				
Limited-Term	14.9	12	N/A	
Retired Annuitants		44		
Student Assistants		11		
Public Advocates Office				
Authorized	166	140	26	16%
Temp Help		10	N/A	

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The preceding summary tables are further detailed, by division, in the table below.

	ADM	ALJ	COMM	CPED	ENERGY	EXEC	HR	IT	LEGAL	OSA	PPD	SED	WATER	Subtotal	PUBADV	Total
Permanent Authorized Positions																
Authorized	77.5	94.75	77	126	161.5	106	43	71	89.5	7	10	224.5	20	1107.75	166	1273.75
Filled	65	85	70	106	147.5	82	35	65	75	4	7	192	15	948.5	141	1089.5
Vacant	12.5	9.75	7	20	14	24	8	6	14.5	3	3	32.5	5	159.25	25	184.25
Vacancy Rate	16%	10%	9%	16%	9%	23%	19%	8%	16%	43%	30%	14%	25%	14.4%	15%	14.5%
Blanket																
Permanent Employees																
Filled	1	5	6	1	10	20	1	-	4	-	-	1	-	49	-	49
Effective Vacancy Rate														9.95%		10.6%
Temporary Help																
Limited-Term	-	-	1	1	2	-	-	-	-	-	-	4	1	9	-	9
Retired Annuitants	9	10	3	6	4	3	3	1	4	1	-	5	-	49	10	59
Student Assistants	5	4	-	-	-	-	1	1	1	-	1	-	2	15	-	15

*Note: Effective vacancy rate is calculated by subtracting the number of permanent employees in the blanket from the total number of vacancies. Positions which are authorized with permanent funding without position authority and are filled with permanent employees Limited-Term, Retired Annuitants and Student Assistants are listed as number of staff and are not counted in the effective vacancy rate.

CURRENT MONTH ACTIVITY

The total CPUC workforce increased by 8 employees.

Appointments (RPAs processed)	SF	SAC	LA	Total Appointments
Internal Transfer (within CPUC)	3	-	-	17
External (New to CPUC)	9	4	1	
Separations				Total Separations
Retirement	1	-	1	6
Resignation	1	2	-	
Transfer	-	-	-	
Dismissed	-	1	-	
Net Workforce Change (External Appointments–Total Separations)				+8

POSITION STATUS

There are currently 157 positions in the hiring process, not including the 49 positions which have not yet started the process. The greatest number of positions are currently in the Selection (36) and the Screen Applicants (30) stages of the hiring process.

