



Human Resources at City Light

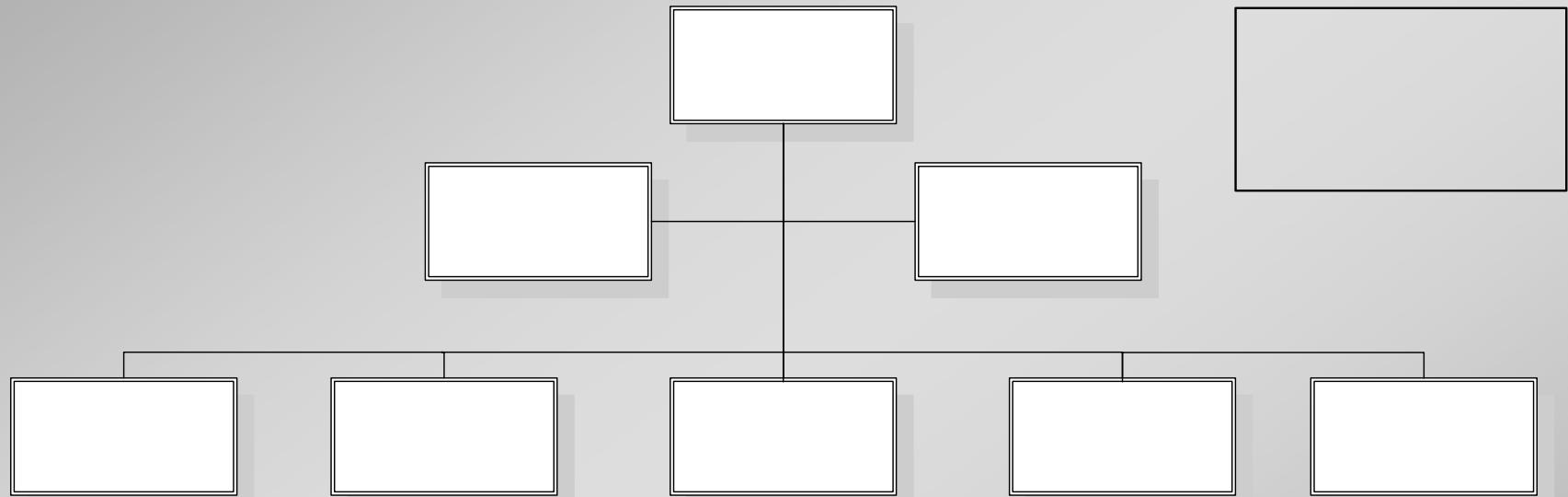
Presented to the
Seattle City Light Advisory Committee

July 10, 2007



Seattle City Light

Human Resources Business Unit



Seattle City Light

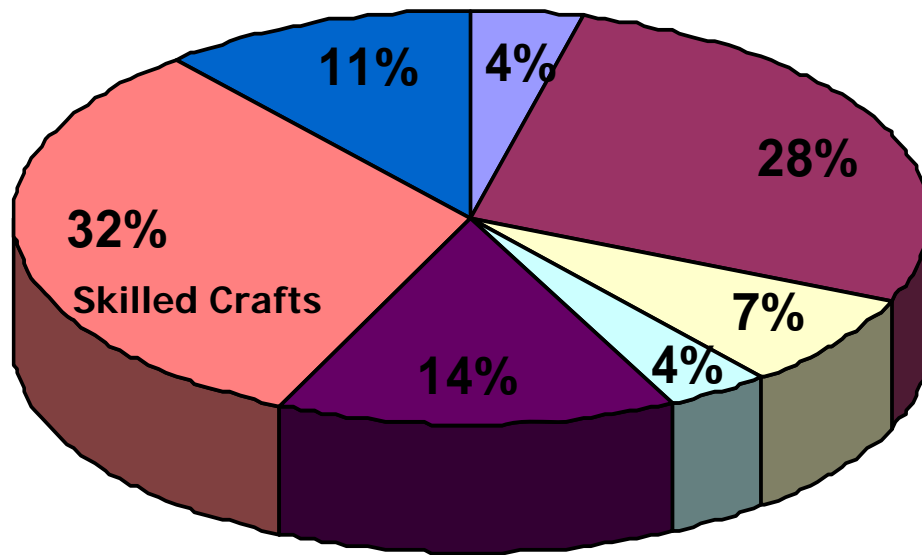
Workforce Profiles



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Workforce Profile

Positions Profile



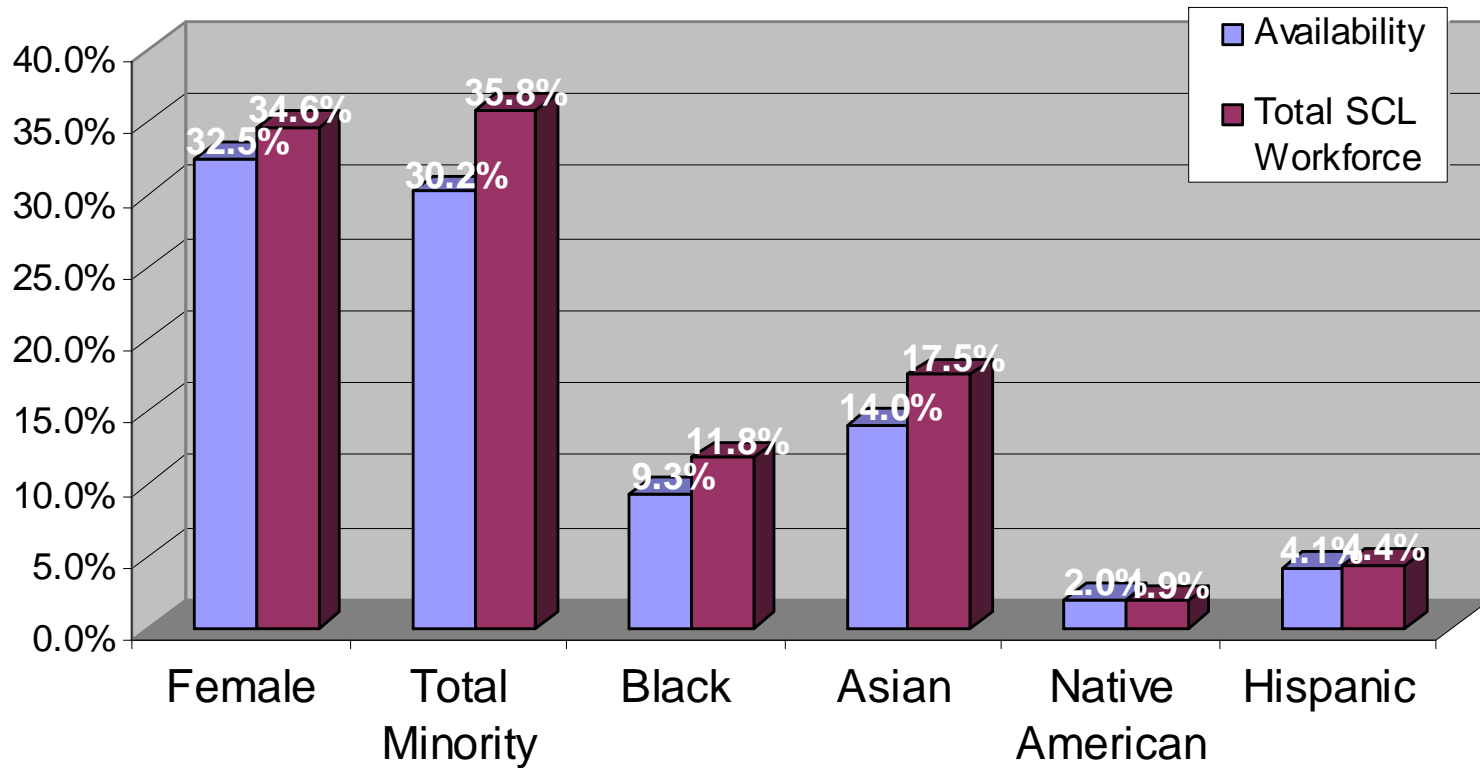
Officials & Managers	4%
Professionals	28%
Technicians	7%
Para-Professionals	4%
Office & Clerical	14%
Skilled Crafts	32%
Service & Maintenance	11%



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Total SCL Workforce

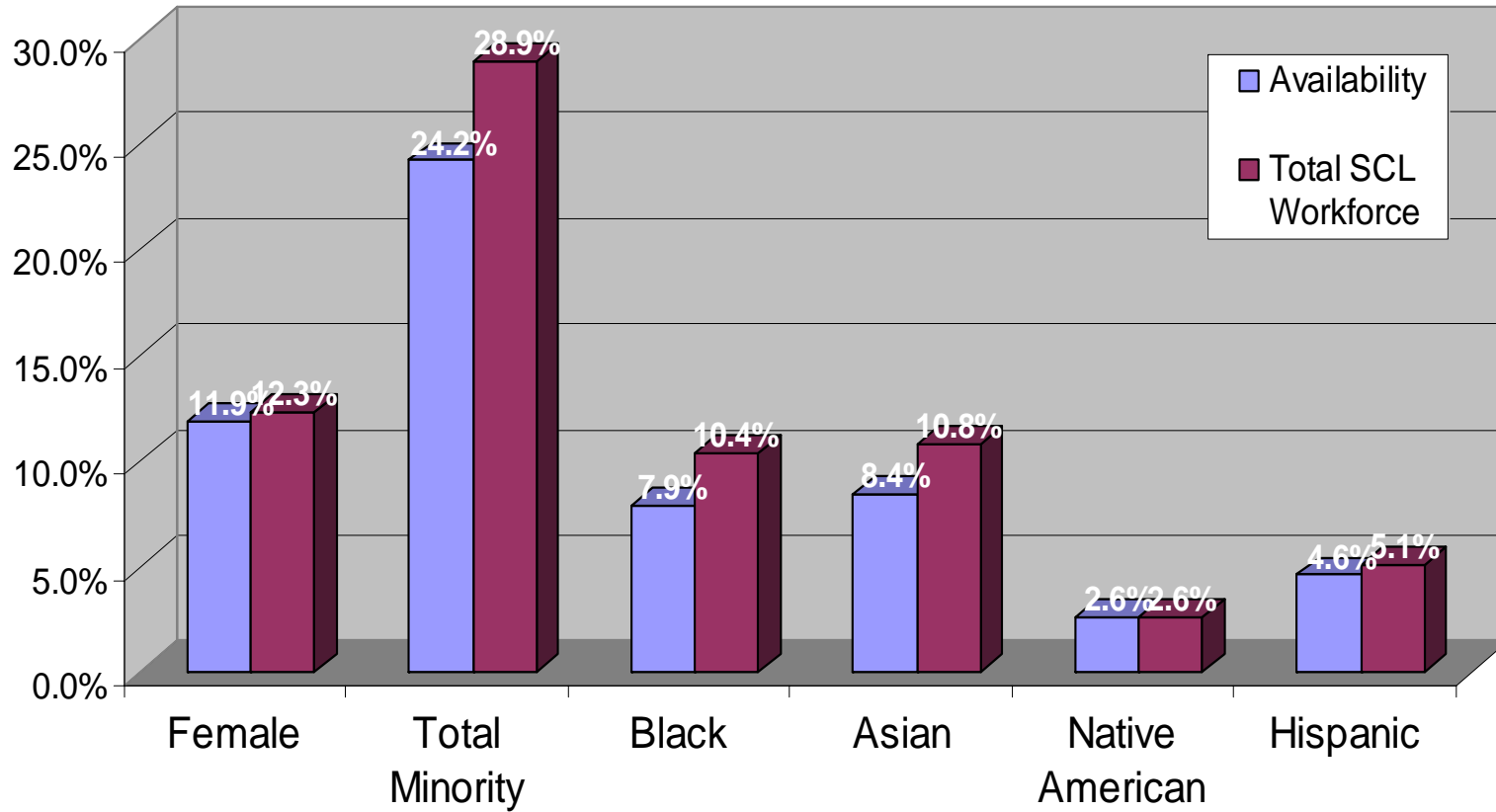
Total SCL Workforce



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Skilled Crafts

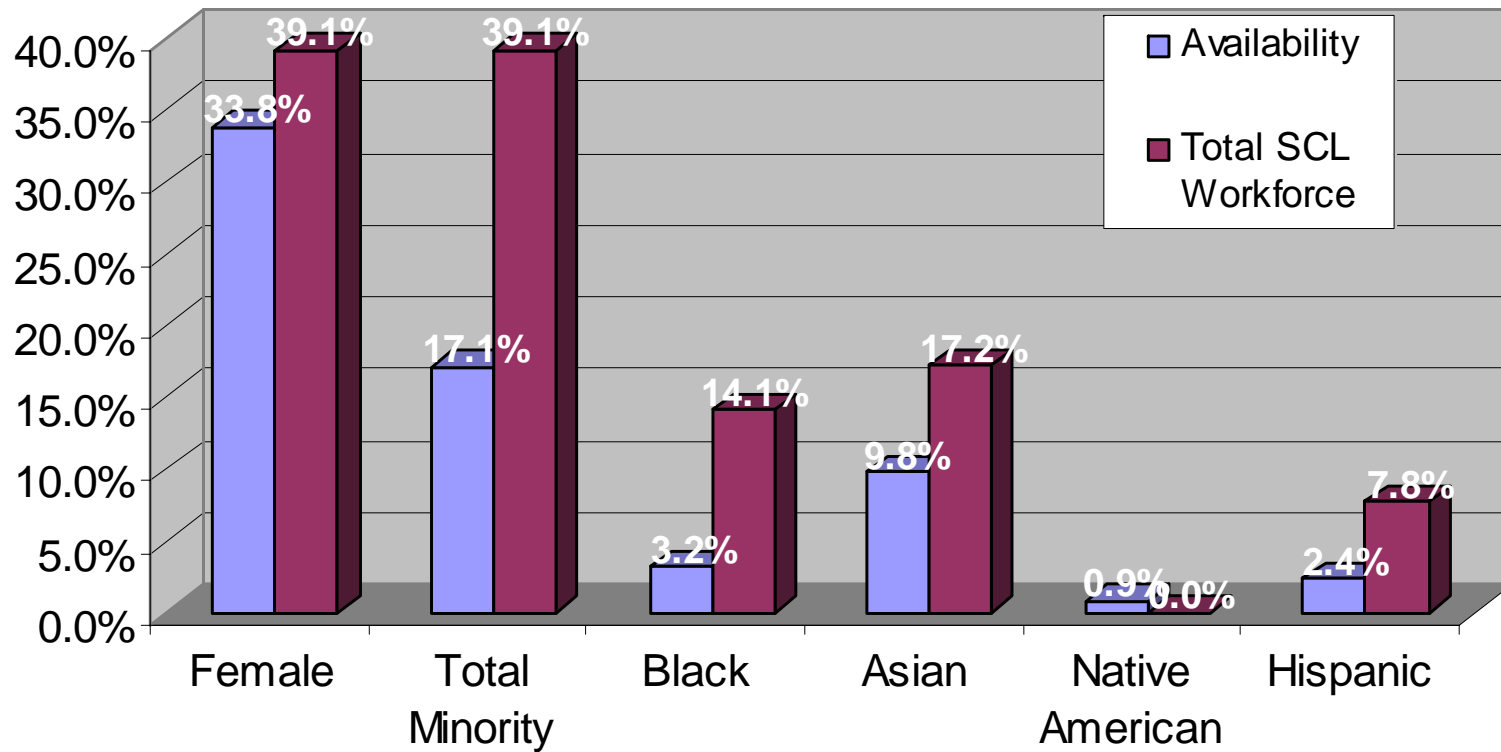
Skilled Crafts



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SCL Officials & Managers

Officials & Managers



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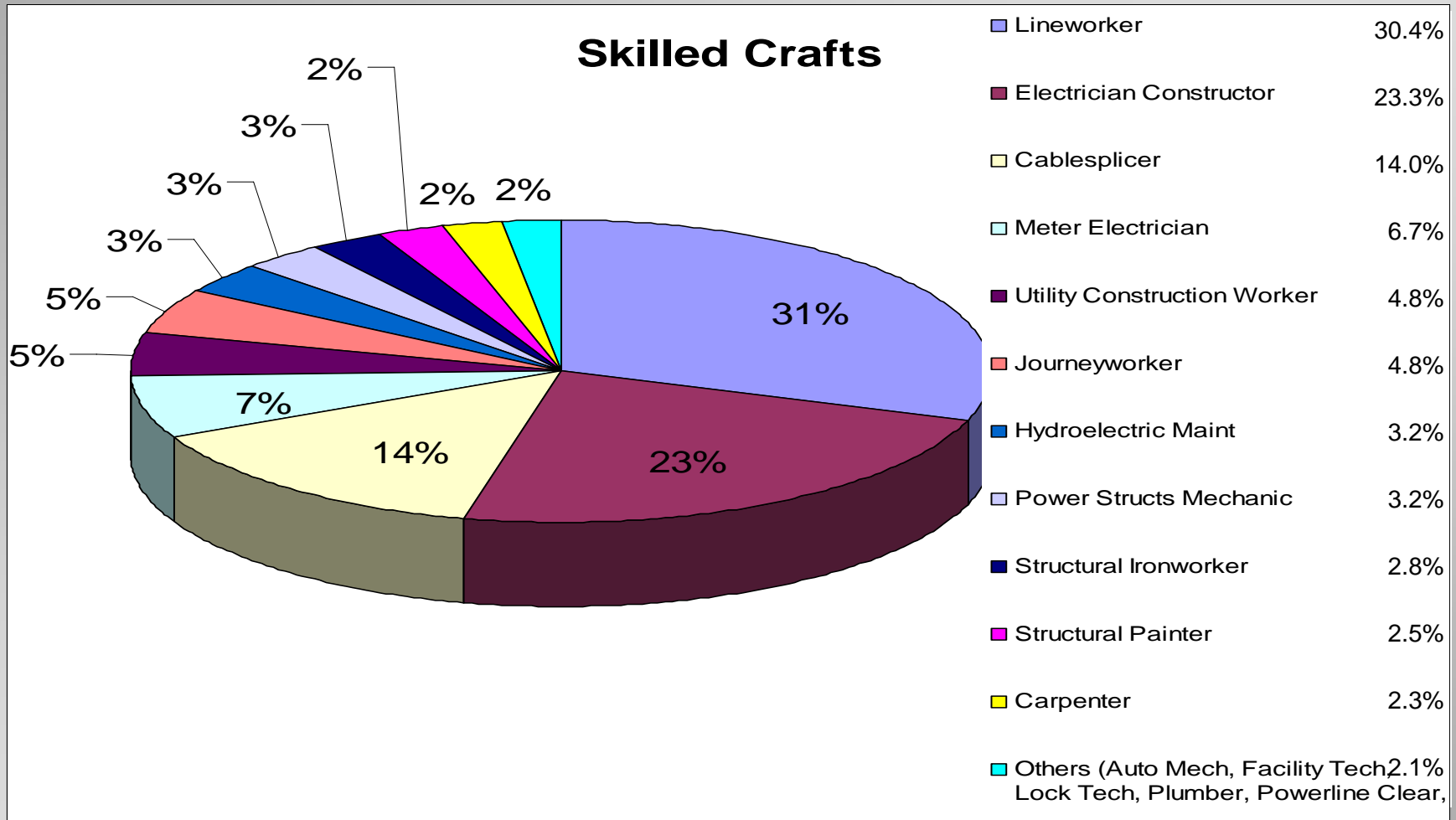
14 Labor Partners

Local 77 IBEW (Electrical Workers)	42.5%
Local 17 IFPTE (Prof & Tech Engineers)	40.3%
Local 17 IFPTE IT Professional Unit	5.1%
Local 1239 Pub Svc Industrial Employees	5.0%
Local 117 Teamsters	2.6%
Lodge 79 Machinists	1.6%
Painters District Council 5	0.9%
District Council of Carpenters	0.7%
Local 21 WA State Council of County & City Employees	0.4%
Local 286 Intl. Union of Operating Engineers	0.4%
Inlandboatmen's Union of the Pacific	0.1%
Local 289 Intl. Association of Machinists & Aerospace Wkrs	0.1%
Local 32 Plumbers	0.1%
Local 8 Hotel & Restaurant Employees	0.1%



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Skilled Crafts Breakdown

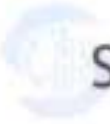


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Workforce Trends

- ◆ **U.S. Workforce is getting older**
 - **By 2030, 20% of the population will be 55 or older**
- ◆ **Average utility worker is 44 years old. Average craft worker is 50 (Average U.S. worker is 37)**
- ◆ **By 2010, 40 to 60 percent of today's experienced utility workers will retire**
- ◆ **Technical and skilled trades labor shortages**
- ◆ **Shrinking labor force = increased competition for talent**

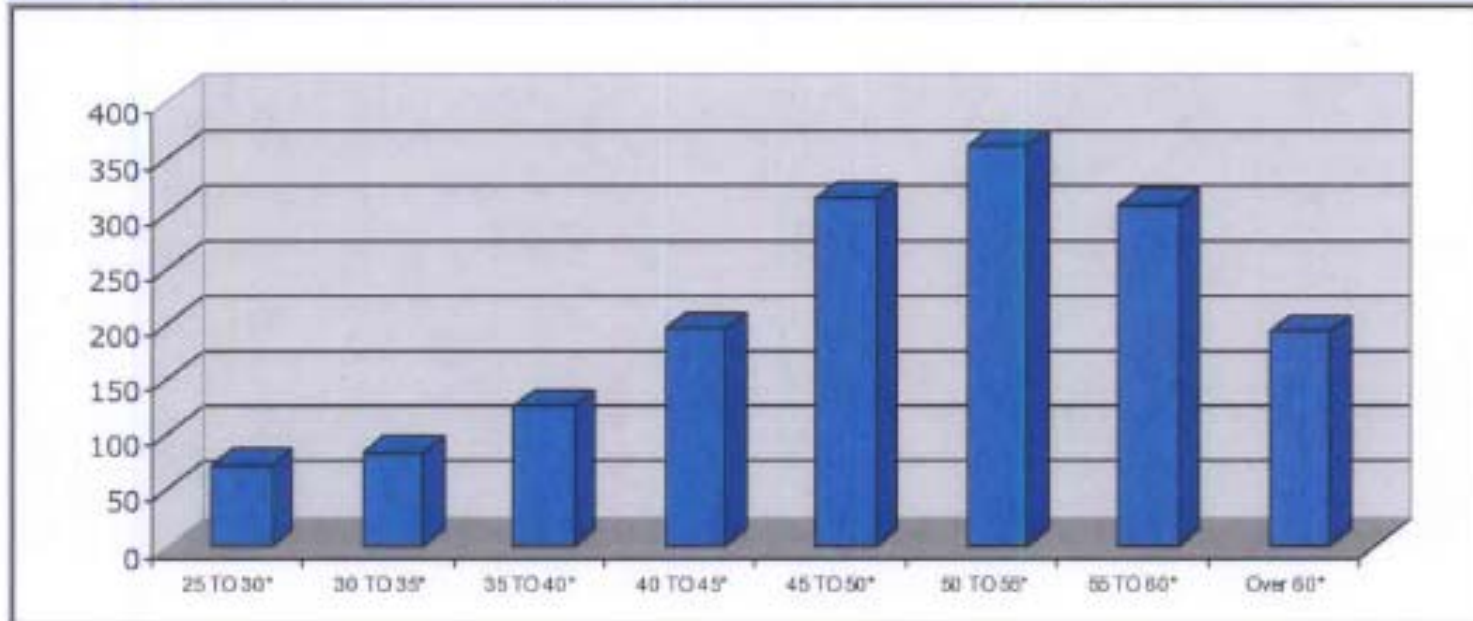
Age Distribution at the Utility



Seattle City Light Age Distribution Utility

Information is Extracted
From the City's HRIS/CSS HRizon System:
Run Date: July 05, 2007

Avg Age	Under 25	25 to 30	30 to 35	35 to 40	40 to 45	45 to 50	50 to 55	55 to 60	Over 60	Total
48.8	36	72	84	126	196	313	361	307	193	1688
	2.1%	4.3%	5.0%	7.5%	11.6%	18.5%	21.4%	18.2%	11.4%	



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Workforce Planning Strategy for City Light

- ◆ **Gap analysis of staffing needs based upon projected attrition, and talent/skills needed to meet future organizational needs**
- ◆ **Recruitment and hiring strategy**
- ◆ **Retention and succession planning strategy**
- ◆ **Knowledge retention**



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Recruitment and Hiring Strategy

- ◆ **Develop 5 year hiring plan to fill staffing gaps**
- ◆ **Identify recruitment strategies – one specifically for skilled trades**
- ◆ **Competitive wages and benefits**
- ◆ **Partner with educational/vocational institutions**



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Recruiting Strategies for Skilled Trades

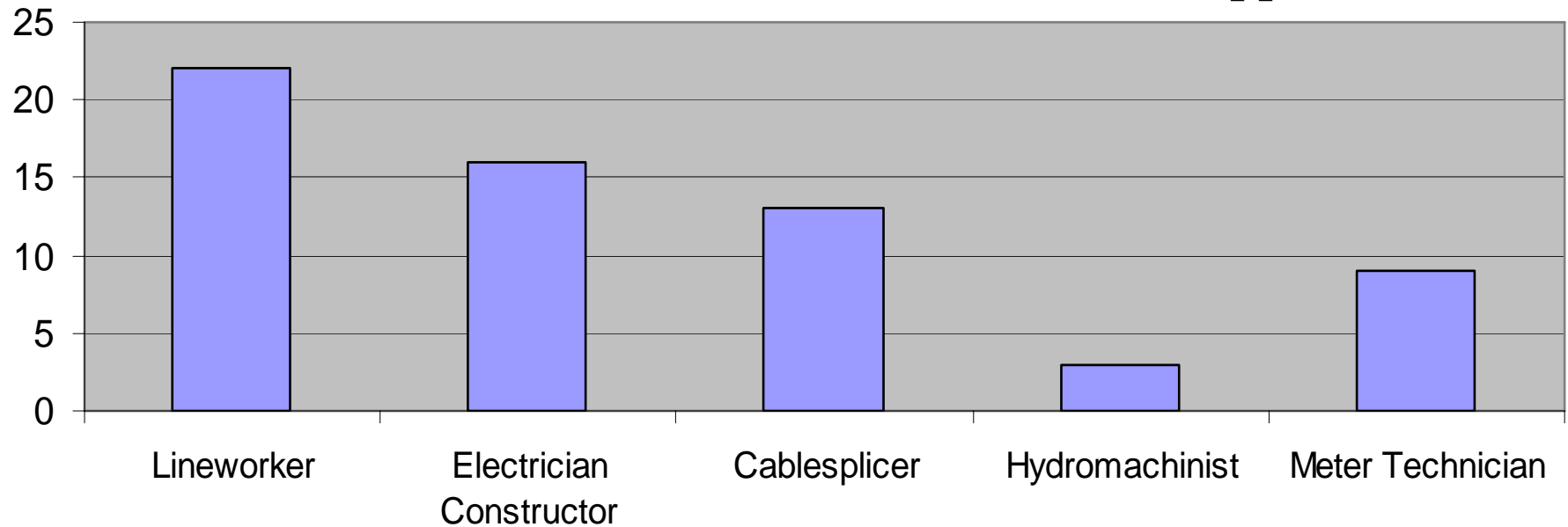
- ◆ **Grow our Own – Apprenticeship Programs**
 - Maximize enrollment
 - Advance Placement Options
- ◆ **Recruiting and hiring of Journey Level Workers**
 - Continuous advertisement in trade publications & websites
 - On-Site Recruiting



Total Apprentices by Craft

**Total Apprentices by Craft
as of June 30, 2007**

Total Apprentices: 63



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Retention and Succession Planning

- ◆ **Employee Training and Development Program**
- ◆ **Succession Planning**
- ◆ **Maintain competitive wages and benefits**



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Major Challenges



◆ Recruiting and hiring

◆ Competitive wages and benefits

◆ Retention and succession
planning



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