Nurturing the Next Generation in Public Power

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MISSION
To provide our members cost effective wholesale power, energy-related services, and advocacy on behalf of public power consumers through joint action.

VISION
To be the premier provider of energy services to public entities.

STRATEGIES
• Attract, develop and retain professional, high quality staff.
• Protect, utilize and build on the strengths and unique aspects of JPA structure to benefit NCPA’s members.
• Grow new revenue and/or reduce member costs by exploring new members/participants and expansion of current services.
NCPA Overview

- California Joint Powers Agency
- 15 members and 1 associate member serving 700,000 residents in communities throughout Northern California (city-owned and special districts)
- Builds and operates jointly owned power plants and operates a power pool for members
- Provides Power Management Services to non-members, including Community Choice Aggregators (CCA’s)

Established in 1968
Attracting Talent

• Build a Talent Pipeline – Internships
• How and Where we Search
• Branding NCPA
• Expanding Agency
• Salary Surveys – 70th Percentile
• Strong Leadership
• Livable Communities
Talent Retention

Turnover 2014 - December 2017

- Total Turnover
- Voluntary Quit
- Involuntary
- Retirement

2014
2015
2016
2017
2017 YE Forecast
Intellectual Capital Lost

Years of Service

- Voluntary Quit
- Involuntary
- Retirement
Overcoming the Talent Crunch

• Retention of Retirees
  – Work Schedule Flexibility
  – Retention Bonus
  – Change of Role – Project Based
  – Mentor/Trainer
  – Commit to a Timeline
Overcoming the Talent Crunch

- Retaining Employees:
  - NCPA known as “Best of”
  - Meaningful Jobs
  - Learning and Career Guidance
  - Lifestyle Programs
  - Involved in Community
Employee Development

- Semi-Annual Performance Appraisals
- Annual Merit Increases based on Performance and Percent of Salary Control Point
- Annual Employee Appreciation Event
- Support an Employee Association
- Safety Programs/Training and Awards
- Monthly All-Staff Meetings and Recognition
- Employee Tours and Project Updates
- Training Courses – Mandatory and Optional, available to Members and Non-Member Participants
Employee Wellness Strategy

- Offer Standing Desks
- Offer Larger Computer Screens
- Facility Security – Lighting, Fencing, Badging, Cameras
- Support Walking Competition – Subsidize Wearable Trackers
- Offer Lockable Bike Racks
- Offer an On-site Shower Facility
- Support a Cancer Walk/Team
- Partner with Local Gyms to Offer Discounts to Employees
- Support Plants in Offices/Common Areas
- Provide In-house Flu Shots
- Provide Some Flexible Work Schedules
Employee Wellness Strategy

- Promote Drinking More Water with Water Bottles
- Promote Giving with Local Non-Profits
- 4-Week Wellness Workshop:

“Workshop series you will learn the secrets of building healthy habits ~ the key to your well-being. 80-90% of life threatening diseases are preventable with simple healthy lifestyle changes. We will discuss the importance of good nutrition, physical activity and stress management, create healthy habits with worksheets and other planning tools. You will focus on what is most important in your life. This interactive workshop will help you achieve the wellness you desire.”