Austin Energy

RECOMMENDATION FOR COUNCIL ACTION

Subject: Approve an ordinance amending the Fiscal Year 2007-2008 Austin Energy Operating Budget of Ordinance No. 20070910-003 to decrease the Austin Energy Operating Fund Ending Balance by $662,944 and increase the total Operating Requirements by the same amount in order to fund the addition of 36.5 new full time equivalent positions.

Amount and Source of Funding: Funding in the amount of $662,944 is available from the ending balance of the Austin Energy Operating Fund.

Fiscal Note: A fiscal note is attached.

For More Information: Roger Duncan, General Manager, 322-6157; Elaine Hart, CPA, Sr. Vice President Finance and Business Services, 322-6558.


For Fiscal Year 2006-2007, Austin Energy (AE) experienced positive operating results due to revenues higher than estimated and lower than anticipated operating expenditures. AE is seeking authorization to use a portion of this increased ending fund balance for critical current year operating needs.

In order to address workforce development related issues that have become increasingly critical in the electric utility industry, AE is seeking authorization to amend Ordinance No. 20070910-003, the Fiscal Year 2008 Operating Budget, to fund an additional 36.5 full time equivalent positions.

About 31% of all AE employees are eligible to retire in five years and 57% of AE executives are eligible to retire in the next five years. There is also a shortage of skilled electric utility industry personnel which has increased the length of time required to fill positions. AE is requesting to fill high demand positions in this fiscal year for three specific purposes:

• to get new employees on board and in training sooner to fill roles where employees may soon retire,
• to close gaps where there is an existing critical shortage to complete known work, and
• to convert qualified contract employees to full time positions now in order to retain them and benefit from the investment in training that we have already made in them.

This would authorize positions for business functions including Customer Care, Electric Service Delivery, Information Technology & Telecommunication, Conservation & Renewable Energy, Environmental Care & Protection, Power Production and Workforce Development.