

IPL Staffing Assessment

Presented on November 22,
2021



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IPL Strategic Priorities FY2021-22

Ensure IPL Finances are Stable and Sustainable

- Maximize Operating Efficiencies
- Optimize Resources

Evaluating Staffing Levels

- 2020 Benchmarking – a comparison of Full Time Employees and job responsibilities
- Internal IPL Staff review of the Table of Organization for comparable municipal utilities

2020 Benchmarking Study

- Comparisons of similar municipal utilities
- Survey conducted to establish comparisons in six areas of utility operation: Fleet Maintenance, Stores/Storeroom, Meters and Meter Services, Electric T&D, Electric Substation, and Electric Production and Power Plant Maintenance.

Utility Comparisons

- | | | |
|-------------|---------|-------------------|
| • IPL | 113 FTE | 59,000 customers |
| • Utility A | 213 FTE | 65,000 customers |
| • Utility B | 190 FTE | 98,000 customers |
| • Utility C | 234 FTE | 111,000 customers |
| • Utility D | 89 FTE | 50,000 customers |



Fleet Maintenance

	IPL	A	B	C	D
FTE	7	19	14	17	3
Vehicles/FTE	23.57	20.47	16.86	11.43	33.33

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Stores/Storeroom

	IPL	A	B	C	D
FTE	11	19	14	15.5	7
\$\$/FTE	\$2,379,926	\$1,116,218	\$974,435	\$1,410,934	\$984,530

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Meters and Meter Services

	IPL	A	B	C	D
FTE	25	19	6	18	10
Meters/FTE	2809	3526	16497	6619	5747



Transmission and Distribution

	IPL	A	B	C	D
FTE	38	50	61	43.7	33
Poles/FTE	733	1008	584	1243	411



Substations

	IPL	A	B	C	D
FTE	6	13	18	19.6	7
Substations/FTE	2.5	2.31	1.33	2.15	1.57



Management and Staff

- IPL reviewed sample Tables of Organization from several municipal utilities
- The intent was to review the organizational structure for potential efficiency improvements
- No job descriptions were available
- Different naming conventions for management positions makes a direct comparison difficult

Management Organization

- IPL – 29 management positions
- Columbia – 28 management positions
- BPU - 51 management positions
- Springfield – 26 management positions (incomplete TO, several managers did not have subordinates listed)

Management Organization

<u>IPL</u>	<u>Columbia</u>	<u>BPU</u>	<u>Springfield</u>
Director	Director	GM	VP/Officer
Deputy Dir	Asst Dir (3)	Exec Dir (5) Corp. Officers (4)	Director (4)
Manager (5)	Manager (3)	Directors (13)	Manager (12)
Supt. (8)	Supt. (9)	Supt. (10)	??
Supv. (14)	Supv. (12)	Supv. (18)	Supv. (9)

Summary

- IPL front line workers are doing an outstanding job.
- Most productive in 3/5 areas surveyed
- Management structure compares favorably to similar utilities



Questions ?



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