

Decker Creek Power Station Workforce Planning

Including applicable Municipal Civil Service Rules

Charles Dickerson

Deputy General Manager, Chief Operating Officer

Monika Arvelo

Human Resources Department Assistant Director



May 15, 2019

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Employees and Pay Grades

Decker Creek Power Station and Power Production Engineering

Charles Dickerson

Deputy General Manager, Chief Operating Officer



Decker Decommissioning – Impacted Employee Areas

	Current Employee Count	Post-Decommission Estimated Employee Count	Eligible to retire by or before late 2021
Decker Creek Power Station	40	16	15
Power Production Engineering	29	22	7

Decker Creek Power Station

Pay Grades	Number of Employees	Average Hourly Pay Rate	Average Annual Gross Pay
Grade 9 - 15	4	\$27.75	\$57,720
Grade 18 - 21	16	\$41.05	\$85,384
Grade 22 - 23	17	\$48.70	\$101,296
Grade 26 - 29	3	\$67.75	\$140,920

Power Production Engineering

Pay Grades	Number of Employees	Average Hourly Pay Rate	Average Annual Gross Pay
Grade 13 - 19	5	\$36.90	\$76,752
Grade 18 - 21	15	\$48.80	\$101,504
Grade 22 - 23	9	\$60.30	\$125,424



Municipal Civil Service Rule 5

Reduction-in-Force

Monika Arvelo

Assistant Director, Human Resources Department



Municipal Civil Service Rules Overview

- Adopted by Austin City Council in 2014 and cover:
 - Hiring, Promotion, Lateral Transfers
 - Reduction-in-Force (RIF)
 - Disciplinary Actions
 - Commission Appeals



MCS RIF Procedure Summary

- Notice of Intended Reduction-in-Force
- Reassignments
- Application for Other Open Positions
- Recall and Reemployment of Affected Employees





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