Tacoma Power Natural Resources Workforce Changes





Tacoma Power Mission

We Provide Affordable and Reliable Electric Services

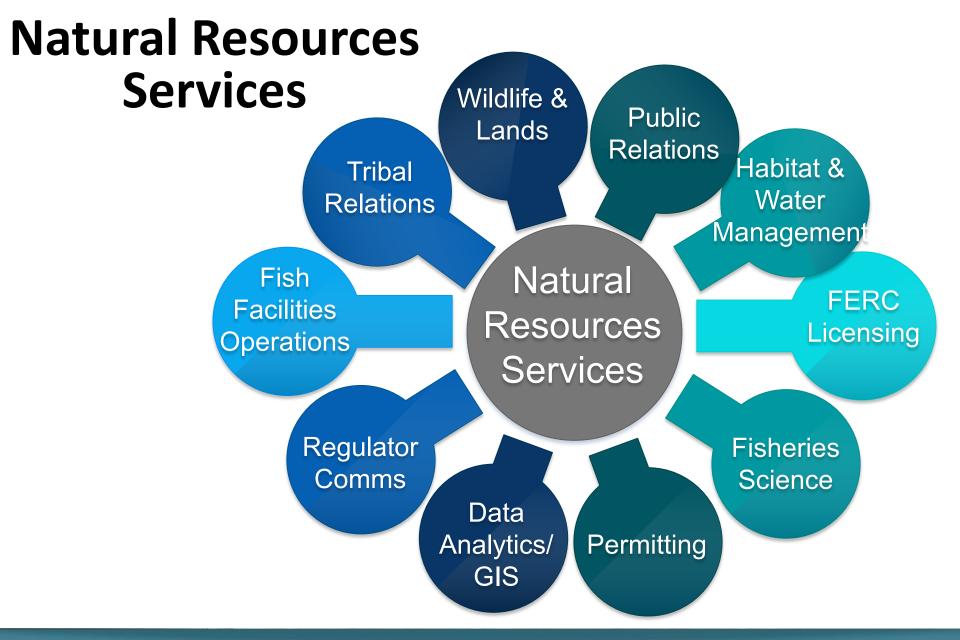
- About 97% of power is Renewable
- Of this about 50% are:
 - Tacoma Owned Hydroelectric Projects

Generation's Mission

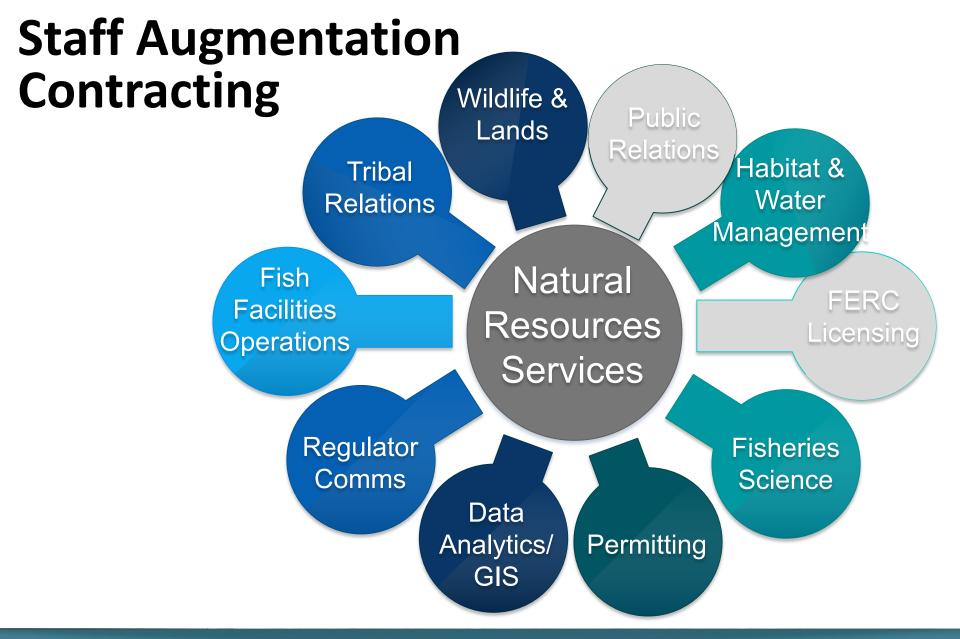
Create Clean,
Reliable, Marketable
Energy While
Ensuring the
Stewardship of Our
Resources

SD5Environmental
Leadership



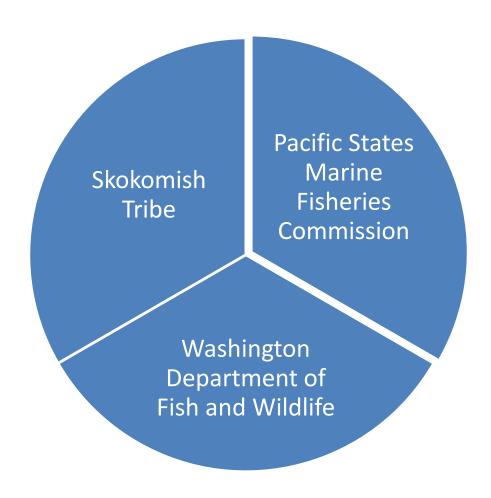






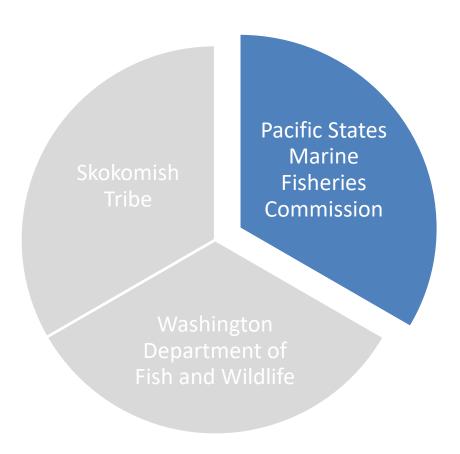


Main Contracting Partnerships



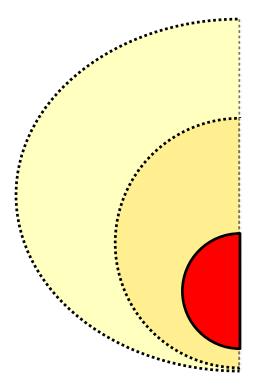


PSMFC Staff



- 14 Full Time
- 10 Seasonal
 - 3 10 months

Evolving Workforce Strategy



2004 - 2008

- Cowlitz License Issued
- 100% Seasonal

2009 - 2013

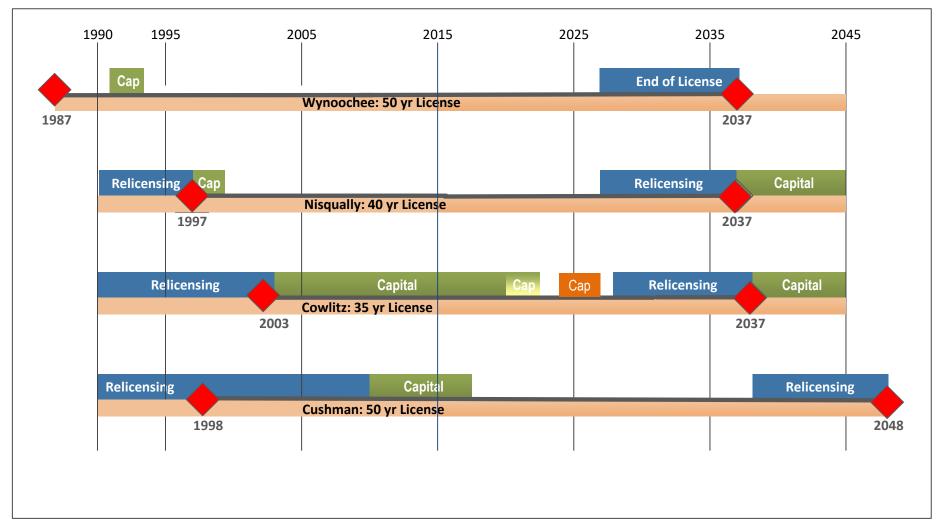
 Cushman Settlement Agreement

• Up to 25% FTEs

2014 - Current

- Clear Staffing Requirements
- Workforce Stabilized

Future Needs → 15 Years or Longer



Plan for Spring 2022

- Shifting from Contractor to Full Time Equivalent Status
 - 14 FTEs
 - No budget impact







Benefits

Contractors

FTEs

Uncertainty

High Turn Over

Lack of Opportunity

Low Morale

Clarity

Longevity

Growth and Sustainability

Increased Morale for All



Questions?

