



## **Item 14: Human Resources Operations Report**

*Mara Spak*

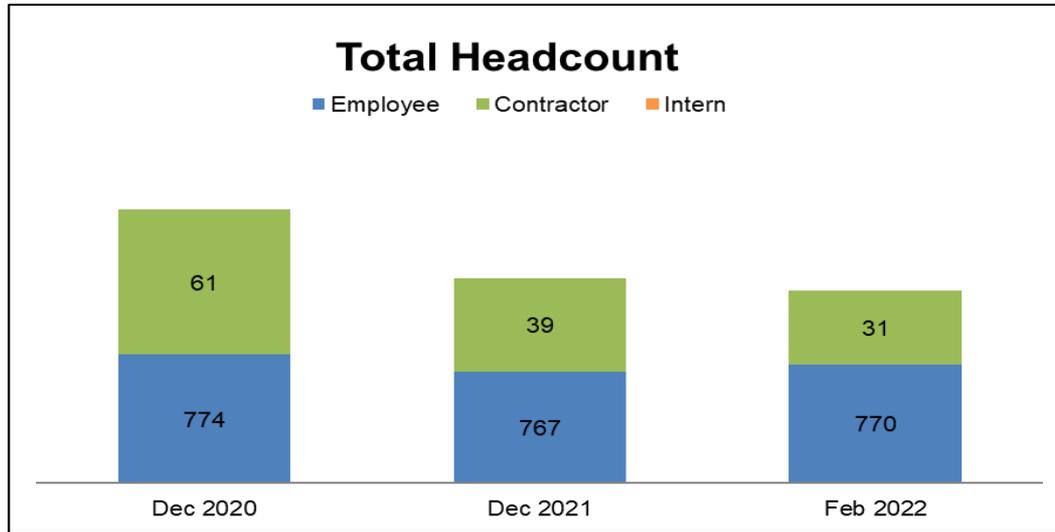
Vice President, Human Resources

Board of Directors Meeting

ERCOT Public

March 7-8, 2022

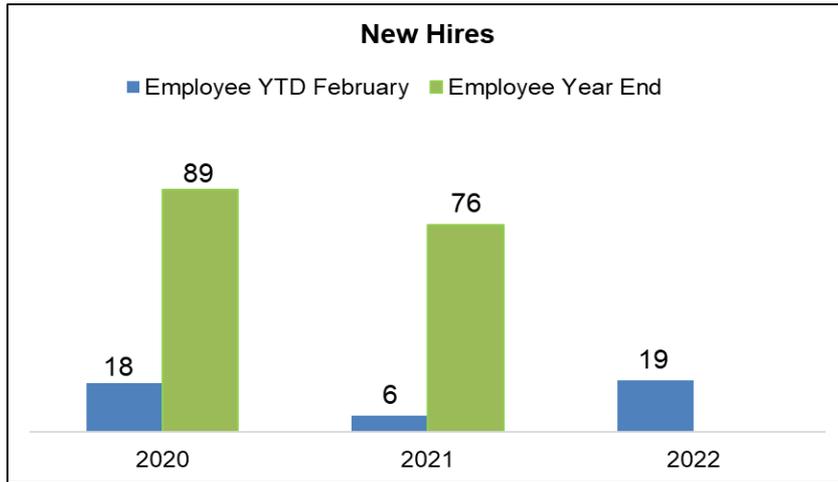
# HR Operations – Headcount Workforce Summary



<b>YTD February 2022 Headcount Summary</b>			
Business Area	Employee	Intern	Contractor
CAO	148		6
CEO	14		
CIO	266		19
Com Ops	90		1
Comm/Gov Rel	33		
Legal	20		
System Ops	119		1
System Planning	80		4
	<b>770</b>	<b>0</b>	<b>31</b>



# HR Operations – New Hire Workforce Summary

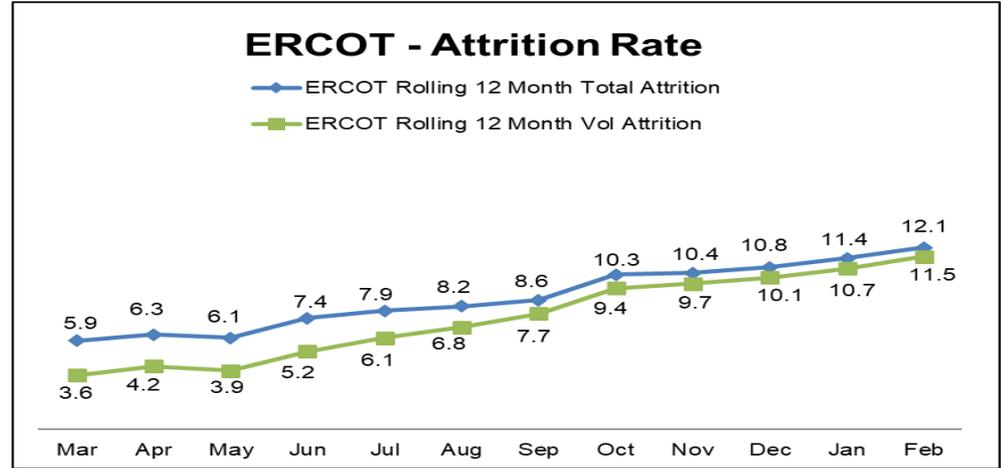
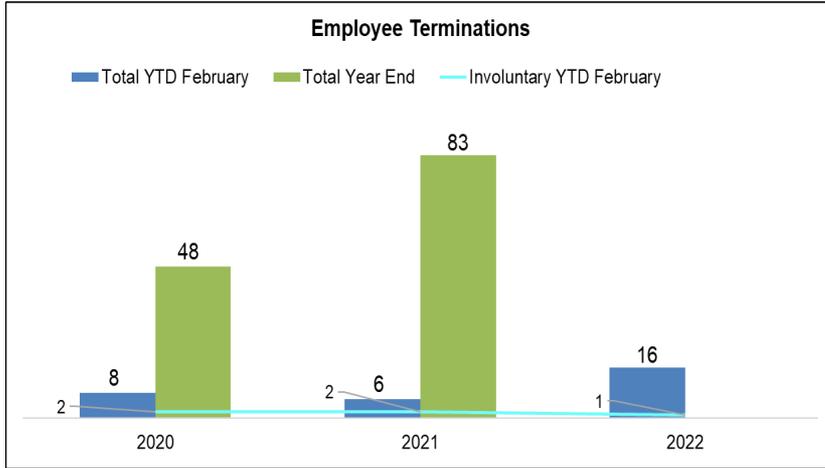


YTD February 2022 Summary		
Business Area	Employee New Hires	Intern New Hires
CAO	3	
CEO		
CIO	5	
Com Ops	2	
Comm/Gov Rel	1	
Legal	1	
System Ops	2	
System Planning	5	
	<b>19</b>	<b>0</b>

January		
Employer	City	State
Power Systems Consultants US	Winnipeg	Manitoba CA
Lower Colorado River Authority	Austin	TX
EZ Corp	Austin	TX
Contractor Conversion	Georgetown	TX
Open Systems International, Inc.	Maple Grove	MN
US Peace Corps	Seattle	WA
Cross Texas Transmission	Round Rock	TX
FiveStar Seafood Restaurant	Katy	TX
Bell County Sheriff Dept.	Temple	TX
Pacific Gas & Electric Company	Austin	TX
PSE&G Co.	Colonia	NJ
Contractor Conversion	Austin	TX
Texas Gas Services	Austin	TX
February		
Employer	City	State
Fiserv	Hutto	TX
City of Laredo	Laredo	TX
Tx State University Dept of Housing	Pasadena	TX
MISO Energy	Carmel	IN
Digital Pro Lab	San Antonio	TX
Contractor Conversion	Round Rock	TX



# HR Operations – Termination Workforce Summary



**YTD February 2022 Terms by Tenure**

Business Area	0 - 3+	4+	10+	Totals
CAO	3	1		4
CEO				0
CIO	1	1	1	3
Com Ops	1		2	3
Comm/Gov Rel			1	1
Legal	1		1	2
System Ops	1			1
System Planning	1		1	2
<b>Totals</b>	<b>8</b>	<b>2</b>	<b>6</b>	<b>16</b>

**YTD February 2022 Terms by Reason**

Business Area	Opportunity	Family	Location	Involuntary	Retirement	Personal	Totals
CAO	2	1				1	4
CEO							0
CIO	2	1					3
Com Ops	2					1	3
Comm/Gov Rel	1						1
Legal	2						2
System Ops				1			1
System Planning	2						2
<b>Totals</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>16</b>

