

Agency 5-Year Plan

Issue 1 Electronic filing for Utilities and Other Parties

Description: The Commission set the goal to allow for A, B, and C utilities to electronically file documents for dockets by end of the Fiscal Year. The Commission was able to accomplish that goal by July 9th, 2019. As a result, filings can now be submitted online for all Utilities, as well as all Safety and Securities cases, The exception is cases involving the Power Plant and Transmission Line Siting Committee. Through the end of June 2019, the Commission received more than 1,540 electronic filings and that number is expected to continue to grow.

Solutions:

For FY2020 through FY2021, the Commission is working on a few remaining initiatives to make the Commission as paperless as possible regarding Utilities filings, case dockets, and Securities registrations.

- 1.To move Utility Annual Report filings online
 - a.Water Annual Reports integrated with the online filing of the Arizona Department of Water Resources (ADWR) and displaying in ACC systems by end of March FY2020 subject to resource availability from ADWR.
 - b.Second annual report by end of FY2021.
- 2.Respondent data tracking in eCommission by Dec 2019.
- 3.To make exhibit case hearings electronic, starting with Securities cases by the end of FY2020
 - a.Submission of exhibits electronically by the Securities Division and respondents.
 - b.Exhibits viewed electronically during hearing events.
- 4.To move to Securities Mutual Fund electronic payment by end of FY2020, subject to state approval timing.
- 5.To add electronic note taking capability to docket documents, to avoid printing and duplicating electronic documents by end of FY2021.

Issue 2 Succession Planning

Description: Like every knowledge-based organization, our personnel are our most valuable resource. The Commission has been very successful in retaining its personnel for relatively long tenures. However, retention success has created two unintended but significant consequences: 1) limited career development/upward mobility, and 2) impending loss of knowledge base through retirement. Nearly 37 percent (36.6 percent) of the Commission’s workforce is eligible for retirement today. This will increase to 56.5 percent by 2024.

Solutions:

The Commission is working to identify the skills gaps we expect to face within the next three fiscal years and identify potential internal candidates to fill these gaps. Likewise, we are seeking out new and better recruitment strategies for entry- and mid-level employees. To ensure we have the very best candidates. The Commission has started to utilize national resources, such as the National Association of Regulatory Utility Commissioners, for leadership recruitment. The Commission will partner with ADOA to continue to enhance and refine our recruitment process, as well as work to create better career paths for ACC employees.

Resource Assumptions

	FY2022 Estimate	FY2023 Estimate	FY2024 Estimate
Full-Time Equivalent Positions	265.0	265.0	265.0
General Fund	8.0	8.0	8.0
Other Appropriated Funds	242.0	242.0	242.0
Non-Appropriated Funds	0.0	0.0	0.0
Federal Funds	15.0	15.0	15.0