



Join Our Team!

A career helping Californians have access to safe, clean, and affordable utility services and infrastructure



**California Public
Utilities Commission**

Who We Are



Our Mission

Our mission is to empower California through access to safe, clean, and affordable utility services and infrastructure.



Our Vision

The California Public Utilities Commission strives to better the lives of all Californians through our recognized leadership in innovative communications, energy, transportation, and water policies and regulation.



Core Values

Accountability

Operating with transparency and accepting responsibility for our actions.

Excellence

Striving to achieve exceptional performance by consistently delivering quality work in a timely manner.

Integrity

Behaving in an open, honest, Trustworthy manner, both professionally and personally.

Open Communication

Exchanging information, thoughts and concerns in an open, timely manner.

Stewardship

Serving as responsible caretakers of the human, financial, information, and natural resources entrusted to us.



Join the Team!



Office Locations at the CPUC



Search CPUC Openings



San Francisco (HQ)

Our San Francisco office is located at 505 Van Ness Avenue in downtown San Francisco across from city hall. The San Francisco office is the largest of our three office locations and the hub for nearly all of the CPUC's divisions.

Sacramento

The CPUC Sacramento office is located at 400 R Street in downtown Sacramento across from the CalPERS building. It is the second largest office location and has seen consistent growth in recent years.

Los Angeles

The Los Angeles office is the smallest CPUC office located at 320 West 4th Street in Los Angeles. Still many CPUC employees call the Los Angeles office home and with it being the only office in Southern California, it sees many hybrid employees commuting from surrounding areas.

STEP 1: Search

Click the link above or visit [CalCareers](#) and search for Department: "Public Utilities Commission" in the Advanced Search feature. Search by keyword, job title, job type, salary or location until you find a position you are interested in. The job's bulletin will include more information about the scope of the role, associated division and a link to the exam/assessment for that job classification.

STEP 2: Exam/Assessment

Every job classification has an associated exam/assessment needed to establish eligibility for current and future roles. Once you pass that assessment you can start applying to that position and any future position within your eligibility window associated with that classification.

STEP 3: Apply

You can fill out the standard state application template through your [CalCareers](#) account or by hitting "Apply Now" directly on the job bulletin while signed in. Please read the required application package section of the job post for additional items needed. All candidates will be reviewed, and the top candidates will be invited for an interview.

Job Fact!

Most CPUC positions are available for Hybrid Telework! Check the "Working Conditions" section of a CPUC job posting to learn more.



Roger Clugston

*Former Rail Safety Division
Director*

“This work is the highlight of my career, I came into the CPUC as an entry level inspector and moved up to director, and without a college degree. You can do anything if you’re willing to work hard for it.”

Why work here?

The CPUC is the leading regulatory agency in the US, recognized for its innovative policy initiatives and talented staff and commissioners. We are constantly inventing new ways to regulate and we are very interested in bringing new ideas and perspectives into our 100-year-old organization.

The services our employees provide are truly essential to the people of California. In public service, you will spend every day doing work that is vital to your state and your community.

Our employees come from diverse backgrounds, communities, and career paths, and work hard to better the lives of all Californians through innovative communications, energy, transportation, rail, water policies and regulation.

CPUC Job Classifications

The CPUC employs a wide range of job classifications across its divisions. You will see openings for more general classifications such as [Staff Services Analysts](#) and [Associate Governmental Program Analysts](#) as well as many others. In addition to these there are some main classifications that make up the core of the CPUC and the majority of its workforce.



Public Utilities Regulatory Analyst (PURA I-V)

The “PURA” series ranges from entry level to the highest level of technical advisor to the Commission. A PURA can conduct a broad range of research and analyses which varies in independence and complexity. Minimum qualifications for the PURA can be found here: [PURA Classification Specifications](#).

Other CPUC job classifications include the [Senior Utilities Engineer](#), [Telecommunications Engineer Series](#), [Administrative Law Judge PUC](#), and [Consumer Affairs Representative PUC](#)



Utilities Engineer (UE)

The “UE” is the Commission’s main engineering classification. The UE, under supervision of a Senior UE, can perform a wide variety of field and office engineering assignments which, depending on hired area, could be in connection with gas, electric, telecommunications, water, steam, sewer, pipeline, railroads, and or rail transit systems. Minimum Qualifications for the Utilities Engineer can be found here: [UE Classification Specifications](#).



CPUC Career Opportunities



Administrative Law Judge Division (ALJ)

The [Administrative Law Judge Division](#) includes over 70 Administrative Law Judges and 65 staff. The ALJ Division processes formal filings, facilitates alternative dispute resolutions, conducts hearings, develops an adequate administrative record, prepares timely proposals for Commission consideration, and prepares and coordinates Commission meeting agendas.

Administrative Services Division

The [Administrative Services Division](#) is responsible for CPUC finance, facilities, contracts, and other administrative functions. Administrative Services is also responsible for helping the CPUC achieve its environmental sustainability goals.

Communications Division

The [Communications Division](#) assists the CPUC in developing and implementing policies to promote competition in telecommunications markets and addressing regulatory changes required by state and federal legislation.



Pat Tsen

Deputy Executive Director, Consumer Policy, Transportation, and Enforcement

Our inspectors don't just enforce the rules, they help keep families safe. Every debris cleanup, every crossing audit, it's about getting people home in one piece.

Consumer Protection and Enforcement Division (CPED)

The [Consumer Protection and Enforcement Division](#) serves as the first line of defense for California utility customers. CPED collects and resolves consumer complaints, establishes and enforces rules and regulations for transportation carriers, and investigates allegations of utility waste, fraud, and abuse.

CPED is comprised of three separate branches: the Transportation Enforcement Branch, the Transportation Licensing and Analysis Branch, and the Utilities Enforcement Branch.

Energy Division

The approximately 270 member staff of the CPUC's [Energy Division](#) administer the policies that guide California's nation-leading efforts in energy efficiency, customer-side energy generation, renewable energy, and the fight against climate change. The Energy Division also provides technical support to the Commissioners and their offices, and the Administrative Law Judges.

Executive Office

The [Executive Office](#) assures implementation of the CPUC's decisions and policies. The Executive Office works closely with the Commissioners for

administration and planning, and sister state agencies including the Legislature, the Governor's Office, and all external stakeholders to anticipate regulatory and agency needs and develop and implement appropriate strategies to meet those needs.

External Affairs Division

The [External Affairs Division](#) assists customers with utility complaints and provides information and assistance to the media, local governments and community organizations, the public, and other stakeholders about the CPUC's many pioneering and innovative programs, policies, and proceedings. The External Affairs Division encompasses four offices: [Strategic Communications](#); [Public Advisor's Office](#); [Business and Community Outreach \(BCO\)](#); and [Consumer Affairs Branch \(CAB\)](#).

Human Resources Division

The [Human Resources Division](#) covers hiring, talent management, HR, health & safety, labor, disability/leave and transactions. You will find representatives from the CPUC's HR Team at various university and community career fairs and events.

Information Technology Services Division (ITSD)

The [Information Technology Services Division](#) enables the CPUC by delivering innovative and trusted technology services and solutions.

Legal Division

The [Legal Division](#), through the General Counsel, is the attorney for the Commission. The General Counsel, working with the legal staff, represents and appears for the People of the State of California and the CPUC in all actions and proceedings involving any question under the Public Utilities Code or under any order or act of the CPUC.



Office of Governmental Affairs (OGA)

The [Office of Governmental Affairs](#) facilitates the CPUC's interaction with the Legislature, provides expert policy advice to Commissioner offices, management and staff; informs and lends technical assistance to legislative staff, and engages in the legislative process to ensure that the organization's perspective is represented in policy discussions and legislation.

Office of Internal Audit Services (IAS)

The [Office of Internal Audit Services](#) provides independent, objective assurance and advisory services designed to add value and improve the CPUC's operations, accountability, and transparency. The Chief Internal Auditor reports to the Commissioners, through the Audit Committee, and under general direction of the President.



Office of the Tribal Advisor

The [Office of the Tribal Advisor](#) is committed to incorporating tribal concerns into the development of regulations, and policies through engagement in discussion and consultation with tribes. We provide tribes with information about upcoming forums, hearings and workshops.

Public Advocates Office

The [Public Advocates Office](#) is an independent organization within the CPUC that advocates solely on behalf of utility ratepayers.

Also known as Cal Advocates, they are the only State entity charged with helping ensure Californians are represented at the California Public Utilities Commission and in other forums. They do this mainly by recommending solutions and alternatives in utility customer best interests for decision-makers to consider when making policy and investment decisions on how to advance the state's energy, water and communications goals.

Rail Safety Division (RSD)

The [Rail Safety Division](#) has safety oversight of railroads, rail transit systems, and highway/rail crossings. The RSD is responsible for enforcing state and federal laws, regulations, CPUC General Orders (GO), and directives relating to transportation by rail.



Safety and Enforcement Division (SED)

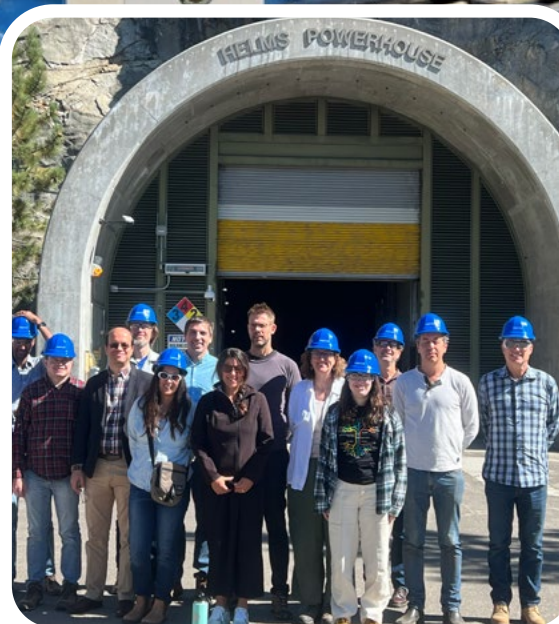
The [Safety and Enforcement Division](#) has safety oversight of electric and communications facilities, natural gas and propane gas systems. SED advocates for public safety through incident investigations and audits, development of proposed new safety rules, and taking enforcement actions to prevent violations of natural gas, electric, and telecommunications General Orders and statutory requirements. SED coordinates with California Office of Emergency Services (CalOES) and CALFIRE during wildfires, Public Safety Power Shutoffs (PSPS) events and other emergencies.

Safety Policy Division (SPD)

The [Safety Policy Division](#) provides advisory support to the CPUC on matters of utility safety policies. Safety is a high priority and SPD's advice is used to enhance the CPUC's policymaking capabilities. SPD's focus includes safety-related policy development, analysis, and implementation of regulations by the CPUC affecting electric, gas, telecommunications, water, and transportation utilities.

Utility Audits Risk and Compliance Division (UARCD)

The [Utility Audits, Risk and Compliance Division](#) encompasses two branches: Utility Audits Branch (UAB) and Risk



and Compliance Branch (RCB). The UAB performs audits on regulated utilities to ensure utilities implement ratepayer funded programs in compliance with applicable laws, regulations, and CPUC directives. The RCB manages the enterprise risk system by identifying, measuring, reporting, and monitoring risk that affect CPUC's objectives.

Water Division

The [Water Division](#) regulates over a 100 investor-owned water and sewer utilities under the CPUC's jurisdiction providing water service to about 16 percent of California's residents. It also provides advisory services of regulated utilities and water public programs, and monitors compliance with laws and CPUC directives.

Benefits of Working with CPUC



Health Care

- Excellent Health, dental and vision insurance
- State Disability Insurance
- Workers' Compensation
- FlexElect Reimbursement Accounts
- Flex Cash and CoBen Options
- Beneficiary Designated Death Benefits



Retirement and Savings

- CalPERS Pension Plan
- Savings Plus Program (401k and 457b)
- Supplemental Contributions Plan



Work Life Services

- Career Development Programs
- Upward Mobility Programs
- Flexible work schedules including hybrid telework options depending on operational need
- Free Employee Assistance Program (EAP)
- Group Legal Services
- Public Service Loan Forgiveness
- ScholarShare 529 College Savings Plan



Leave Benefits

- 14 paid holidays each year
- Vacation leave
- Sick leave
- Bereavement Leave
- Catastrophic leave
- Mentoring leave
- Military leave
- Paid Professional Development Days
- Family and Medical leave
- Supplemental Contributions Plan for additional leave



Talent Acquisition Unit

For more information about employment at the California Public Utilities Commission, please visit www.cpuc.ca.gov/careers

Have questions about where you could fit in? Contact the CPUC Talent Acquisition Unit at CPUCRecruiter@cpuc.ca.gov