



Human Resources Departmental Update

Human Resources Department

Human Resources Board
February 2, 2026

OUR MISSION

The Human Resources Department is committed to being a professional strategic business partner that values innovation, integrity, confidentiality and diversity; while continuing to provide a variety of resources to past, present and future employees.



Notes

The numbers presented in the following slides reflect 4th quarter results covering 10/1/2025 through 12/31/2025 and 2025 year-end totals covering 1/1/2025 through 12/31/2025.

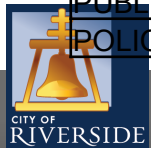
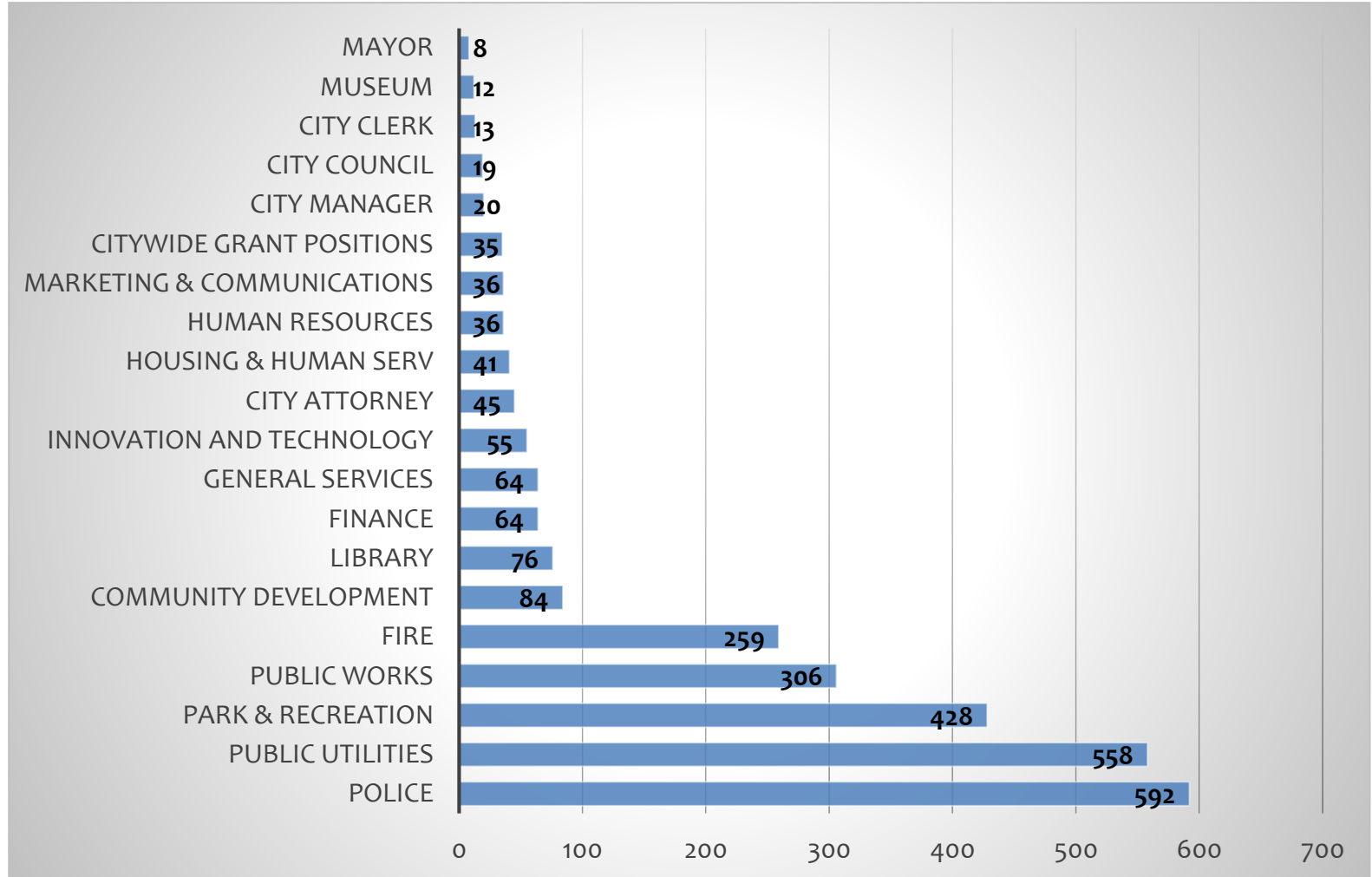
Important Item to Note:

A new 'Department' has been added titled Citywide Grant Positions that contain grant funded positions.

Employees by Department

2,751
Total Employees

Department	Total Employees
MAYOR	8
MUSEUM	12
CITY CLERK	13
CITY COUNCIL	19
CITY MANAGER	20
CITYWIDE GRANT POSITIONS	35
HUMAN RESOURCES	36
MARKETING & COMMUNICATIONS	36
HOUSING & HUMAN SERV	41
CITY ATTORNEY	45
INNOVATION AND TECHNOLOGY	55
FINANCE	64
GENERAL SERVICES	64
LIBRARY	76
COMMUNITY DEVELOPMENT	84
FIRE	259
PUBLIC WORKS	306
PARK & RECREATION	428
PUBLIC UTILITIES	558
POLICE	592



*Citywide Grant Positions are employees that are assigned to the HR Department but are grant-funded positions.

Appointments

318

Total Appointments (YTD)

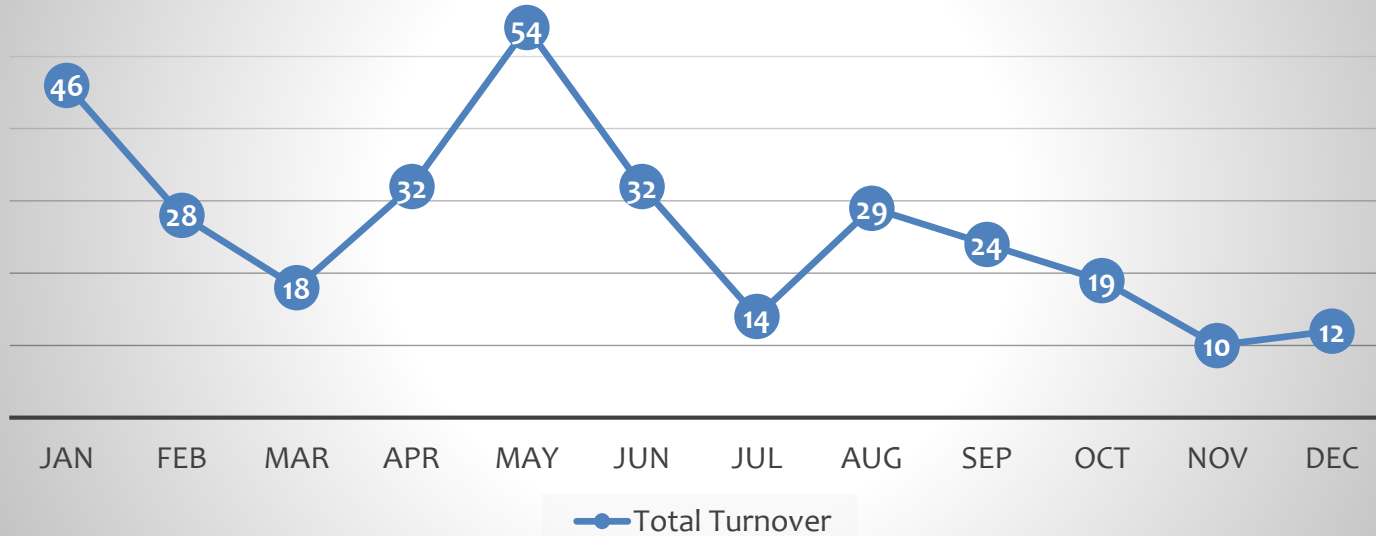
41

Total Appointments QTD

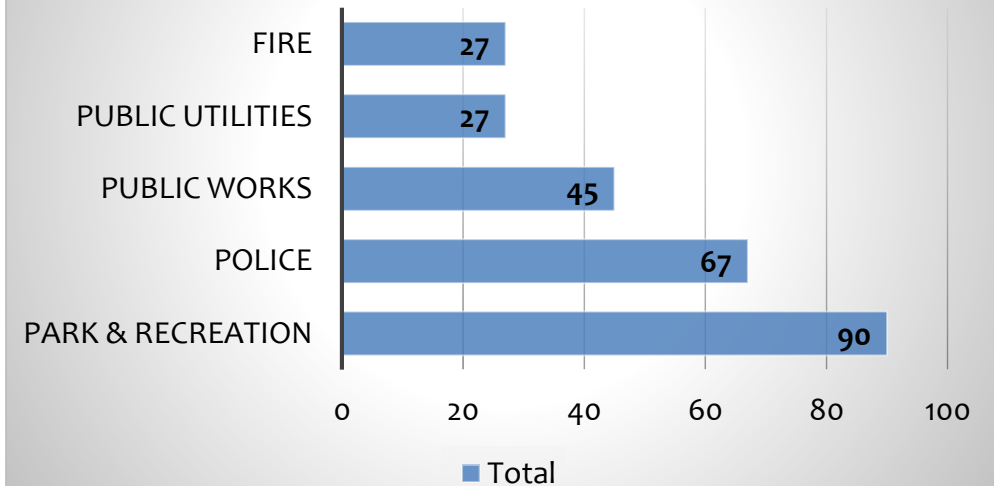
13%

QTD % to YTD

Total Appointments



Top 5 Departments with most New Hires



Turnover

312

Total Turnover (YTD)

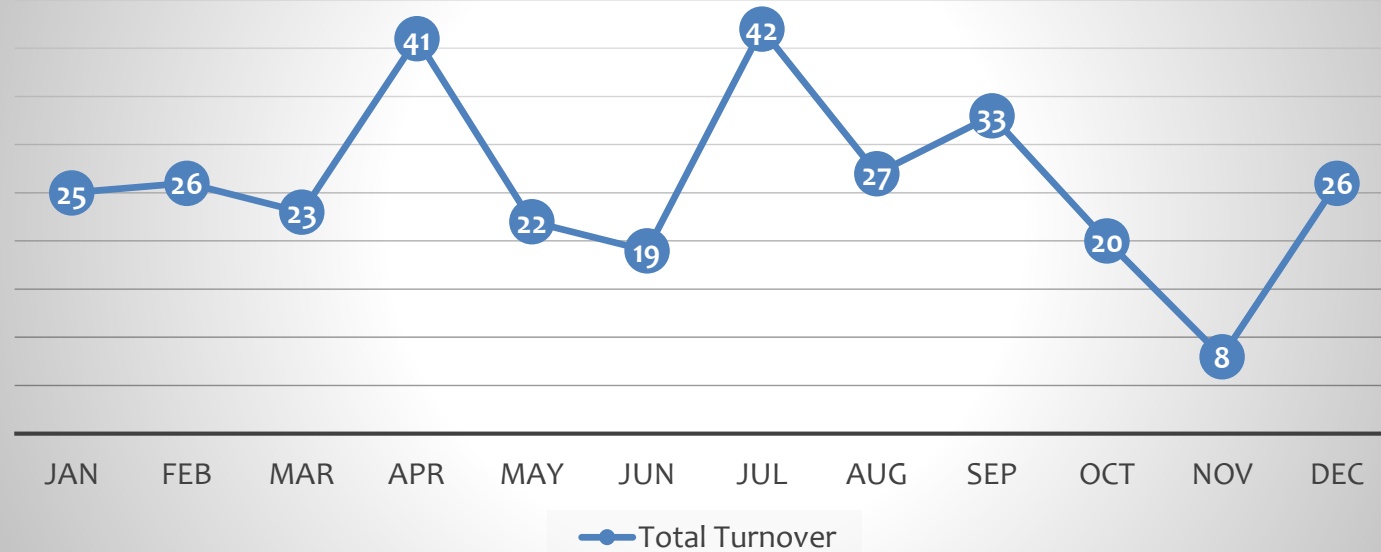
54

Total Turnover QTD

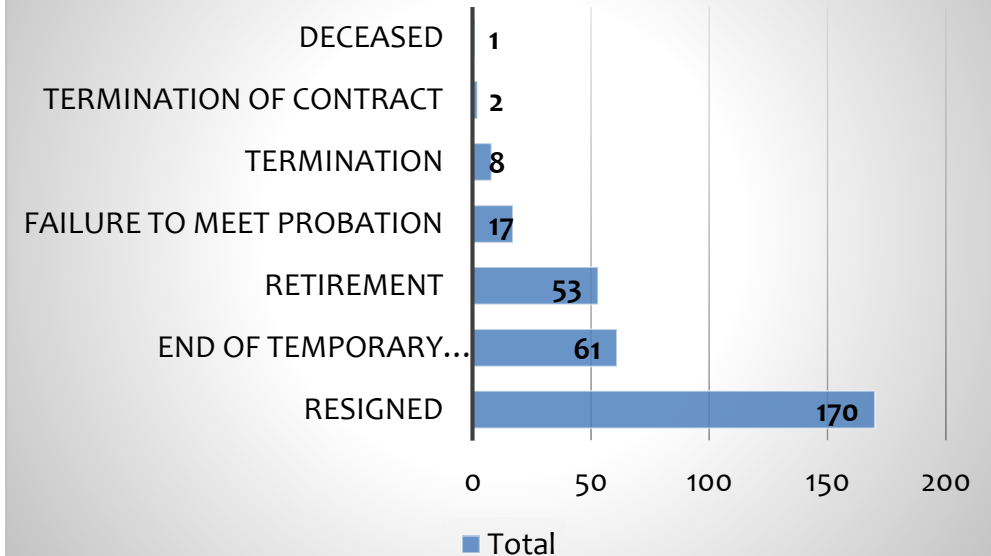
17%

QTD % to YTD

Total Turnover

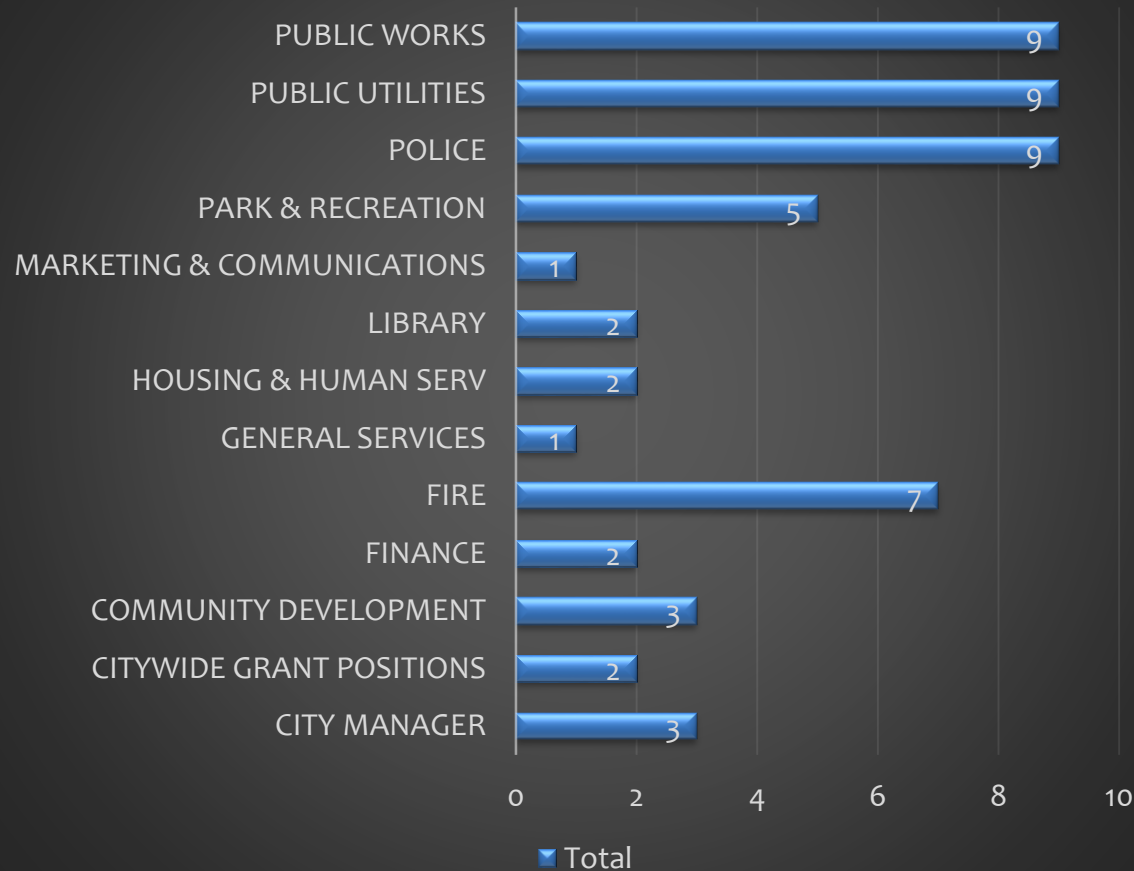


Turnover by Reason

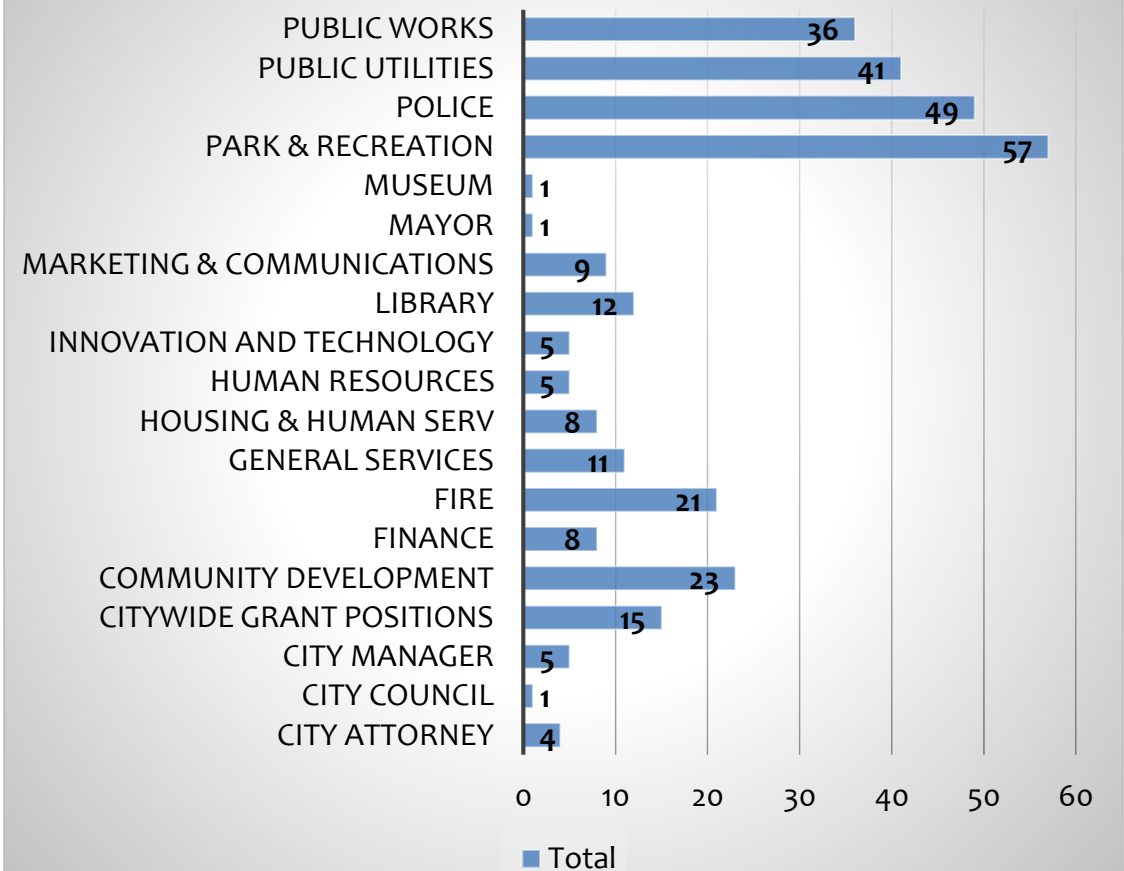


Turnover (continued)

Turnover by Department – Q4

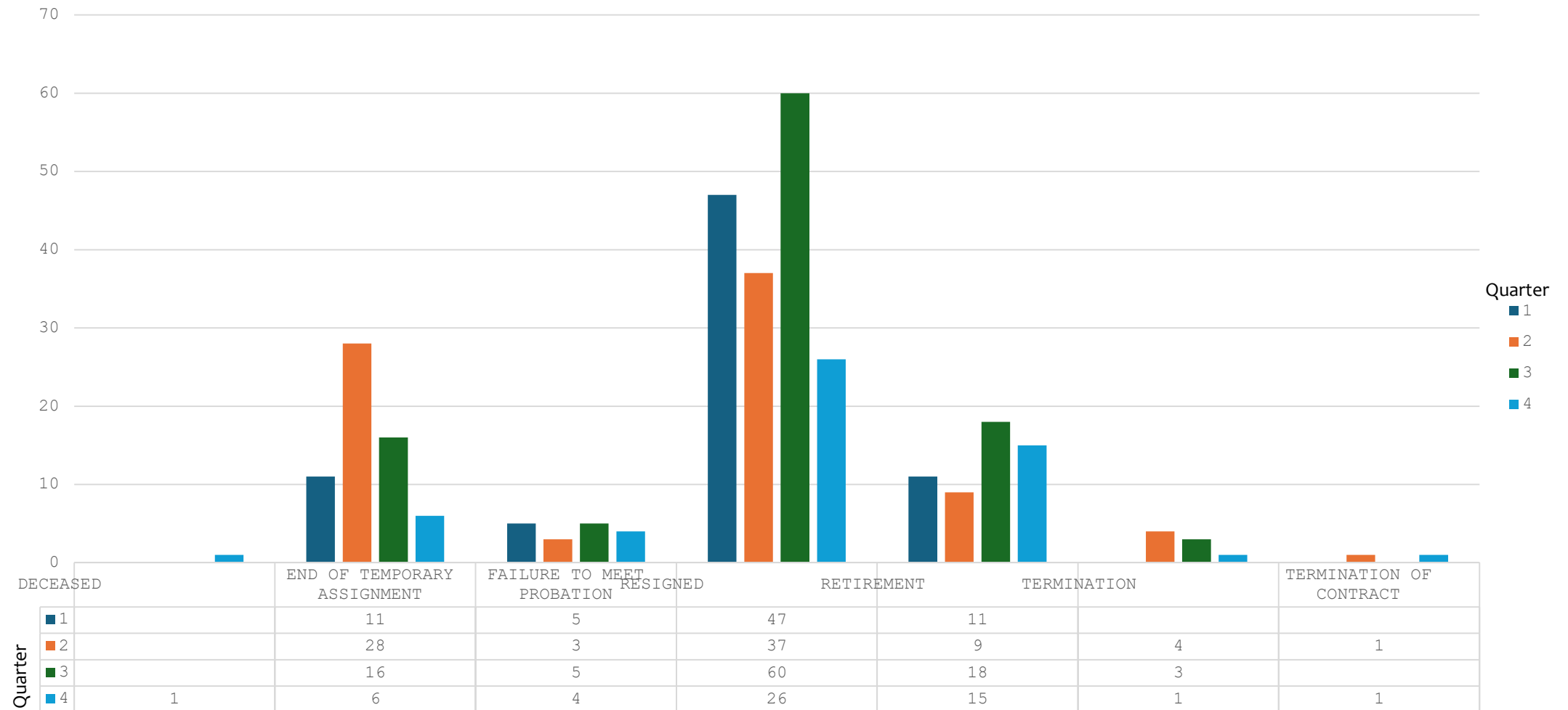


Turnover by Department - 2025



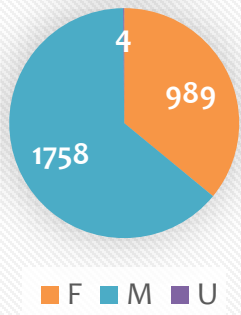
*Citywide Grant Positions are employees that are assigned to the HR Department but are grant-funded positions.

Turnover (continued)

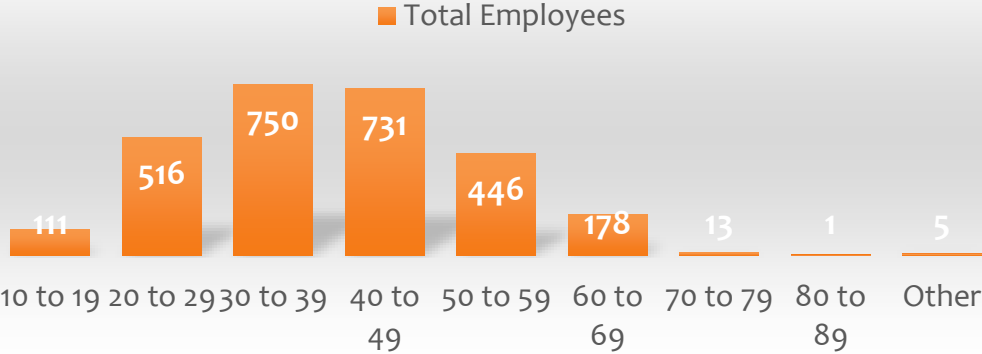


Demographics

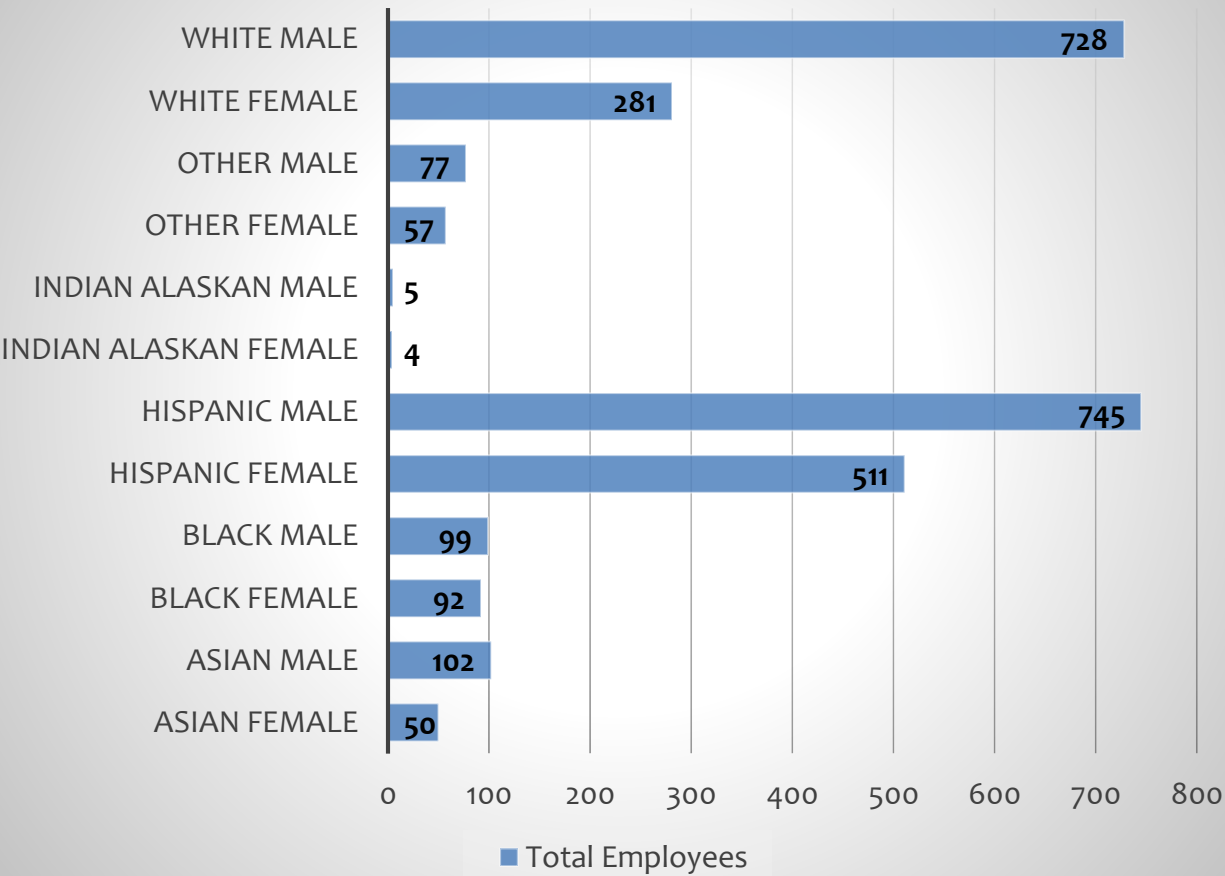
Workforce by Gender



Workforce Distribution by Age Group



Workforce Ethnicity Distribution



Employee Tenure

44

Longest Tenure

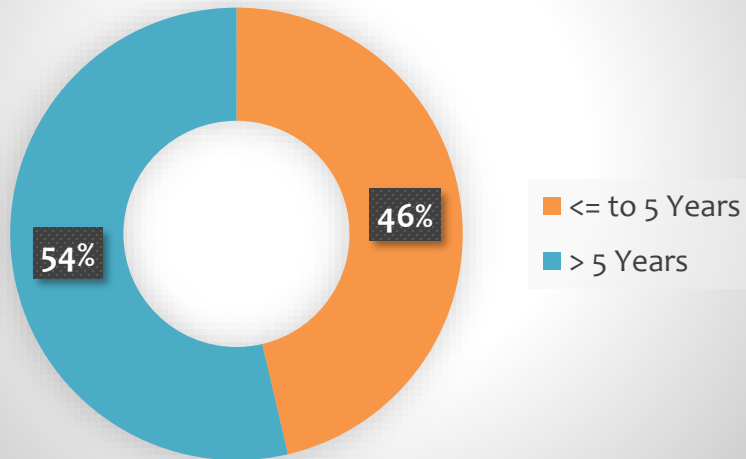
9

Average Tenure

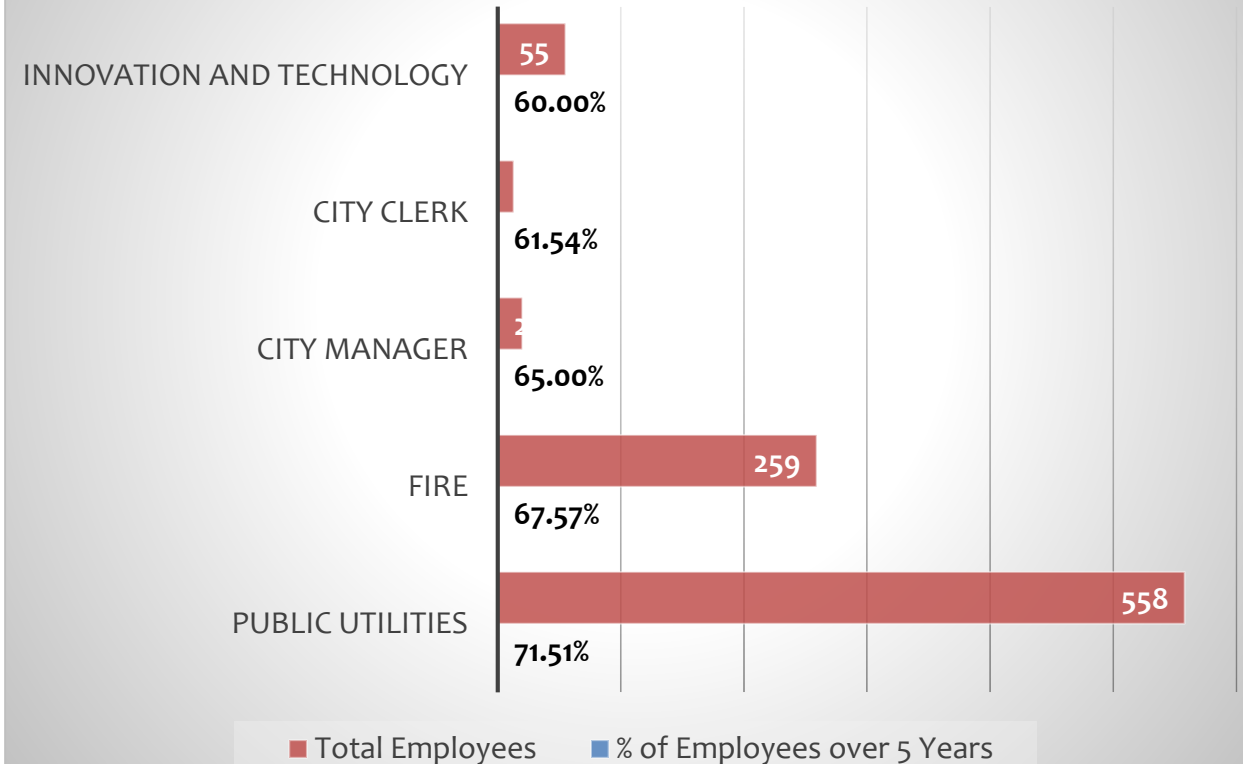
1053

Total w/10+ years

Employee Tenure Distribution



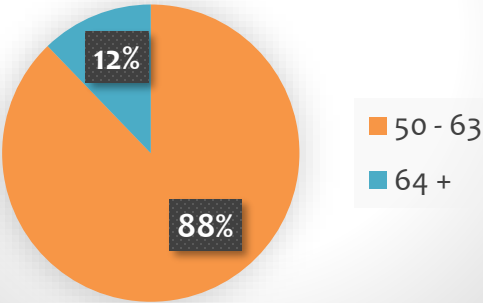
Top 5 Departments with Staff Tenure Over 5 Years



Over half of the workforce (1,476 employees) have been with the City for over 5 years!

Retirement Eligible

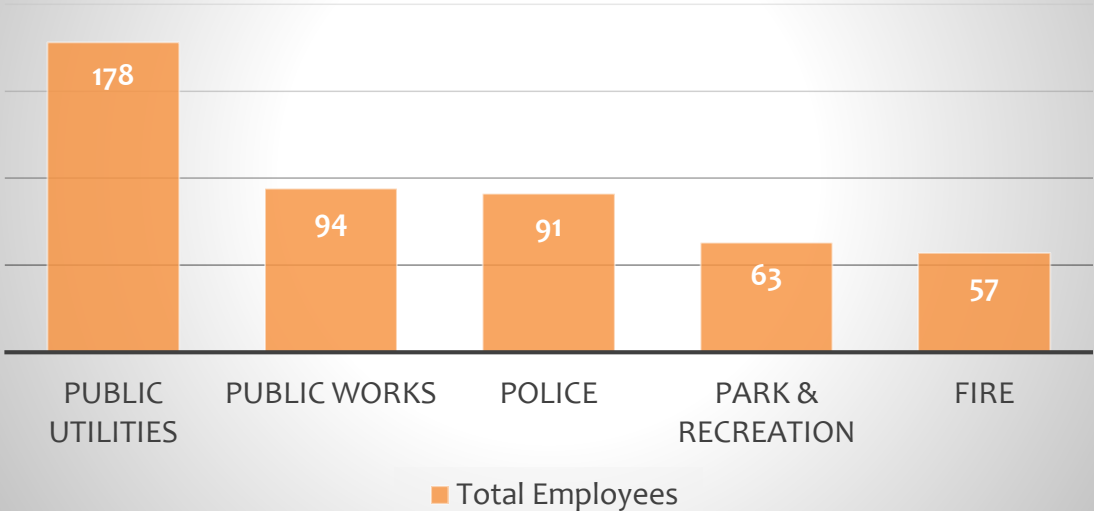
Retirement Eligible by Age Group



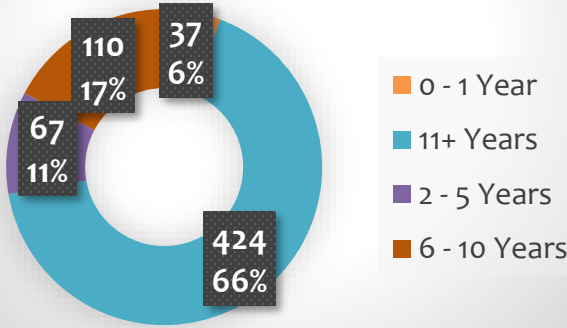
638
Total Retirement Eligible

23.2%
% of Workforce Eligible

Top 5 Departments with Most Retirement Eligible



Retirement Eligible - Total Years with City



66% of Employees (431) that are eligible for retirement have been employed with the city for 11+ Years!



* Employees are considered retirement eligible at the age of 50 years old

Promotions & Transfers In The City

193

Total Promotions 2025

Average of 16 Promotions a month for the year!

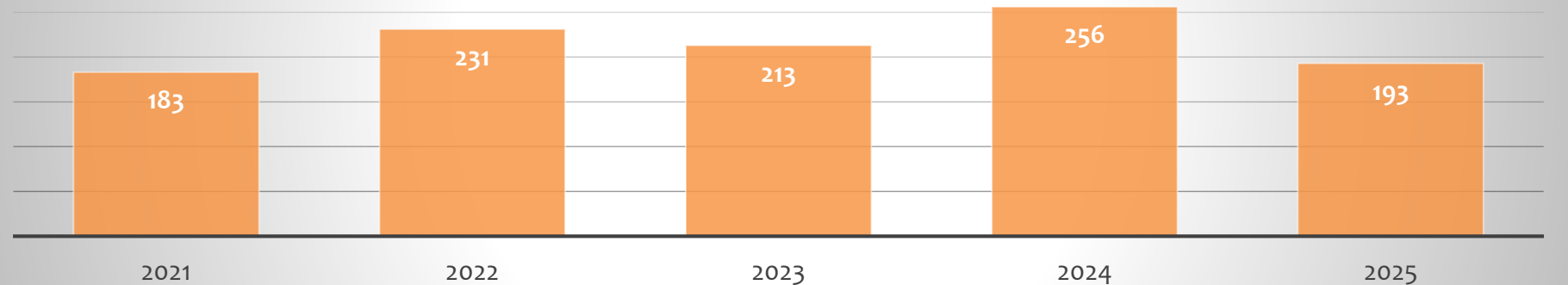
Numerous opportunities for existing staff!

187

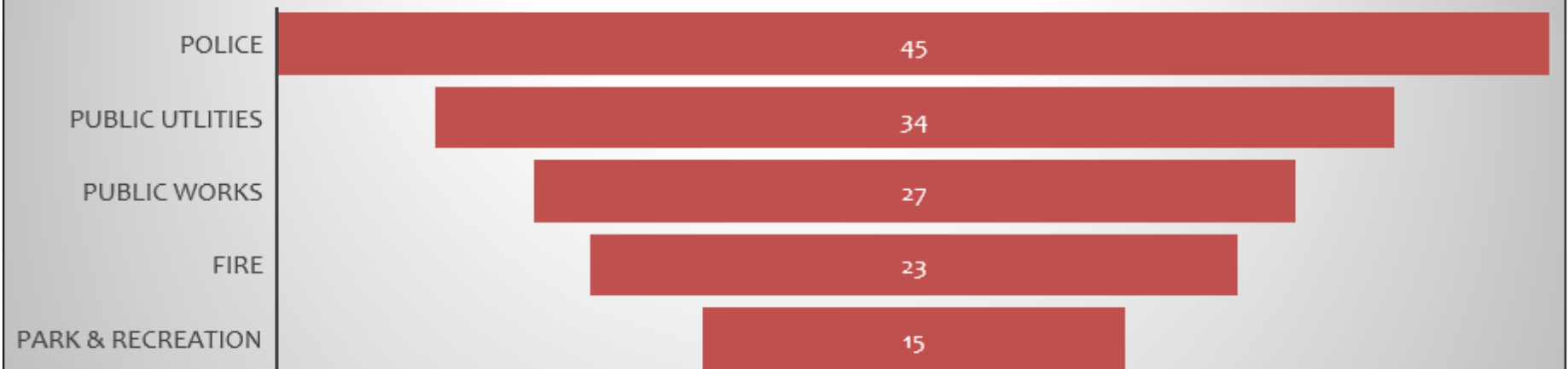
Total Transfers



Total Promotions Over Last 5 Calendar Years



Top 5 Departments for Promotions



Telecommute

596

Total Telecommuters

22%

% Telecommuting

Business Unit	Total Employees
PROFESSIONAL	226
GENERAL-SEIU	170
SR MANAGEMENT	62
MANAGEMENT	44
PARA-PROFESSIONAL	32
CONFIDENTIAL	27
SUPERVISORY	22
EXECUTIVE	9
PUBLIC UTILITIES FIELD	2
SPECIAL CLASSES	2

38% of telecommuters are from the Professional BU

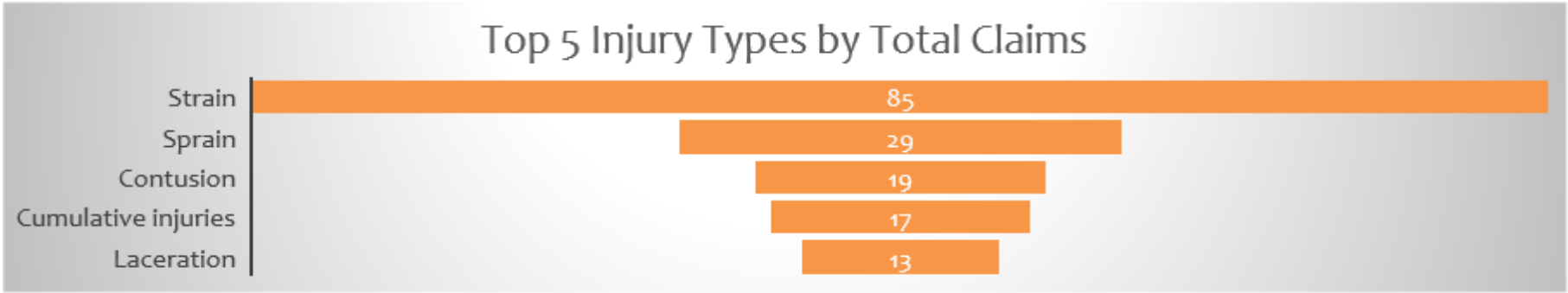
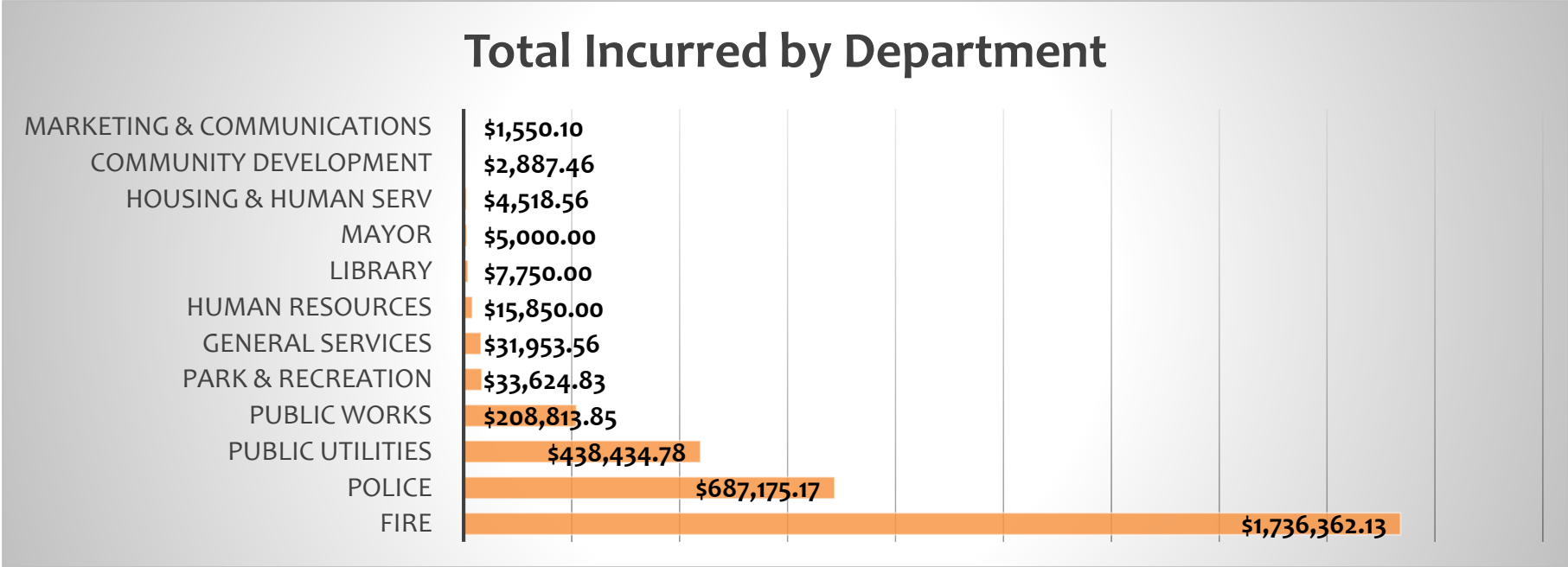
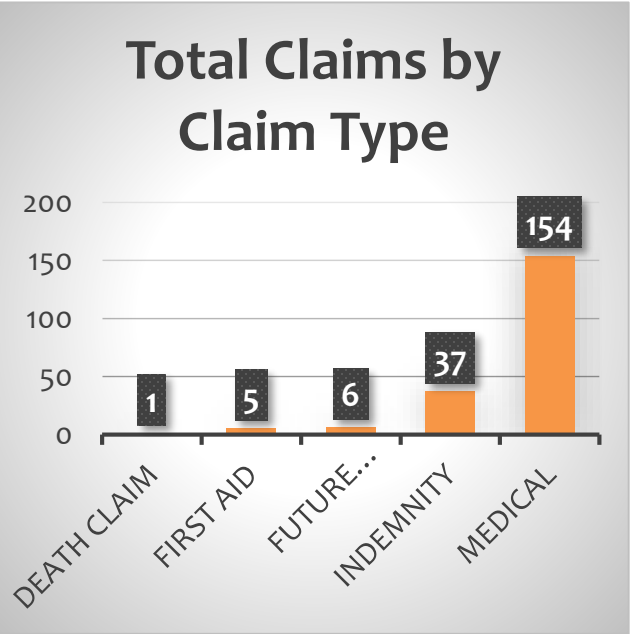
Department	Total Employees	Total Telecommuting	% Telecommuting
HUMAN RESOURCES	36	34	94.44%
CITY ATTORNEY	45	38	84.44%
INNOVATION AND TECHNOLOGY	55	40	72.73%
FINANCE	64	43	67.19%
CITY CLERK	13	8	61.54%
CITY MANAGER	20	12	60.00%
COMMUNITY DEVELOPMENT	84	45	53.57%
PUBLIC UTILITIES	558	246	44.09%
HOUSING & HUMAN SERV	41	15	36.59%
MARKETING & COMMUNICATIONS	36	13	36.11%
PUBLIC WORKS	306	67	21.90%
MUSEUM	12	2	16.67%
MAYOR	8	1	12.50%
CITY COUNCIL	19	1	5.26%
GENERAL SERVICES	64	3	4.69%
PARK & RECREATION	428	18	4.21%
LIBRARY	76	3	3.95%
CITYWIDE GRANT POSITIONS	35	1	2.86%
FIRE	259	5	1.93%

*Citywide Grant Positions are employees that are assigned to the HR Department but are grant-funded positions.

Workers' Compensation

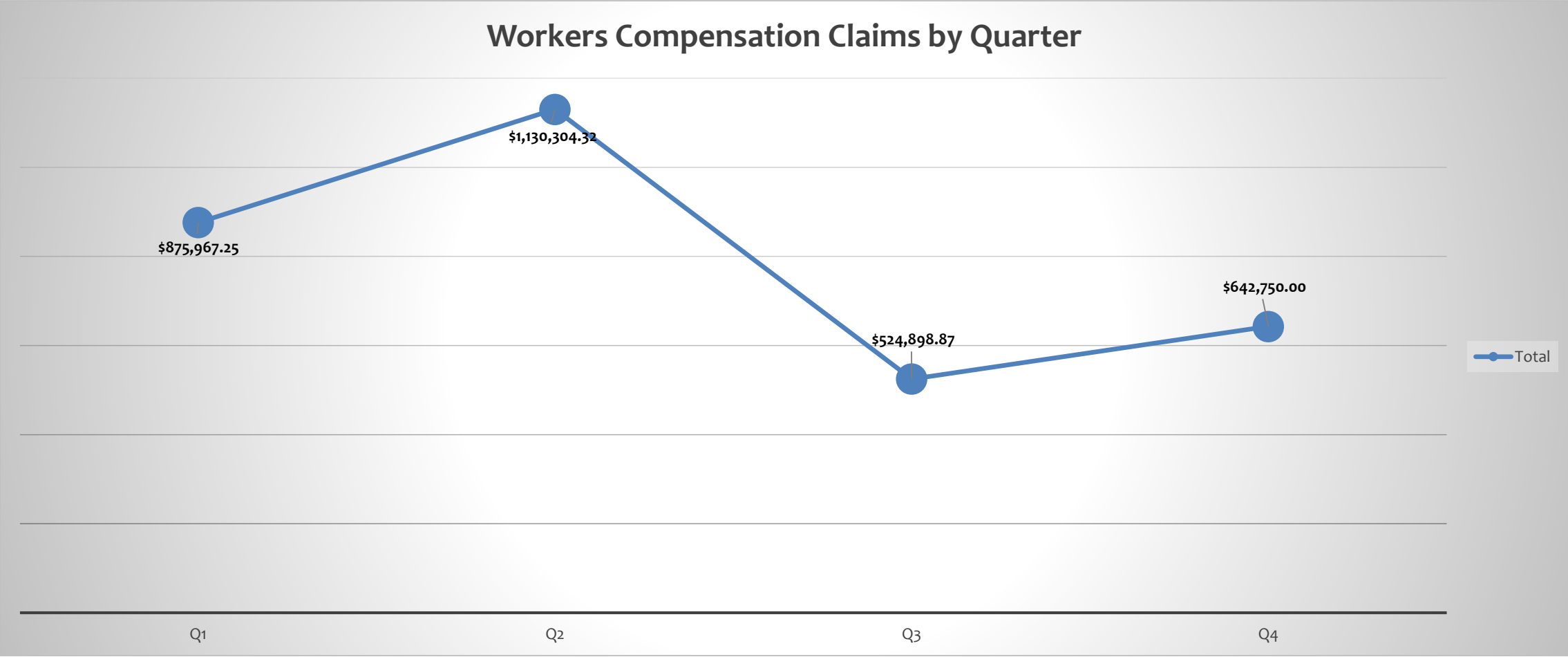
203
Total Claims

\$3.174M
Total Incurred



*Data Displayed is based off of Claims with a loss date between 1/1/2025 – 12/31/2025

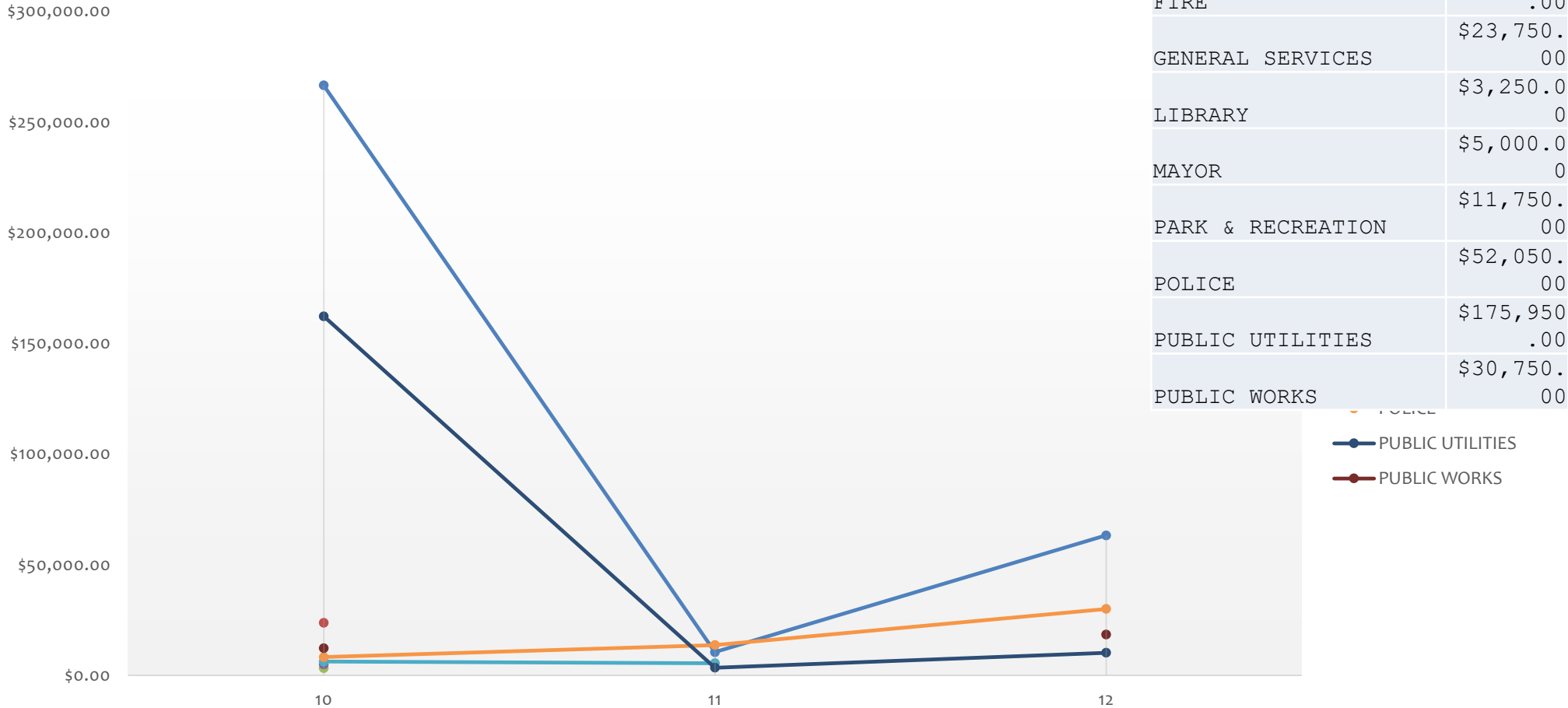
Workers' Compensation (continued)



*Data Displayed is based off of Claims with a loss date between 1/1/2025 – 12/31/2025

Workers' Compensation (continued)

Q4 Monthly Incurred by Department

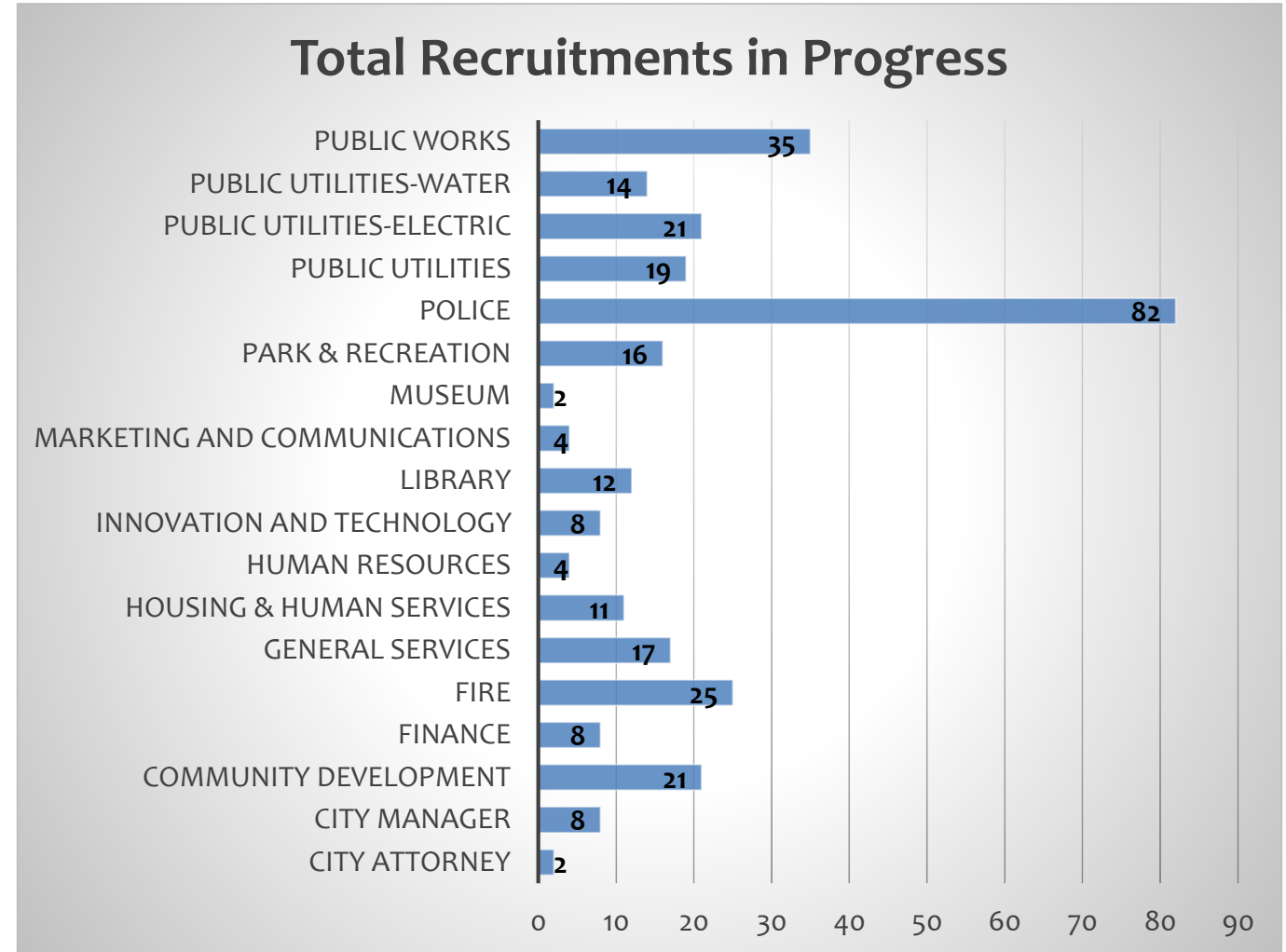
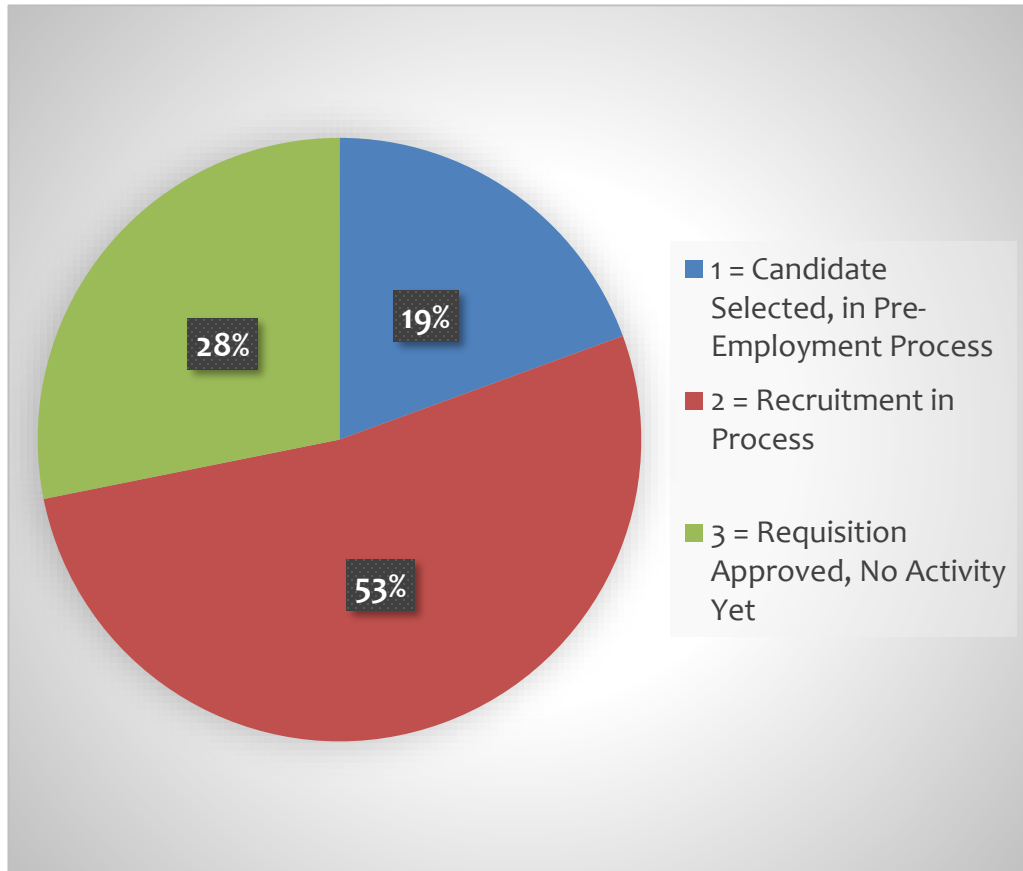


*Data Displayed is based off of Claims with a loss date between 10/1/2025 – 12/31/2025



Recruitment

As of 12/31/2025 there were 309 total recruitments in progress across the city!



Safety Metrics

125

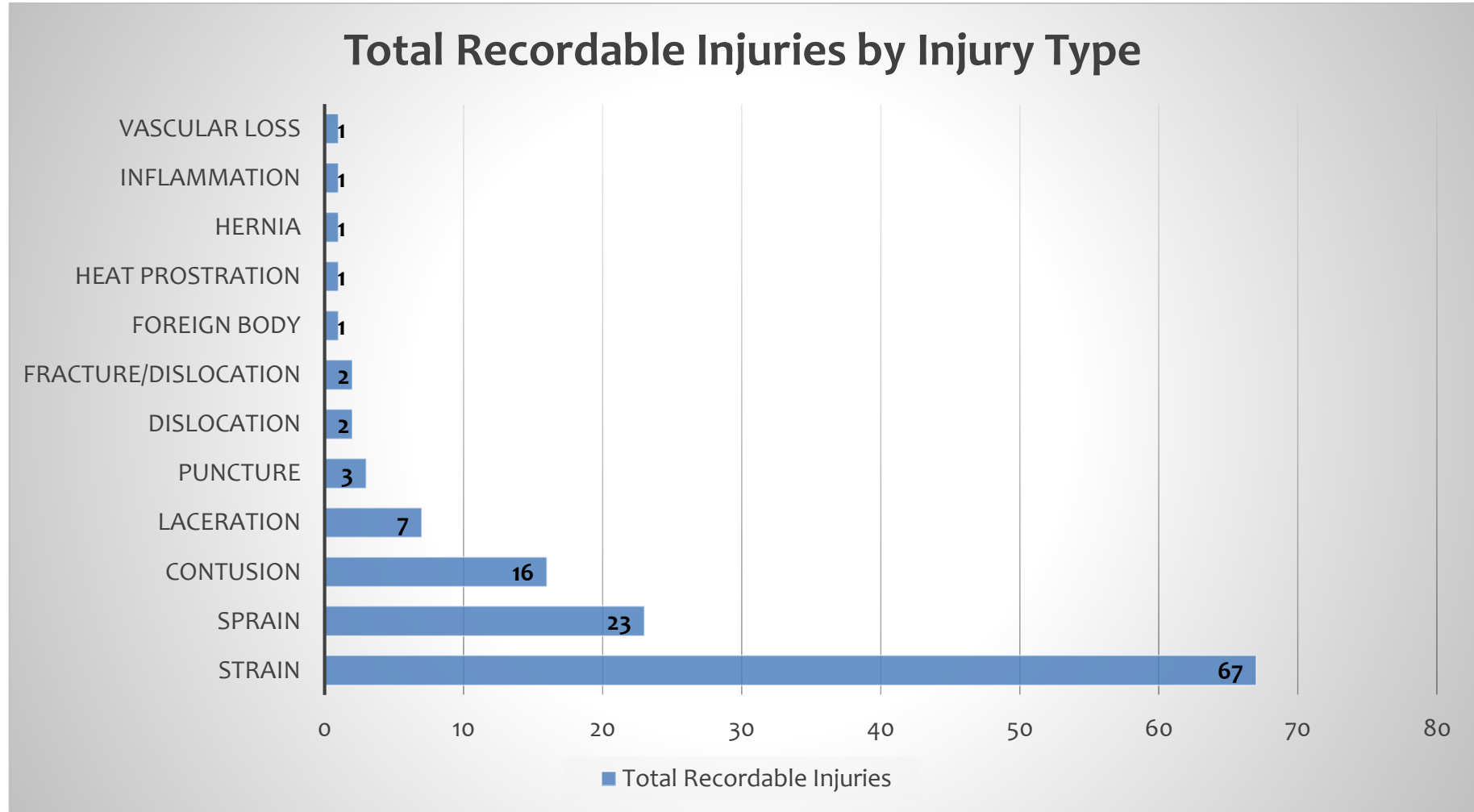
Total Recordable Injuries

1264

Away From Work Days

4019

Transfer/Restricted Days*



*When days restricted or away from work have not been determined, a placeholder of 180 days is placed temporarily on the record

Highlighted Changes

- **Total # of Employee Count:** Q: 2775 vs 2751 (-24)
- **Total Appointments (hires):** Q: 277 vs 318(+41)
- **Turnover:** Q: 253 vs 314 (+61)
- **Promotions:** Q: 45 vs 193 (+48)
- **Transfers:** Q: 164 vs 187(+23)
- **Workers' Compensation Claims:** Q: 160 vs 193(+33)

Thank You!!

Questions/Comments?

