



Human Resources Departmental Update

Human Resources Department

Human Resources Board
December 1, 2025

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.



Disclaimer

The numbers presented in the following slides are current Year-to-date (YTD) through 9/30/2025.

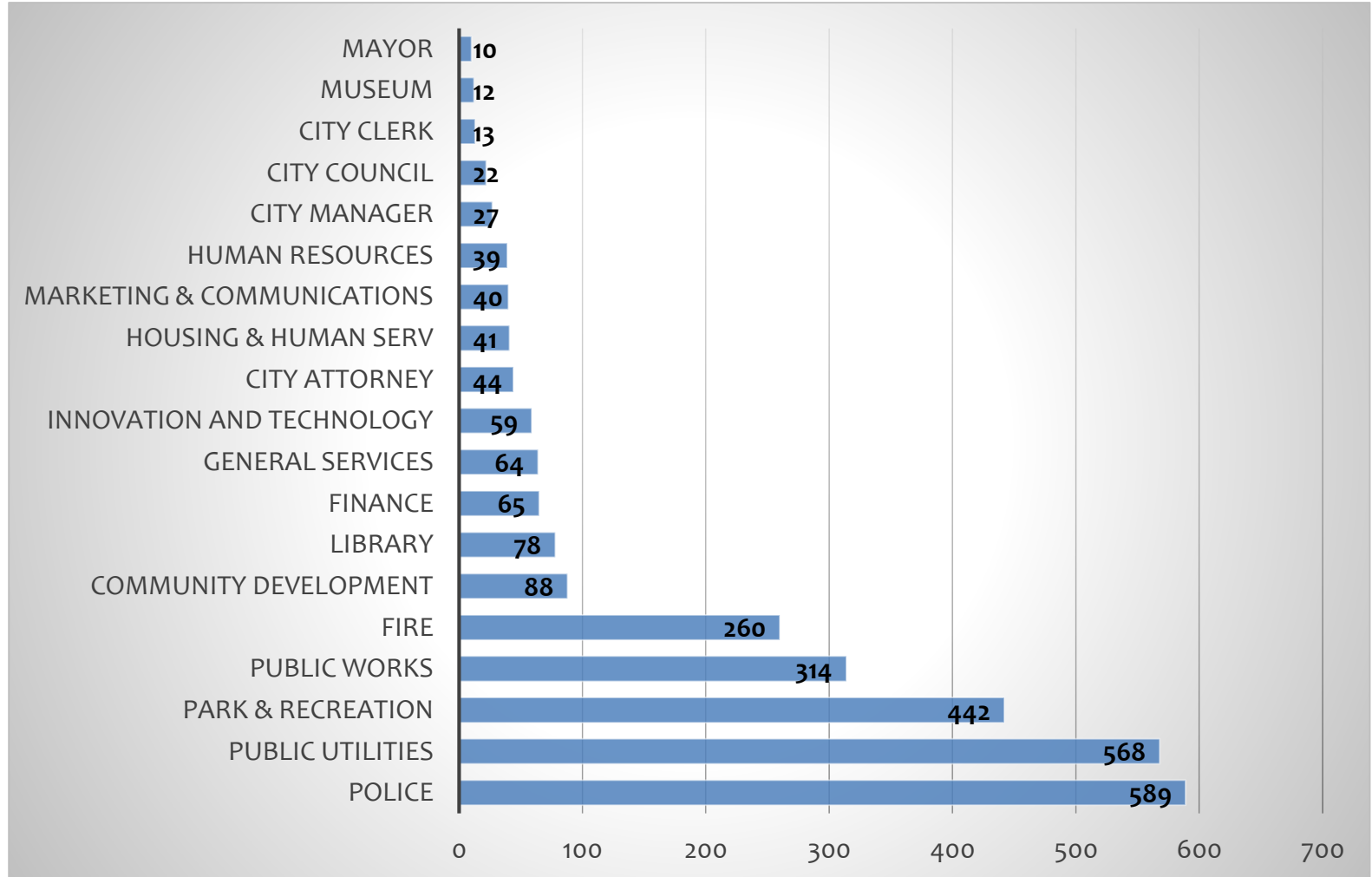


* Data updated on 7/8/2025

Employees by Department

2,775
Total Employees

Department	Total Employees
POLICE	589
PUBLIC UTILITIES	568
PARK & RECREATION	442
PUBLIC WORKS	314
FIRE	260
COMMUNITY DEVELOPMENT	88
LIBRARY	78
FINANCE	65
GENERAL SERVICES	64
INNOVATION AND TECHNOLOGY	59
CITY ATTORNEY	44
HOUSING & HUMAN SERV	41
MARKETING & COMMUNICATIONS	40
HUMAN RESOURCES	39
CITY MANAGER	27
CITY COUNCIL	22
CITY CLERK	13
MUSEUM	12
MAYOR	10



Appointments

277

Total Appointments (YTD)

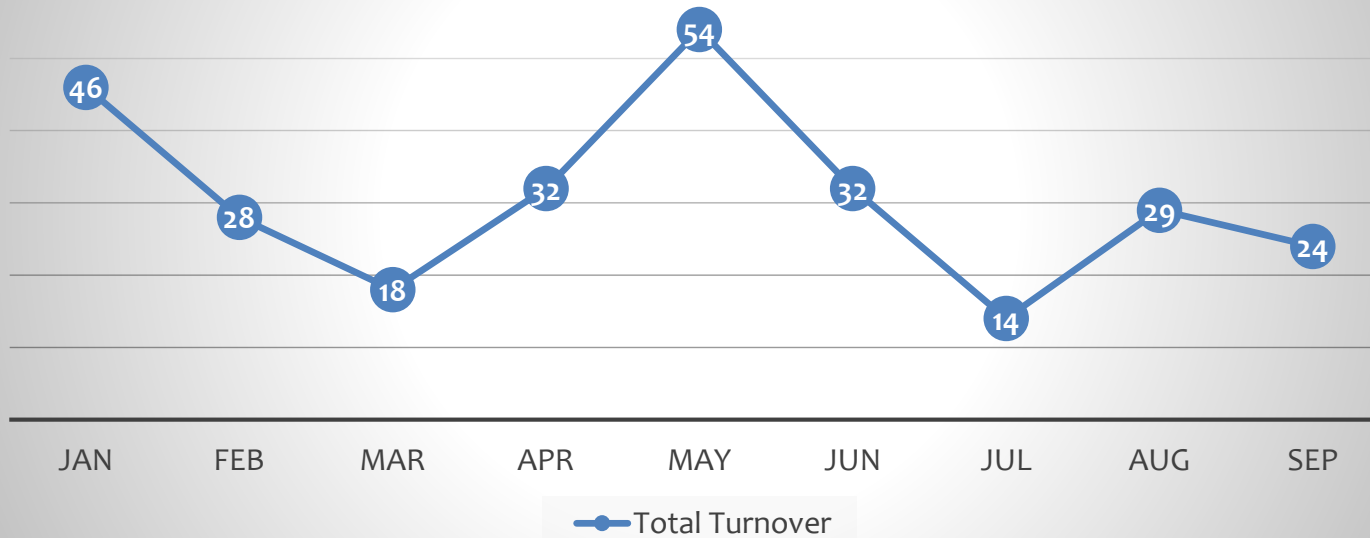
67

Total Appointments QTD

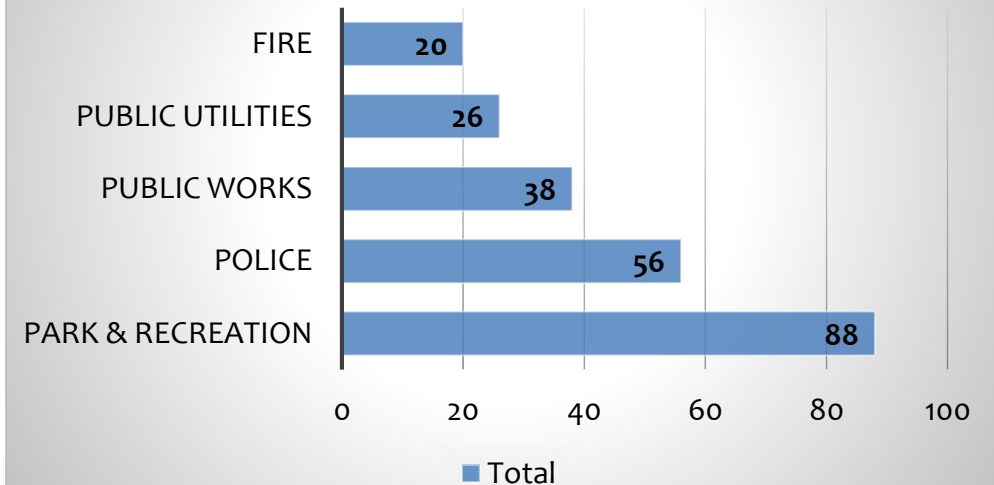
26%

QTD % to YTD

Total Appointments



Top 5 Departments with most New Hires



Turnover

253

Total Turnover (YTD)

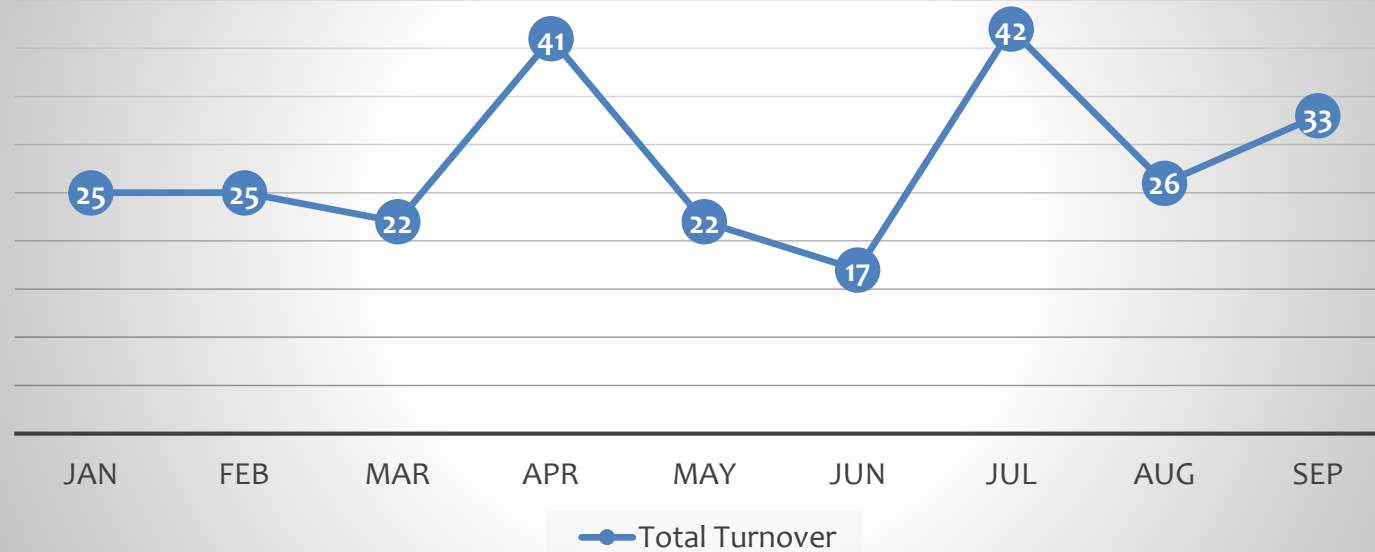
101

Total Turnover QTD

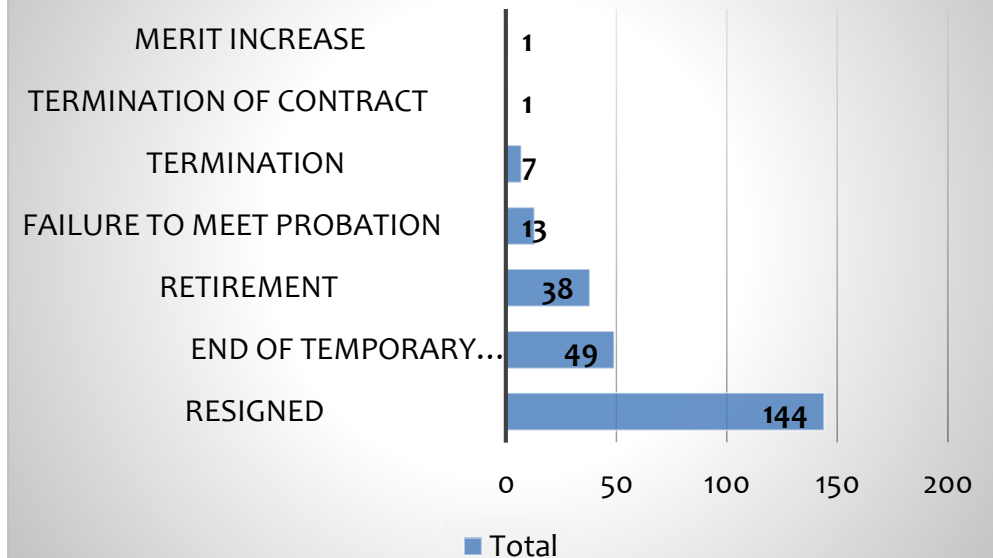
40%

QTD % to YTD

Total Turnover

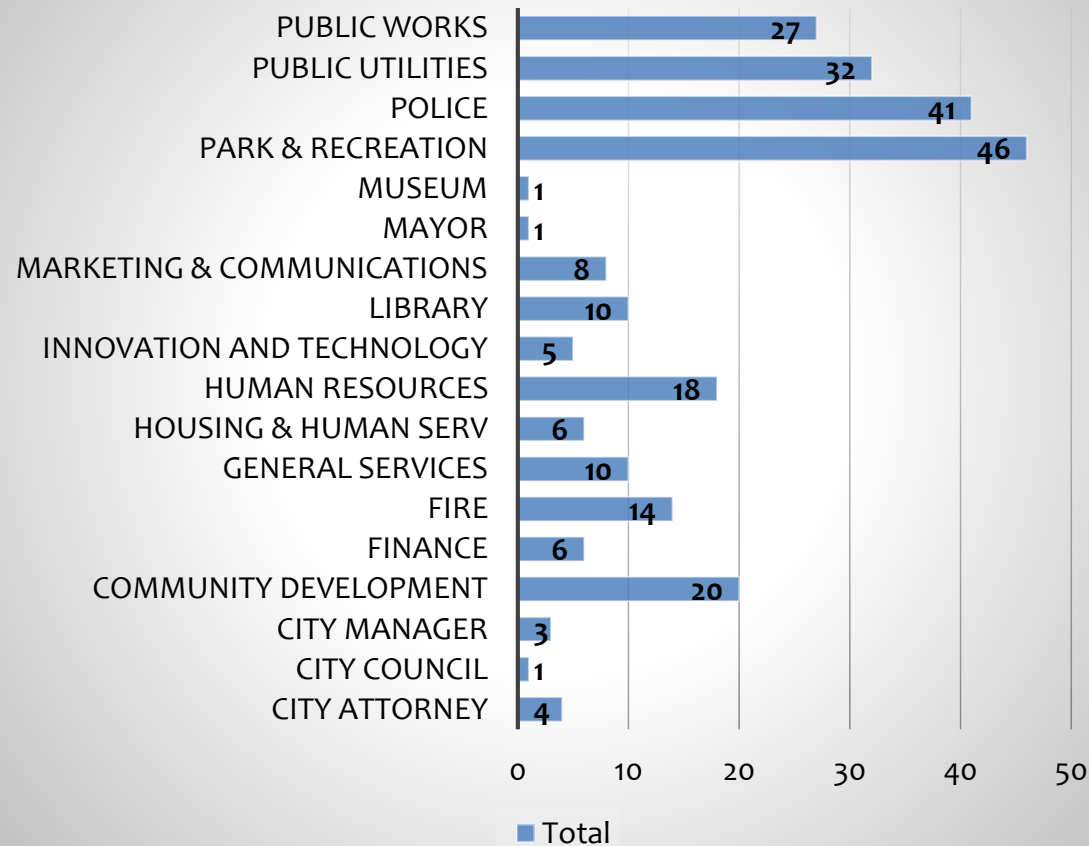


Turnover by Reason

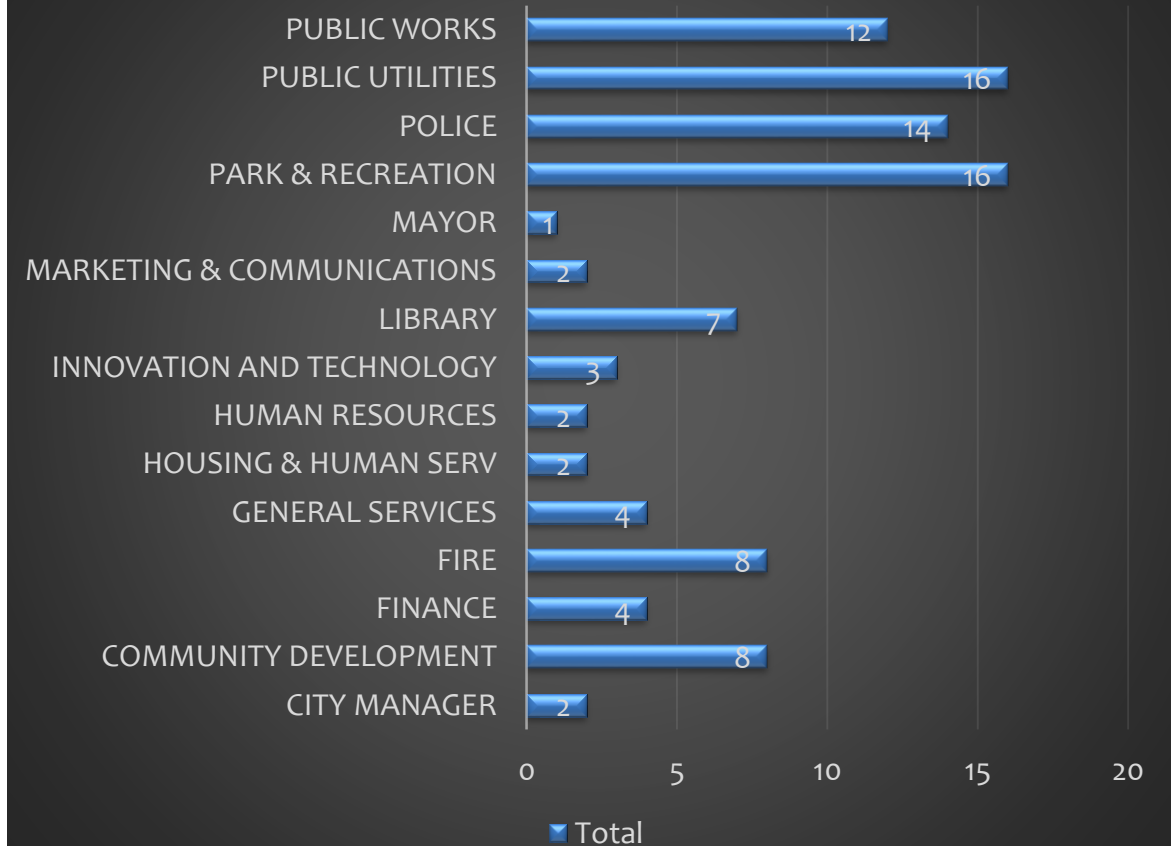


Turnover (Cont'd)

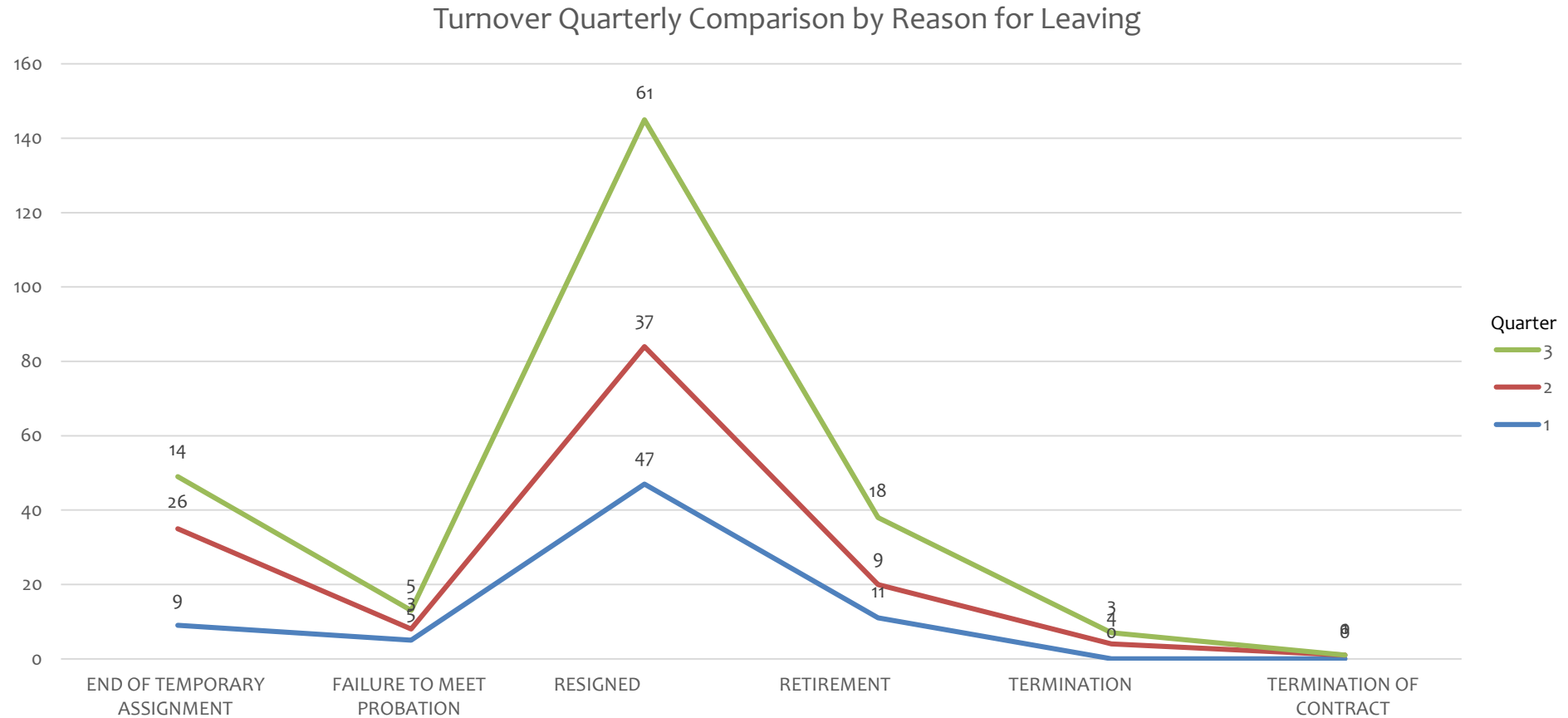
Turnover by Department - 2025



Turnover by Department – Q3

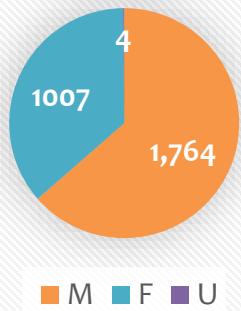


Turnover (Cont'd)



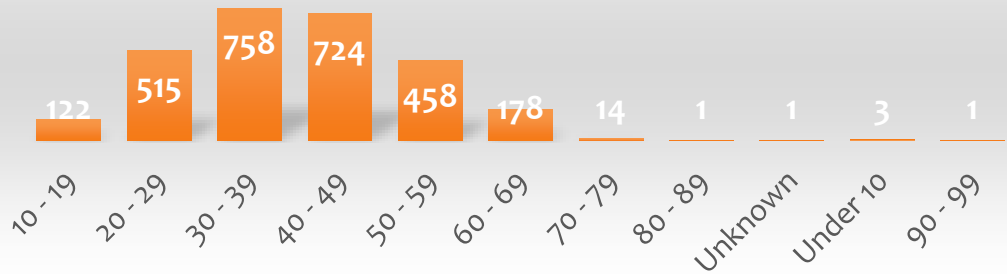
Demographics

Workforce by Gender

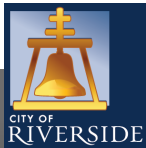
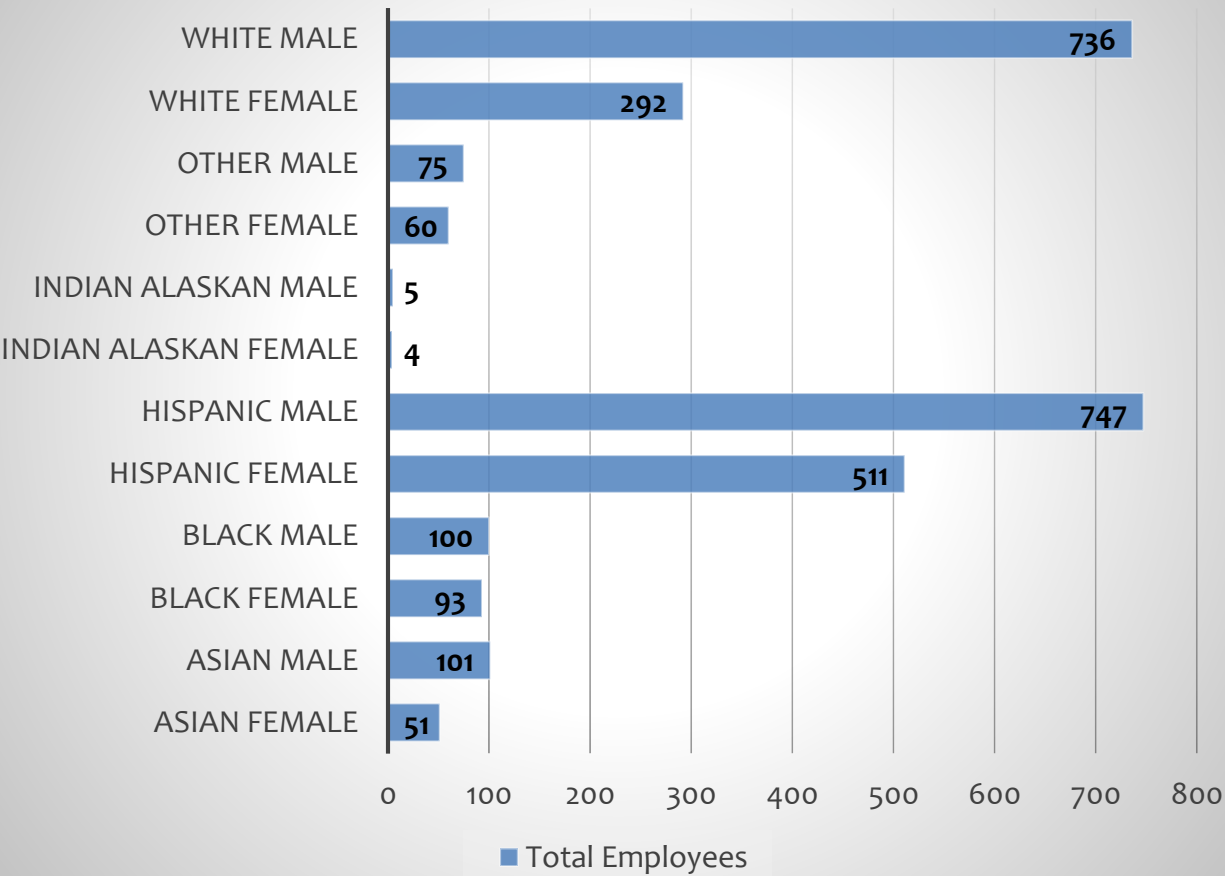


Workforce Distribution by Age Group

Total Employees



Workforce Ethnicity Distribution



Employee Tenure

44

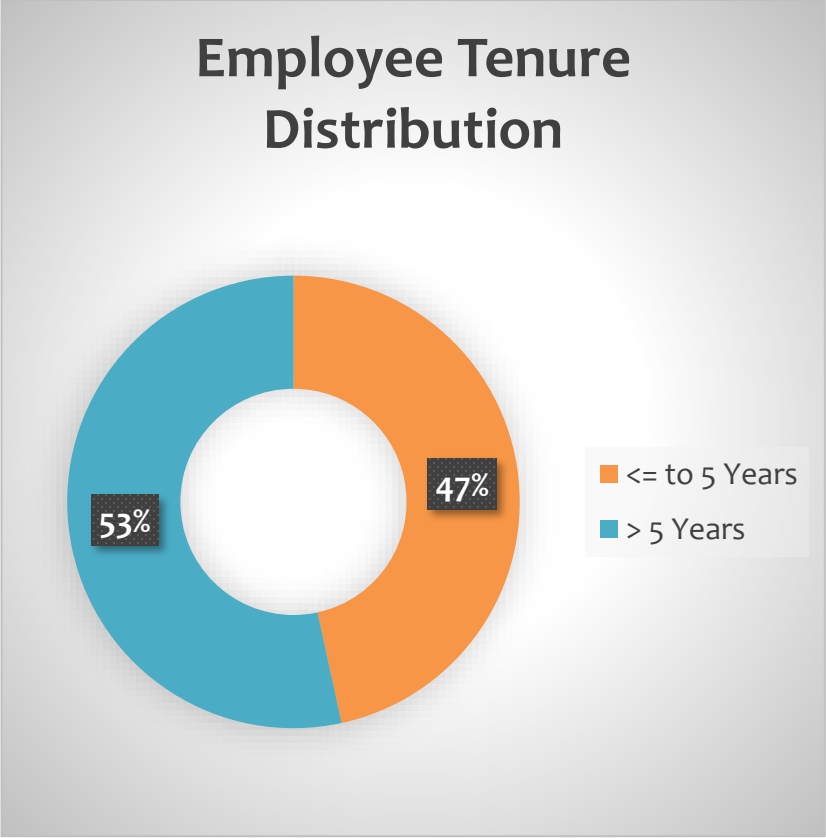
Longest Tenure

9

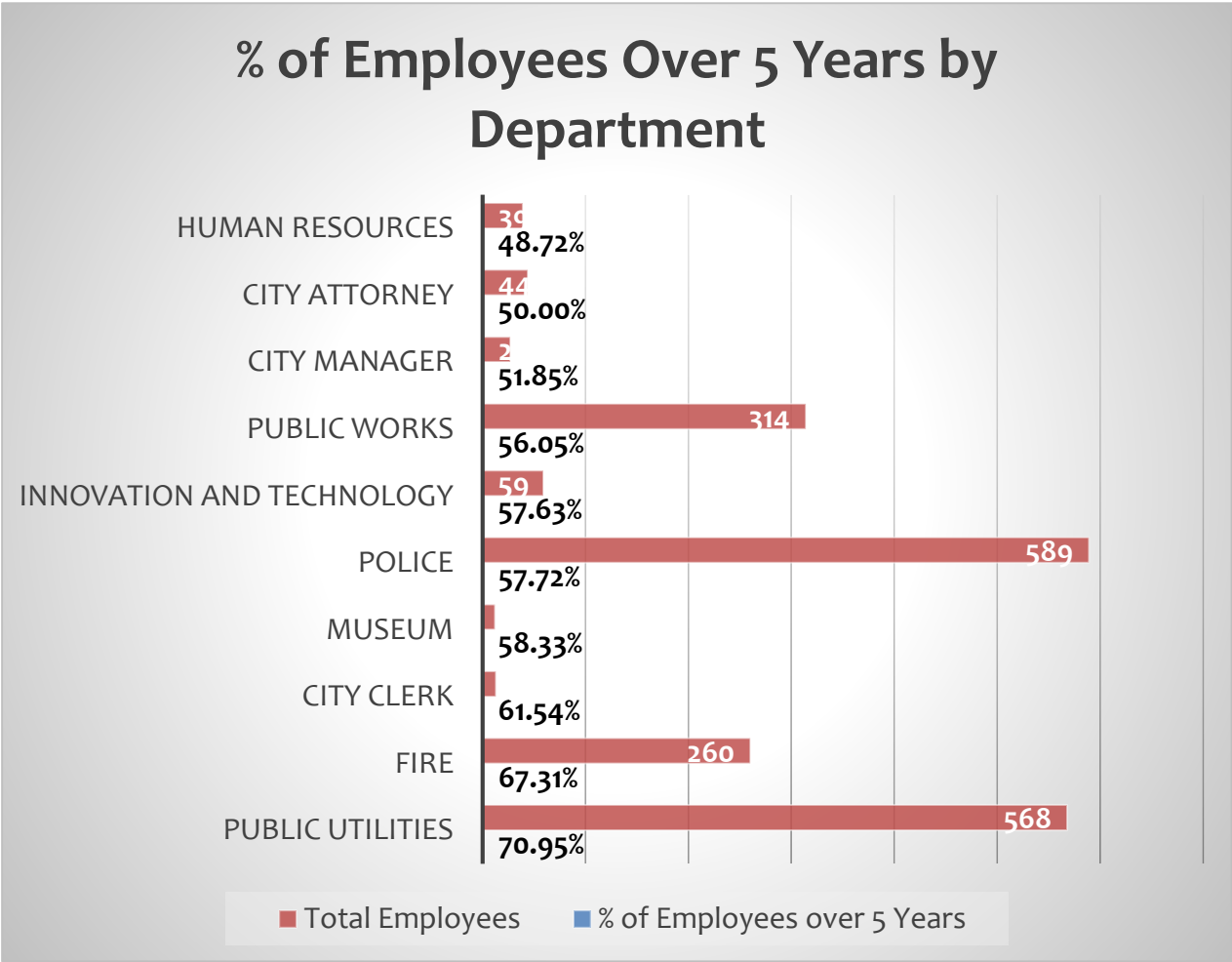
Average Tenure

1055

Total w/10+ years

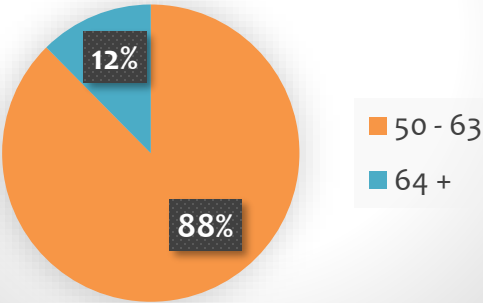


Over half of the workforce (1,482 employees) have been with the City for over 5 years!



Retirement Eligible

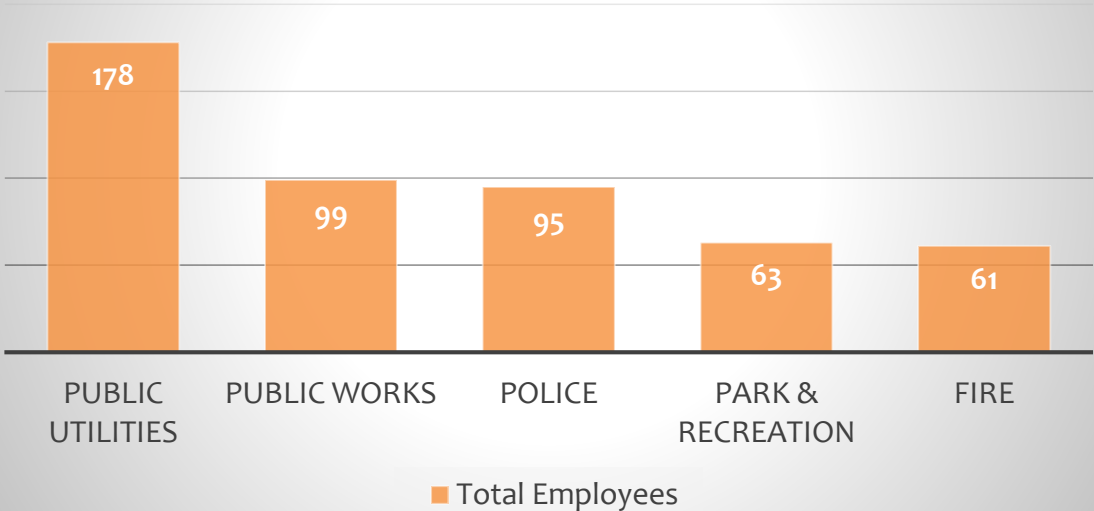
Retirement Eligible by Age Group



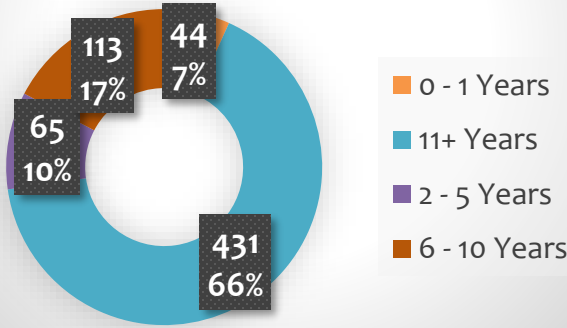
653
Total Retirement Eligible

23.5%
% 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

145

Total Promotions YTD

Average of 16 Promotions a month in the last 6 months!

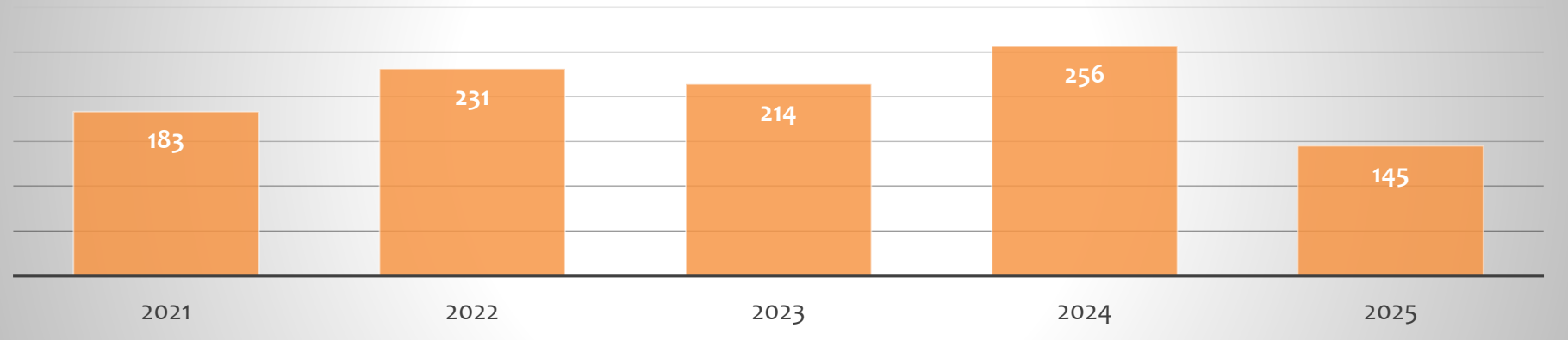
Numerous opportunities for existing staff!

164

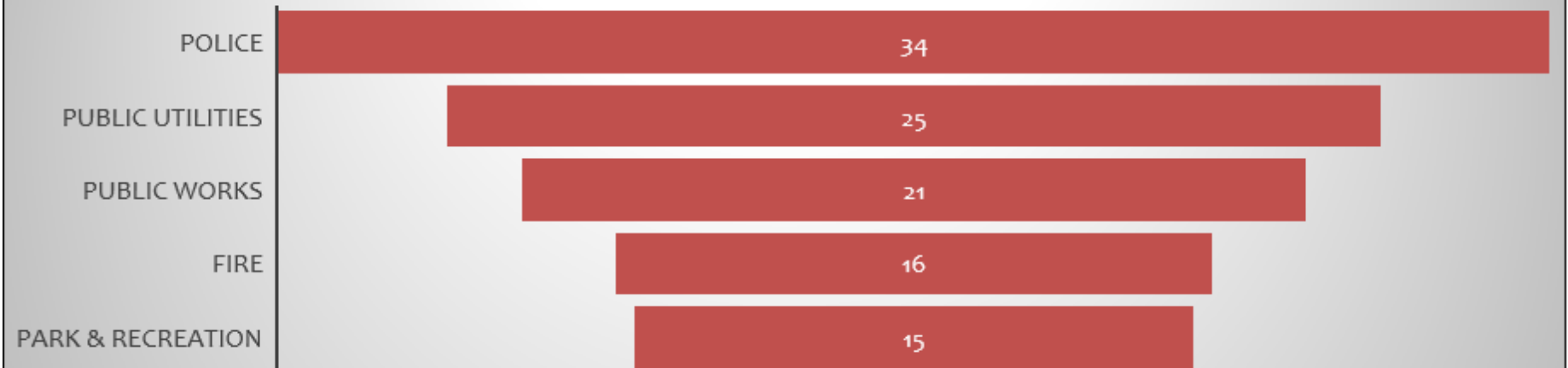
Total Transfers



Total Promotions Over Last 5 Calendar Years



Top 5 Departments for Promotions



598

Total Telecommuters

22%

% Telecommuting

Business Unit	Total Employees
PROFESSIONAL	226
GENERAL-SEIU	172
SR MANAGEMENT	56
MANAGEMENT	49
PARA-PROFESSIONAL	32
CONFIDENTIAL	28
SUPERVISORY	22
EXECUTIVE	11
SPECIAL CLASSES	2

38% of telecommuters are from the Professional BU



Telecommute

Department	Total Employees	Total Telecommuting	% Telecommuting
HUMAN RESOURCES	39	34	87.18%
CITY ATTORNEY	44	38	86.36%
FINANCE	65	45	69.23%
INNOVATION AND TECHNOLOGY	59	40	67.80%
CITY CLERK	13	8	61.54%
CITY MANAGER	27	16	59.26%
COMMUNITY DEVELOPMENT	88	47	53.41%
PUBLIC UTILITIES	568	242	42.61%
HOUSING & HUMAN SERV	41	15	36.59%
MARKETING & COMMUNICATIONS	40	12	30.00%
PUBLIC WORKS	314	65	20.70%
MUSEUM	12	2	16.67%
MAYOR	10	1	10.00%
GENERAL SERVICES	64	3	4.69%
CITY COUNCIL	22	1	4.55%
PARK & RECREATION	442	18	4.07%
LIBRARY	78	3	3.85%
FIRE	260	6	2.31%
POLICE	589	2	0.34%

Workers' Compensation

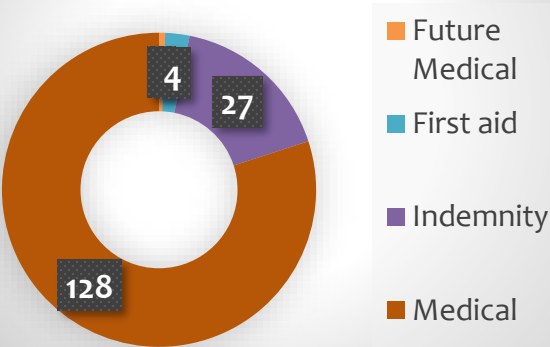
160

Total Claims

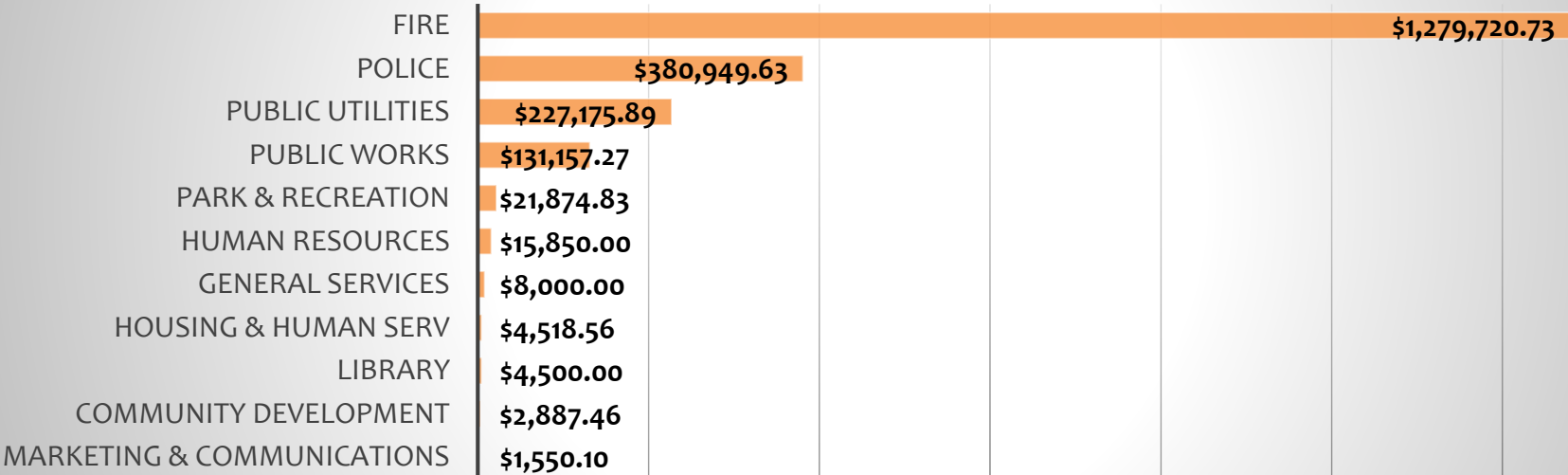
\$2.078M

Total Incurred

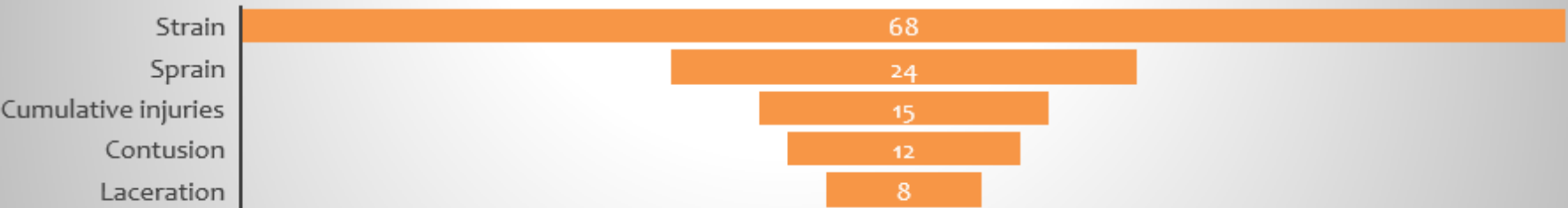
Total Claims by Claim Type



Total Incurred by Department

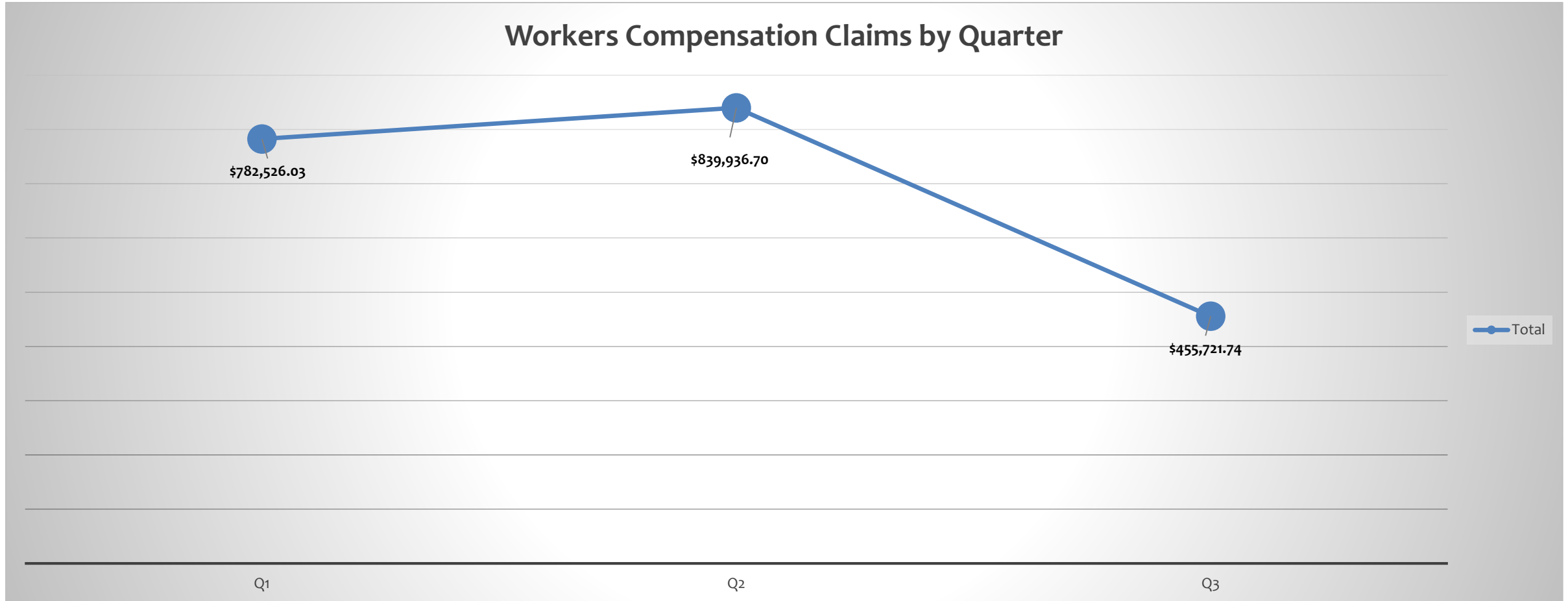


Top 5 Injury Types by Total Claims



*Data Displayed is based off of Claims with a loss date between 1/1/2025 – 9/30/2025

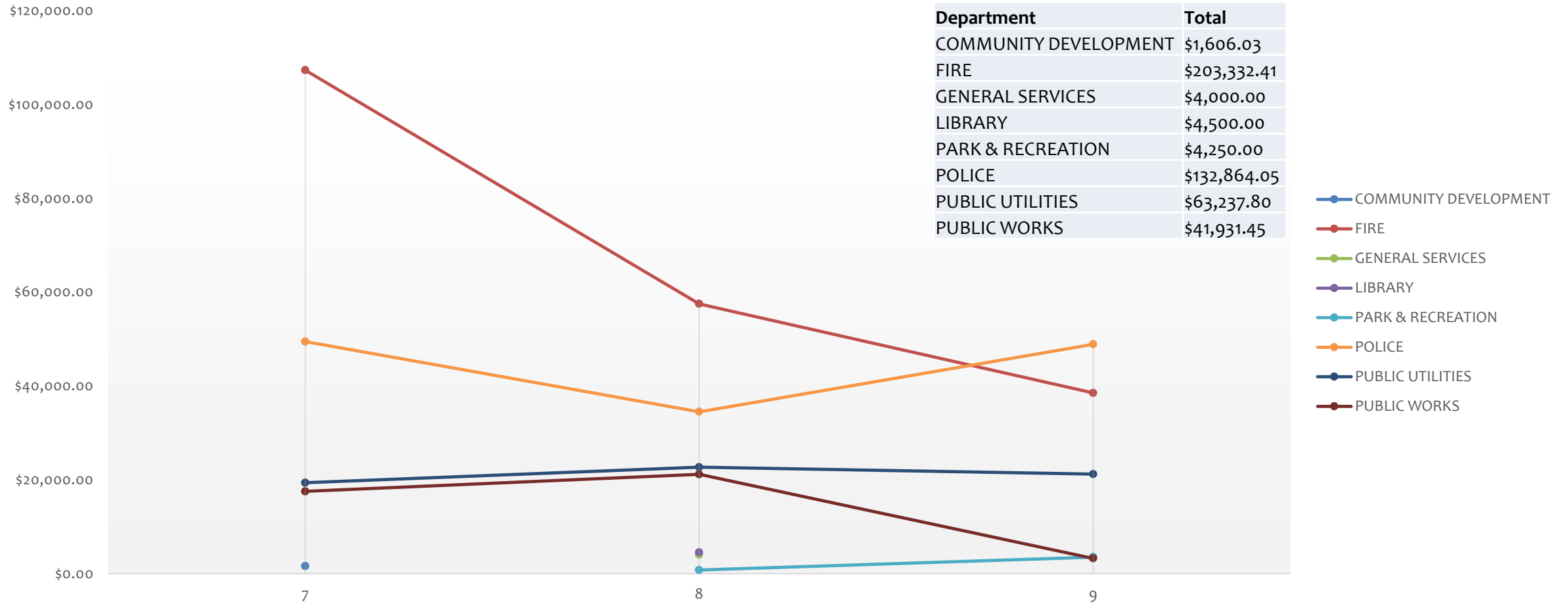
Workers' Compensation (Cont'd)



*Data Displayed is based off of Claims with a loss date between 1/1/2025 – 9/30/2025

Workers' Compensation (Cont'd)

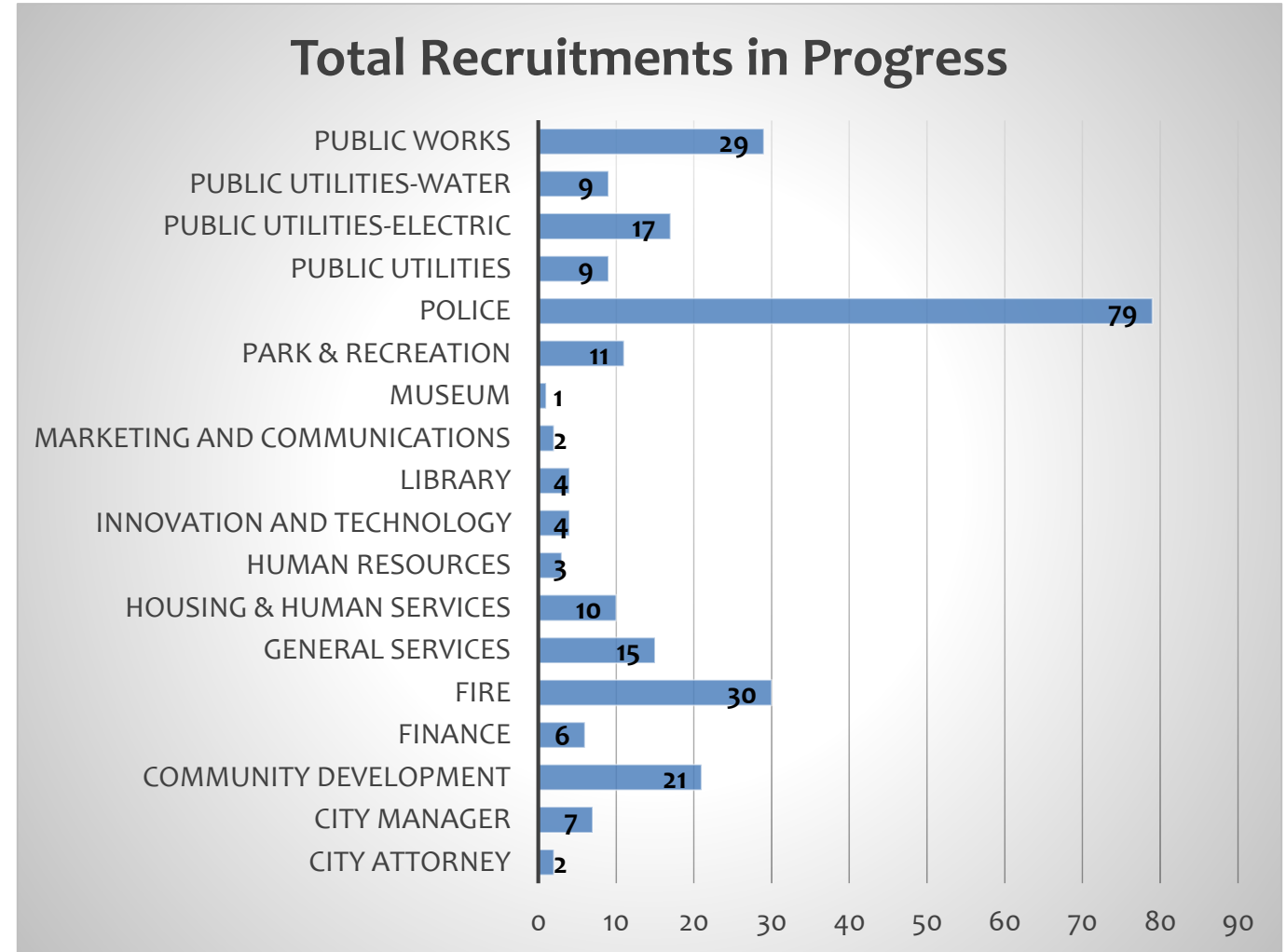
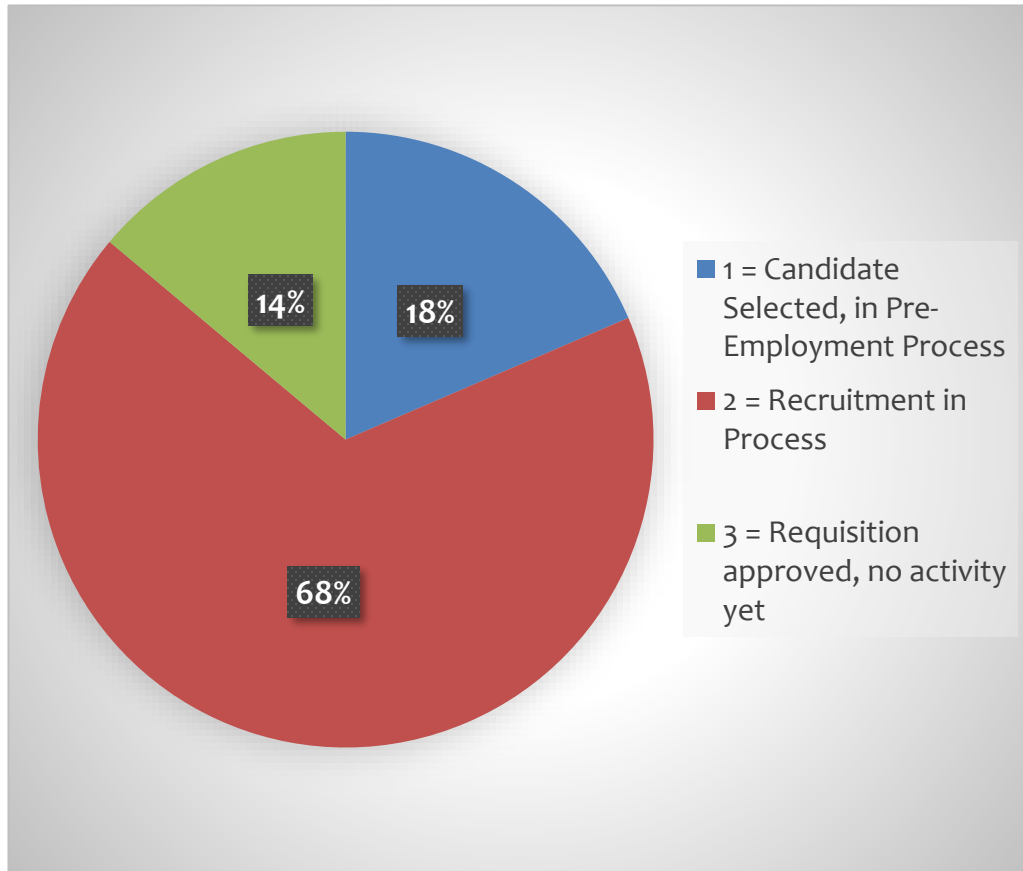
Q3 Monthly Incurred by Department



*Data Displayed is based off of Claims with a loss date between 7/1/2025 – 9/30/2025

Recruitment

As of 9/30/2025 there were 259 total recruitments in progress across the city!



Safety Metrics

93

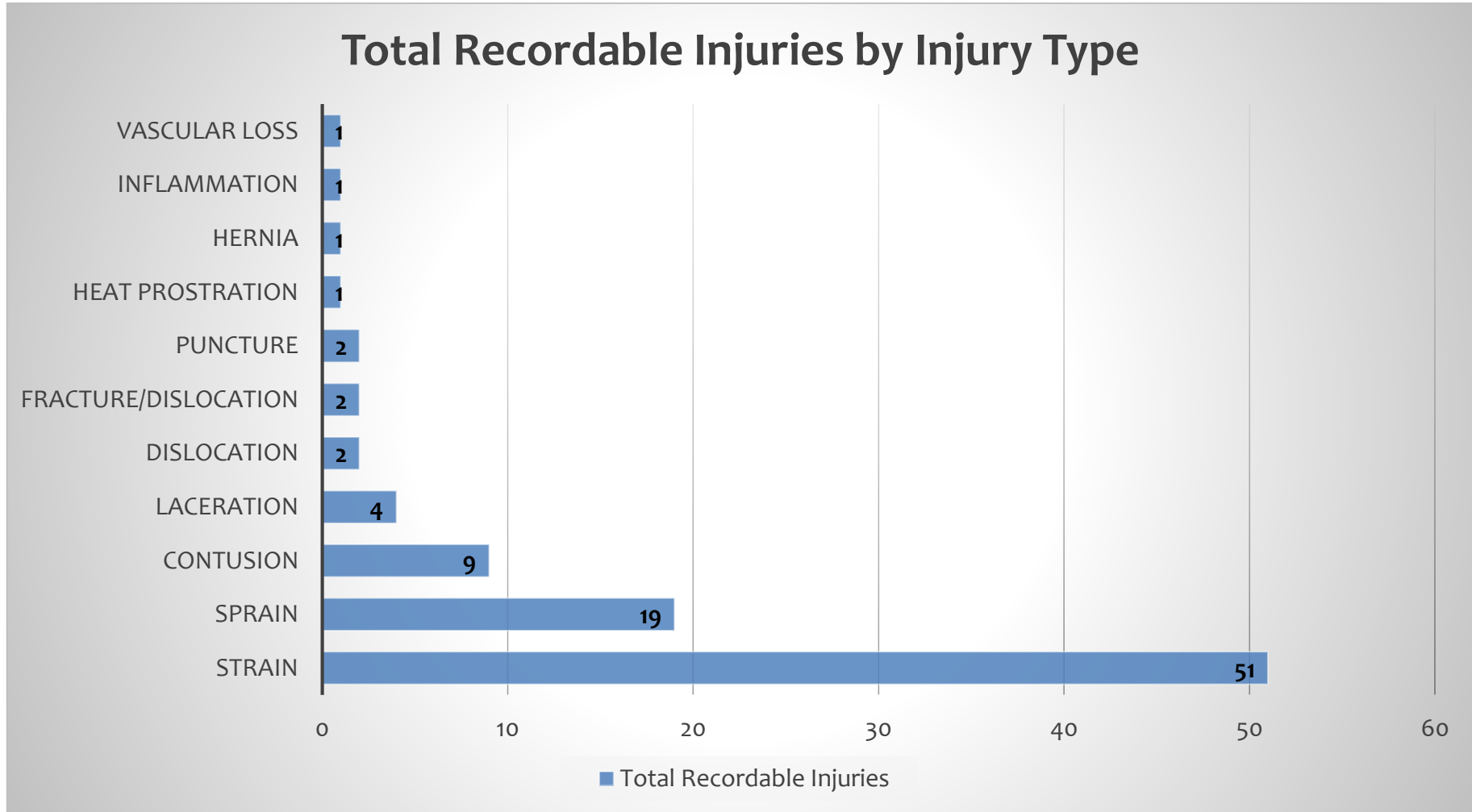
Total Recordable Injuries

411

Away From Work Days

2515

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:** 2811 vs 2775 (-36)
- **Total Appointments (hires):** 210 vs 277 (+67)
- **Turnover:** 146 vs 253 (+107)
- **Promotions:** 100 vs 145 (+45)
- **Transfers:** 53 vs 164 (+111)
- **Workers' Compensation Claims:** 82 vs 160 (+78)

Thank You!!

Questions?

