



Human Resources Departmental Update

Human Resources Department

Human Resources Board
June 1, 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.



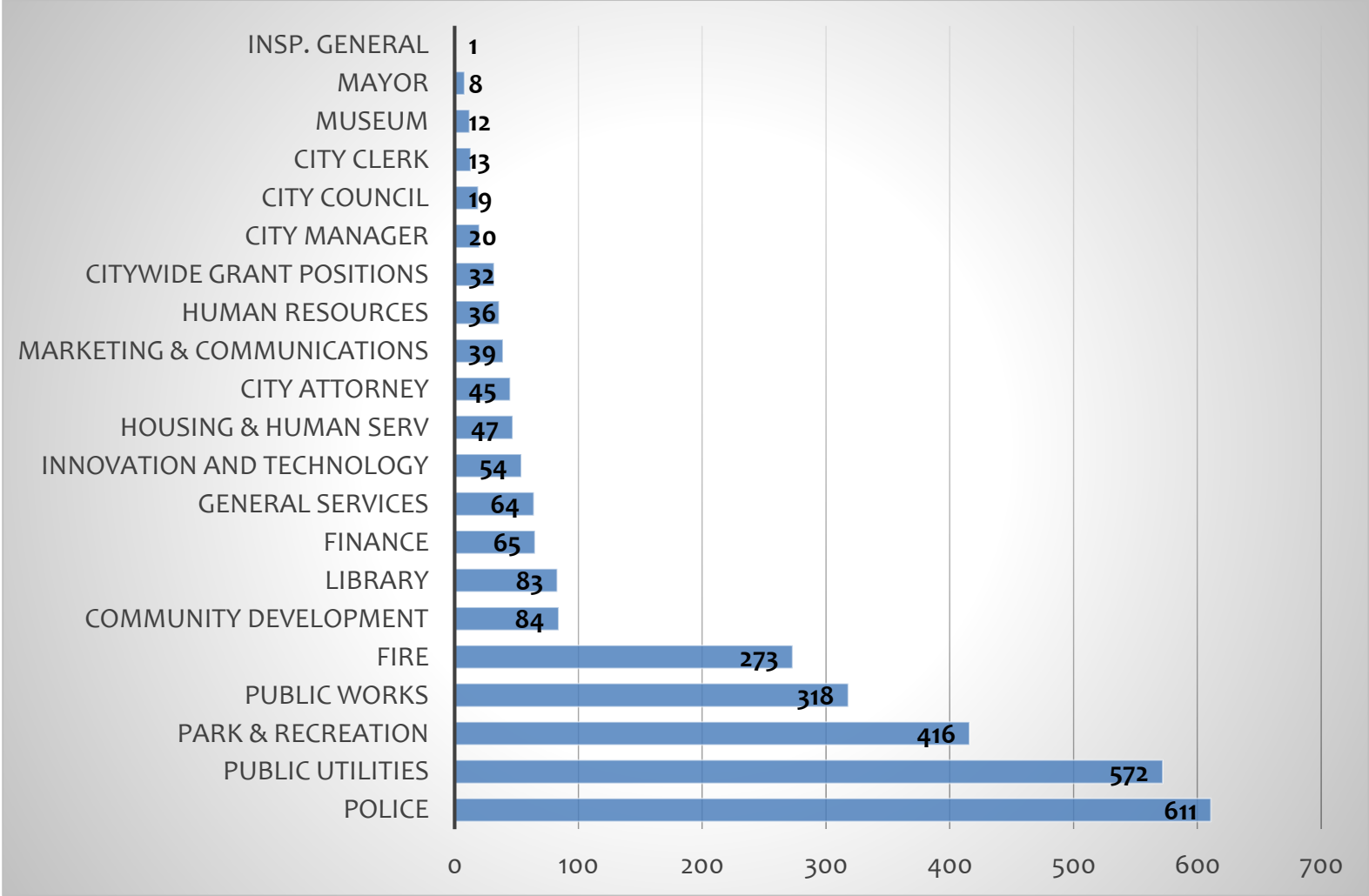
Disclaimer

**The numbers presented in the following slides are current year-to-date (YTD) 1/1/2026 through 3/31/2026 (Unless noted otherwise)
(Quarter 1)**

Totals by Department

2,812
Total Employees

Department	Total Employees
POLICE	611
PUBLIC UTILITIES	572
PARK & RECREATION	416
PUBLIC WORKS	318
FIRE	273
COMMUNITY DEVELOPMENT	84
LIBRARY	83
FINANCE	65
GENERAL SERVICES	64
INNOVATION AND TECHNOLOGY	54
HOUSING & HUMAN SERV	47
CITY ATTORNEY	45
MARKETING & COMMUNICATIONS	39
HUMAN RESOURCES	36
CITYWIDE GRANT POSITIONS	32
CITY MANAGER	20
CITY COUNCIL	19
CITY CLERK	13
MUSEUM	12
MAYOR	8
INSP. GENERAL	1

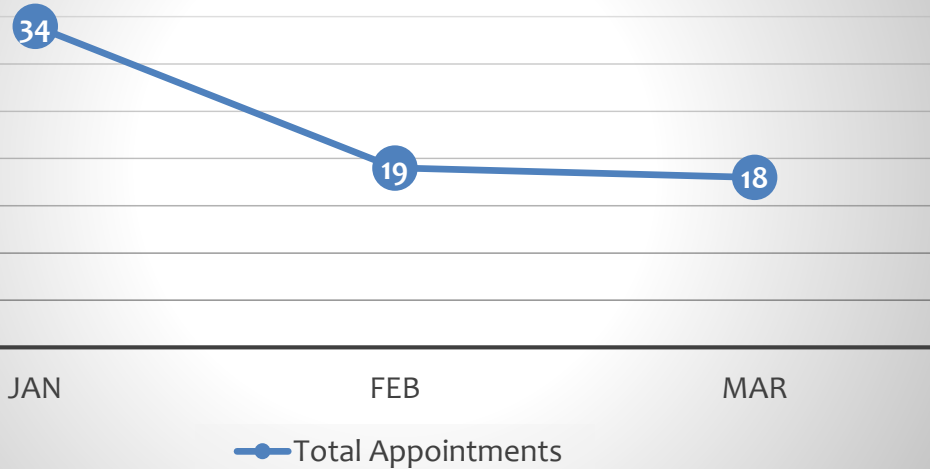


Appointments (Hires)

71

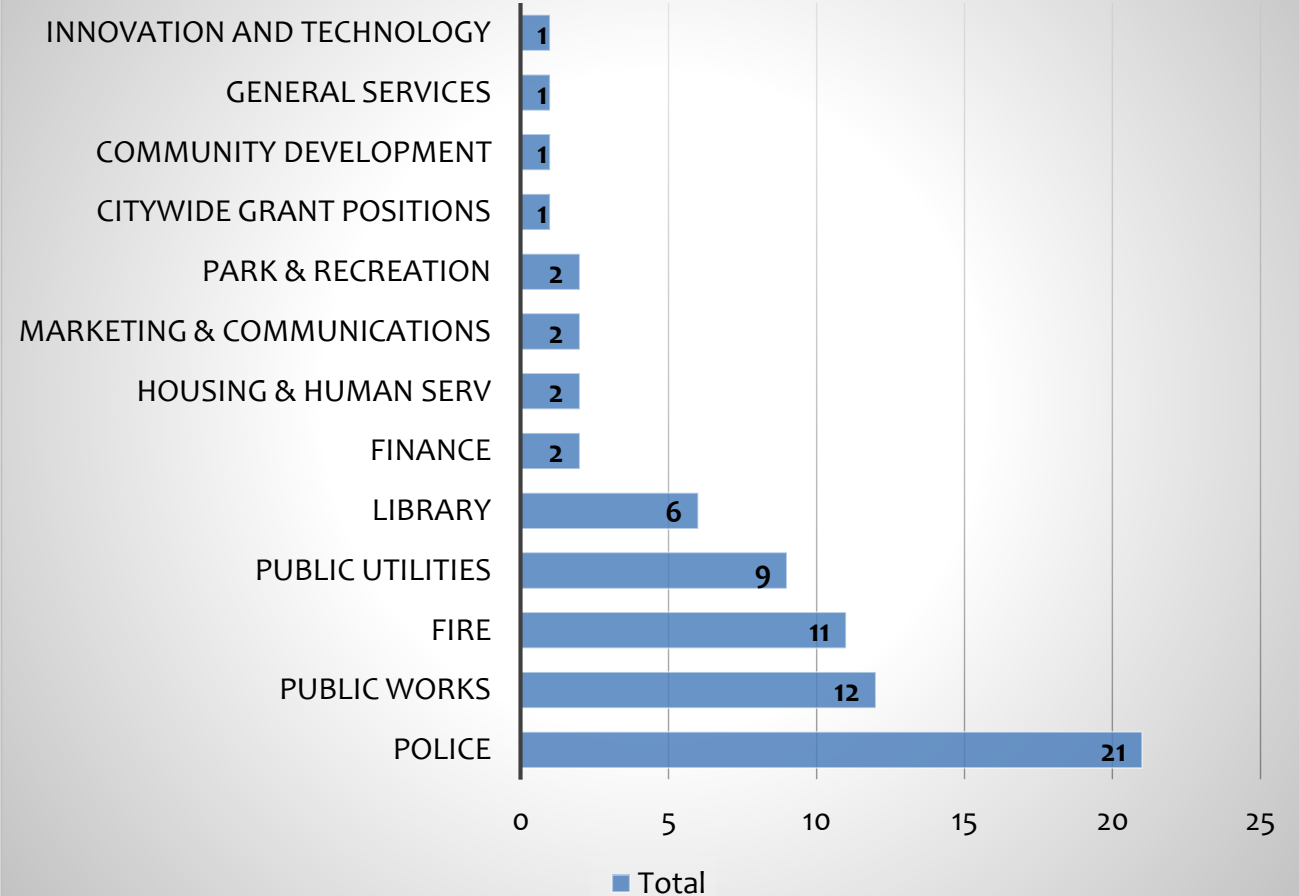
Total Appointments
(hires) Q1*

Total Appointments



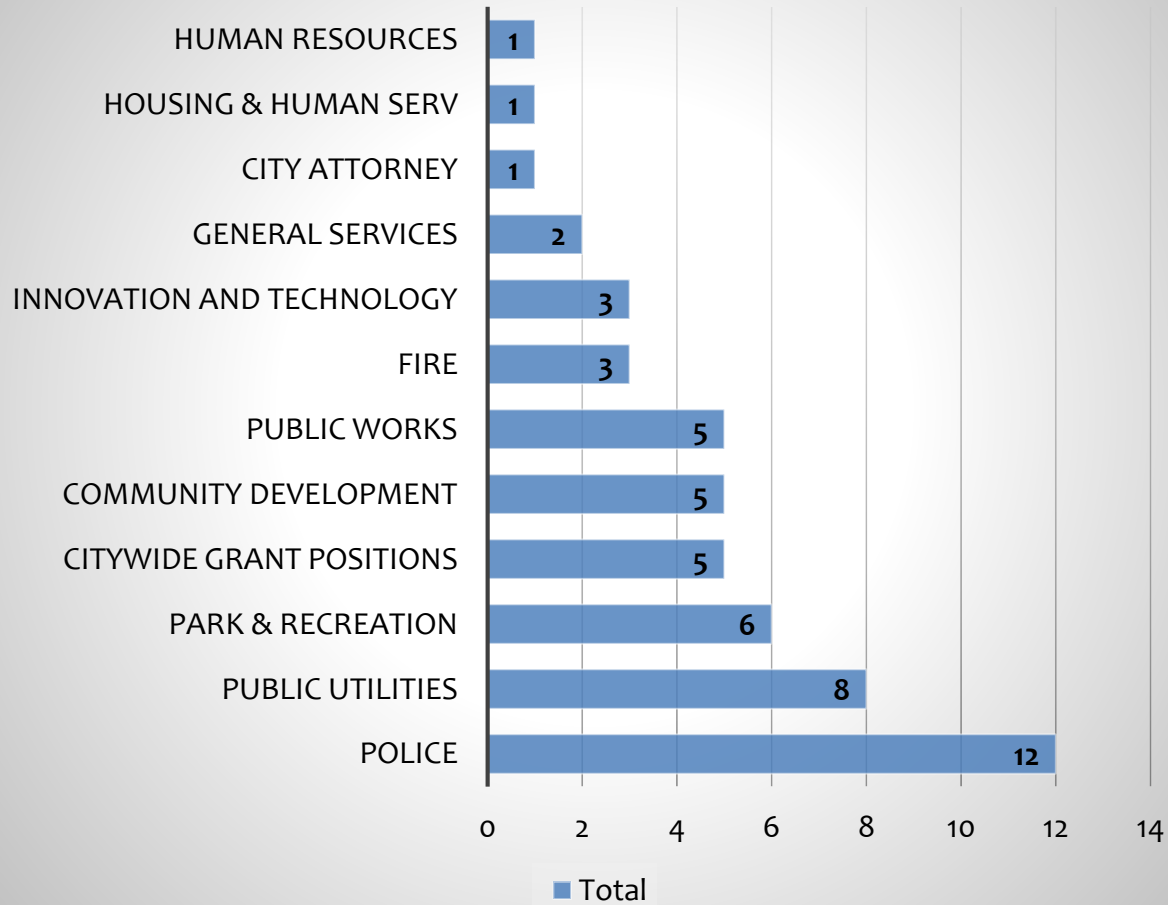
*Total includes new hires and rehires

Hires by Department

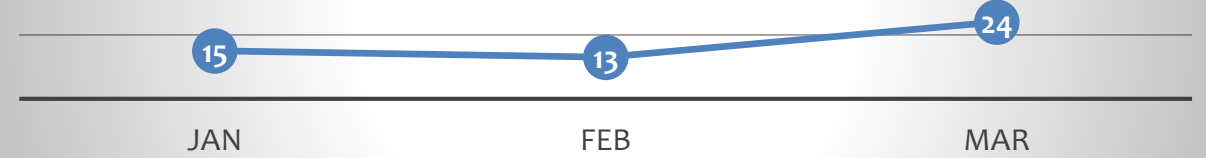


Turnover

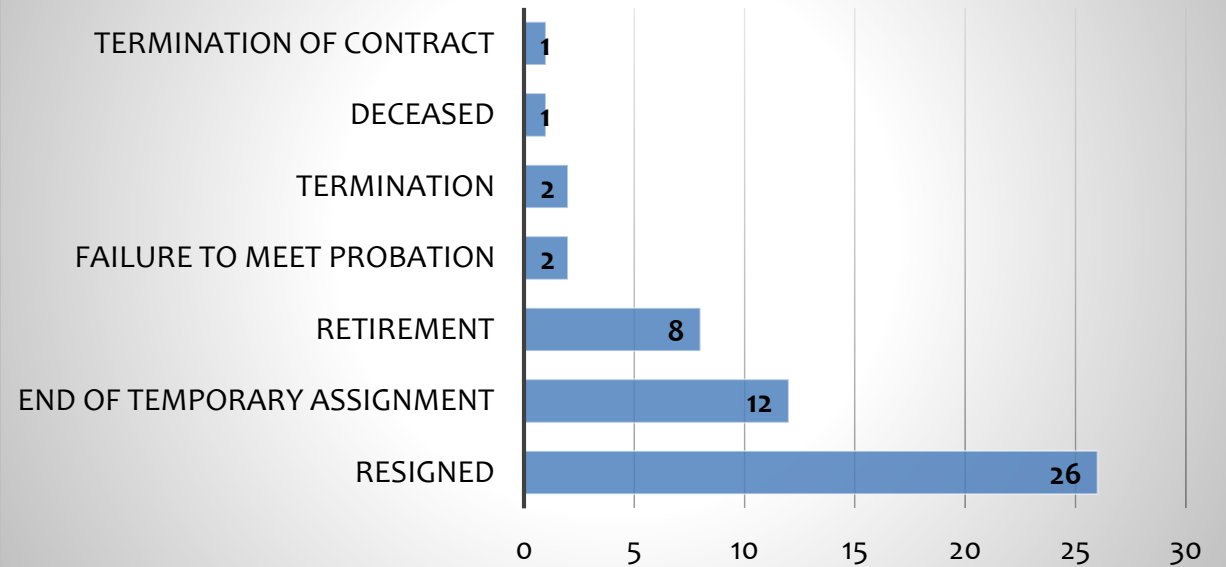
Turnover by Department



Total Turnover



Turnover by Reason



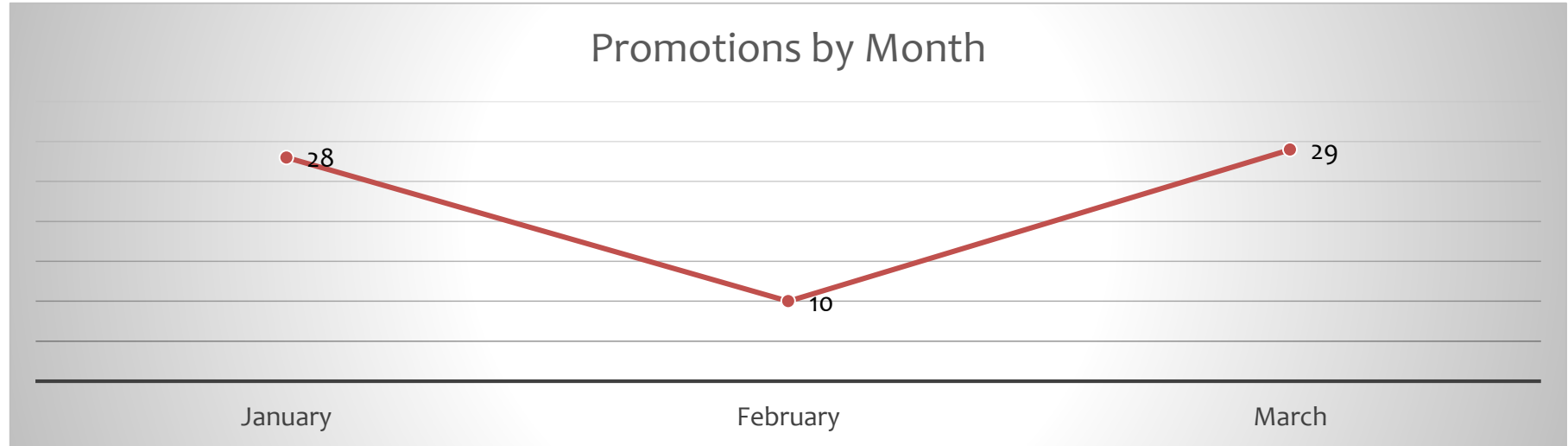
Promotions

67

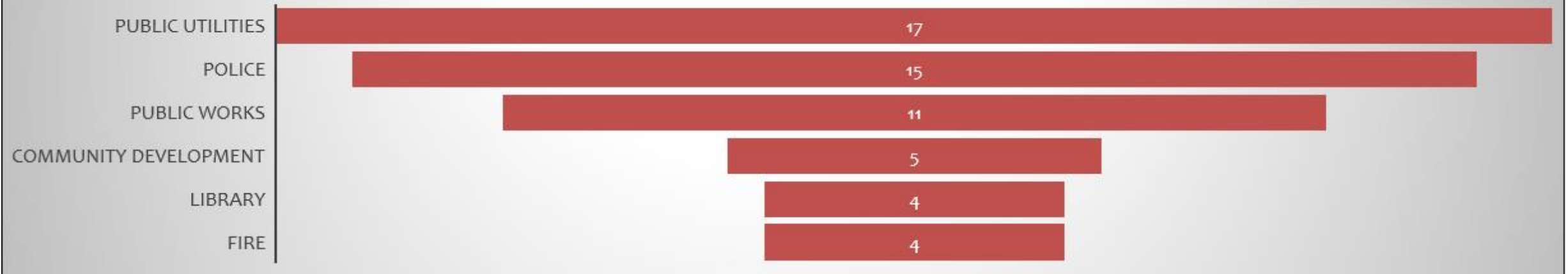
Total Promotions Q1

*Average of 22.3 Promotions
a month in the last quarter!*

Promotions by Month



Top 5 Departments for Promotions in Q1

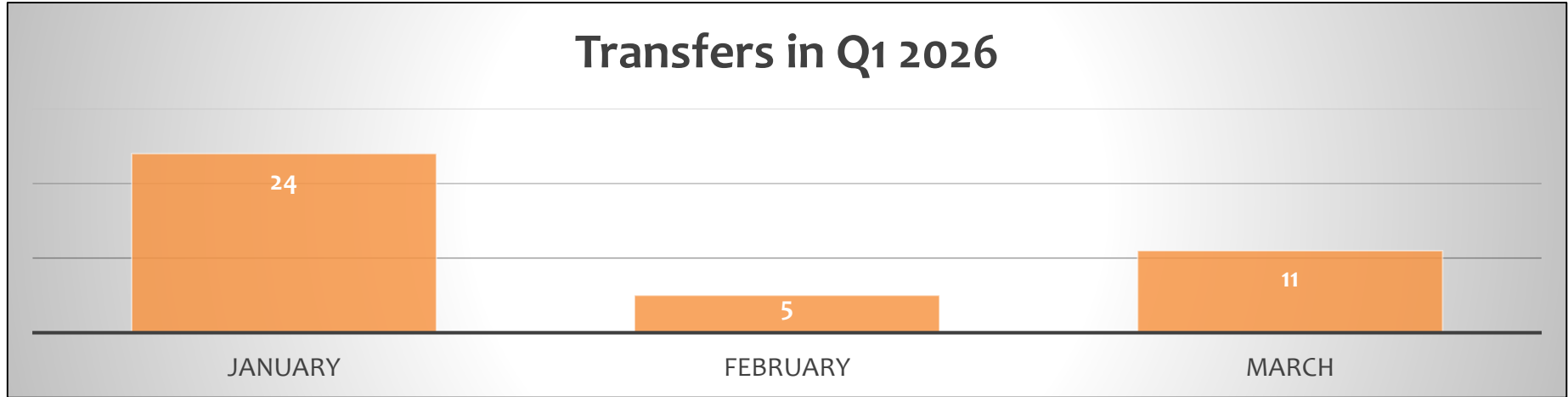


Transfers

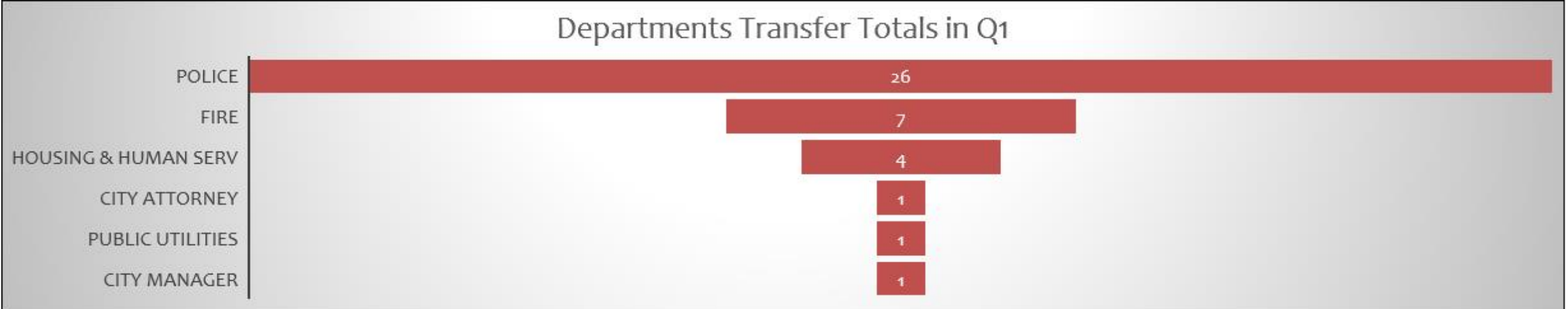
40

Total Transfers Q1

Transfers in Q1 2026

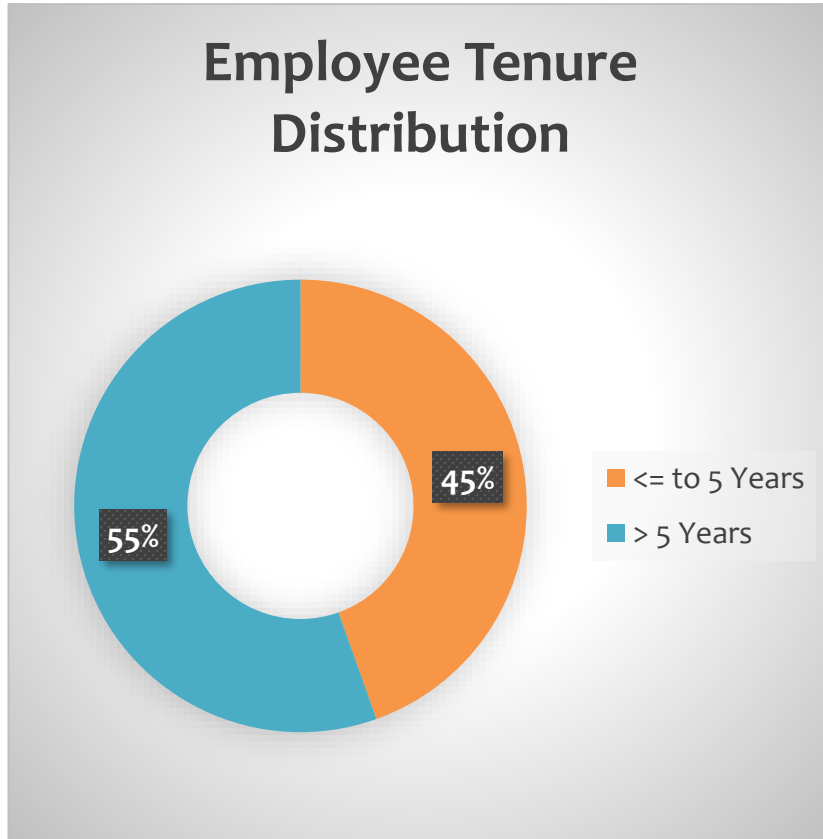


Departments Transfer Totals in Q1

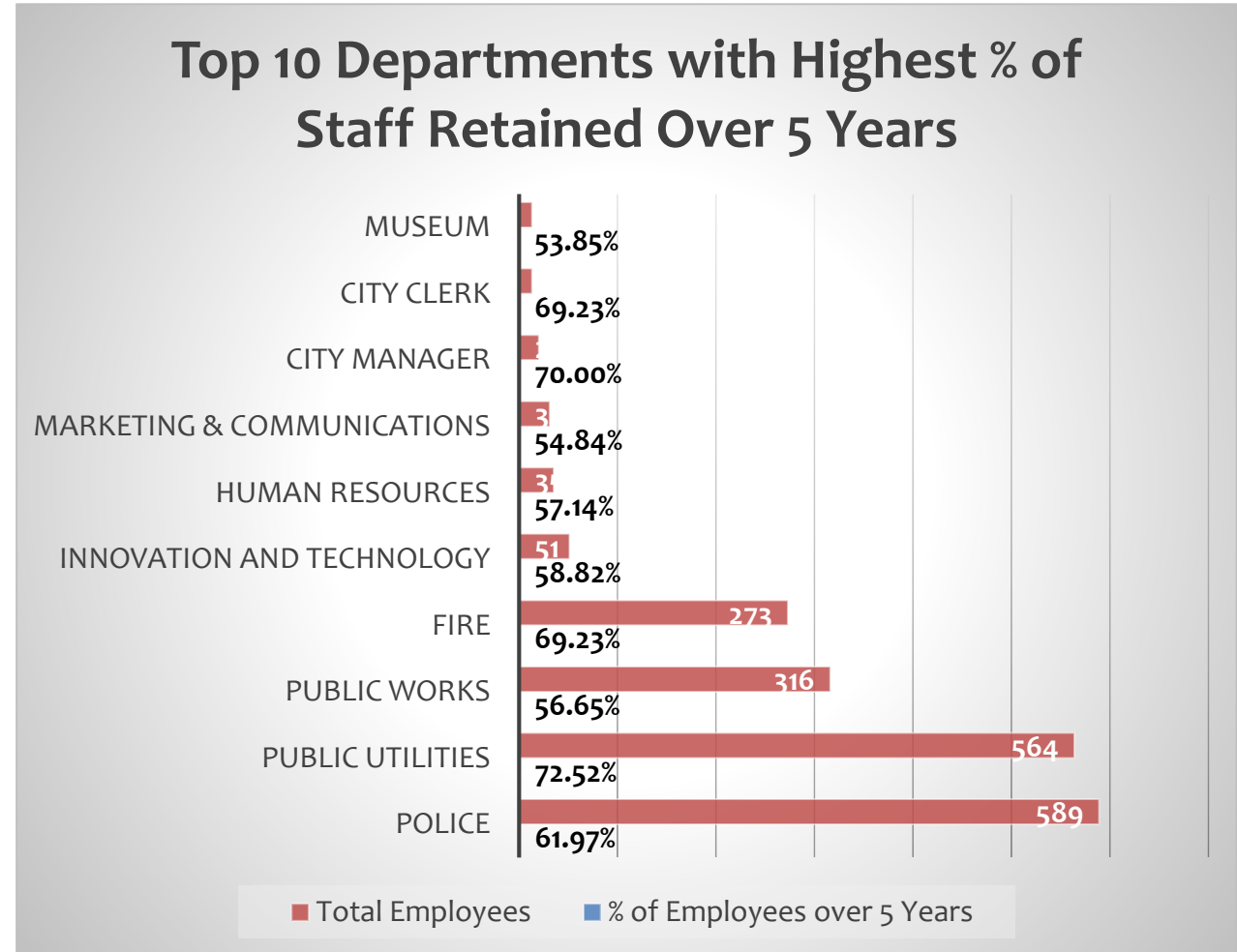


Tenure

44 Longest Tenure
9 Average Tenure
1060 Total w/10+ years

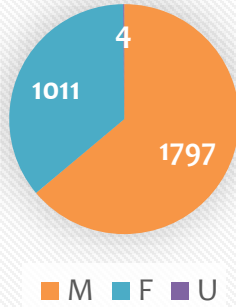


Over half of the workforce (1,527 employees) have been with the City for over 5 years!

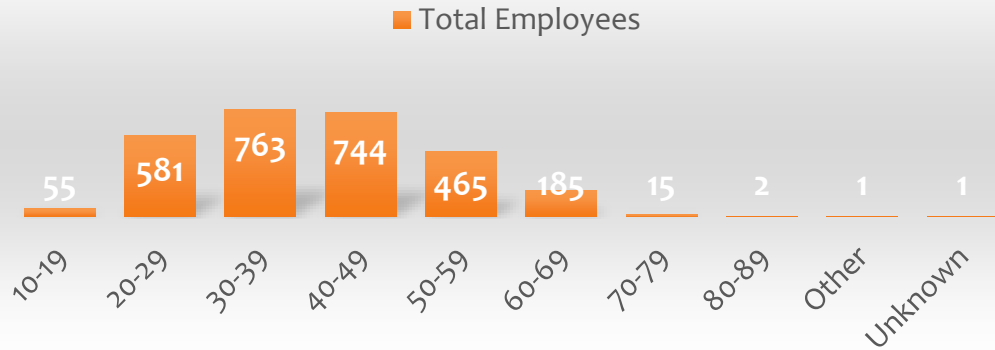


Demographics

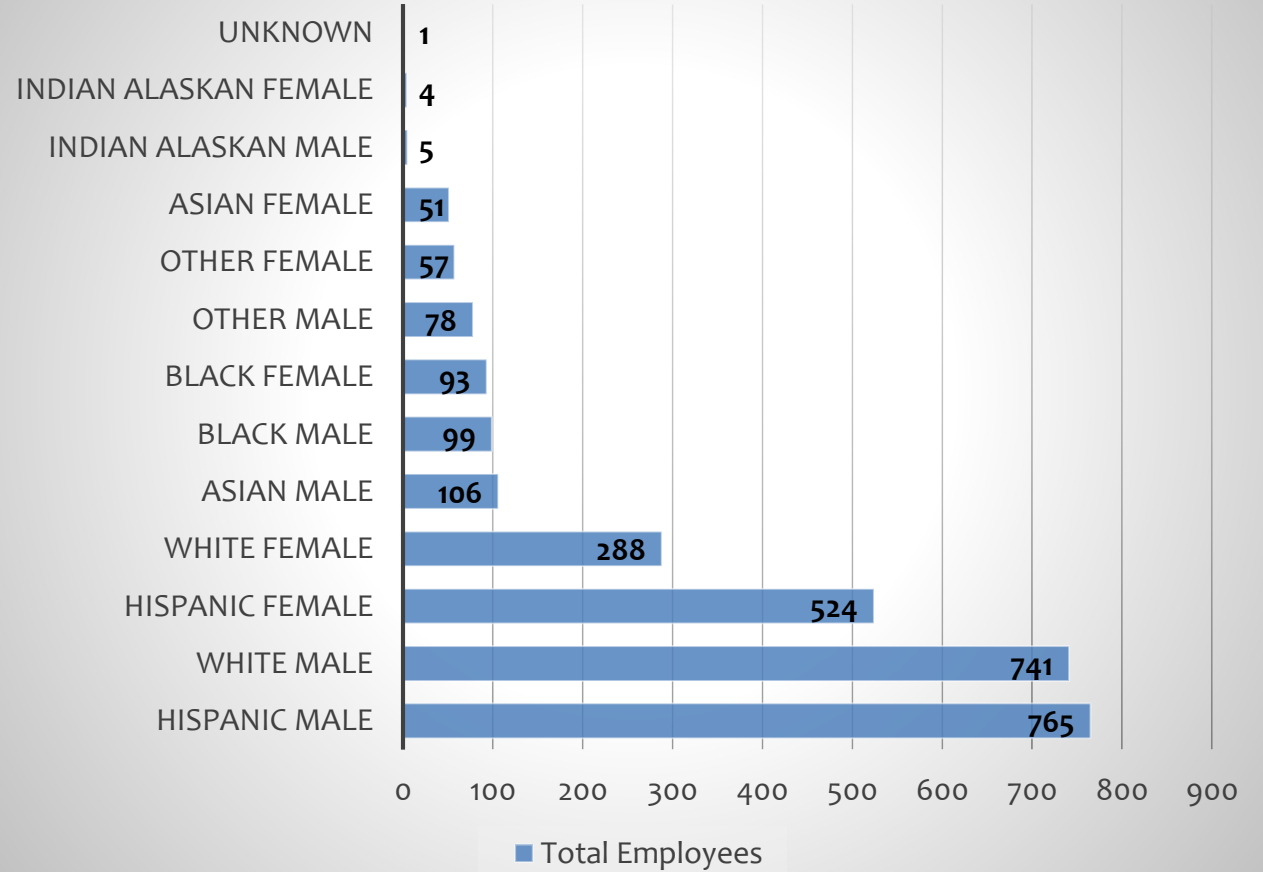
Workforce by Gender



Workforce Distribution by Age Group

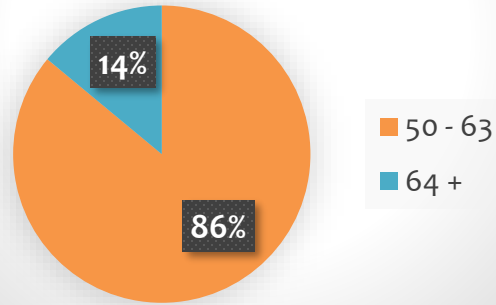


Workforce Ethnicity Distribution



Retirement Eligible

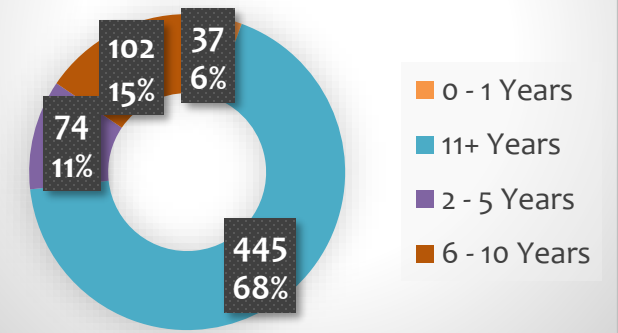
Retirement Eligible by Age Group



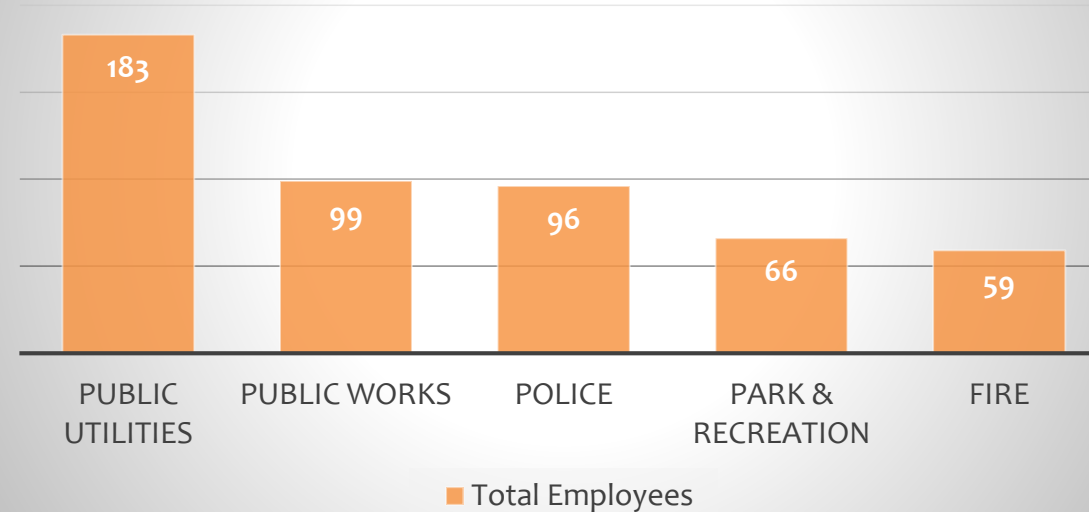
658
Total Retirement Eligible

23.4%
% of Workforce Eligible

Retirement Eligible - Total Years with City



Top 5 Departments with Most Retirement Eligible



68% of Employees (445) 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 (Snapshot of current employees)



Telecommute

622

Total Telecommuters

23%

% Telecommuting

Business Unit	Total Employees
PROFESSIONAL	238
GENERAL-SEIU	173
SR MANAGEMENT	65
MANAGEMENT	50
PARA-PROFESSIONAL	33
CONFIDENTIAL	27
SUPERVISORY	24
EXECUTIVE	9
PUBLIC UTILITIES FIELD	2
SPECIAL CLASSES	1

Department	Total Employees	Total Telecommuting	% Telecommuting
PUBLIC UTILITIES	564	258	45.74%
PUBLIC WORKS	316	69	21.84%
FINANCE	68	49	72.06%
COMMUNITY DEVELOPMENT	80	45	56.25%
CITY ATTORNEY	44	40	90.91%
INNOVATION AND TECHNOLOGY	51	37	72.55%
HUMAN RESOURCES	35	34	97.14%
PARK & RECREATION	410	19	4.63%
HOUSING & HUMAN SERV	46	15	32.61%
CITY MANAGER	20	13	65.00%
MARKETING & COMMUNICATIONS	31	13	41.94%
CITY CLERK	13	8	61.54%
FIRE	273	7	2.56%
GENERAL SERVICES	61	5	8.20%
LIBRARY	83	3	3.61%
MUSEUM	13	2	15.38%
CITY COUNCIL	19	1	5.26%
CITYWIDE GRANT POSITIONS	29	1	3.45%
MAYOR	8	1	12.50%
OFFICE OF INSPECTOR GENERAL	1	1	100.00%
POLICE	589	1	0.17%

(Snapshot of current employees)



Workers' Compensation

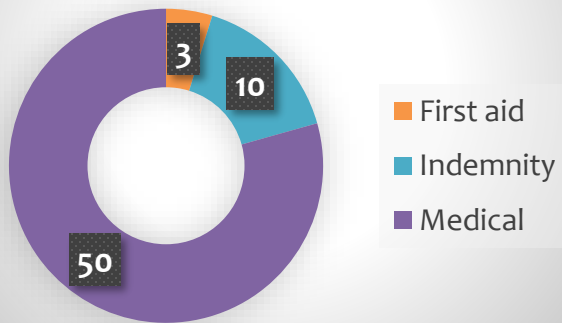
63

Total Claims

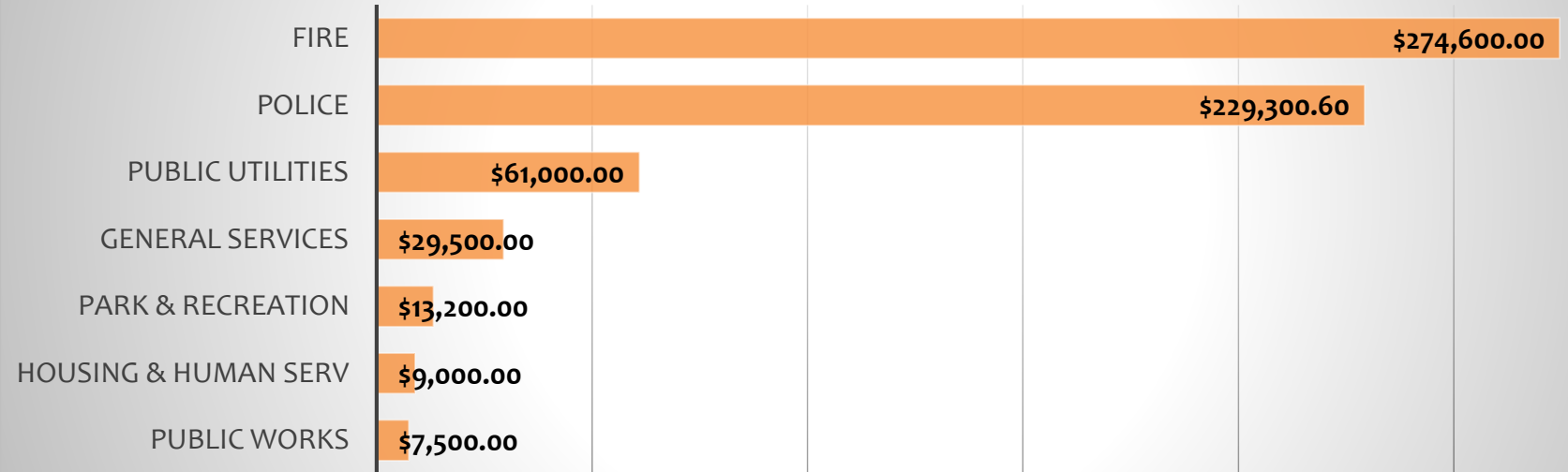
\$624.1K

Total Incurred

Total Claims by Claim Type



Total Incurred by Department



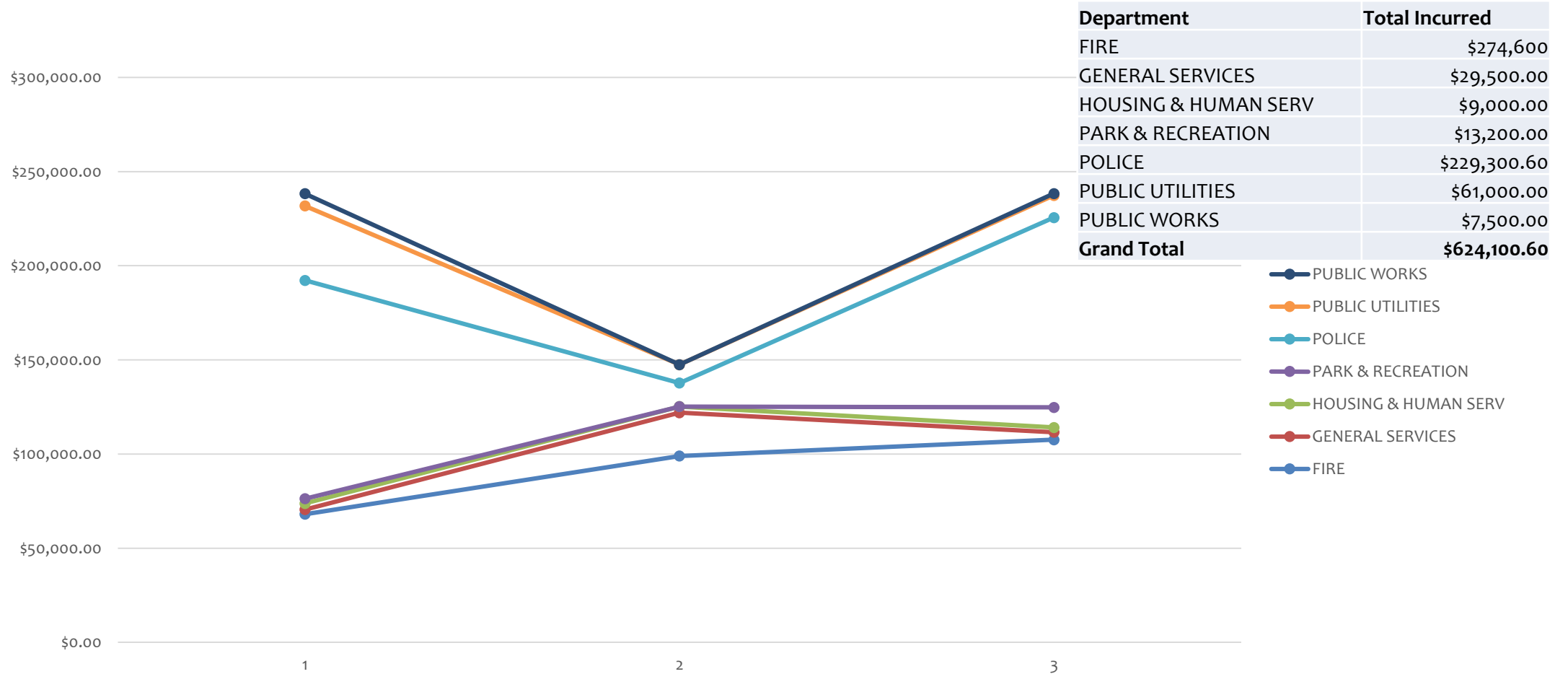
Top 5 Injury Types by Total Claims



*Data Displayed is based off of Claims with a loss date between 1/1/2026 – 3/31/2026

Workers' Compensation (Continued)

Department	Total Incurred
FIRE	\$274,600
GENERAL SERVICES	\$29,500.00
HOUSING & HUMAN SERV	\$9,000.00
PARK & RECREATION	\$13,200.00
POLICE	\$229,300.60
PUBLIC UTILITIES	\$61,000.00
PUBLIC WORKS	\$7,500.00
Grand Total	\$624,100.60

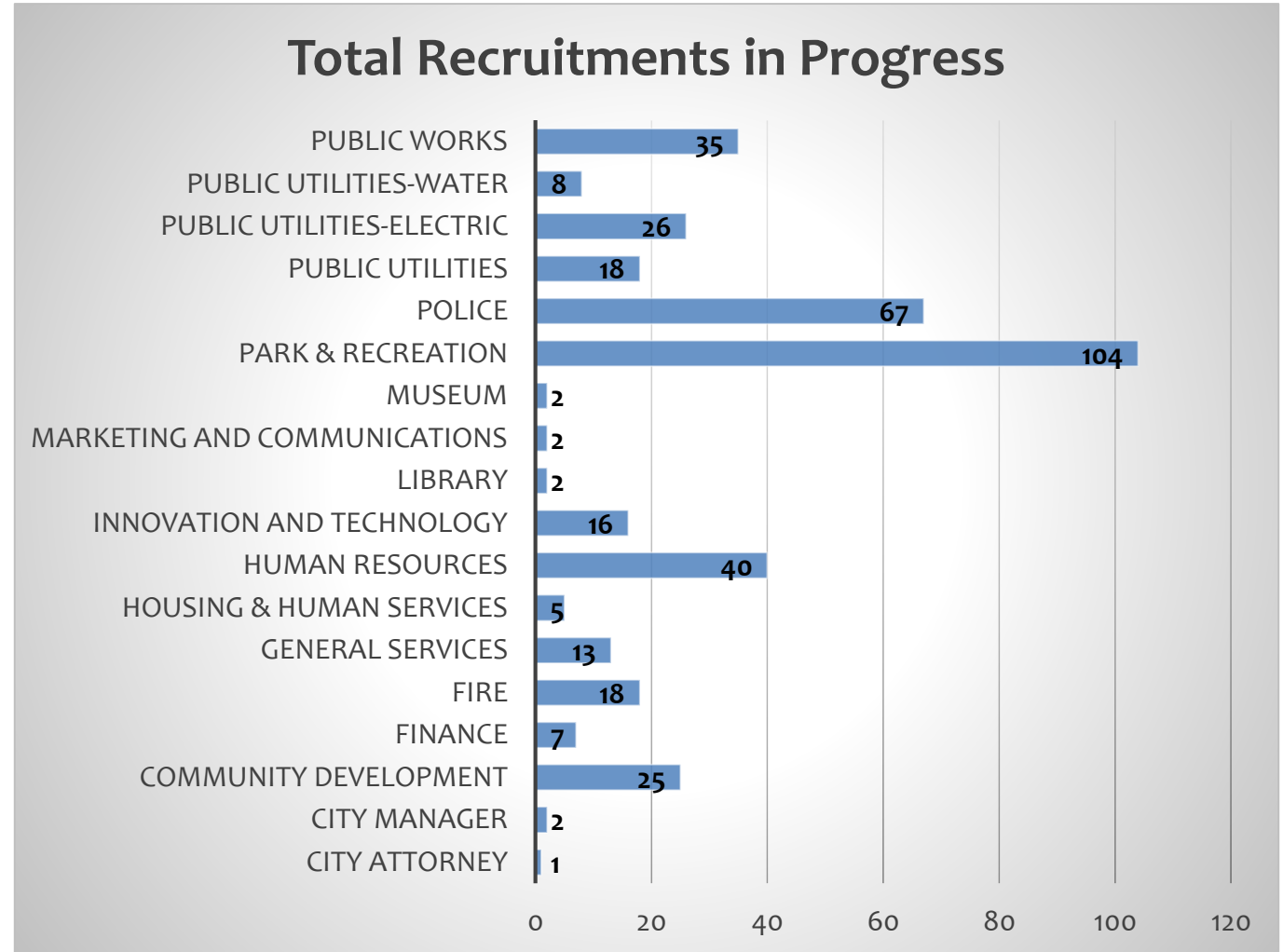
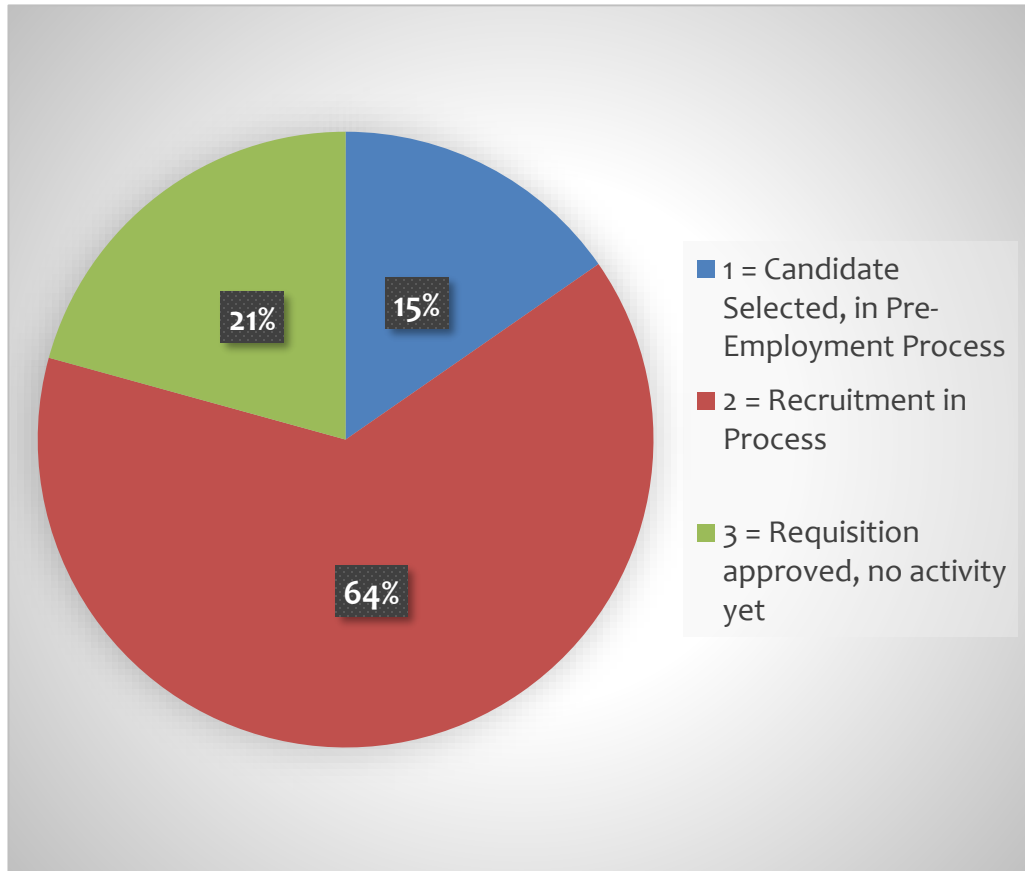


*Data Displayed is based off of Claims with a loss date between 1/1/2026 – 3/31/2026



Recruitment

As of 4/15/2026 there were 391 total recruitments in progress across the city!



Safety

34

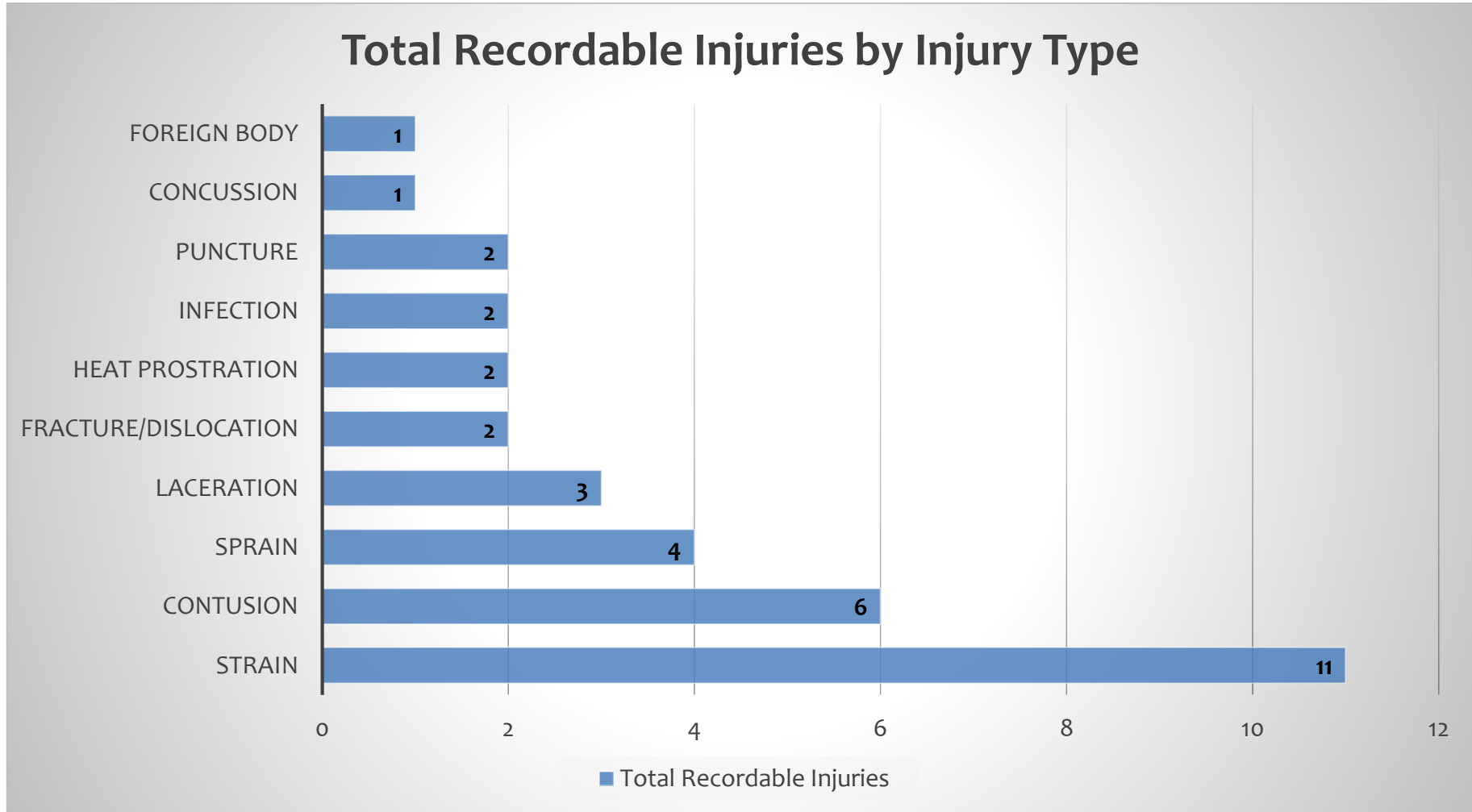
Total Recordable Injuries

138

Away From Work Days

645

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

Safety (continued)

34

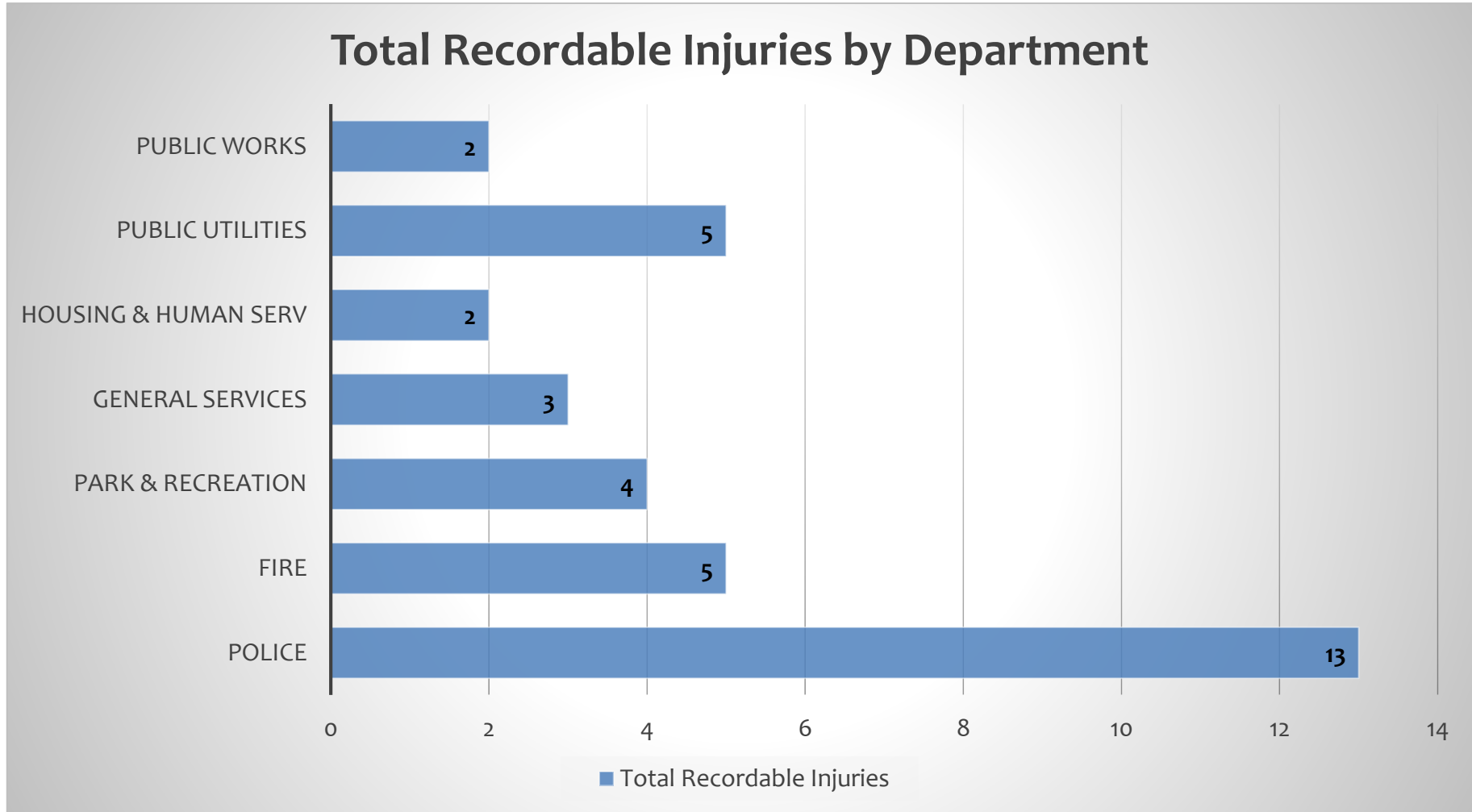
Total Recordable Injuries

138

Away From Work Days

645

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:** 2,812
- **Total Appointments (hires):** 71
- **Turnover:** -52
- **Promotions:** 65
- **Transfers:** 40
- **New Workers' Compensation Claims:** 63
- **Safety Recordable Injuries:** 34
- **New Department Added:** Inspector General

Thank You!!

Questions?

