

Human Resources Departmental Update

Human Resources Department

Human Resources Board
August 4, 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 6/30/2025.

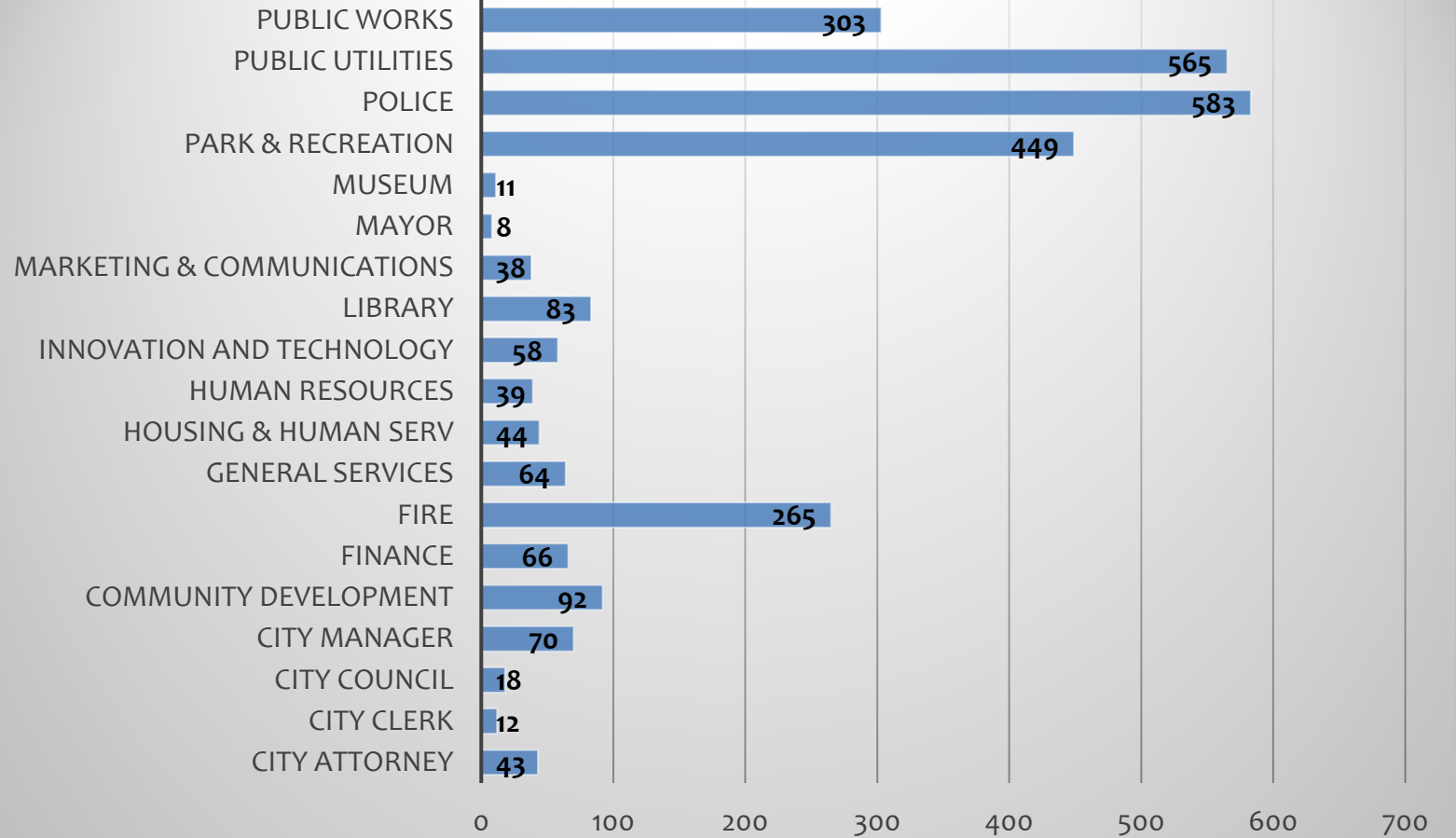


* Data updated on 7/8/2025

Employees by Department

2,811
Total Employees

Department	Total Employees
CITY ATTORNEY	43
CITY CLERK	12
CITY COUNCIL	18
CITY MANAGER	70
COMMUNITY DEVELOPMENT	92
FINANCE	66
FIRE	265
GENERAL SERVICES	64
HOUSING & HUMAN SERV	44
HUMAN RESOURCES	39
INNOVATION AND TECHNOLOGY	58
LIBRARY	83
MARKETING & COMMUNICATIONS	38
MAYOR	8
MUSEUM	11
PARK & RECREATION	449
POLICE	583
PUBLIC UTILITIES	565
PUBLIC WORKS	303



****About (22%) of the City's workforce consist of sworn personnel (Fire and Police)**

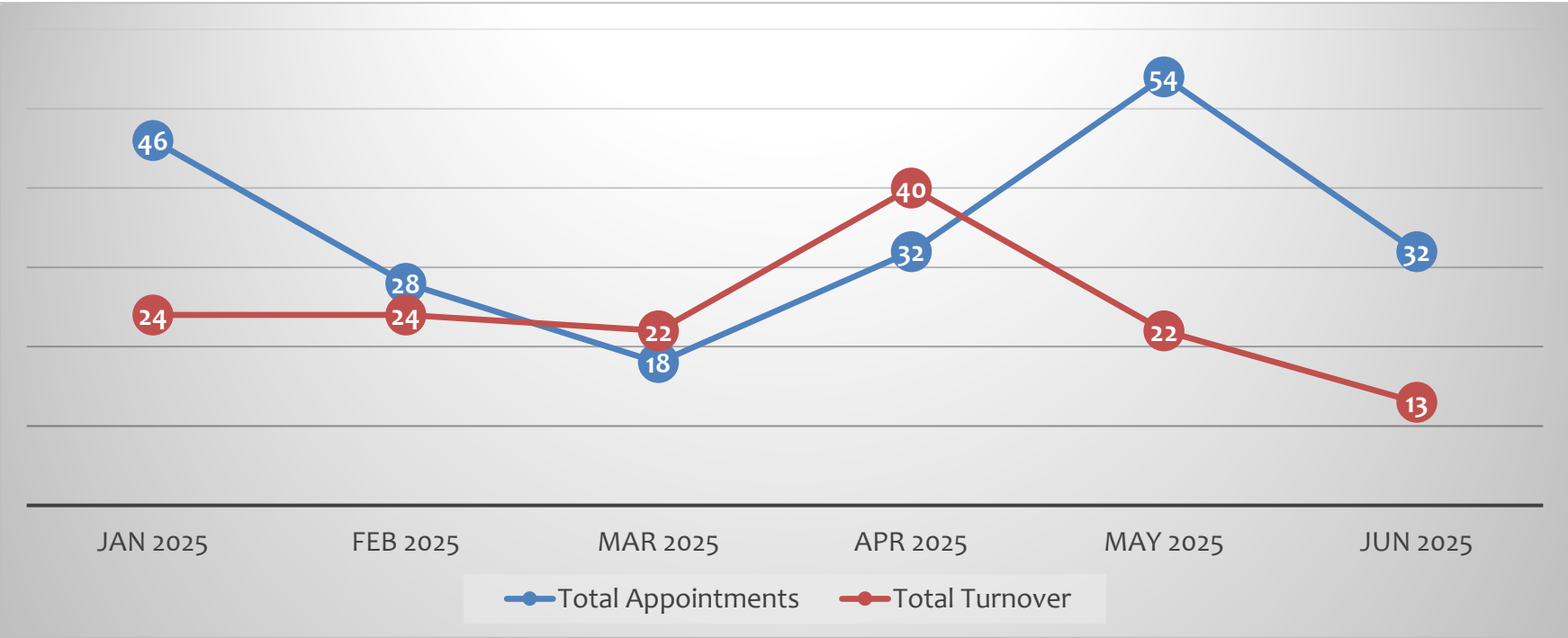


Retention & Turnover

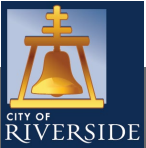
210
Total Appointments

146
Total Turnover

5.25%
Turnover Rate YTD

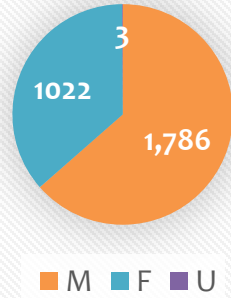


Reason for Leaving	Total Employees
END OF TEMP	32
FAILED PROB	7
RESIGNED	82
RETIREMENT	20
TERM OF CONTRACT	1
TERMINATION	4
Grand Total	146



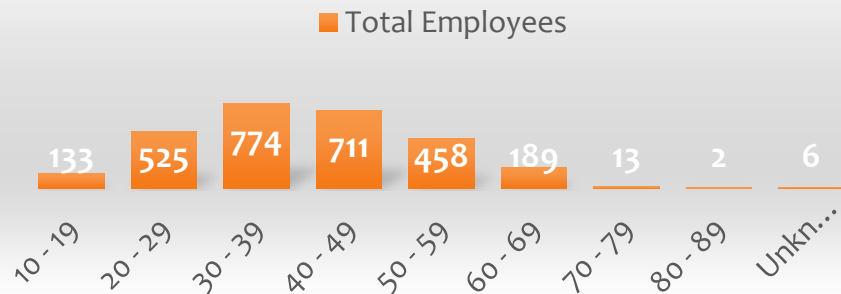
Demographics

Workforce by Gender

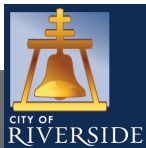
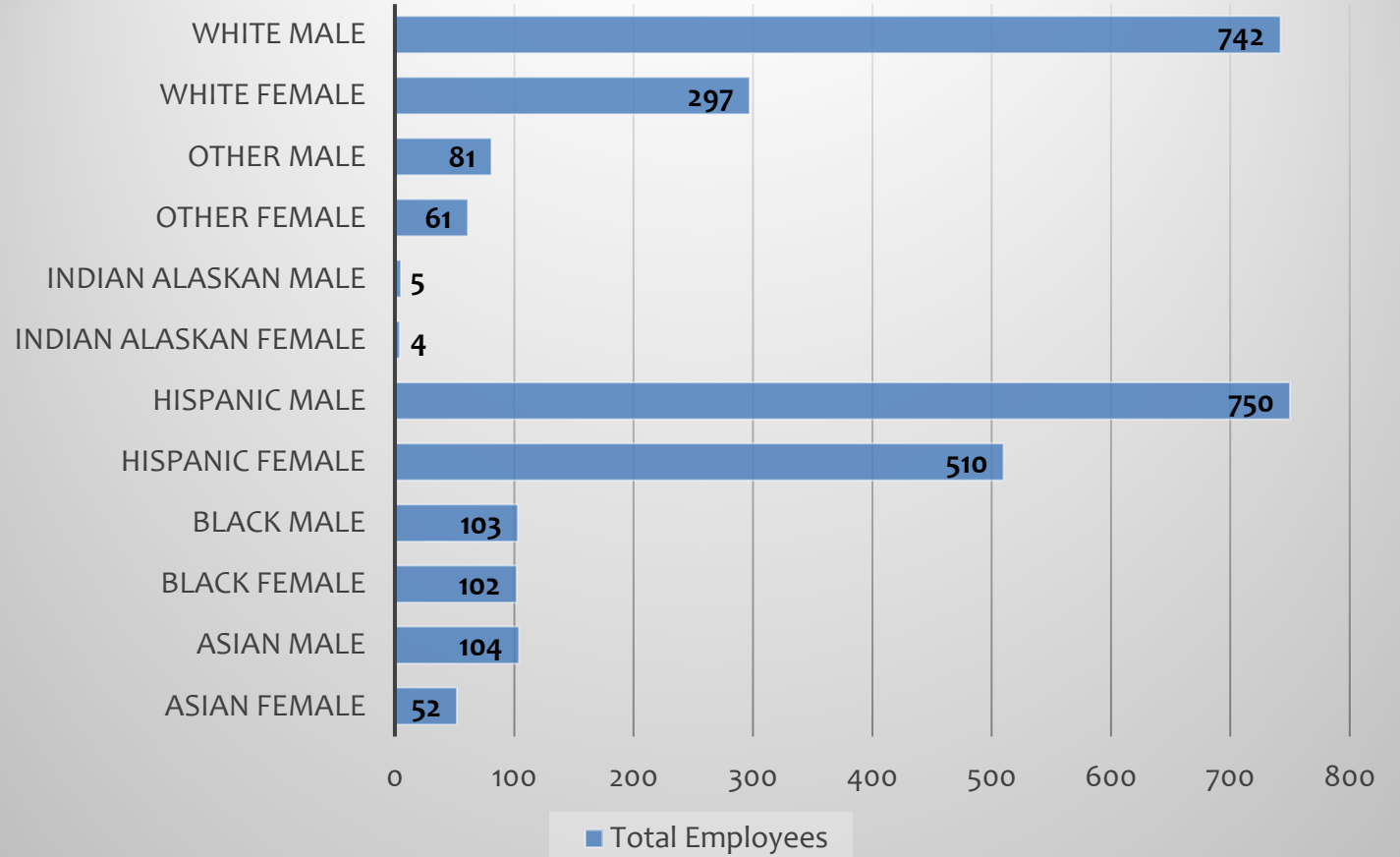


53% of the workforce is in the range of 30 – 49 years old

Workforce Distribution by Age Group

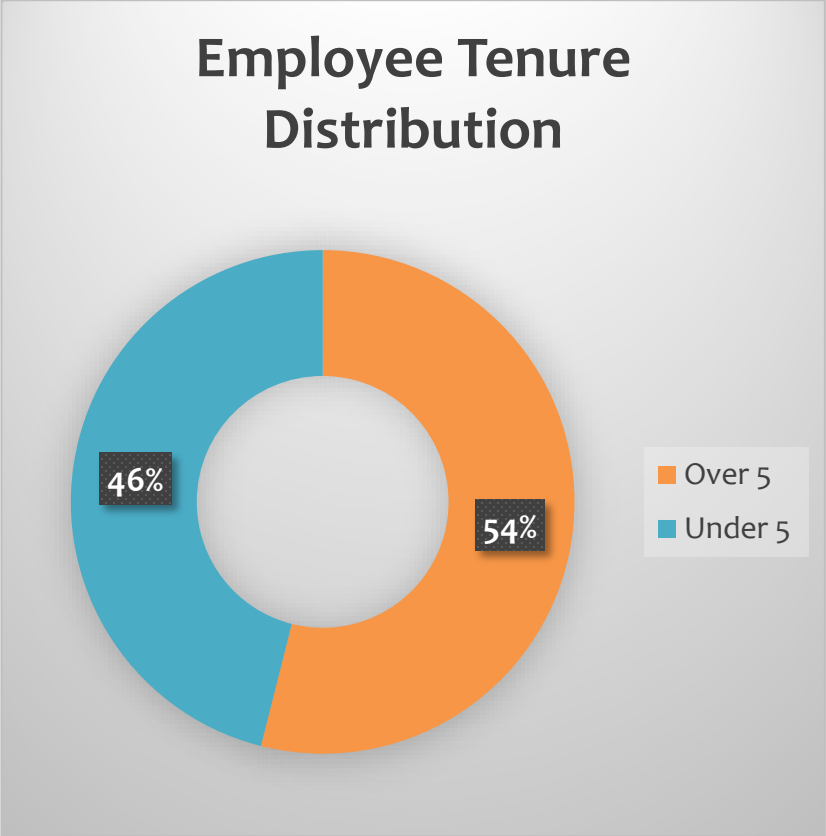


Workforce Ethnicity Distribution

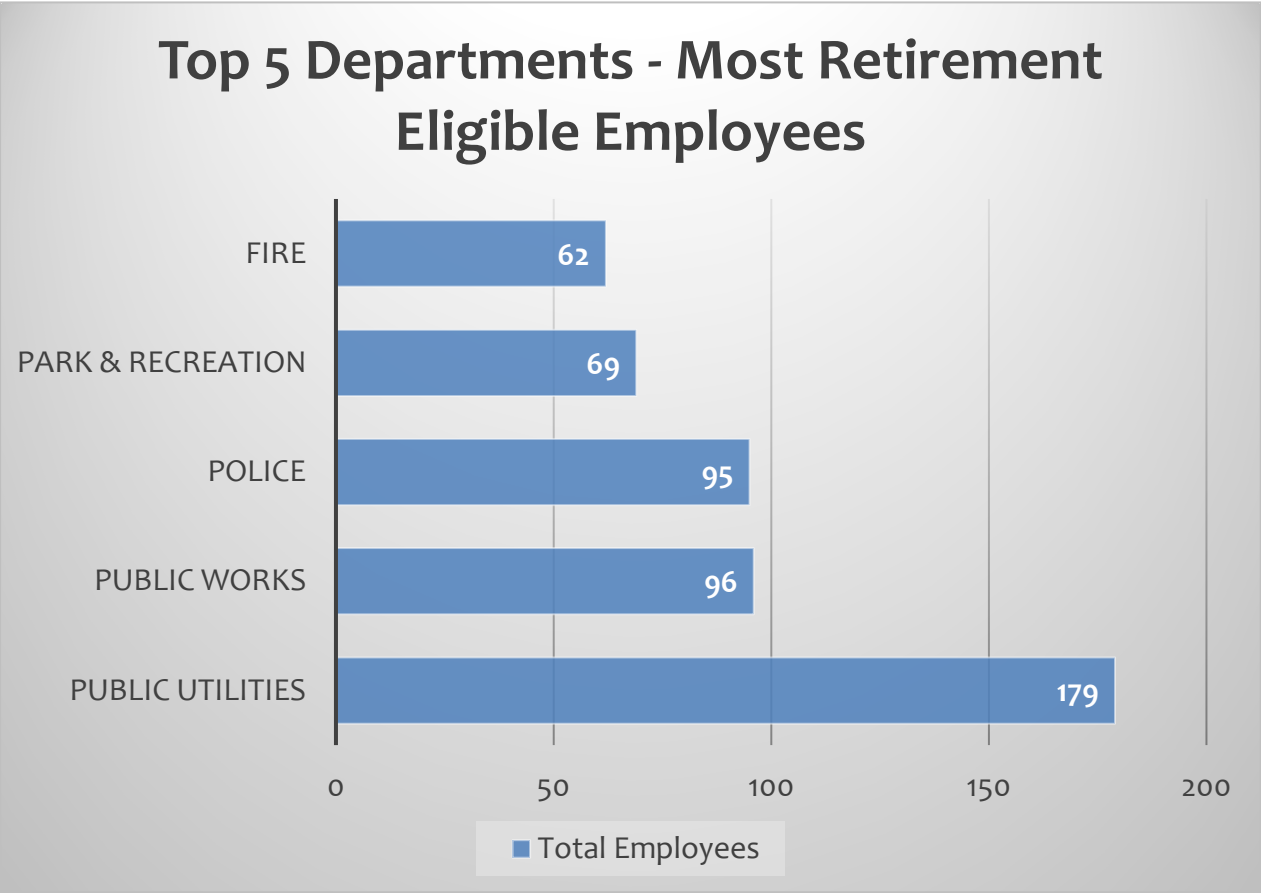


Employee Tenure

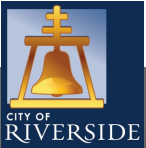
44 Longest Tenure
8 Average Tenure
997 Total w/10+ years



Of the 2,811 total employees, 661 (24%) are retirement eligible.

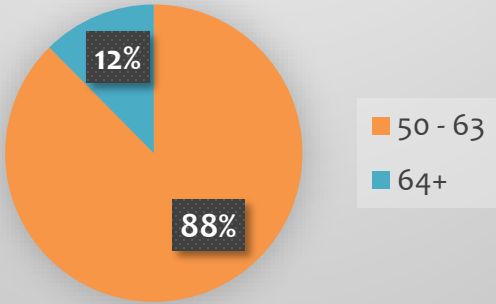


Over half of the workforce (1,517 employees) have been with the City for over 5 years!



Retirement Eligible

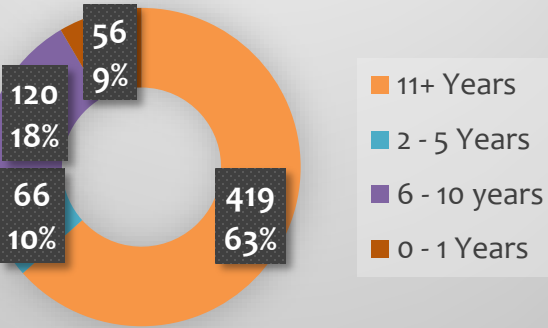
Retirement Eligible by Age Group



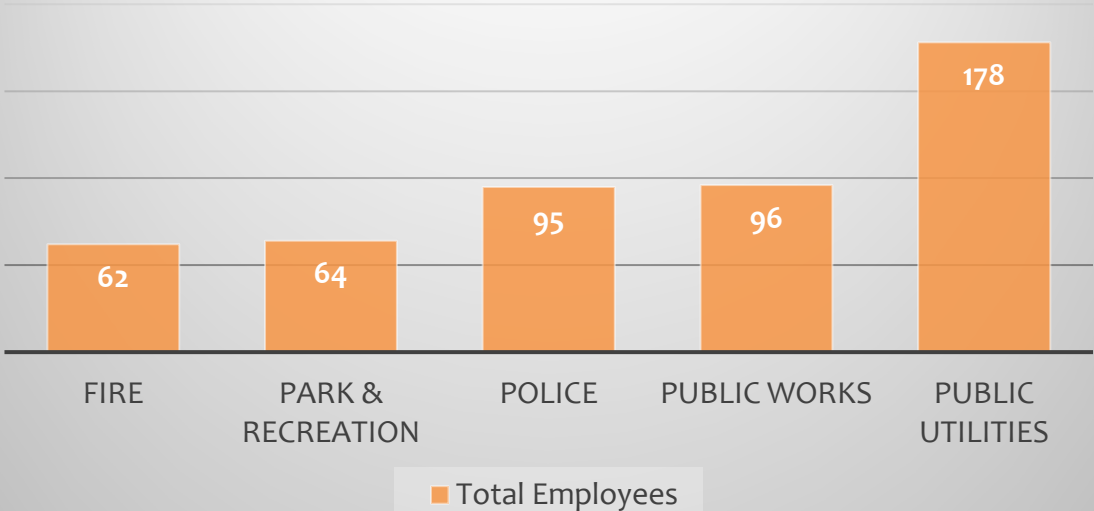
661
Total Retirement Eligible

23.5%
% of Workforce Eligible

Retirement Eligible - Total Years with City

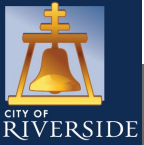


Top 5 Departments with Most Retirement Eligible



63% of Employees 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

100

Total Promotions YTD

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

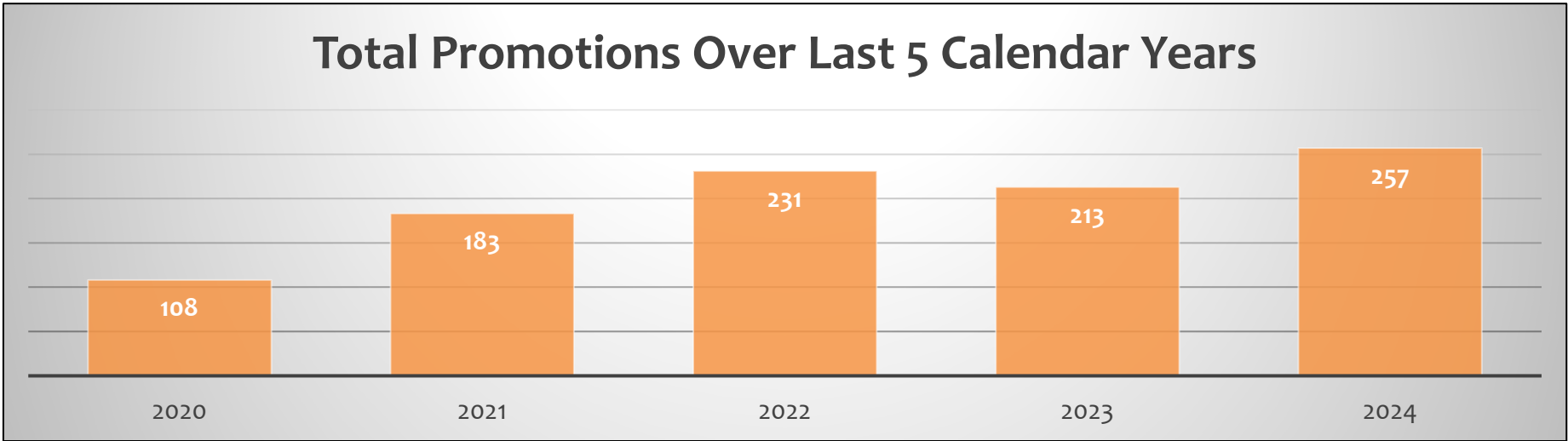
Numerous opportunities for existing staff!

53

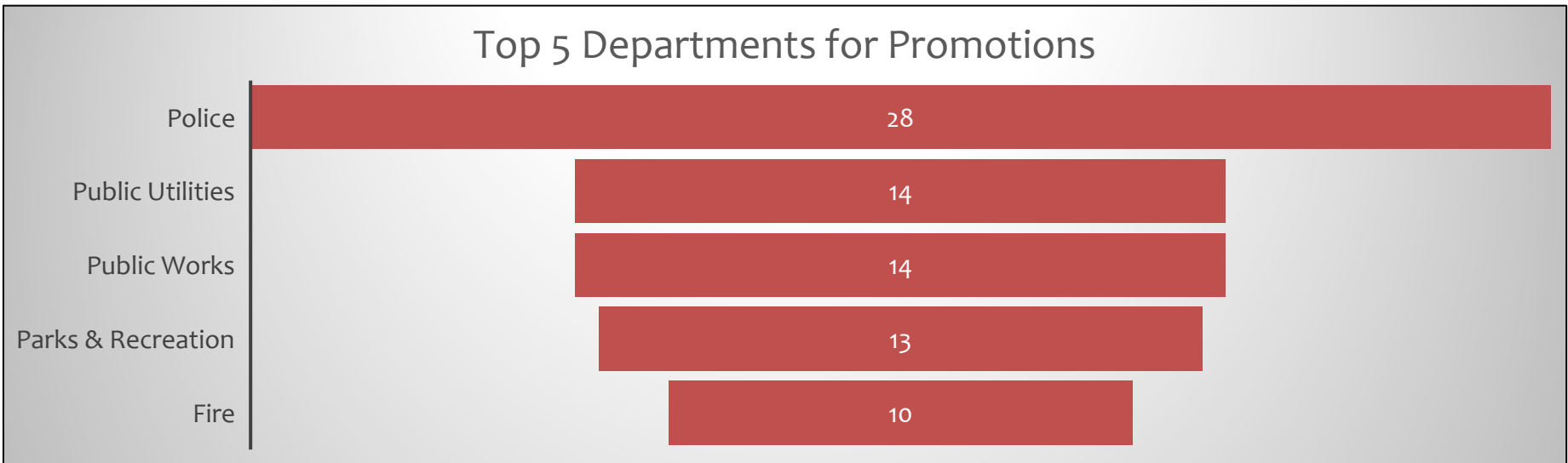
Total Transfers



Total Promotions Over Last 5 Calendar Years



Top 5 Departments for Promotions



Telecommute

617

Total Telecommuters

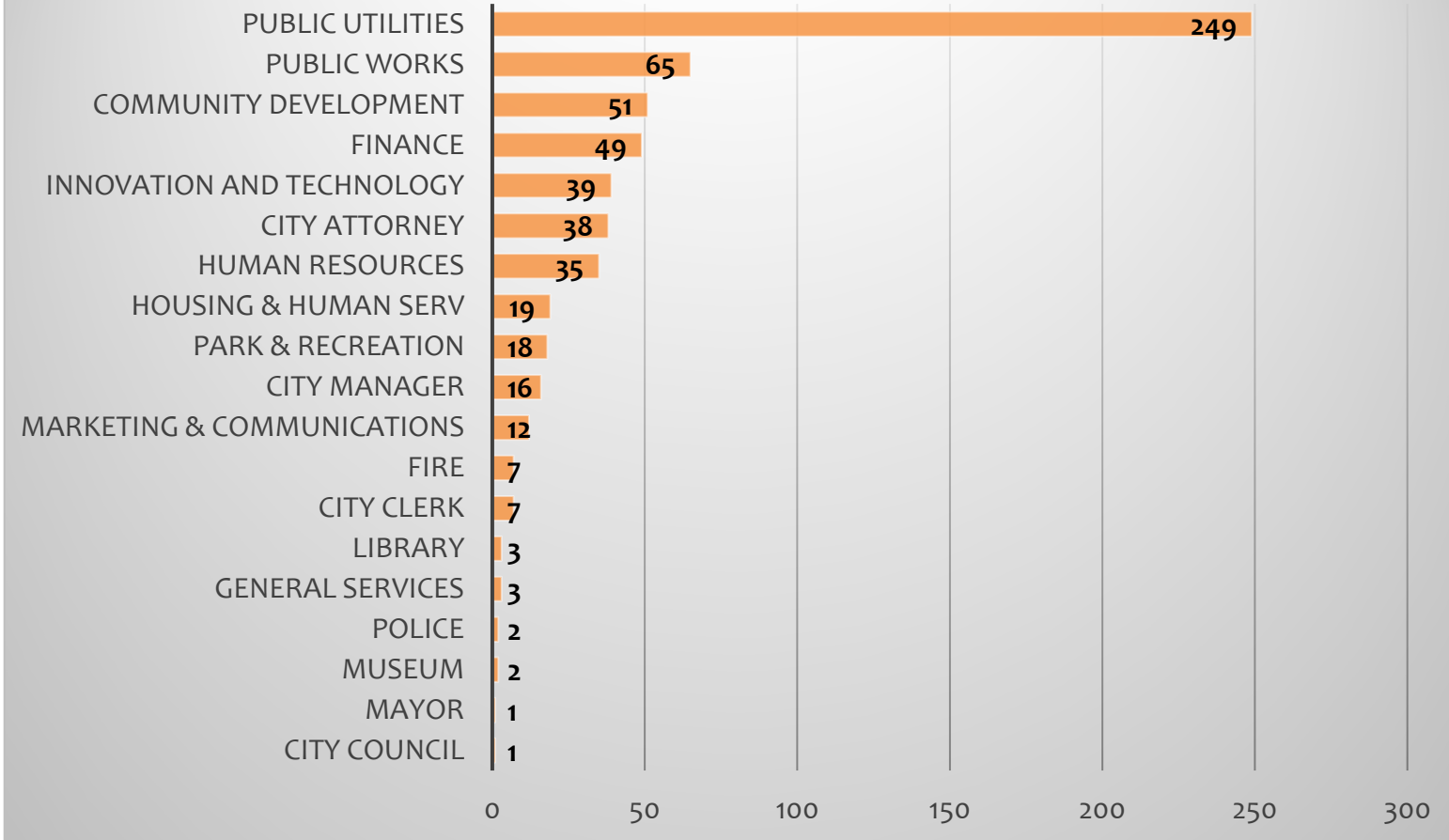
22%

% Telecommuting

Business Unit	Total Employees
SPECIAL CLASSES	1
EXECUTIVE	11
SUPERVISORY	22
CONFIDENTIAL	29
PARA-PROFESSIONAL	32
MANAGEMENT	54
SR MANAGEMENT	56
GENERAL-SEIU	179
PROFESSIONAL	233

38% of telecommuters are from the Professional BU

Total Telecommuters by Department



Workers' Compensation

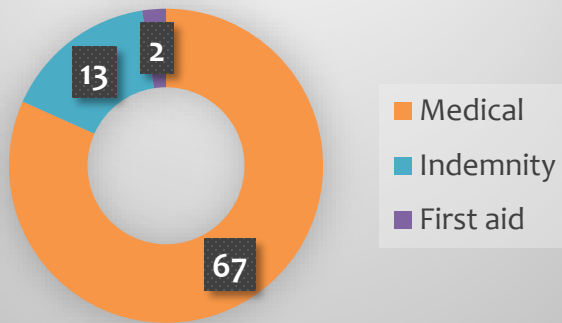
82

Total Claims

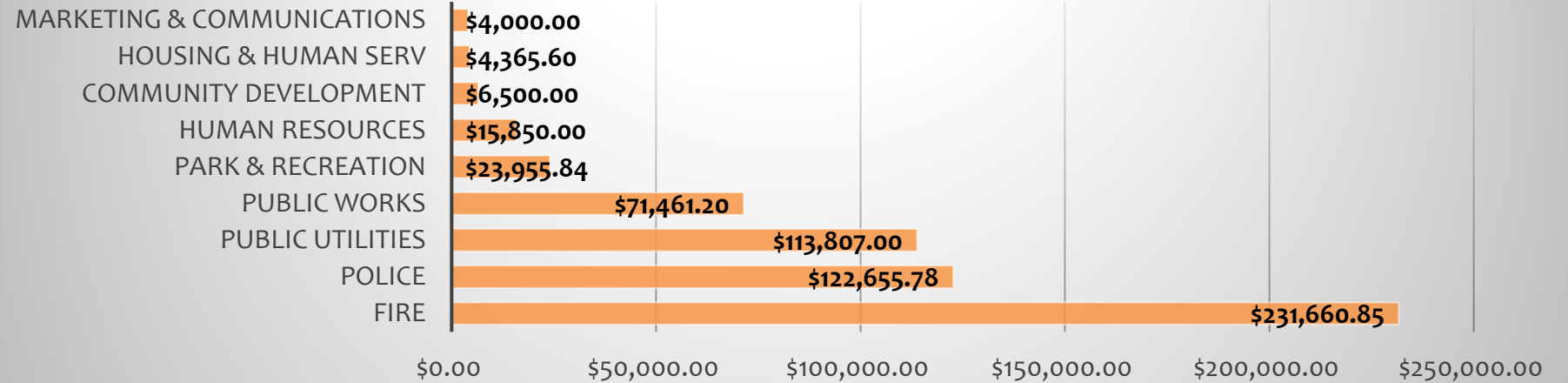
\$594.26k

Total Incurred

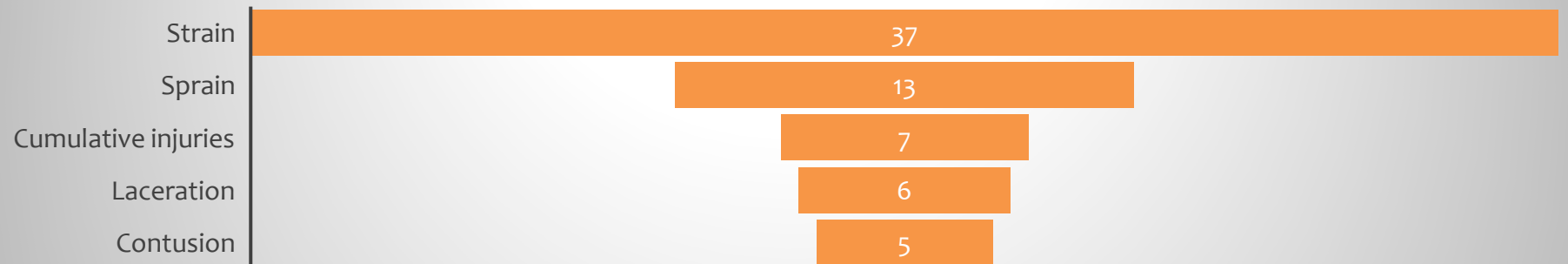
Total Claims by Claim Type



Total Incurred by Department



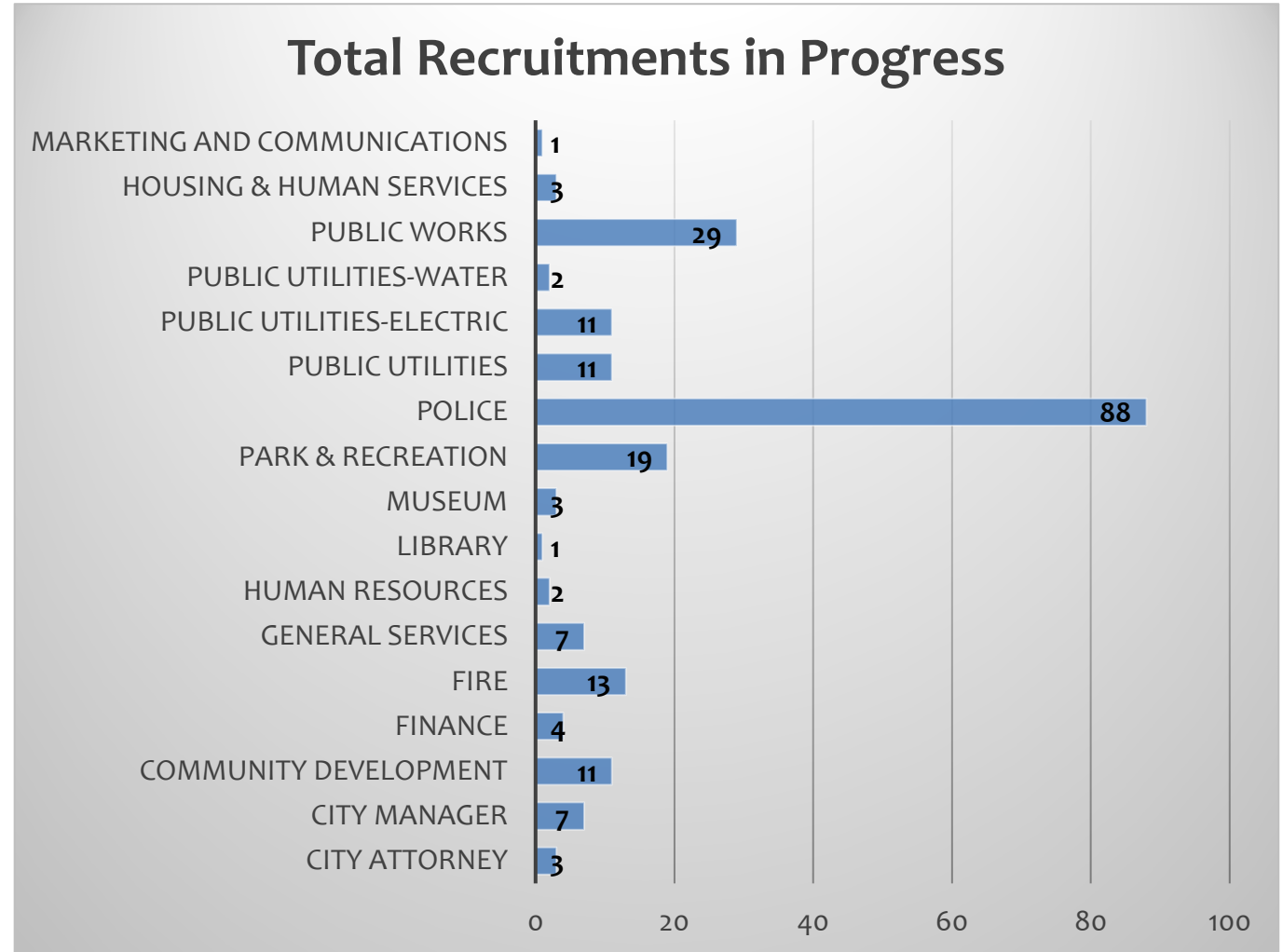
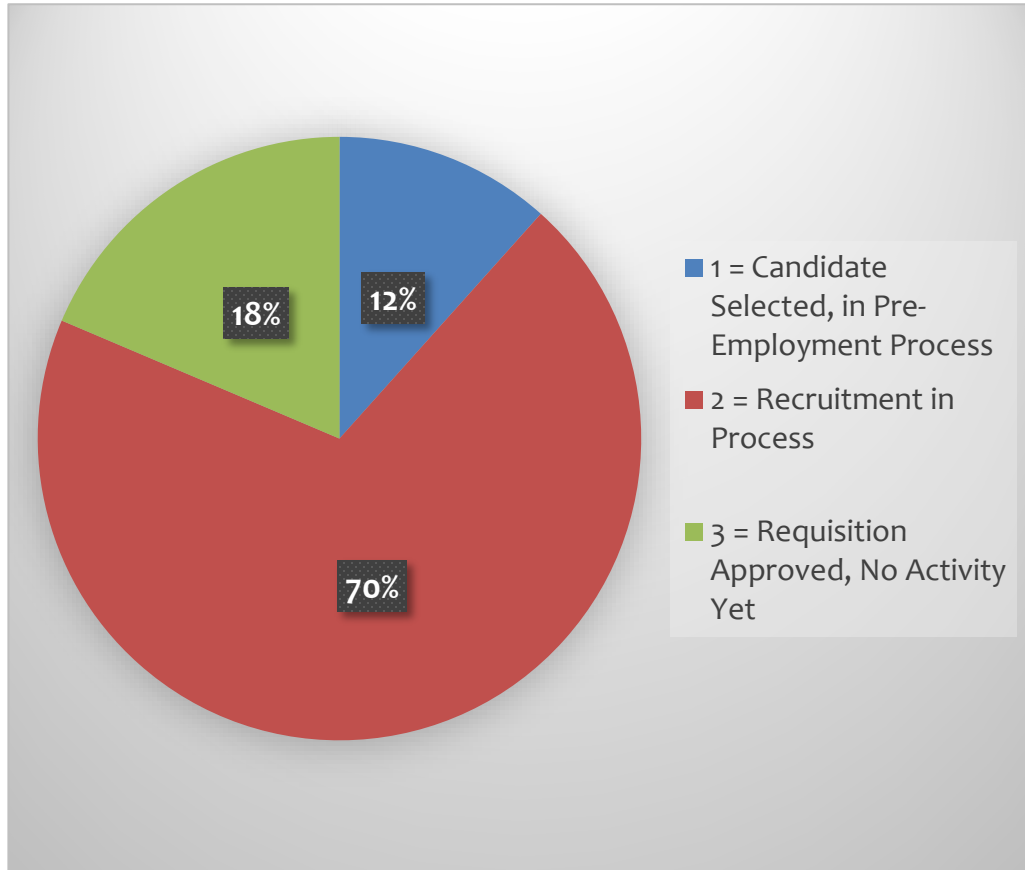
Top 5 Injury Types by Total Claims



*Data Displayed is based off of Claims with a loss date between 1/1/2025 – 5/31/2025

Recruitment

As of 6/30/2025 there were 215 total recruitments in progress across the city!



Safety Metrics

62

Total Recordable Injuries

277

Away From Work Days

3505

Transfer/Restricted Days

