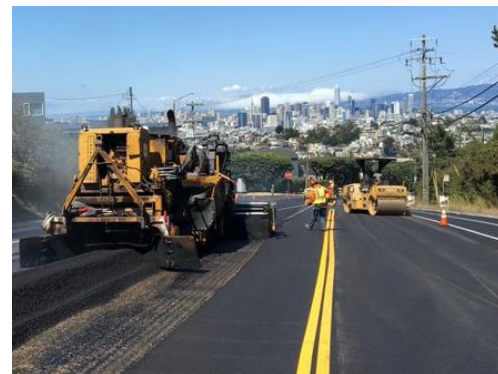
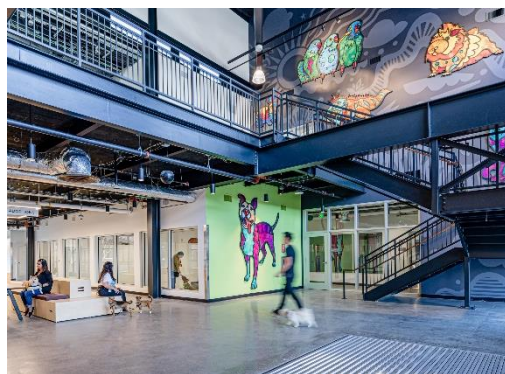


February 27, 2025

# Human Resources Update

Karen Hill  
Director, Public Works Human Resources



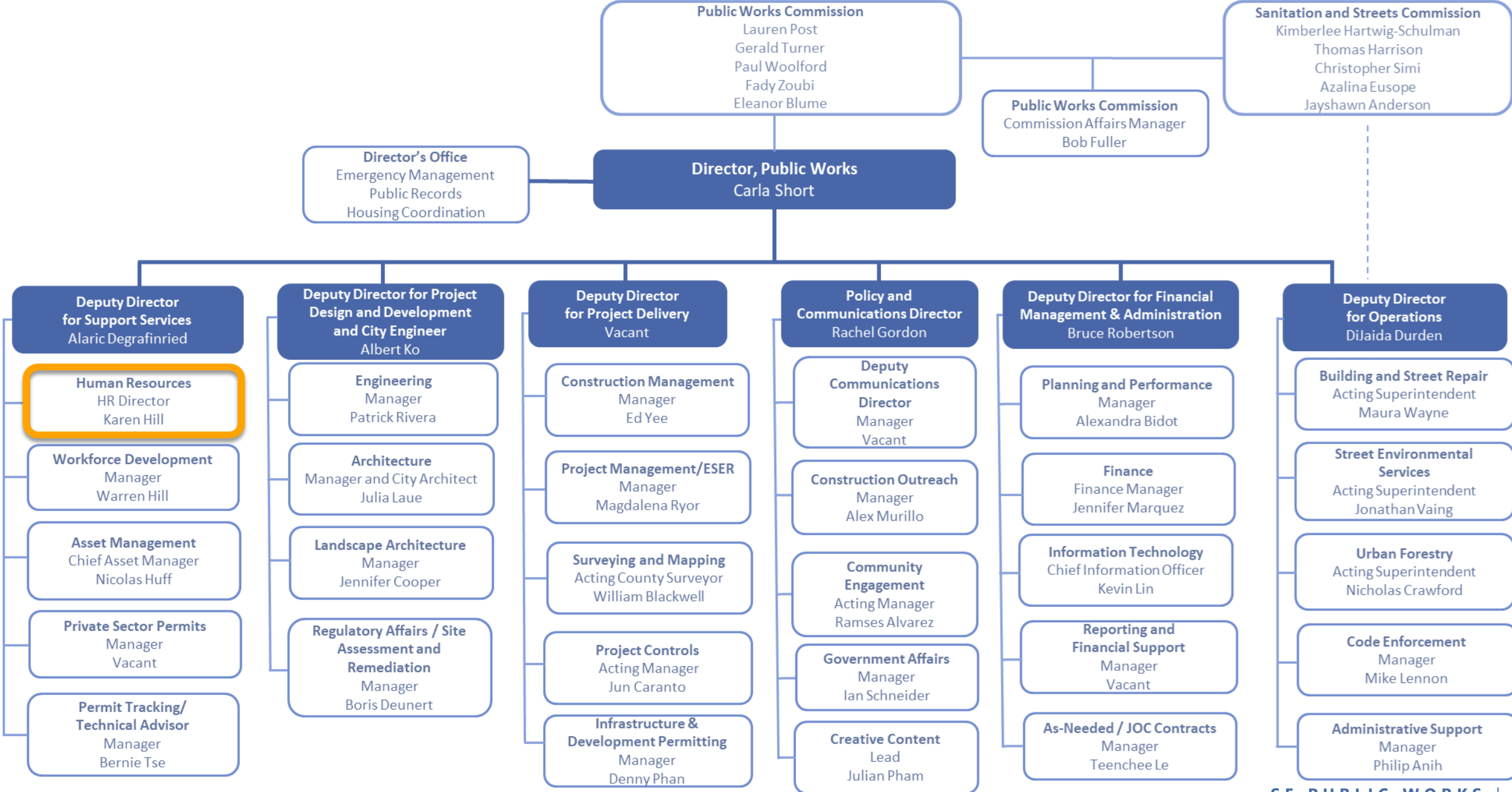


# Today's Agenda



- HR Updates
- Positions Overview
- Approach regarding recruitment, retention, attrition and upcoming retirements

# Human Resources – Where We Fit



# FY 2023-24 Hiring Goal and Accomplishment and FY 2024-25 update

- Goal: Fill 350 positions by June 30, 2024
- Filled 495 positions as of June 30, 2024
- Filled 166 positions from July 1, 2024, to Dec. 31, 2024



## FY 2024-25 Accomplishments

- Two mass hiring events held on 10/15/24 and 12/11/24 hiring a total of 25 Junior Engineers
- Talent Acquisition team adopted 12 eligible lists this past calendar year
- Conducted quarterly Lunch and Learn Trainings on a variety of HR topics
- Public Works University trained 558 employees in various University offerings in calendar year 2024, of which 112 completed Supervisor Academy
- New Employee and Labor Relations Director started Jan. 21, 2025, which strengthens our employee and labor relations program



# Challenges and Barriers

- Mayor's hiring freeze as of Jan. 9, 2025
  - Vacancy rate as of July 2024 is at 14.7%
- Impact of hiring freeze
  - Potential smaller applicant pools in the future
  - Inability to plan and deliver services based on hiring managers' operational needs

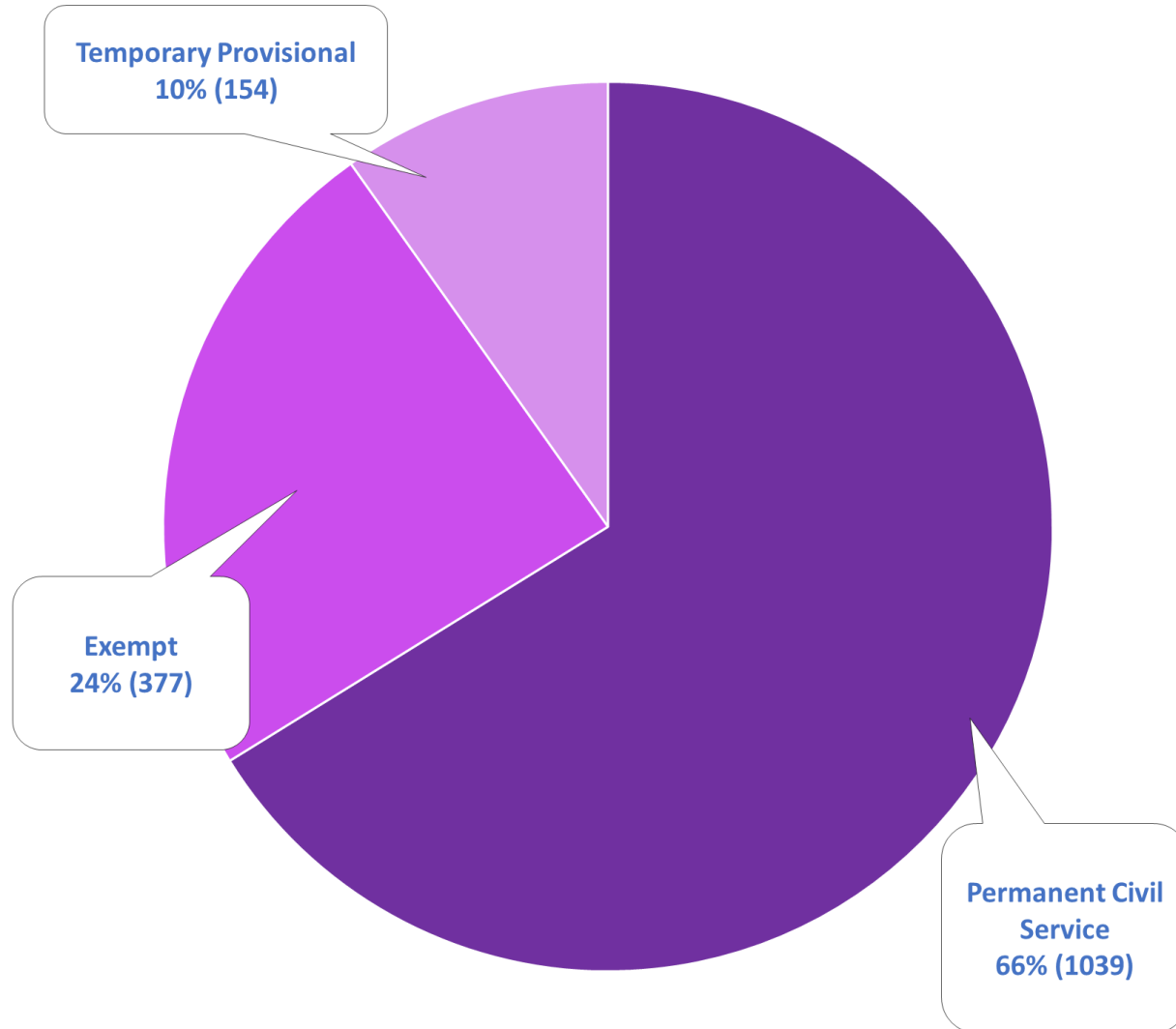


# Public Works – Total Filled Positions by Appointment Type

**1,570** filled positions as of Dec. 31, 2024

Provisional hires must pass a civil service exam to become permanent

Exempt from the permanent civil service process; project-based employees, interns and trainees



Permanent funding; filled through civil service process

Source: Public Works Active Position Report

# Commissioners Inquiries

- **Recruitment strategies**

- Establishing a seat on LinkedIn which will allow us to expand our recruitments to more exposure and post our recruitment to a broader audience. Also allows us to personalize communication with applicants who have specialized skills.

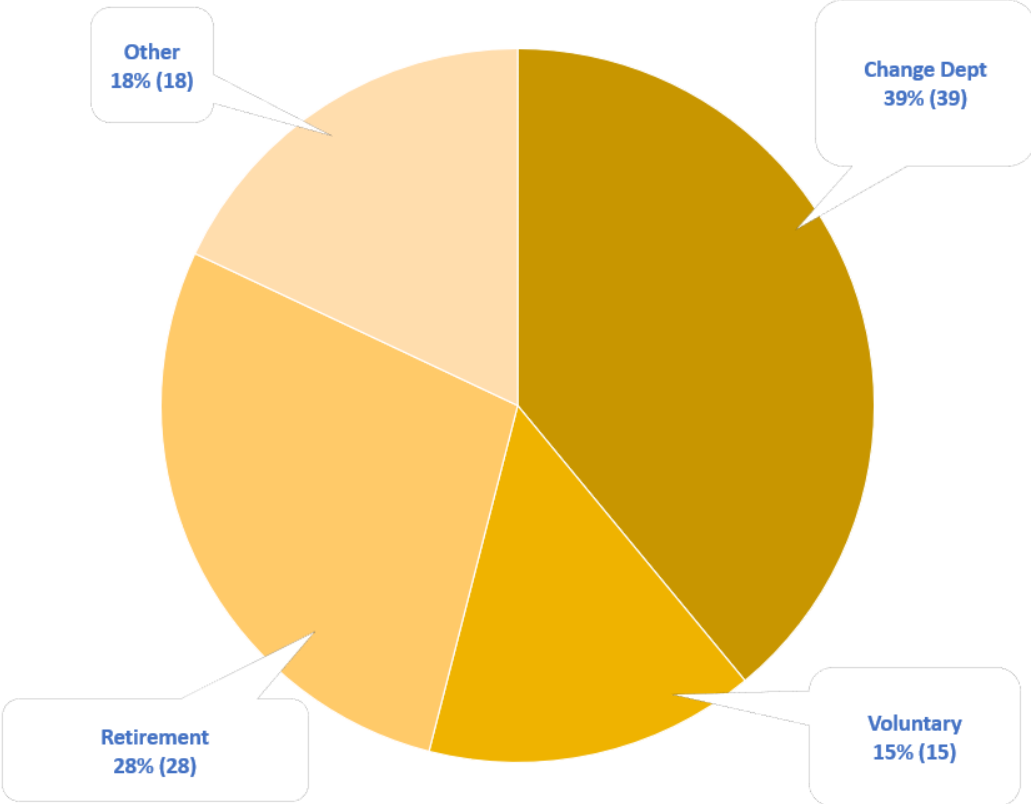
- **Retention efforts**

- Retain employees by promoting within, but by doing so, it contributes to our vacancy rate (Promotion: July 1, 2023, to June 30, 2024: 169; July 1, 2024, to Dec. 31, 2024: 83)
- In light of the recent reorganization, we anticipate greater collaboration between the Public Works Workforce Development and Public Works University teams
- Expand apprenticeship and intern programs across multiple disciplines

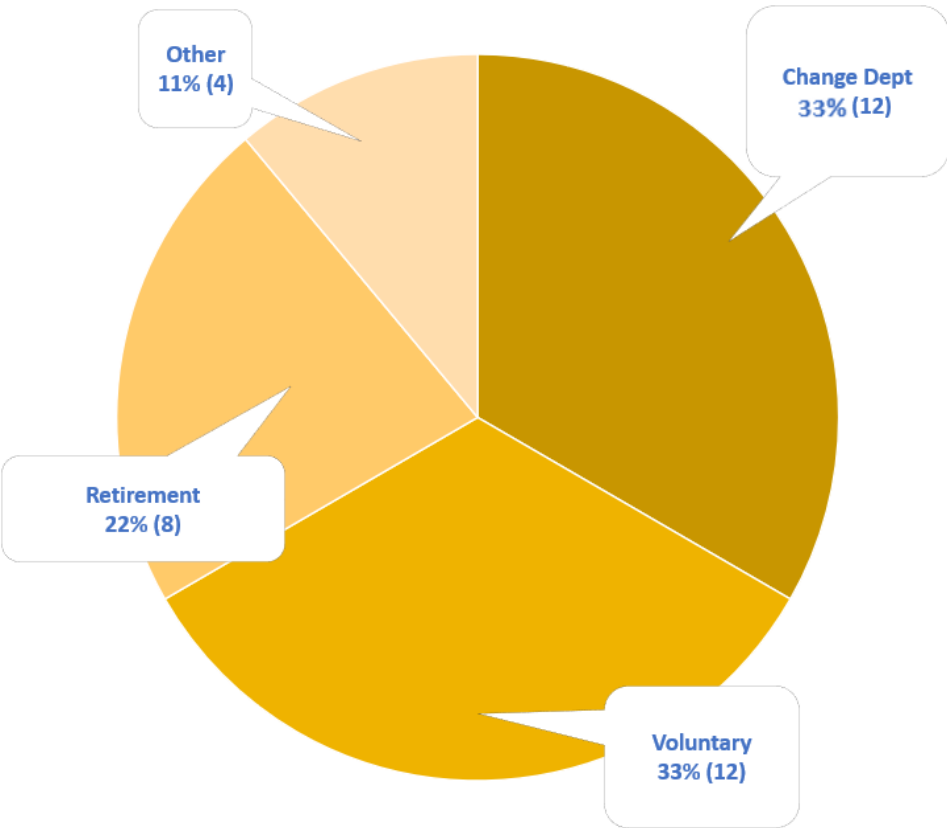


# Attrition Status

**100** Separations from July 1, 2023, to June 30, 2024



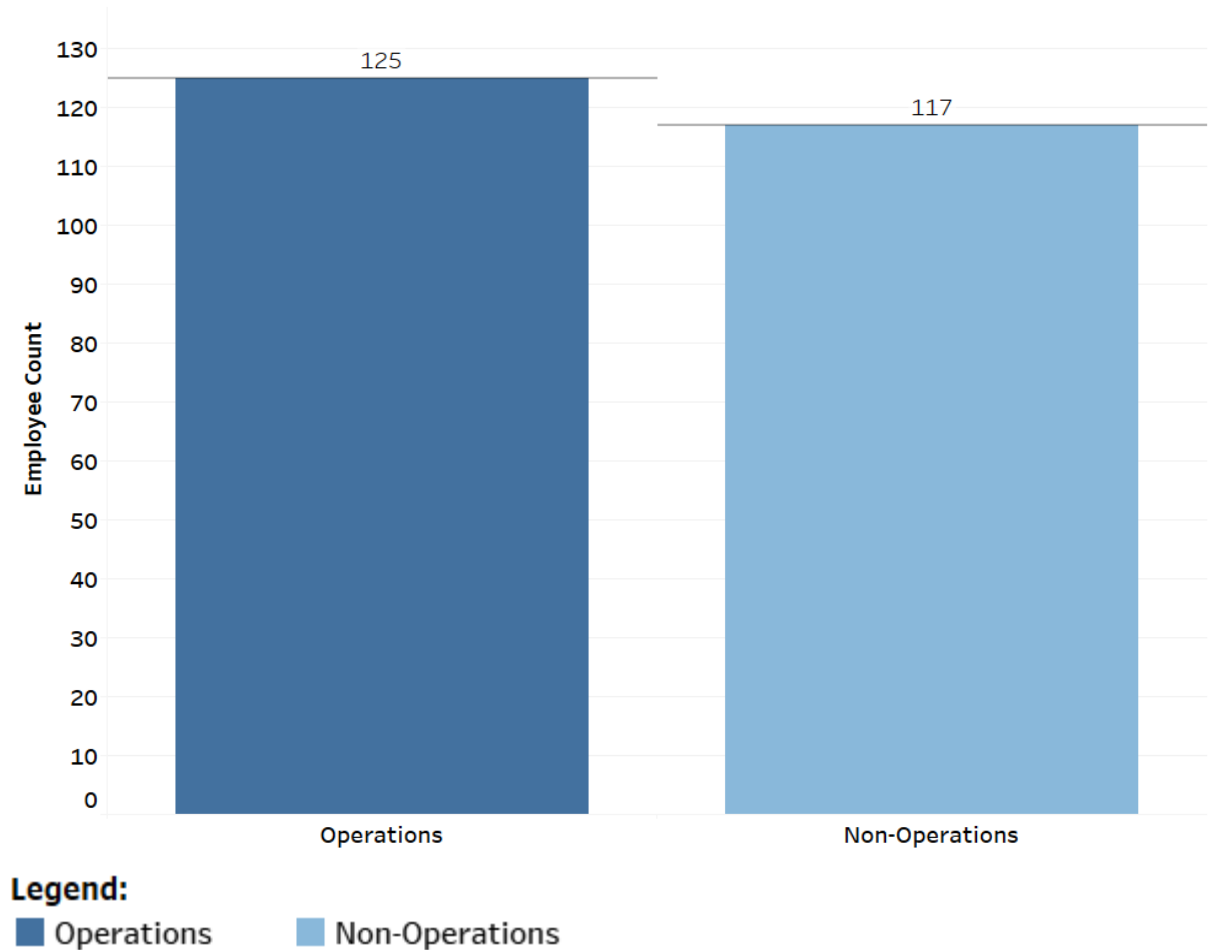
**36** Separations from July 1, 2024, to Dec. 31, 2024



# Retirement Status

- 15% of our workforce is eligible to retire (approximately 242 employees)
- Collaboration with Workforce Development for succession planning

### Employees Eligible to Retire





# QUESTIONS