



Human Resources Department Update

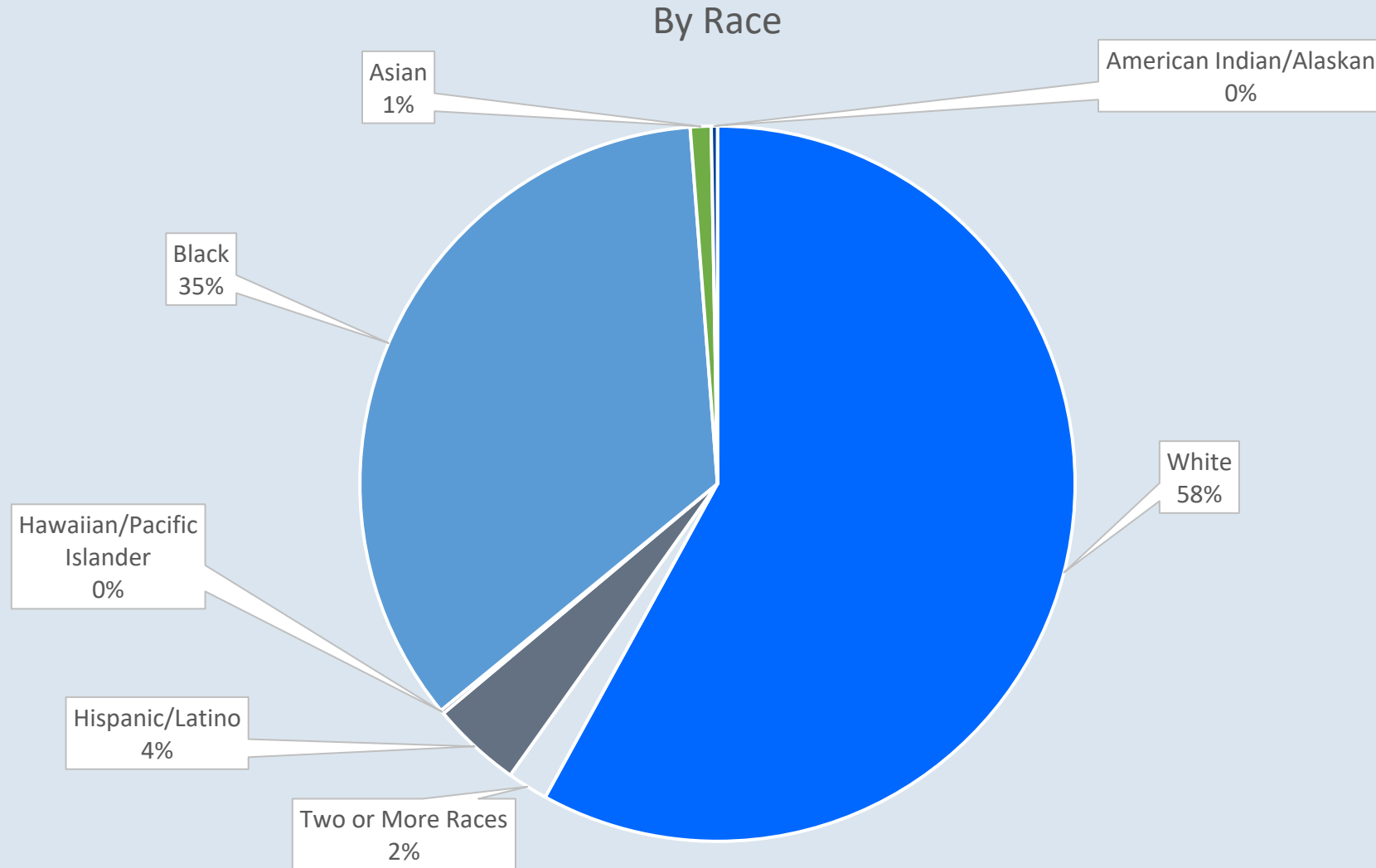
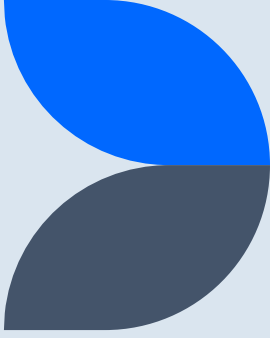
Spring 2023

Financial Incentives Update

- Hard-to-Fill Incentive
 - 94 Employees
 - \$287,554
- Retention Incentive
 - 10 Employees Retained
 - Average retention incentive of 14.34%
- Referral Incentive
 - 31 Referrals (\$31,000 commitment)
 - \$16,550

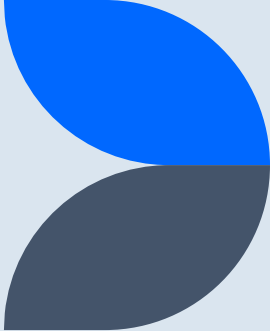
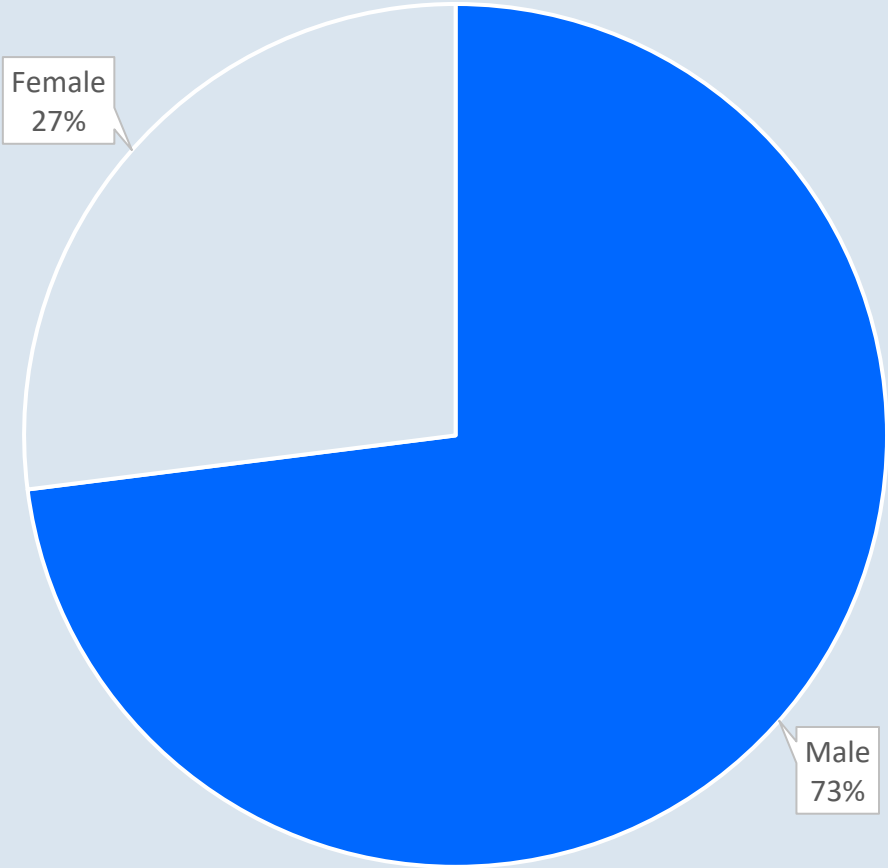


Workforce Demographics

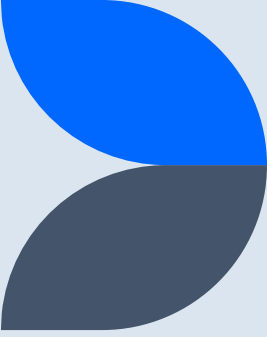


Workforce Demographics

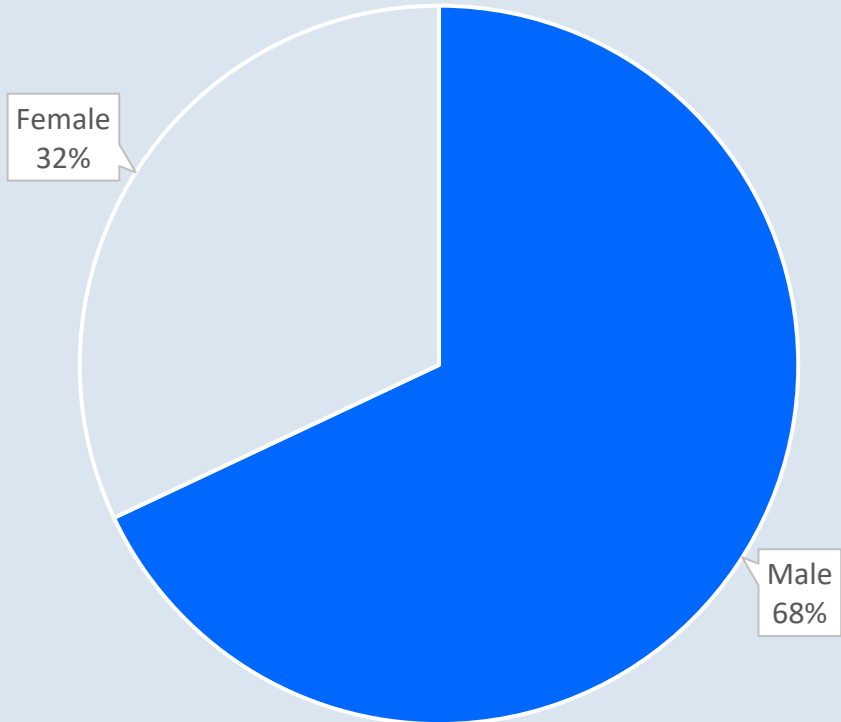
By Gender



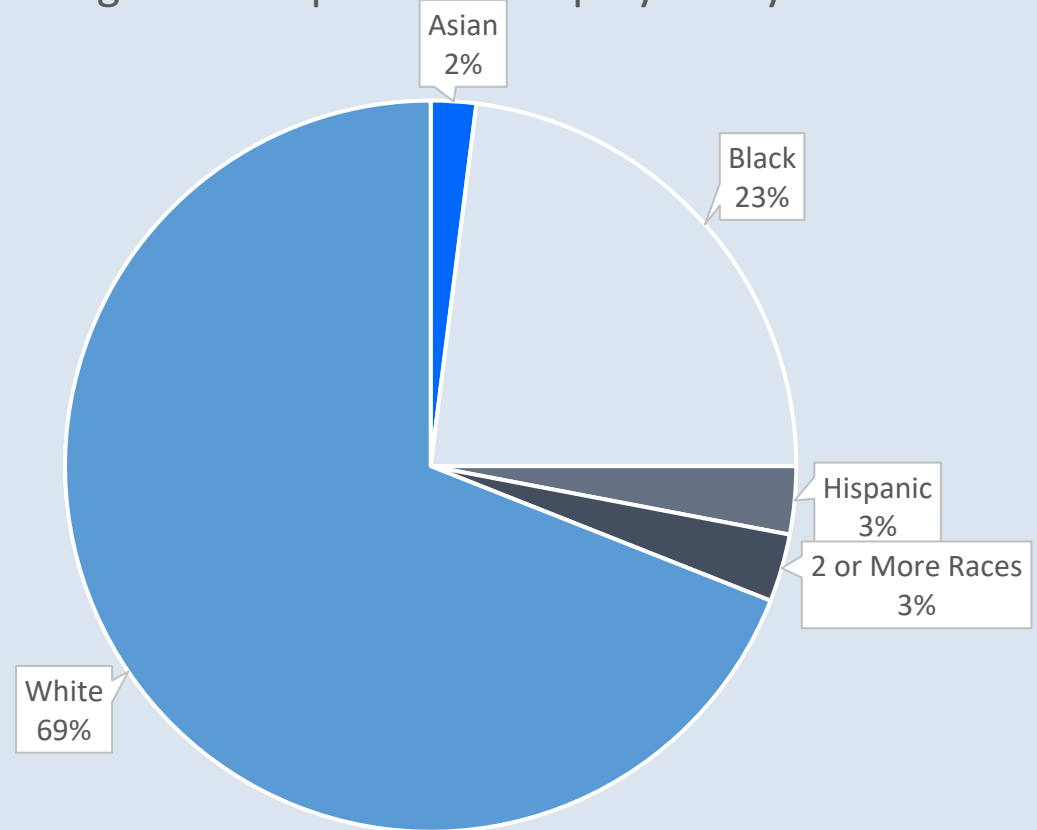
Workforce Demographics



100 Highest Compensated Employees

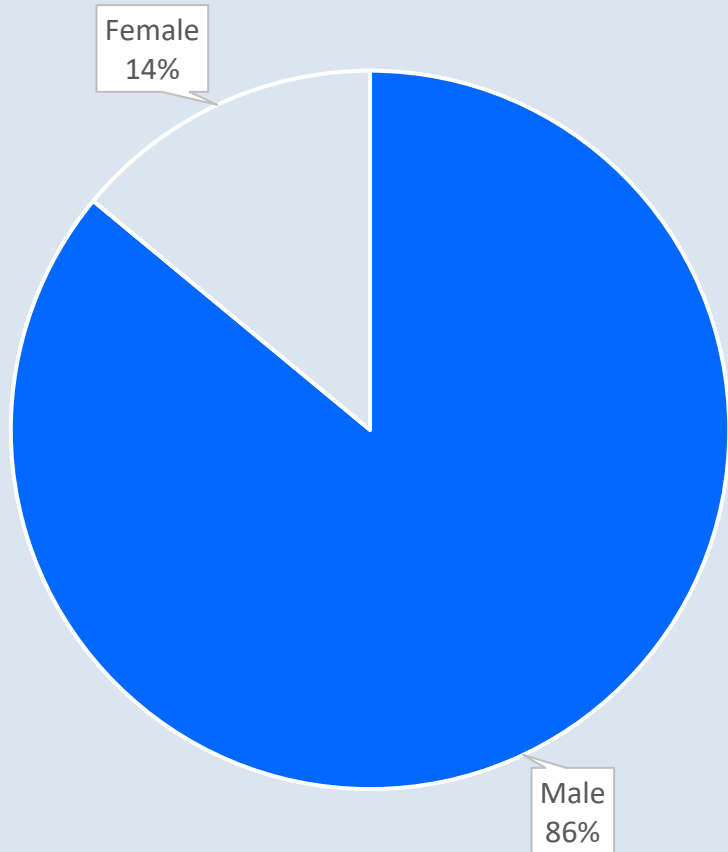


100 Highest Compensated Employees by Race

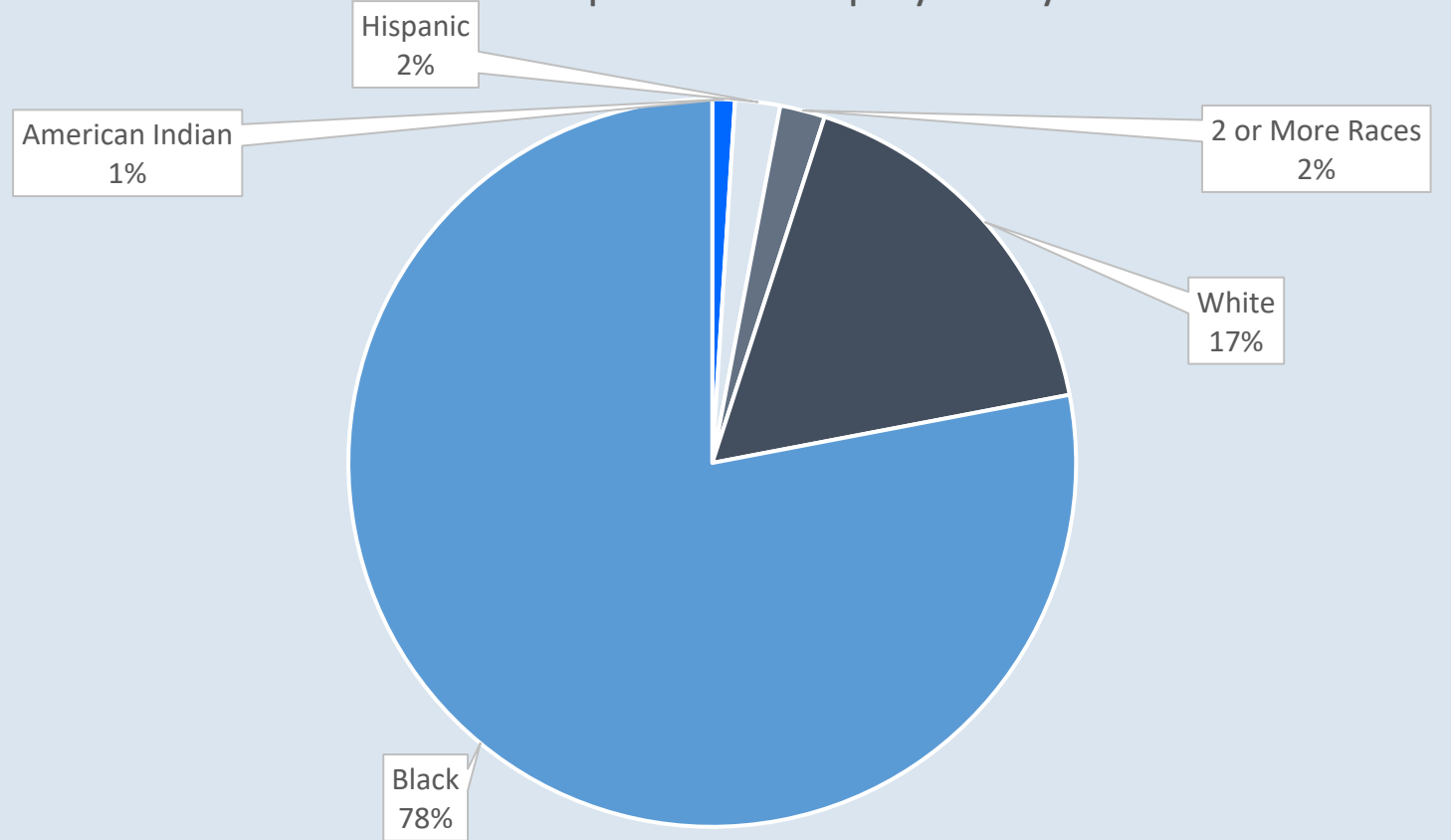


Workforce Demographics

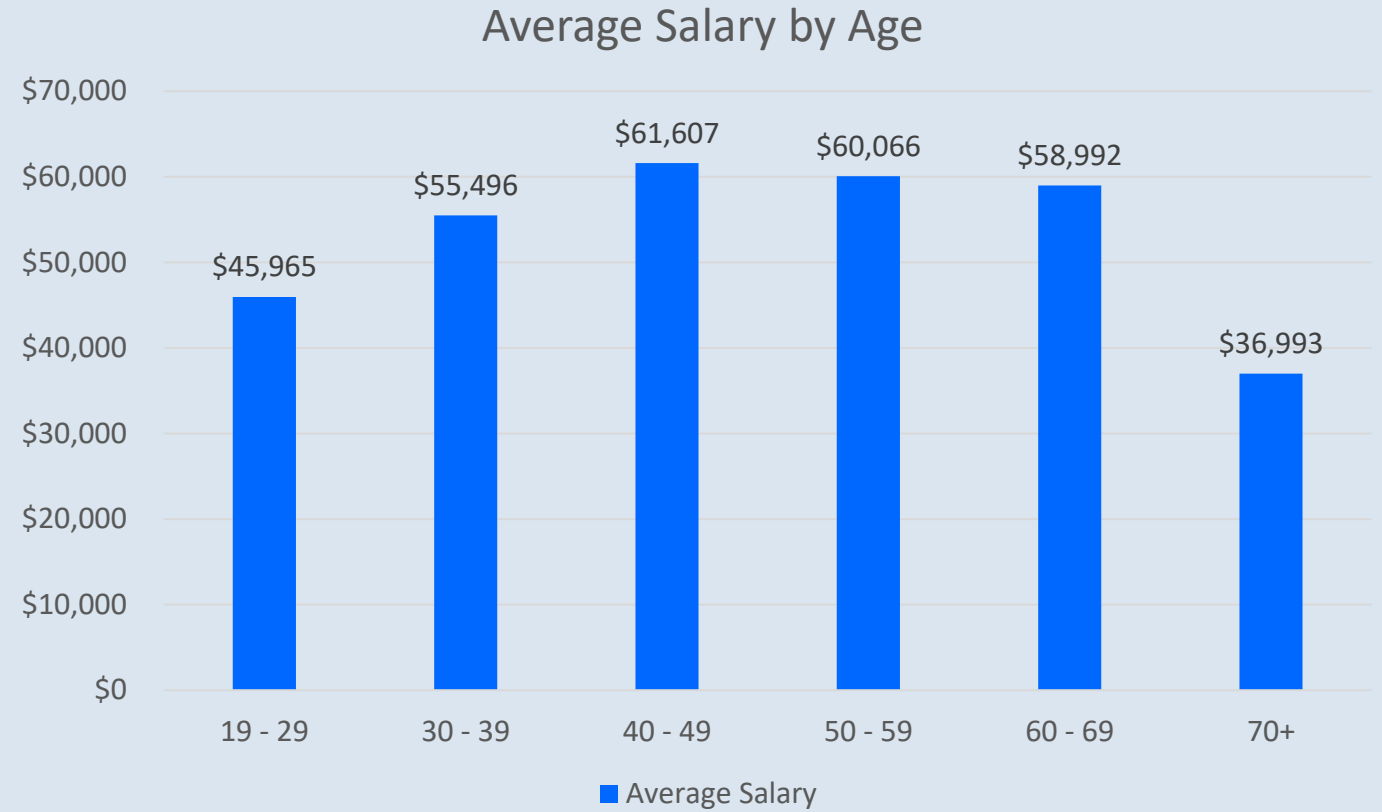
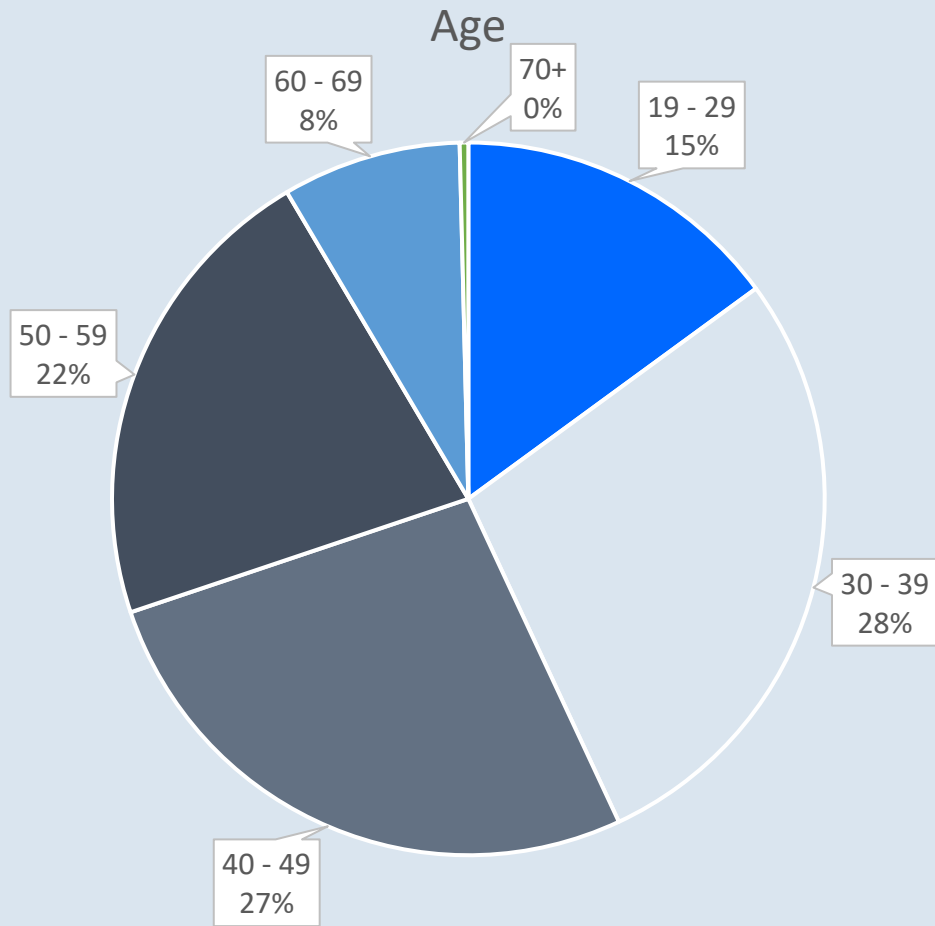
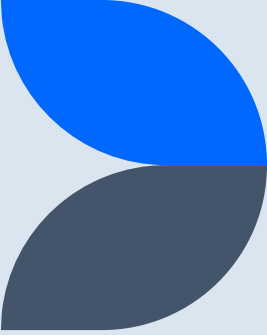
100 Lowest Compensated Employees



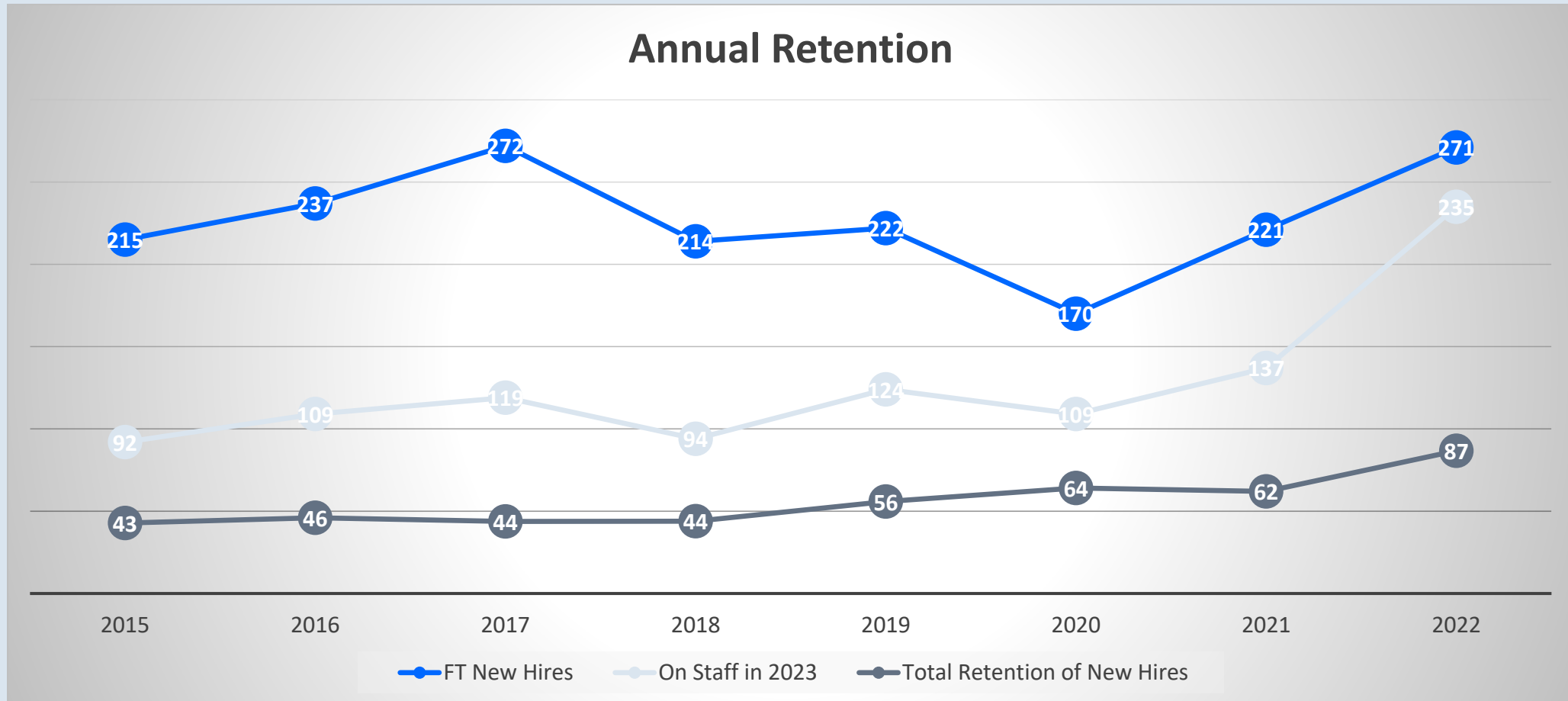
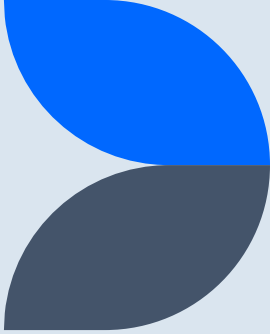
100 Lowest Compensated Employees by Race



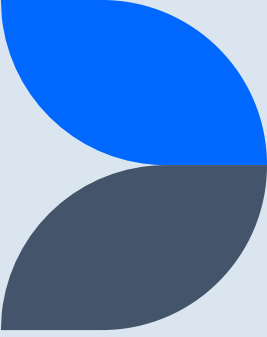
Workforce Demographics



5 Year Retention Rate



Recruitment Efforts



JOB FAIRS

- Attended 19 Job/Career Fairs between May 2022 and May 2023
 - Regional Colleges, Local Colleges, High School Recruiting Events, Virtual Fairs, Community Agencies

JOB POSTINGS

- Average monthly job postings: 28
- Average time to fill: 43.33 days
 - 123.88 days for Hard-to-Fill Positions

JOB POSTING AVENUES

- Regular job postings with 10+ agencies

SOCIAL MEDIA

- Social Media use for recruitment has increased by more than a 500% impression count on employment-related posts
- Reports attached

Retention

1/1/2022 – 5/15/2023

ALL NEW HIRES

Total Full-Time New Hires	Currently Employed	Retention Rate
386	314	79%

PUBLIC SAFETY NEW HIRES

Total Full-Time New Hires	Currently Employed	Retention Rate
73	49	67

Non-Public Safety Retention Rate

85%