



Human Resources Manager's Report

Organization, Personnel and Technology Committee

Item 7a

March 8, 2021

Currently Reported Statistics

- Provide monthly statistics in General Manager monthly report

Employee Statistics	<u>June 2020</u>	<u>February</u> 2021	<u>January</u> 2021
Regular Employees	1,799	1,794	1,810
Temporary Employees	29	25	25
Interns	9	5	5
Recurrents	21	20	20
Annuitants	17	12	13

Currently Reported Statistics

- Provide monthly statistics in General Manager monthly report

Statistics	<u>FY 19/20</u> <u>Totals</u>	<u>February</u> <u>2021</u>	<u>FISCAL</u> <u>YTD</u>
External Hires - Regular	127	9	48
External Hires - Temporary	29	2	17
External Hires – Interns	18	0	3
Internal Hires – Recruited	91	1	48
Management Requested Promotions	109	7	86
Retirements/Separations (regular employees)	124	21	59
Employee Requested Transfers	15	2	16

Currently Reported Statistics

- Provide monthly statistics in General Manager monthly report

Job Audit Statistics	<u>February</u> 2021	<u>January</u> 2021
Number of Job Audits in Progress	12	14
Number of Completed/Closed Job Audits	3	2
Number of New Job Audit Requests	1	5

Additional Information Requested

- Board requested additional statistics
- Job Audit Statistics for last 5 years

Year	Total Requests	Open	Closed	Reclassify Higher Level	Remain as Classified	Cancelled
2016	18	0	18	0	5	11
2017	25	0	25	3	13	9
2018	26	0	26	3	13	10
2019	20	0	20	1	12	7
2020	19	11	8	1	0	7
2021	2	2	0	N/A	N/A	N/A

Additional Information Requested

- Board requested additional statistics
- Job Analysis Statistics for last 2 years

Level of Promotion	2019	2020
Entry	0	0
Intermediate	33	17
Journey	39	39
Advanced Journey	36	31
Specialized	25	16
Management	0	0
TOTAL	133	103

Additional Information Requested

- Board requested additional statistics

Employee Relations Activity	<u>February</u> 2021	<u>January</u> 2021
Number of Grievances Currently Open	9	10
Number of Grievances at the Appeal Level	3	3
Number of Unfair Labor Charges	3	3

