



City of Harrisonburg, Virginia

Office of the City Manager

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Kurt D. Hodgen
City Manager

TO: Kurt Hodgen, City Manager
FROM: Marissa Keagy, HR Generalist Senior
DATE: 9-20-16
RE: Report to Council on Employment Statistics

Summary:

HR staff will present a report to City Council on employment statistics and demographics.

Background:

In 2014, City staff hosted several meetings with citizen's groups about those groups' concerns with the level of diversity among the City government workforce relative to the diversity of the population at large. In response to, and based on suggestions from the group, HR staff made adjustments to the City's employment advertising and outreach. An overview of those changes is included with the agenda item as "Attachment 1".

Also in 2014 a baseline was established indicating the demographic "breakout" of the City government workforce at that point in time. As part of tonight's report, updated information as of September 2016 has been provided and shown as Attachment 2. This report includes data from all types of employment – full-time, part-time and temporary.

Staff will conclude its report with some statistical information on the turnover rates of the full-time City government workforce from 2014 through August 2016 and on the number of employment applications received per year for that same period. It is assumed that the full-time positions is the focus area as they are generally the higher paying positions and include benefits such as health insurance and retirement. This information is shown as Attachment 3.

Attachments:

1. City government workforce demographics of 2014 as compared to 2016
2. Advertising & Outreach
3. Full-time employee turnover 2014 – 2016.

Review:

The initiating Department Director will place in Legistar, in sequence of transmittal, the names of each department that must initial their review in order for this item to be placed on the City Council agenda. The completion of review only addresses the readiness of the issue for Council consideration. This does not address the recommendation for approval or denial of the issue.

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