

# Workforce Data

Year End 2013

## Management Committee Presentation

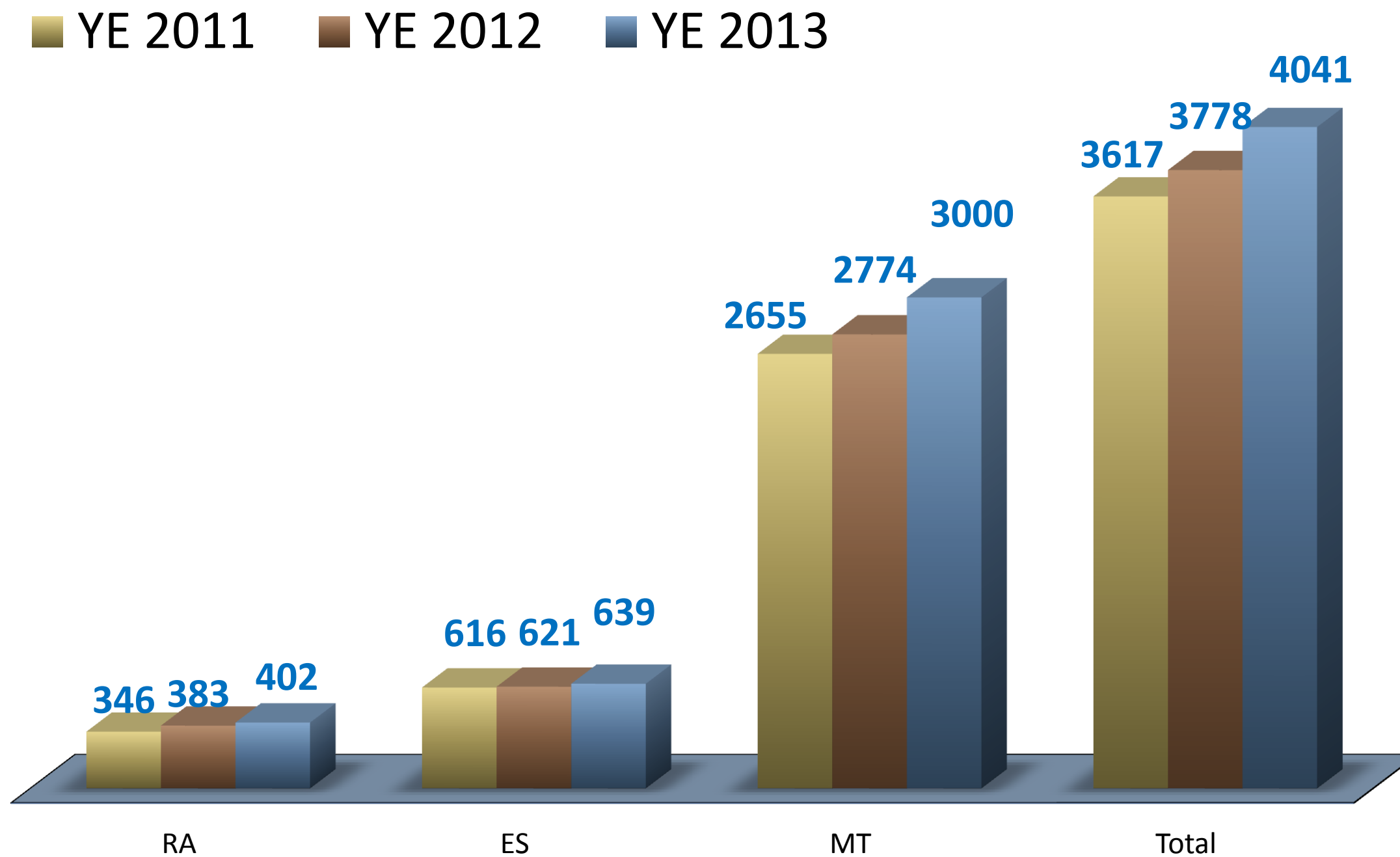
May 28, 2014

**Marcy Syman, HR Director**

1



# Headcount



10.5% over 2011

As % of Workforce:

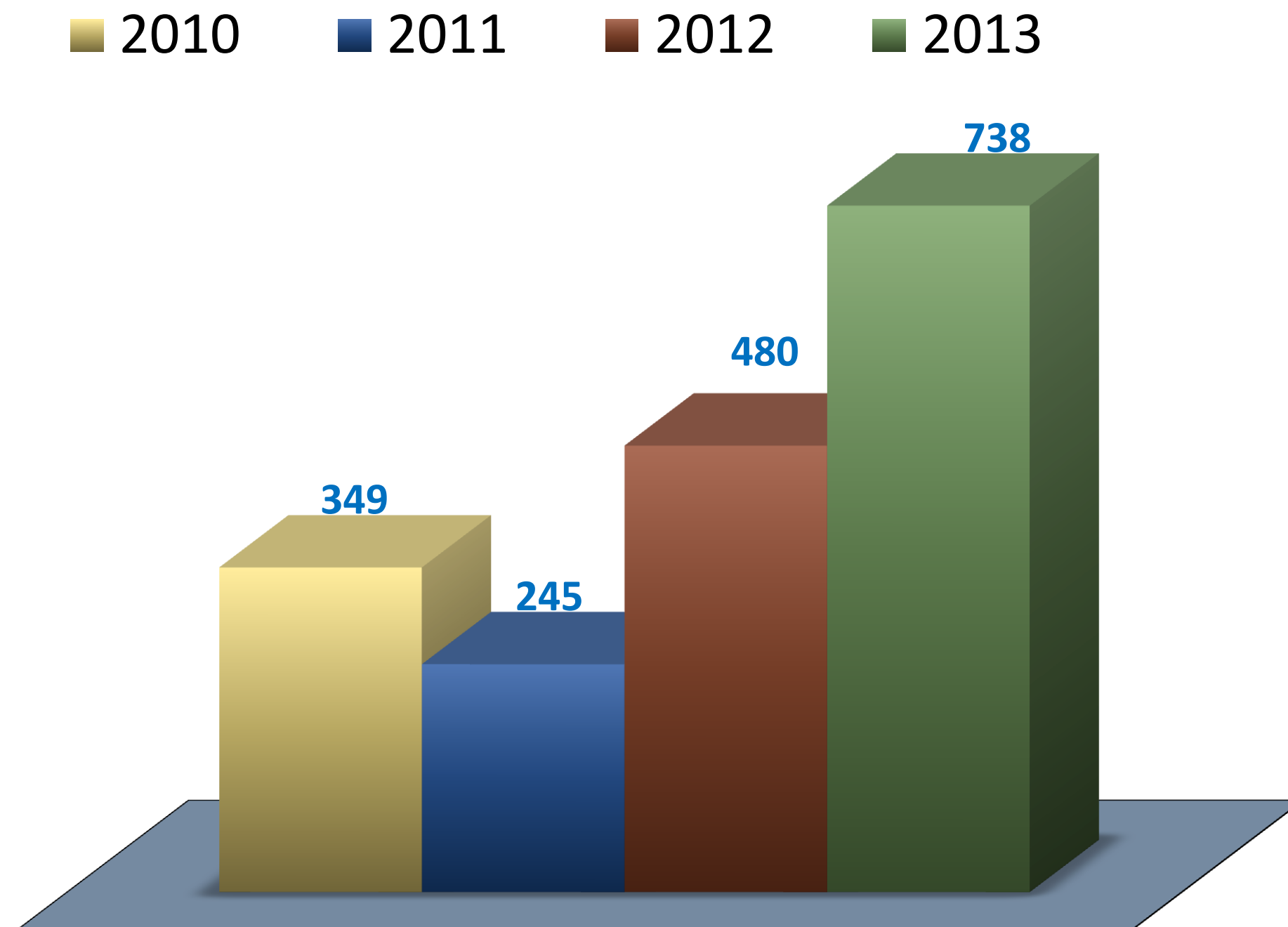
MT: 74.2%

ES: 15.8%

RA: 9.9%

Year End 2013 By Division

# Hires

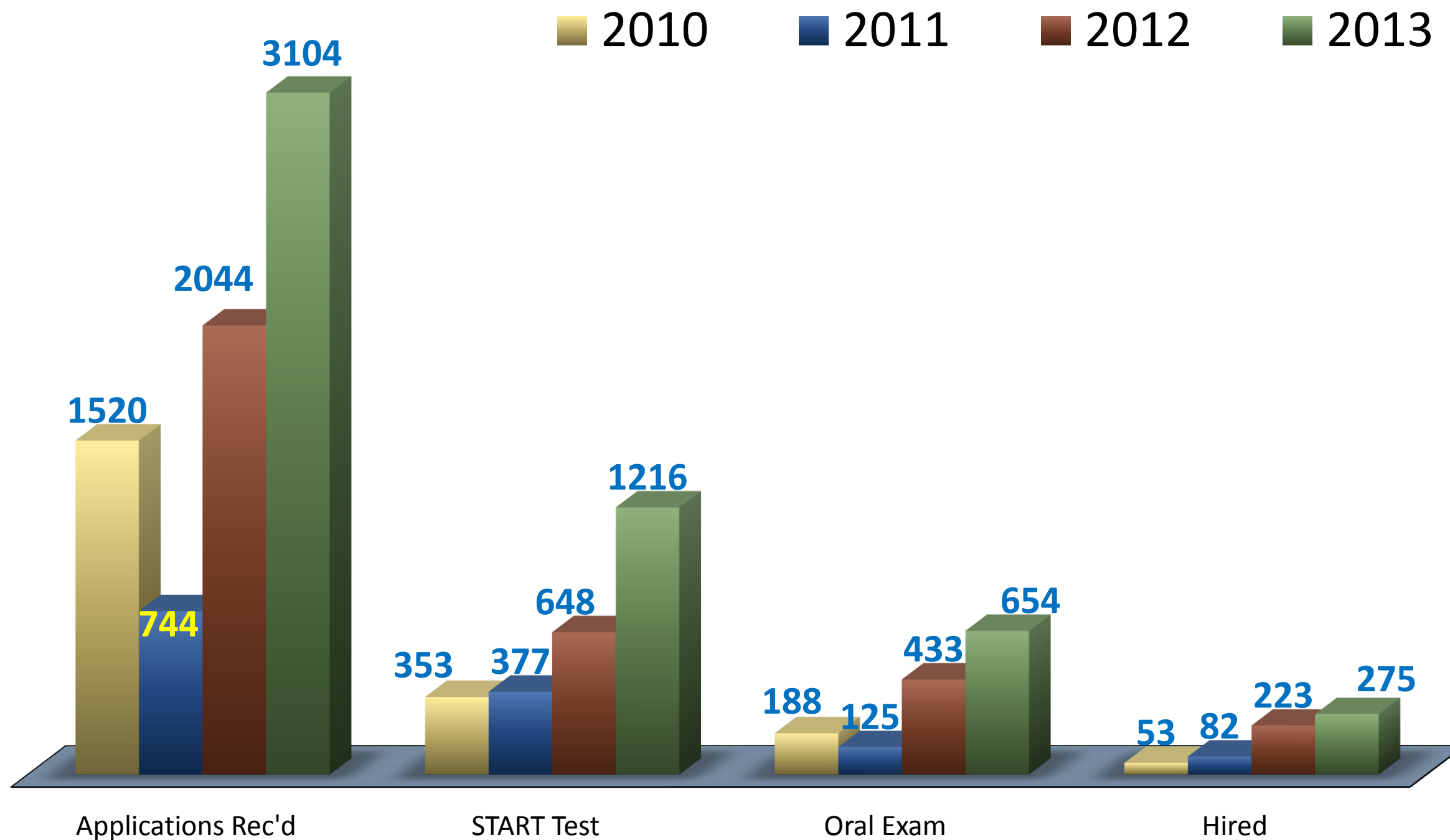


New hires, promotions, rehires, temps > 6 months

MT: 598 hires (73%)  
ES: 62 hires (14%)  
RA: 78 hires (26%)

53.9% over 2012

# PT Bus Operator Hires

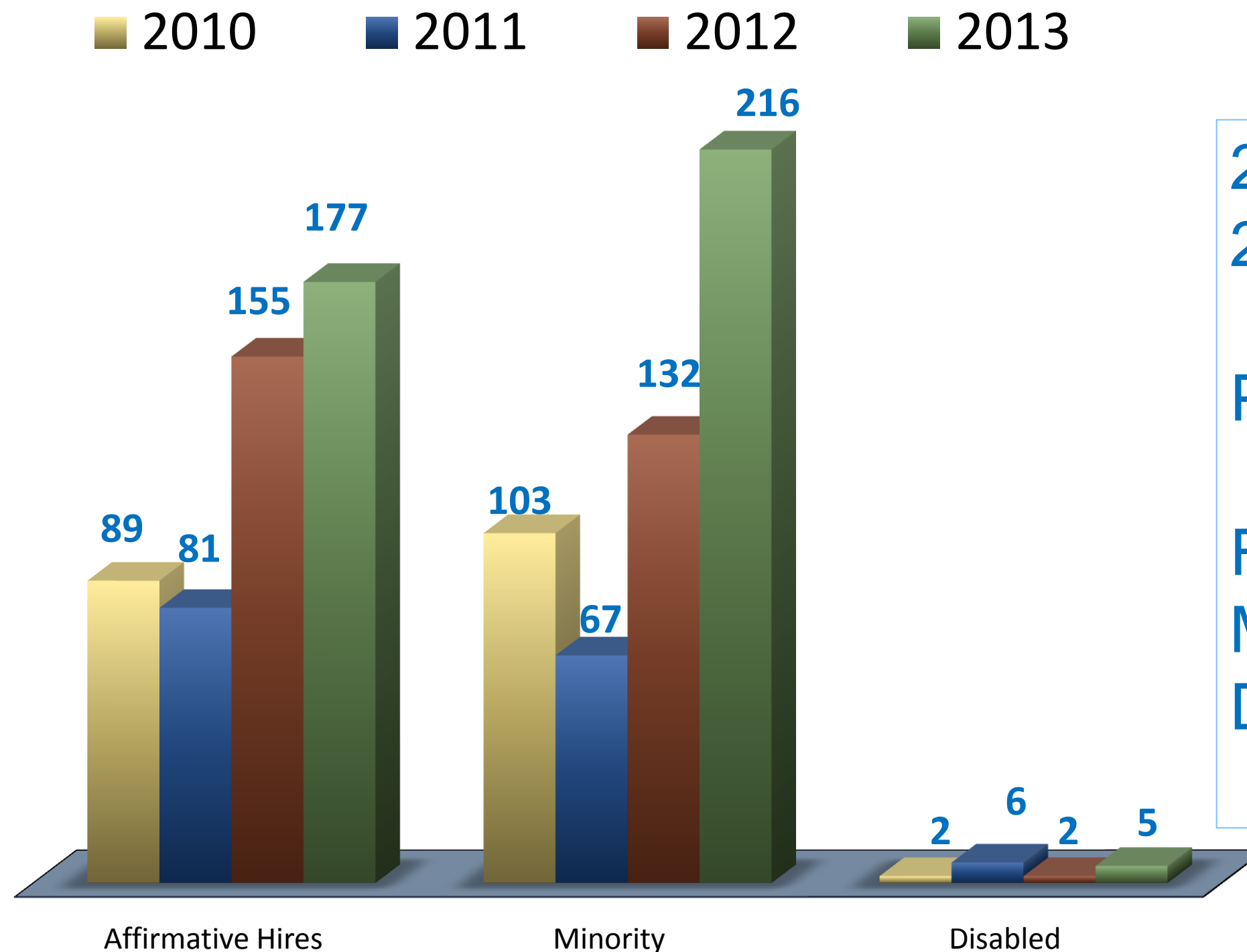


37.3% of all  
Council  
hires

Hire Goal:  
294  
93.5% of  
goal

Year End 2013

# Affirmative Hires



28% Overall Diverse 2013  
27% Overall Diverse 2009

Percentage of hires:

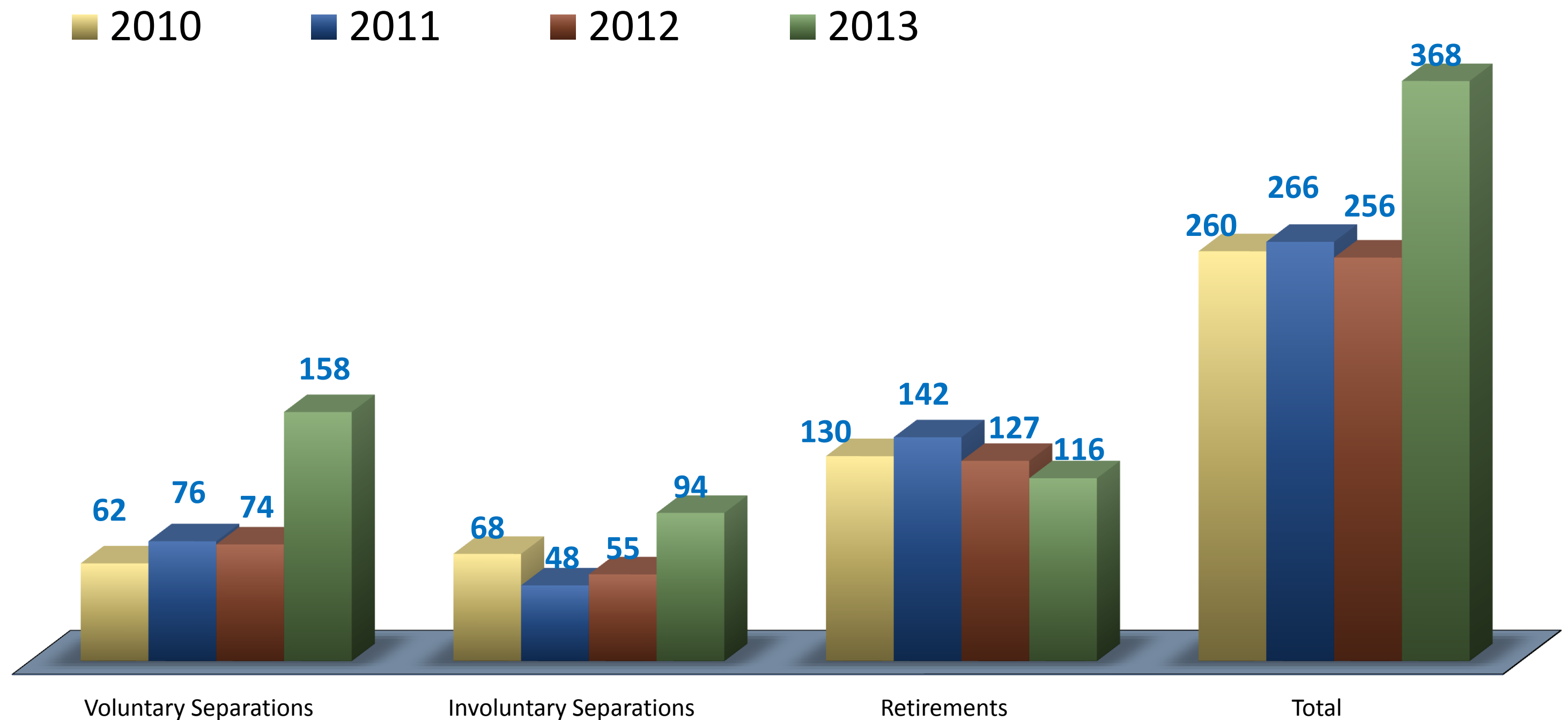
	<u>2012</u>	<u>2013</u>	<u>Q1-2014</u>
Female:	32%	24%	30%
Minority:	28%	31%	36%
Disabled:	.05%	1%	0%



# Efforts to improve diverse hiring

- Job Fairs: Hispanic Tiempo, St. Paul Hubbs Center, Veteran
- HR staff outreach: Autism Works, HHH Job Corps, YWCA, Vista, Latino Economic Development Center, Workforce Center Veteran Representatives
- OEO staff outreach: several diversity organizations to help their clients understand Council jobs and application processes
- Urban Scholars and internship programs
- Council jobs showcase and tour May 30<sup>th</sup> for diversity partners
- Diverse hiring initiative to kick-off in June

# Separations by Reason



# Expanded Separation Analysis

- Voluntary Separations:  
MT: 118 (63 bus operators)  
ES: 12  
RA: 28 (transferable skills/economic recovery)
- Involuntary Separations:  
74% were bus operators (failed probation, performance, medical disqualification)
- Retirement:  
34% of those eligible retired in 2013; down from 52% in 2012 and 42% in 2011