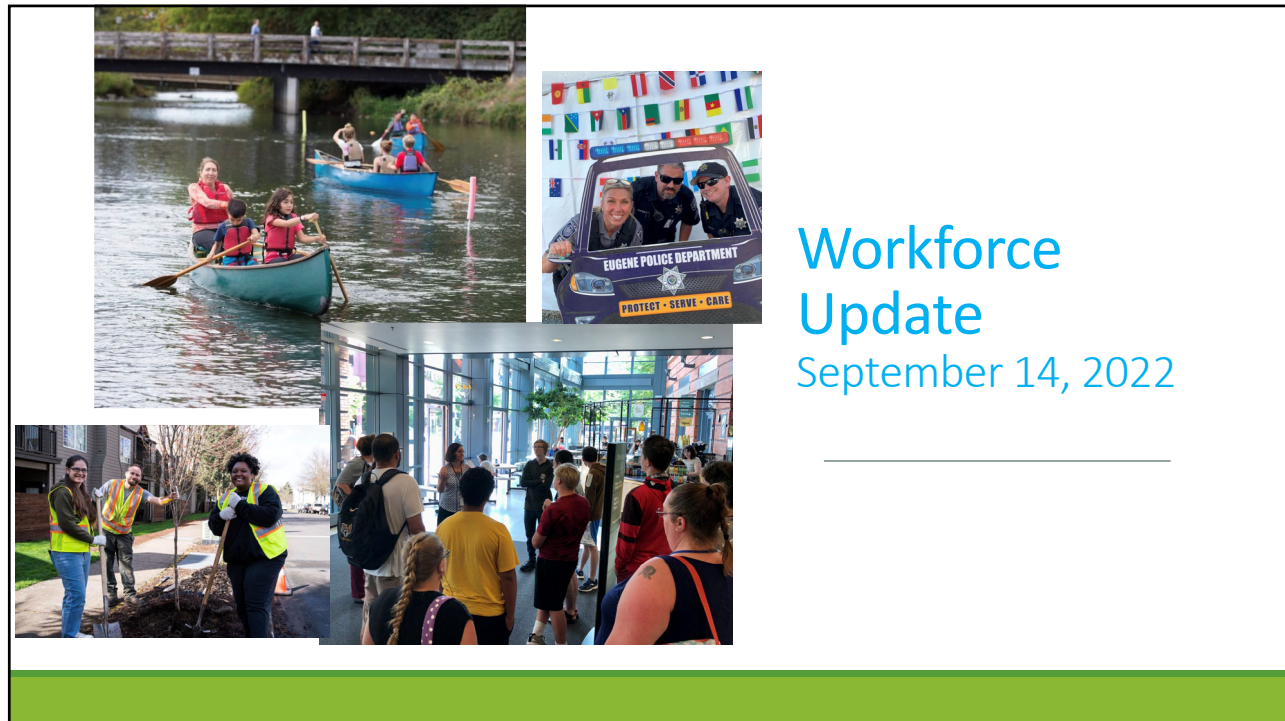




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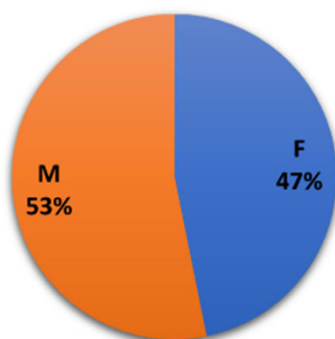
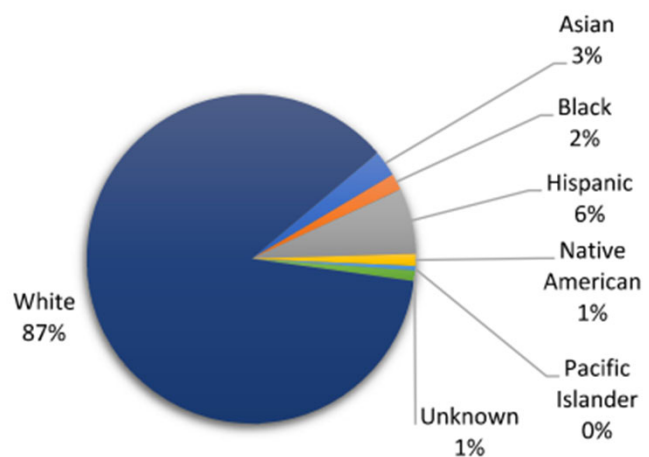
Workforce Update

- Our City Team
- Current Environment
- Workforce Trends and Shifts
- What's Ahead



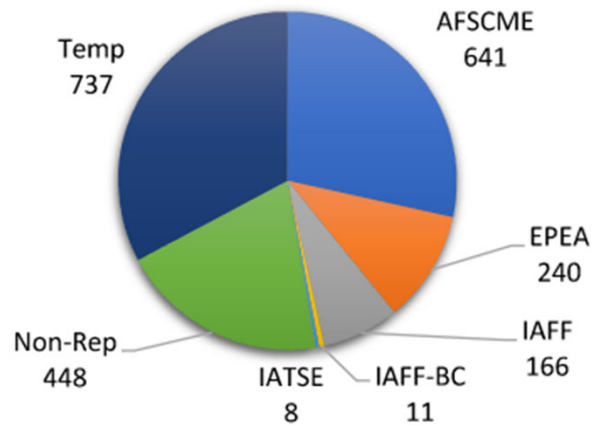
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Gender and Race/Ethnicity



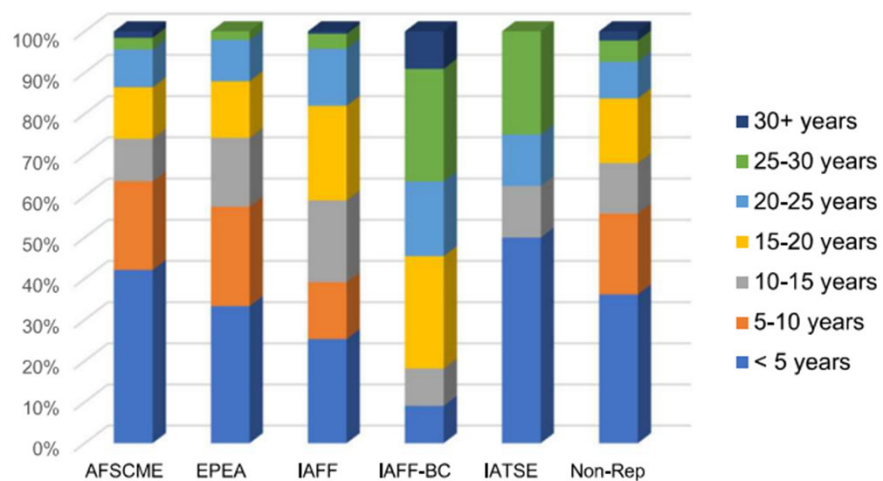
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Groups and Bargaining Units



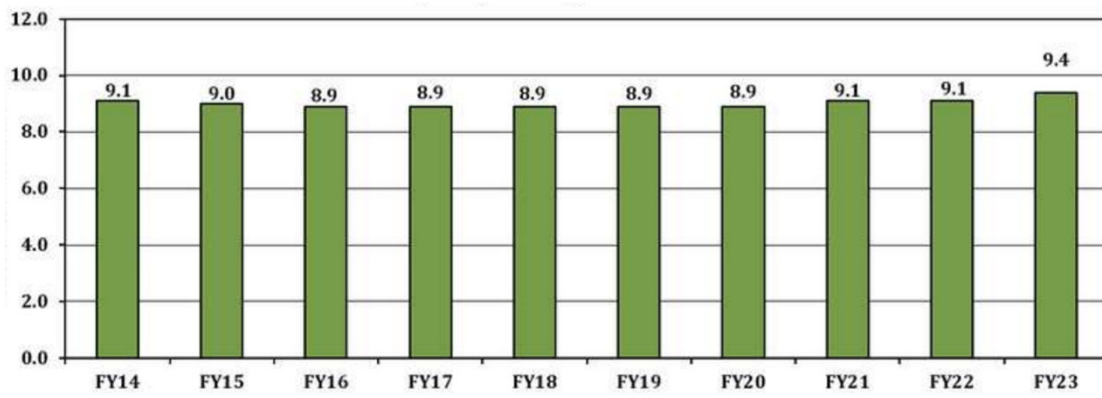
5

Years of Service



6

FTE Per 1000 Population



7

Workplace Shifts

- Endemic
- Racial and Social Justice
- Economic Shifts



8

Challenges

- Unfunded Mandates
- Increasing Community Need
- One Time Funding
- Limited Duration and Over Hires



9

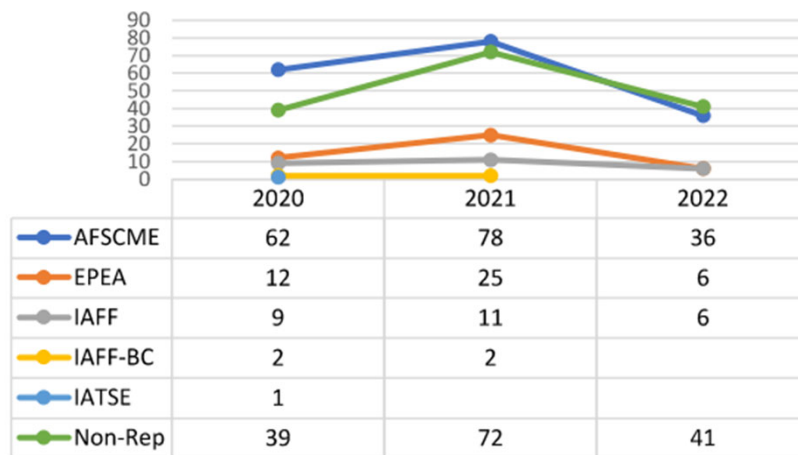
Impacts

- Changes In Use of Leave
- Increased Use of Health Benefits
- Resource Intensive Recruitments
- Employees Exiting



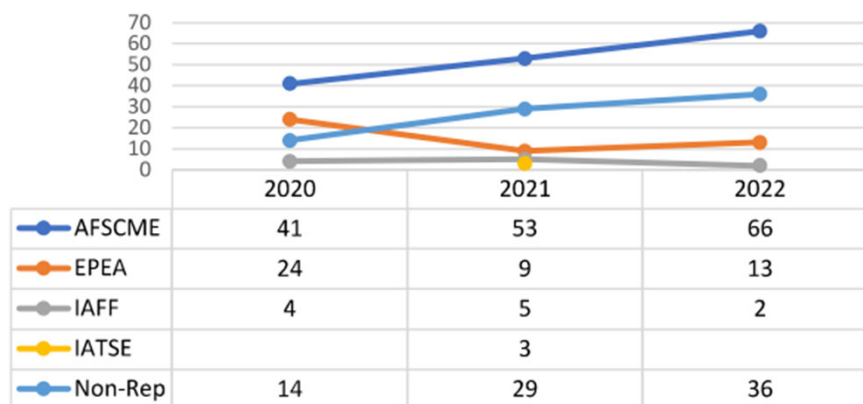
10

Separation by Employee Group



11

Hires by Employee Group



12

Maintaining a Healthy City Team

- Benefits
- Belonging
- Competitive and Transparent Pay
- Sustainable Workloads



13

Questions & Discussion



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