



Human Resources Updates

November 28, 2018

Finance and Administration Subcommittee Report

Vacancy Report

(as of November 1, 2018)

- ▶ **Permanent Vacancies: 181 (14.3%) (22.7% as of July 2017)**
 - ▶ Increase from October's 2018's 13.5%
 - ▶ Includes new authorized positions
- ▶ **Vacancy rate considering blanket incumbents - 10%**
 - ▶ **Blanket positions w/ Permanent and Limited Term Incumbents: 54**
 - ▶ Permanent: 36
 - ▶ Limited Term: 18
 - ▶ **Additional Intermittent Blanket positions: 55 (not in vacancy rate w/ P & LT)**
 - ▶ Retired Annuitants: 44
 - ▶ Civil Service Youth Aid & Student Assistants: 11
 - ▶ Data does not include Public Advocate's Office

Ongoing Efforts

- ▶ Position Control (including Blanket resources)
- ▶ Realignment
- ▶ Decentralization
- ▶ Occupational Health and Safety (including ergonomics)
- ▶ Training Program (including manager and supervisor programs; and unconscious bias)
- ▶ Complete HRD Reorganization (hires anticipated to be complete in next 4-6 weeks)
- ▶ Continue to move forward with identifying issues, streamlining processes, and drafting policies (when necessary)
- ▶ Change Management!!!