



A.S. Human Resources (HR) Report to Council

MAY 9, 2023

HR Workload Factors

*67 Hires in Quarter 1 2023

YEAR	Full-Time FTES	Separations	Hires	Workers' Compensation Claims
2022	969.9	96	142	79
2021	918.3	107	128	52
2020	891.3	73	59	41
2019	873.5	74	89	52
2018	861.2	67	105	54
2017	852.0	68	59	64
2016	838.7	47	69	59
2015	830.2	71	81	48
2014	811.8	58	61	76
2013	811.3	60	96	60
2012	821.5	50	62	63

FTES vs. Vacancies by Department

Department	Budgeted FTEs	Current Vacancies	Vacancy Rate
Administrative Services	77	7	9%
Assessor	31	0	0%
Auditor	17	2	12%
WSU Extension	2	0	0%
Council	11.5	0	0%
DC Probation	15.5	1	6%
District Court	21.5	2	9%
County Executive/Exec Non-Departmental	10	1	10%
Health	141.2	25	18%
Jail	90.5	9	10%
Juvenile Court/Detention	37	0	0%
Parks	28	4	14%
Planning & Develop Svcs	49	6	12%
Prosecuting Attorney	54	2	4%
Public Defender	43	1	2%
Public Works	181	19	10%
Sheriff	123.5	10	8%
Superior Court	48	4.5	9%
Treasurer	13	0	0%
Total FTEs/Avg vacancy rate	993.7	93.5	9%

Recruitment Efforts

- **Neogov cloud-based recruitment**
 - ✓ Transitioned all Departments from CivicHR
 - ✓ Candidate Interview Self-Scheduling
 - ✓ E-Reference Checks
 - ✓ Building foundation for additional automation in future
- **Community Outreach**
 - ✓ Sikh Temple Job Fair
 - ✓ Cascade Radio Group Job Fair
 - ✓ Western WA University Job Fair
 - ✓ Northwest Construction Industry Career Event

Training & Development

- **Leadership**

- ✓ WCRP Supervision 101 and 201 – On Demand
- ✓ DEIB Training – June 2023
- ✓ Supervisory Roundtables – Returning Summer 2023

- **Risk Management**

- ✓ Respectful Workplace Training (Bias/DEI & Preventing Harassment/Discrimination/Bullying)
- ✓ Safety Training: Defensive Driving, First Aid/CPR (new hybrid option), Bloodborne Pathogens

- **All Staff**

- ✓ Situational Awareness and Verbal SWAT – March 2023
- ✓ Gender Identity Training – Q3 and Q4 2023
- ✓ Public Records Act – Q3 and Q4 2023

Collective Bargaining

INTEREST ARBITRATION ELIGIBLE

Union	Contract Term
Deputy Sheriff's Guild	2023-2025
Teamsters Corrections	2023-2025
FOP Sheriff Management	2022-2024
FOP Corrections Management	2022-2024

NOT INTEREST ARBITRATION

Union	Contract Term
Teamsters Master *anticipate to Council on 6/6	2023-2025 *tentative agreement out to vote
WSNA (nurses)	2023-2025
IBU/MMP (Ferry)	2023-2025
AFSCME PD	2022-2024
PROTEC17	2022-2023

Unrepresented Employees

- **Completed Compensation Study**
- **Simplified and Modernized Salary Plan**
- **Implemented Paid Time Off Benefits**

Questions
