

December Bureau of Human Resources Dashboard - Citywide Summary

The Bureau of Human Resources Dashboard is an interactive data visualization that allows exploration of key metrics related to recruitment and retention. This tool is updated monthly to depict the prior months' performance measures.

The data presented in this summary is aggregated for all City bureaus except Public Safety (Portland Police Bureau, Portland Fire & Rescue, Fire & Police Disability & Retirement, and the Bureau of Emergency Communication).

The data are cumulative for the FY19 fiscal year to date, from July 1, 2018 to December 31, 2018.

Recruitment Timeline Metrics – Time to Fill and Time to Post

Time to Fill is the length of time between the date a requisition is received by the Bureau of Human Resources to the date a verbal offer is extended to the selected candidate.

The average Time to Fill for recruitments for December was 66 days. The average for the current fiscal year to date is 83 days.

Time to Post is the length of time between the date a requisition is received by the Bureau of Human Resources to the date that the job is posted and can begin accepting applications. Some recruitments are for only one bureau, while others require coordination among multiple bureaus.

The average Time to Post for December was 7 business days. The average for the current fiscal year to date is 6 business days.

The Time to Post for single-bureau recruitments for December was 7 business days. The average for multi-bureau recruitments was 4 business days. The average for the current fiscal year to date for single-bureau recruitments is 6 business days.

Recruitment Timeline Metrics – Closing to List and Referral to Offer

Closing to List is the length of time from the date a recruitment closes to the date when the list of eligible candidates is produced. The final step of the recruitment process varies among recruitments. For some recruitments, the final step is a BHR review, where applications are reviewed by staff in the Bureau of Human Resources; some recruitments have an SME review, where applications are reviewed by subject matter experts in the hiring bureau; and some recruitments have some form of testing as the final step to determine which candidates meet the minimum qualifications and make the eligible list.

The average Closing to List for December was 6 days. The average Closing to List for the current fiscal year to date is 14 days.

For recruitments whose final step was a BHR review, the average Closing to List for December was 10 days. For recruitments whose final step was an SME review, the average Closing to List for December was 4 days. The average for the current fiscal year to date for recruitments whose final step was a BHR review was 14 days.



Referral to Offer is the length of time from the date a list of eligible candidates is referred to the hiring bureau to the date when a verbal offer is made to the selected candidate.

The average Referral to Offer for December was 32 days. The average Referral to Offer for the current fiscal year to date is 36 days.

Recruitment Volume Metrics

The number of vacancies filled in December was 66. The total number of vacancies filled in the current fiscal year to date is 447.

The number of new requisitions received by the Bureau of Human Resources in December was 76. Of these, 34 were requests to conduct new recruitments. The total number of requisitions received in the current fiscal year to date is 540, of which 280 were requests to conduct new recruitments.

The new requisitions received in December requested that 78 vacancies be filled. The total number of vacancies that have been requested to be filled for the current fiscal year to date is 554.

Qualified Applicant & Hire Diversity

The number of qualified applicants who applied for positions that were filled in the current fiscal year to date was 9,576.

58% of qualified applicants identified as male, 41% identified as female, and 1% did not disclose their gender.

69% of qualified applicants identified as White or European American, 1% as American Indian or Alaska Native, 7% as Asian, 6% as Black or African American, 9% as Hispanic or Latino, 1% as Native Hawaiian or Other Pacific Islander, 6% as Two or More Races, and 2% did not disclose their race/ethnicity.

5% of qualified applicants identified as having a disability or previously having a disability, 90% identified as not having a disability, and 5% did not disclose their disability status.

5% of qualified applicants identified as veterans, 94% identified as non-veterans, and 1% did not disclose their veteran status.

The number of applicants who have been hired for positions in the current fiscal year to date is 447.

56% of hires identified as male, 43% identified as female, and 2% did not disclose their gender.

66% of hires identified as White or European American, 1% as American Indian or Alaska Native, 8% as Asian, 7% as Black or African American, 9% as Hispanic or Latino, 1% as Native Hawaiian or Other Pacific Islander, 6% as Two or More Races, and 2% did not disclose their race/ethnicity.



Sourcing Metrics

Of the 9,576 qualified applicants for positions that were filled in the current fiscal year to date, 40% indicated that they first learned about the position on the City of Portland Website. 25% first learned about the position from a job board, and 7% learned by word of mouth.

Of the 447 hires in the current fiscal year to date, 36% first learned about the position on the City of Portland website. 13% learned from a job board and 12% learned by word of mouth.

Quality of Hire Metrics – Attrition

Since the beginning of the current fiscal year, 53 individuals have left employment with the City within their first year of employment. Of the 53, 39 left voluntarily and 14 left involuntarily.

13 individuals left employment with the City in December. Of those 13, 1 left voluntarily within 60 days of employment, and 7 left voluntarily within 1 year of employment. 5 left involuntarily within 1 year of employment.

Employee Movement

394 employees have moved from their positions (leaving behind vacancies that needed to be filled) either by promotion, transfer, demotion or termination during the current fiscal year.

In December, 27 employees promoted, 4 employees transferred, 1 employee demoted, and 42 employees left their employment with the City.

Recruitment Events

Since the beginning of the current fiscal year, Bureau of Human Resources representatives have attended 81 recruitment events and engaged with 1,414 attendees.

For More Information

If you are a person with a disability who is using a screen reader and you have a need for data for a specific bureau or classification, or for a previous month or fiscal year, you may submit a request to Carol Cruzan at carol.cruzan@portlandoregon.gov.

