

## **November Bureau of Human Resources Dashboard – Public Safety 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 the Public Safety bureaus (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 November 30, 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 November was 146 days. The average for the current fiscal year to date is 202 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 November was 6 business days. The average for the current fiscal year to date is 8 business days.

The Time to Post for single-bureau recruitments for November was 6 business days. The average for the current fiscal year to date for single-bureau recruitments is 7 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 November was 4 days. The average Closing to List for the current fiscal year to date is 20 days.

For recruitments whose final step was a BHR review, the average Closing to List for November was 3 days. For recruitments whose final step was an SME review, the average Closing to List for November was 4 days. The average for the current fiscal year to date for recruitments whose final step was a BHR review was 3 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 November was 47 days. The average Referral to Offer for the current fiscal year to date is 95 days.

### **Recruitment Volume Metrics**

The number of vacancies filled in November was 7. The total number of vacancies filled in the current fiscal year to date is 53.

The number of new requisitions received by the Bureau of Human Resources in November was 6. Of these, 3 were requests to conduct new recruitments. The total number of requisitions received in the current fiscal year to date is 51, of which 33 were requests to conduct new recruitments.

The new requisitions received in November requested that 7 vacancies be filled. The total number of vacancies that have been requested to be filled for the current fiscal year to date is 80.

### **Qualified Applicant & Hire Diversity**

The number of qualified applicants who applied for positions that were filled in the current fiscal year to date was 2118.

69% of qualified applicants identified as male, 30% identified as female, and 1% did not disclose their gender.

68% of qualified applicants identified as White or European American, 1% as American Indian or Alaska Native, 5% as Asian, 5% as Black or African American, 13% as Hispanic or Latino, 1% as Native Hawaiian or Other Pacific Islander, 5% as Two or More Races, and 1% did not disclose their race/ethnicity.

5% of qualified applicants identified as having a disability or previously having a disability, 82% identified as not having a disability, and less than 1% did not disclose their disability status.

18% 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 53.

60% of hires identified as male, 40% identified as female, and 0% did not disclose their gender.

79% of hires identified as White or European American, 0% as American Indian or Alaska Native, 6% as Asian, 2% as Black or African American, 8% as Hispanic or Latino, 2% as Native Hawaiian or Other Pacific Islander, 4% as Two or More Races, and 0% did not disclose their race/ethnicity.



## **Sourcing Metrics**

Of the 2118 qualified applicants for positions that were filled in the current fiscal year to date, 37% indicated that they first learned about the position on the City of Portland Website. 19% first learned about the position from a job board, and 14% learned by word of mouth.

Of the 53 hires in the current fiscal year to date, 28% first learned about the position on the City of Portland website. 23% learned from a job board and 15% learned by word of mouth.

## **Quality of Hire Metrics – Attrition**

Since the beginning of the current fiscal year, 6 individuals have left employment with the City within their first year of employment. Of those 6, 4 left voluntarily and 2 left involuntarily.

0 individuals left employment with the City in November.

## **Employee Movement**

83 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 November, 8 employees promoted, 0 employees transferred, 1 employee demoted, and 4 employees left their employment with the City.

## **Recruitment Events**

Since the beginning of the current fiscal year, Bureau of Human Resources representatives have attended 70 recruitment events and engaged with 1316 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](mailto:carol.cruzan@portlandoregon.gov).

