



Human Resources Manager's Report

Organization, Personnel and Technology Committee
Item 7a
August 16, 2021

Employee Statistics

- 3 year comparison

Employee Statistics	<u>June 2019</u>	<u>June 2020</u>	<u>June 2021</u>
Regular Employees	1,774	1,799	1,806
Temporary Employees	29	29	30
Interns	20	9	3
Recurrents	22	21	20
Annuitants	14	17	16

- Monthly statistics provided in General Manager monthly report

Activity Statistics

Statistics	FY 18/19	FY 19/20	FY 20/21
External Hires - Regular	125	127	74
External Hires - Temporary	40	29	30
External Hires – Interns	38	18	3
Internal Hires – Recruited	98	91	60
Management Requested Promotions	130	109	149
Retirements/Separations (regular employees)	118	124	78
Employee Requested Transfers	19	15	20

Activity Statistics

- Grievances – MOU dispute resolution process
- Disciplines – Due to misconduct or policy violation
- PERB Charges – Union initiated charge with the Public Employee Relations Board

Employee/Labor Relations Activity	FY 18/19	FY 19/20	FY 20/21
Grievances	21	10	7
Disciplines	24	15	14
PERB Charges	1	3	2

Activity Statistics

- Job Audit – Employee requested review of job assignments to determine if appropriately classified
 - Tracked by Calendar Year

Job Audit Statistics	2019	2020	2021
Number of Job Audits Requested	20	18	7
Number of Job Audits Completed	13	13	0
Number of Job Audits Open	0	5	7
Number of Job Audits Cancelled	7	8	0
Results: Promotions	1	1	N/A
Results: Remain as Classified	12	4	N/A

Activity Statistics

- EEO Complaints/Investigations
 - Tracked by Calendar Year

EEO Complaints/Investigations	2019	2020	2021
Number of Investigations	16	15	21
Substantiated	2	4	1
Unsubstantiated	14	3	0
Open	0	8	20

