



“STEWARDSHIP IN FORESTRY”

JANUARY 2017

Human Resources Dashboard

ODF SNAPSHOT

- 875.06 Authorized FTE
- 1201 Positions
 - 510 Seasonal
 - 691 Permanent/LD
- 1034 Employees during fire season, not including emergency hires (July)
- 628 Employees during winter (January)



DASHBOARD

2016 RETENTION DATA

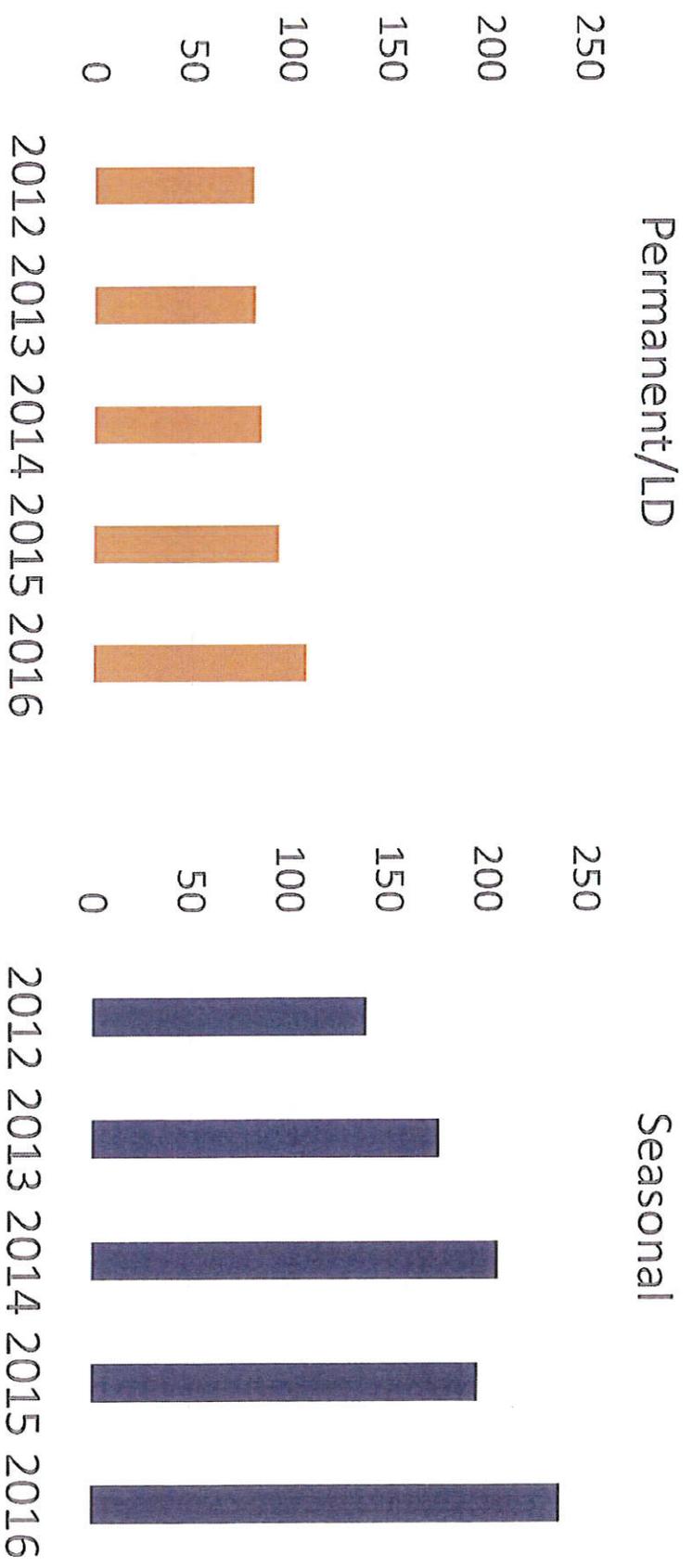
- Permanent/LD Employee Turnover*: 9.7%
- Fire Season Turnover: 34.5%
- Average State Service Permanent/LD Employees: 14.5 years

* *Employee turnover includes retirements, resignations, transfers or promotions to other state agencies, and involuntary terminations.*

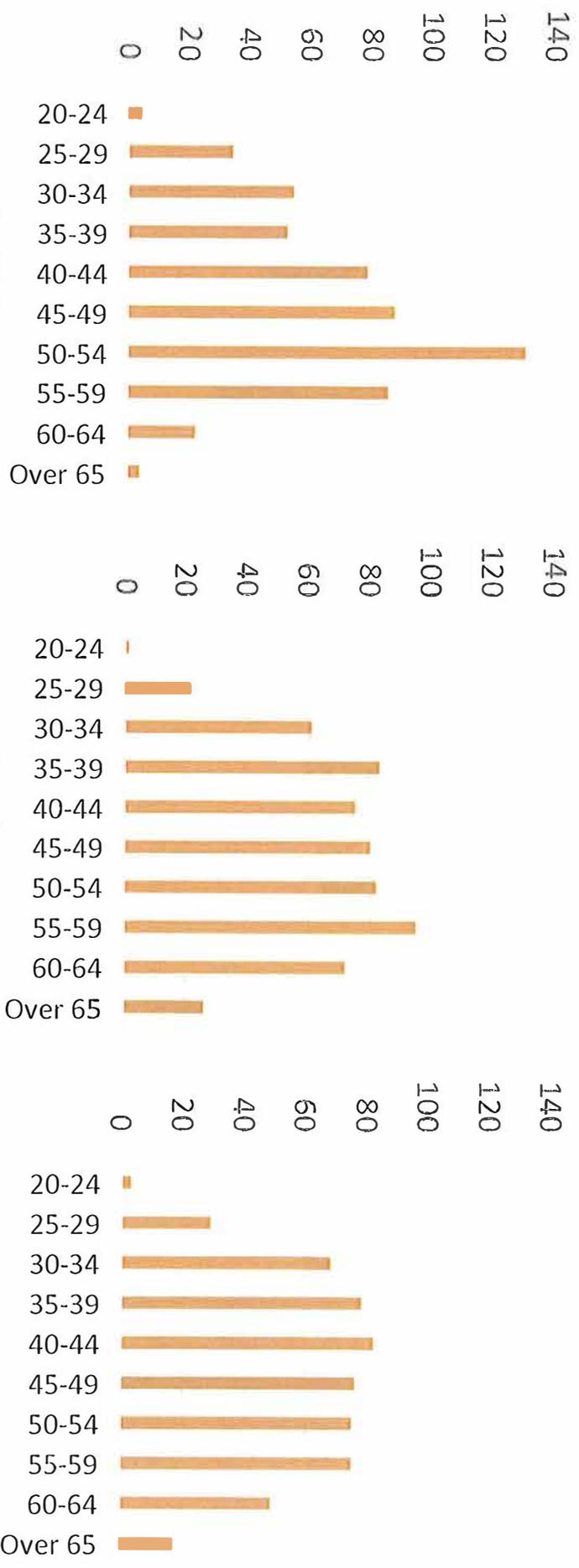


DASHBOARD

NEW APPOINTMENTS (Including Promotions)



AGE OF PERMANENT EMPLOYEES



2006

2014

2016

DASHBOARD



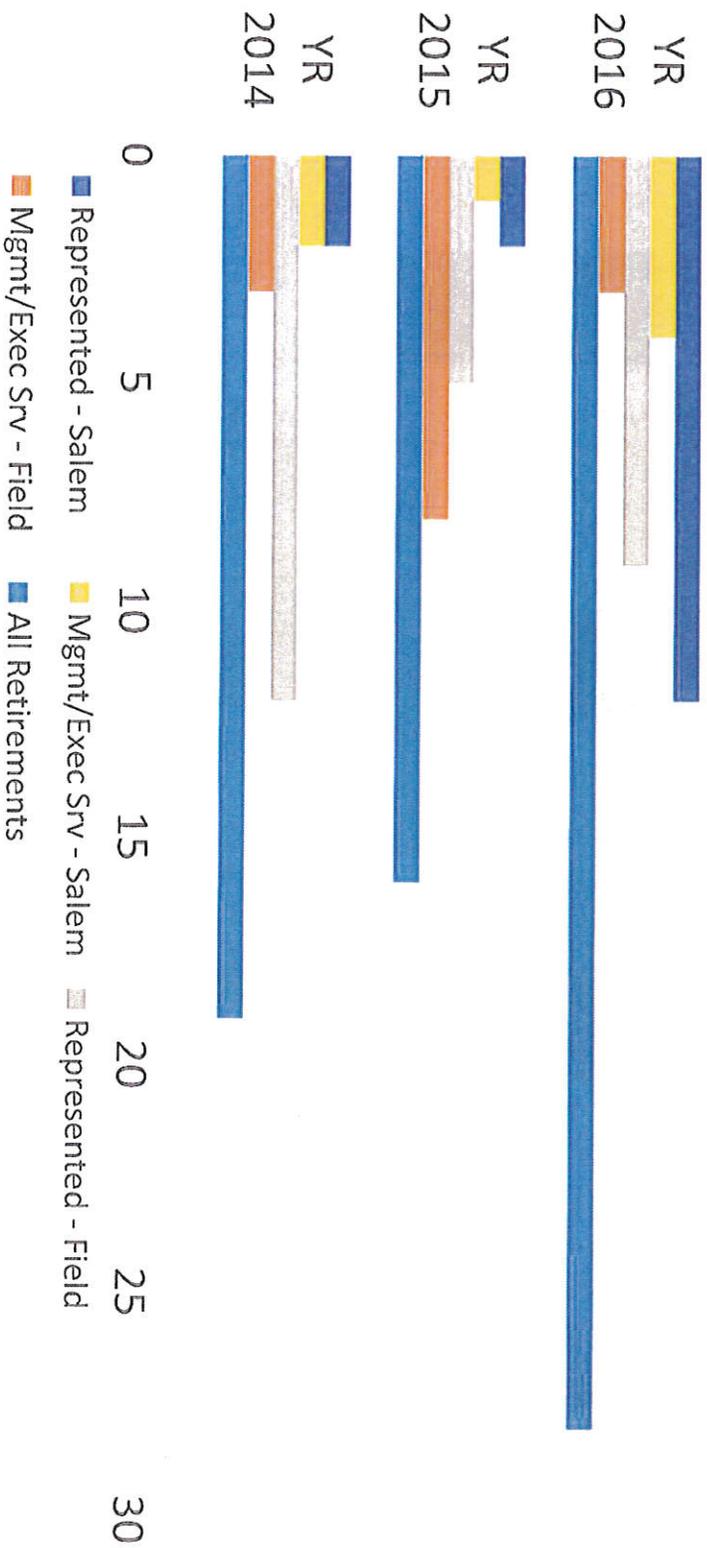
ODF RETIREMENTS BY YEAR



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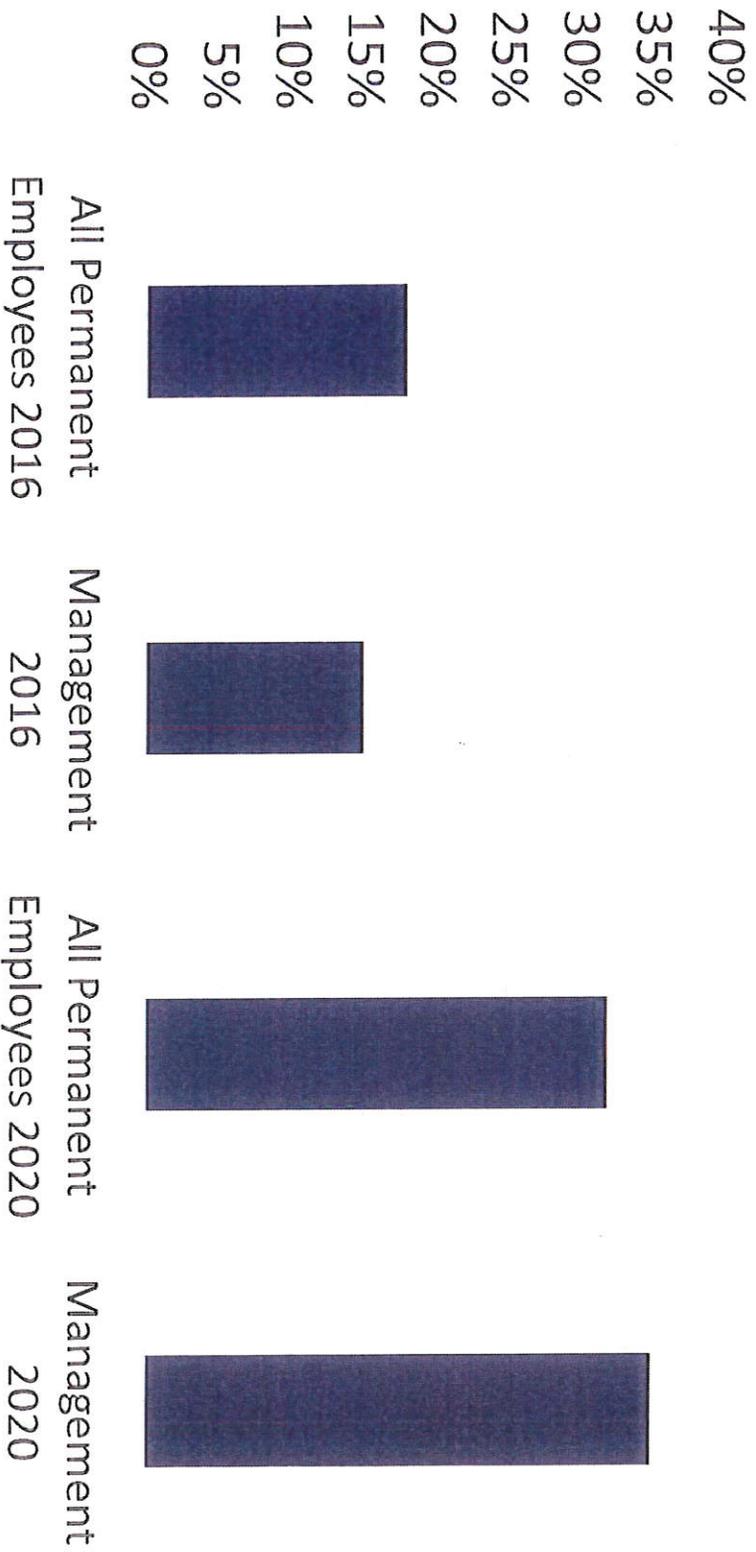


Retirements by Year and Service Classification



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RETIREMENT ELIGIBILITY



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LEADERSHIP TEAM (LT) SNAPSHOT

The Leadership Team is made up of 41 staff members and includes

- Executive Leadership – 15 staff
- Divisional and Field Leadership – 21 staff
- Administrative Services Program Directors – 5 staff



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INTERNAL/EXTERNAL CANDIDATES FOR LT VACANCIES - 2016

District Forester



CIO, Partnership & Planning



Division Chief



Assistant to the Area Director



■ ODF Eligible Candidates
 ■ Total Eligible Candidates



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2016 LT RECRUITMENT DATA

- 7 vacancies at the LT level
- Out of 54 total candidates, 18 were internal to ODF
- 7 ODF candidates were hired



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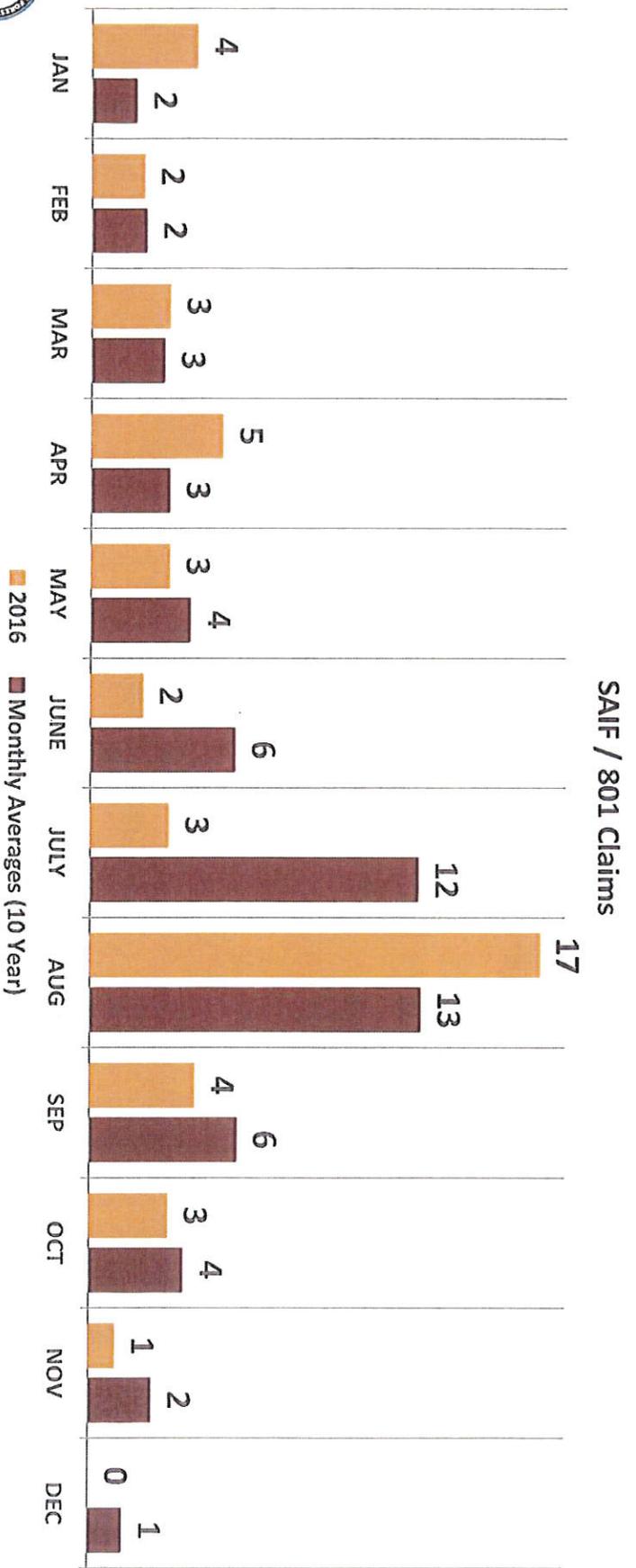
2016 LEADERSHIP TRAINING

- 39 employees selected for formal leadership development programs:
 - ODF Agency Leadership Program
 - PSU Executive Seminar
 - ASCENT Manager's Leadership Program
 - Pacific Program
 - Leadership Oregon
- Average 12.6 days of leadership training per student



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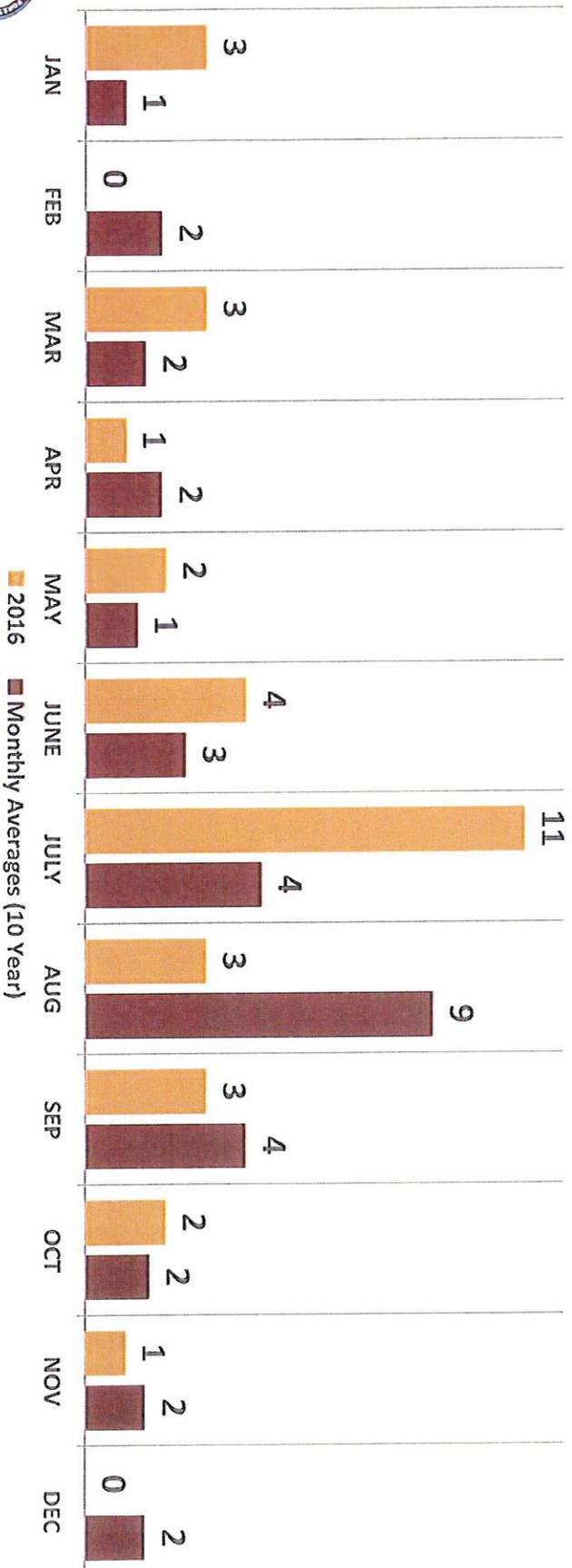
SAFETY STATISTICS – 2016 SAIF/801 CLAIMS VS MONTHLY AVERAGES



DASHBOARD

SAFETY STATISTICS – 2016 VEHICLE INCIDENTS VS MONTHLY AVERAGES

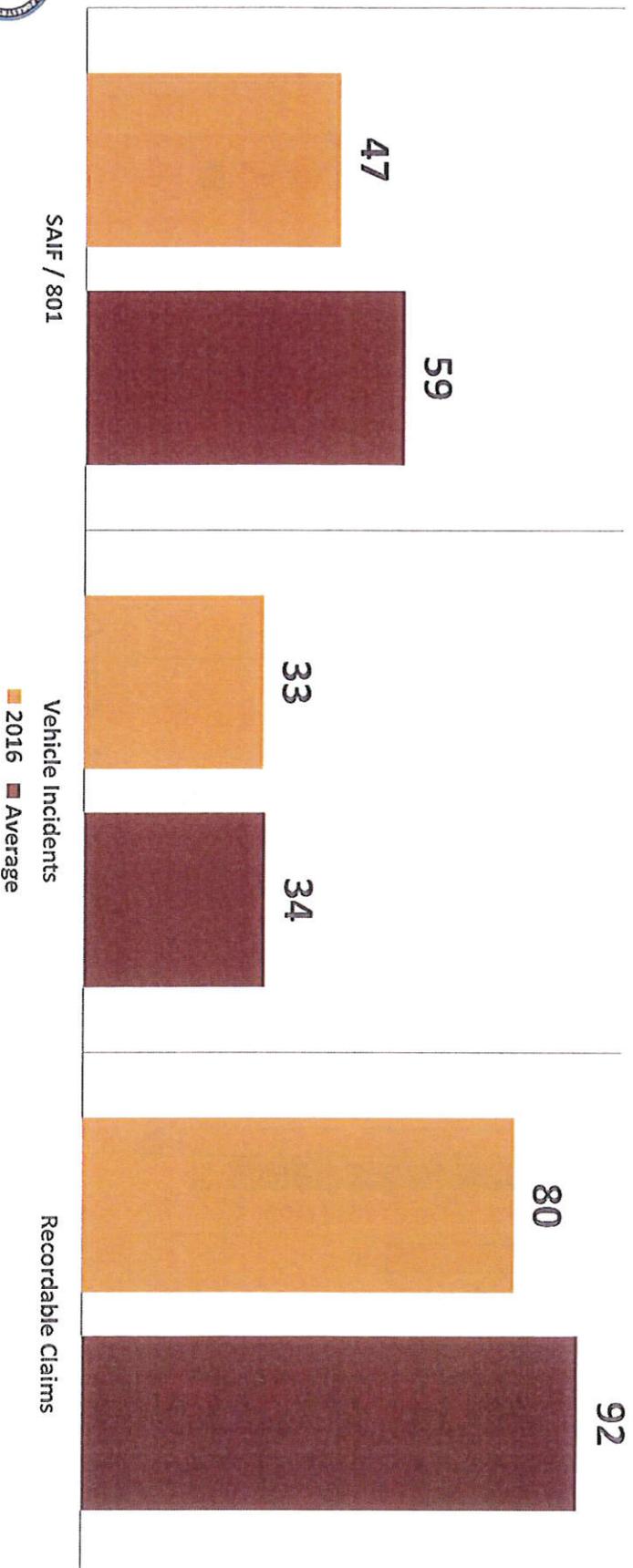
Vehicle Incidents



DASHBOARD

SAFETY STATISTICS - 2016 INCIDENTS VS 10 YEAR AVERAGES

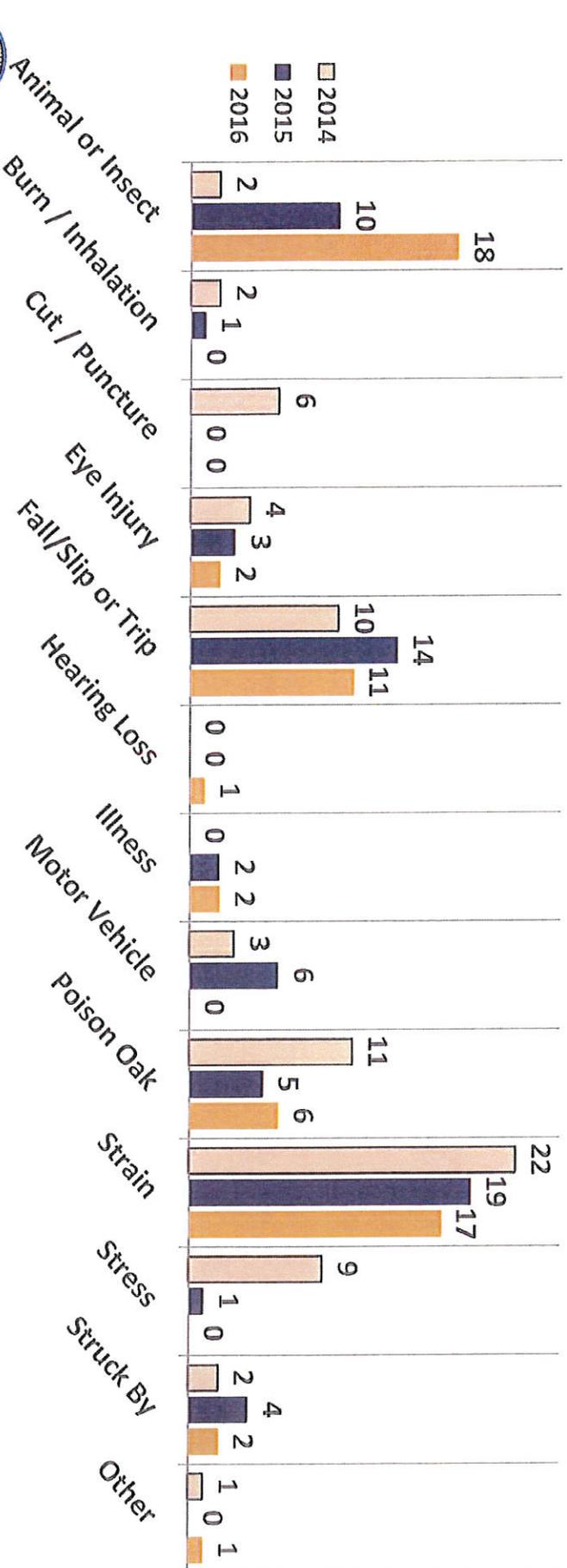
Incidents vs 10 Year Averages



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SAFETY STATISTICS – INJURY CAUSES

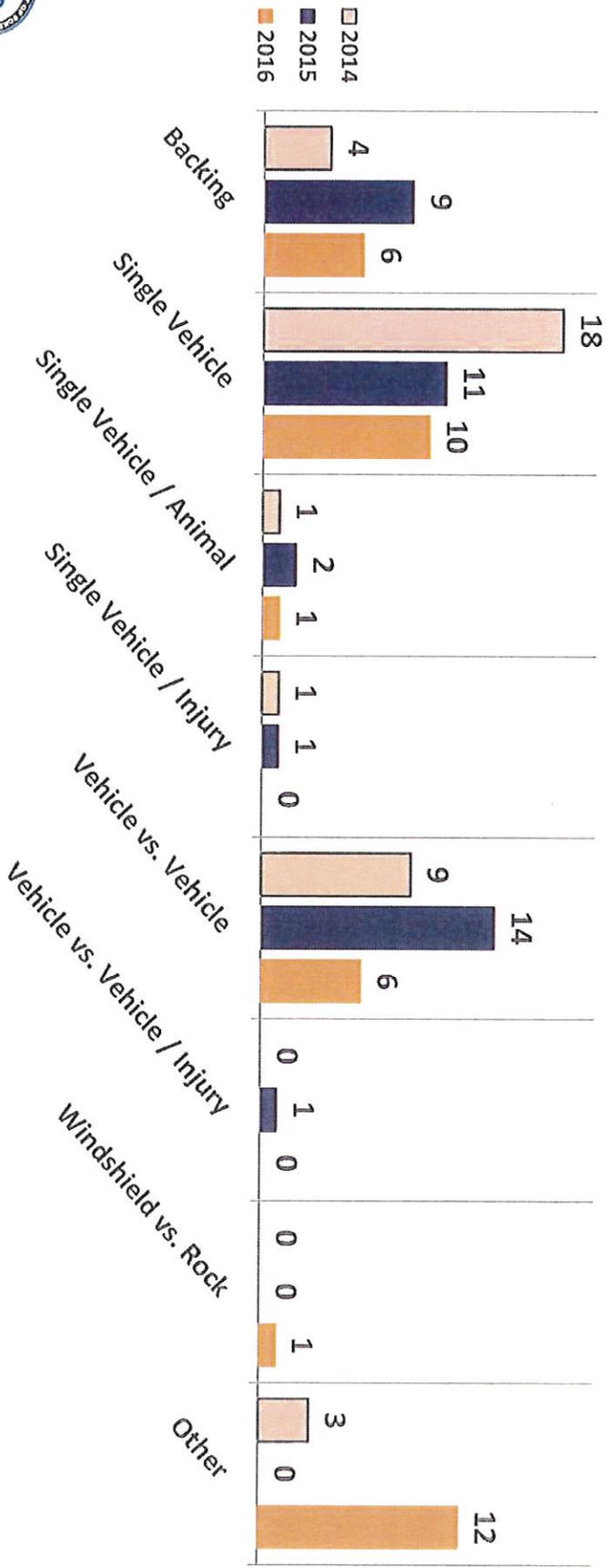
2014 / 2015 / 2016 Injury Cause



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SAFETY STATISTICS – VEHICLE CAUSES

2014 / 2015 / 2016 Vehicle Cause



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