



***"STEWARDSHIP IN FORESTRY"***

JANUARY 2017

# Human Resources Dashboard

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# ODF SNAPSHOT

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- 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)



# 2016 RETENTION DATA

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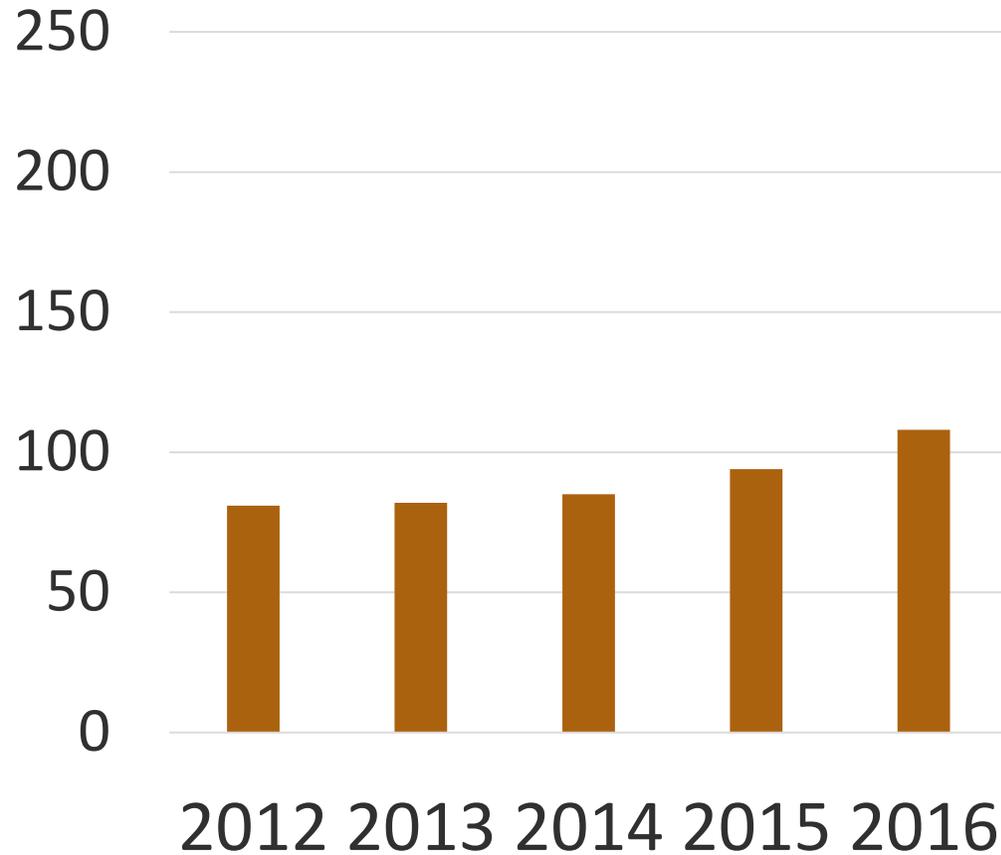
- Permanent/LD Employee Turnover\*: 9.7%
- Fire Season Turnover: 34.5%
- Average State Service Permanent/LD Employees: 14.5 years

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

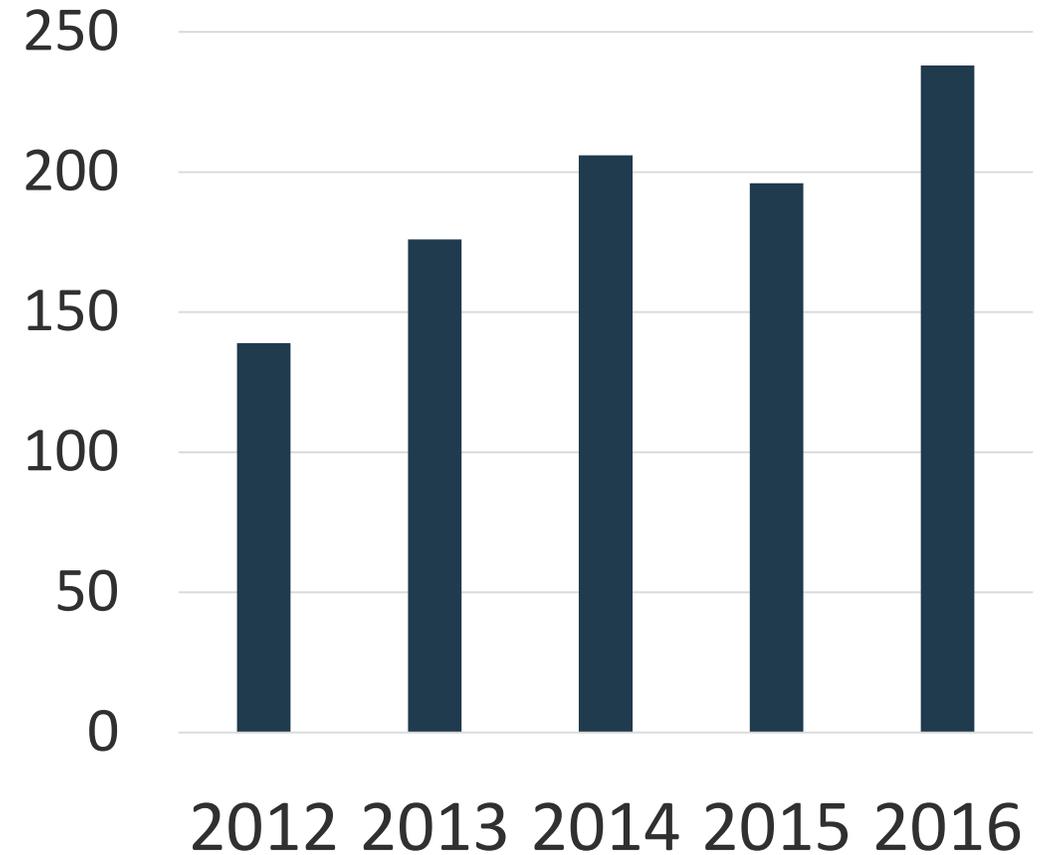


# NEW APPOINTMENTS (Including Promotions)

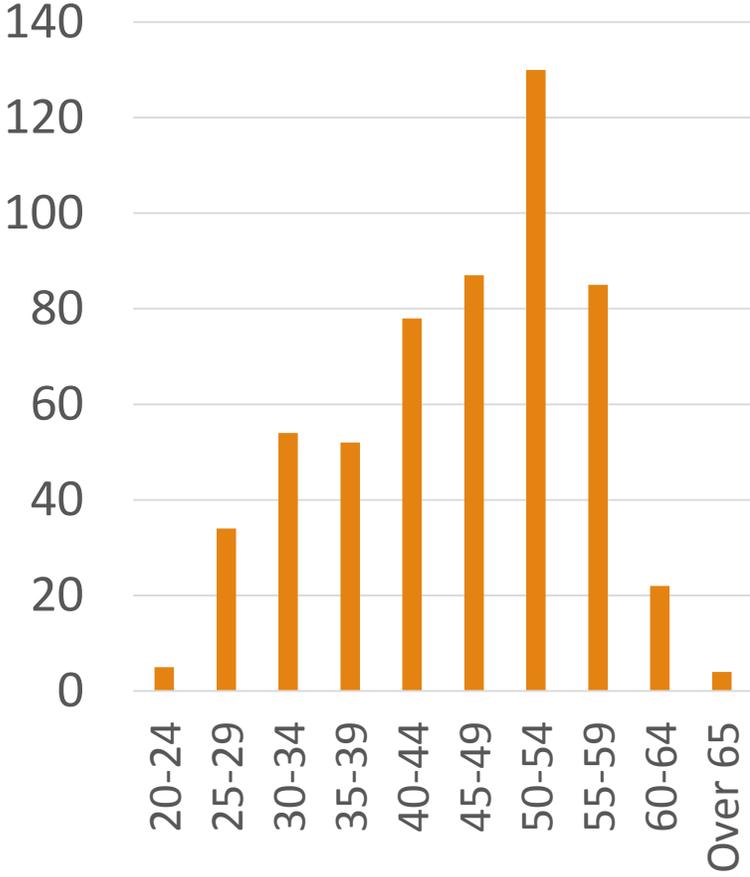
## Permanent/LD



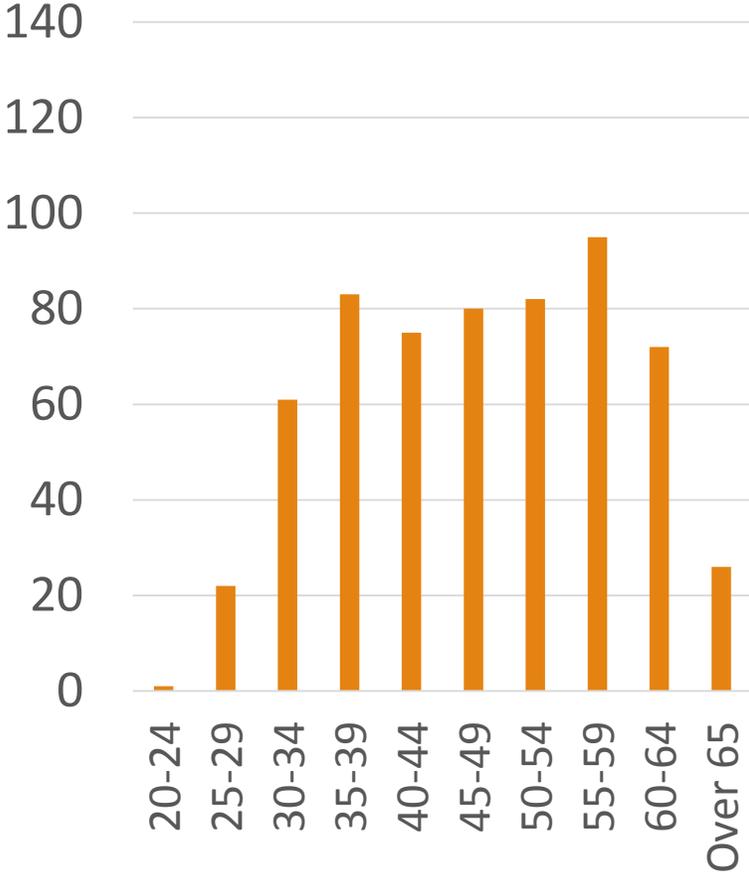
## Seasonal



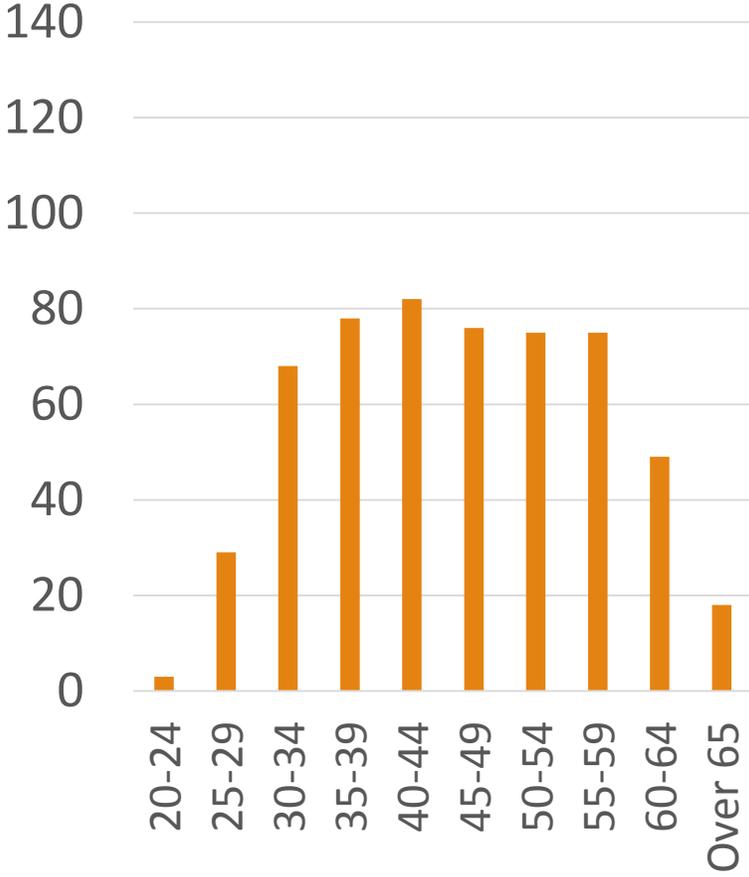
# AGE OF PERMANENT EMPLOYEES



2006



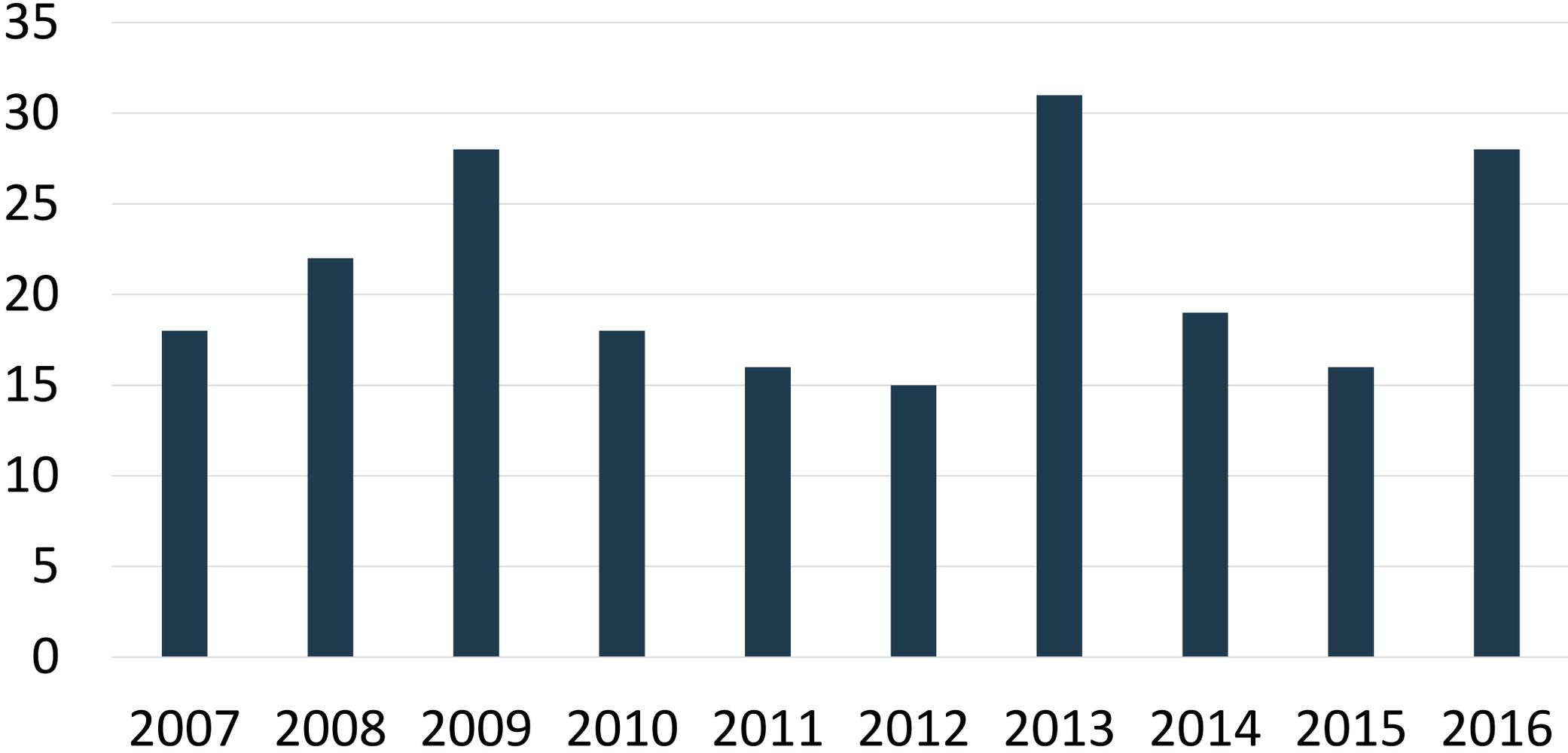
2014



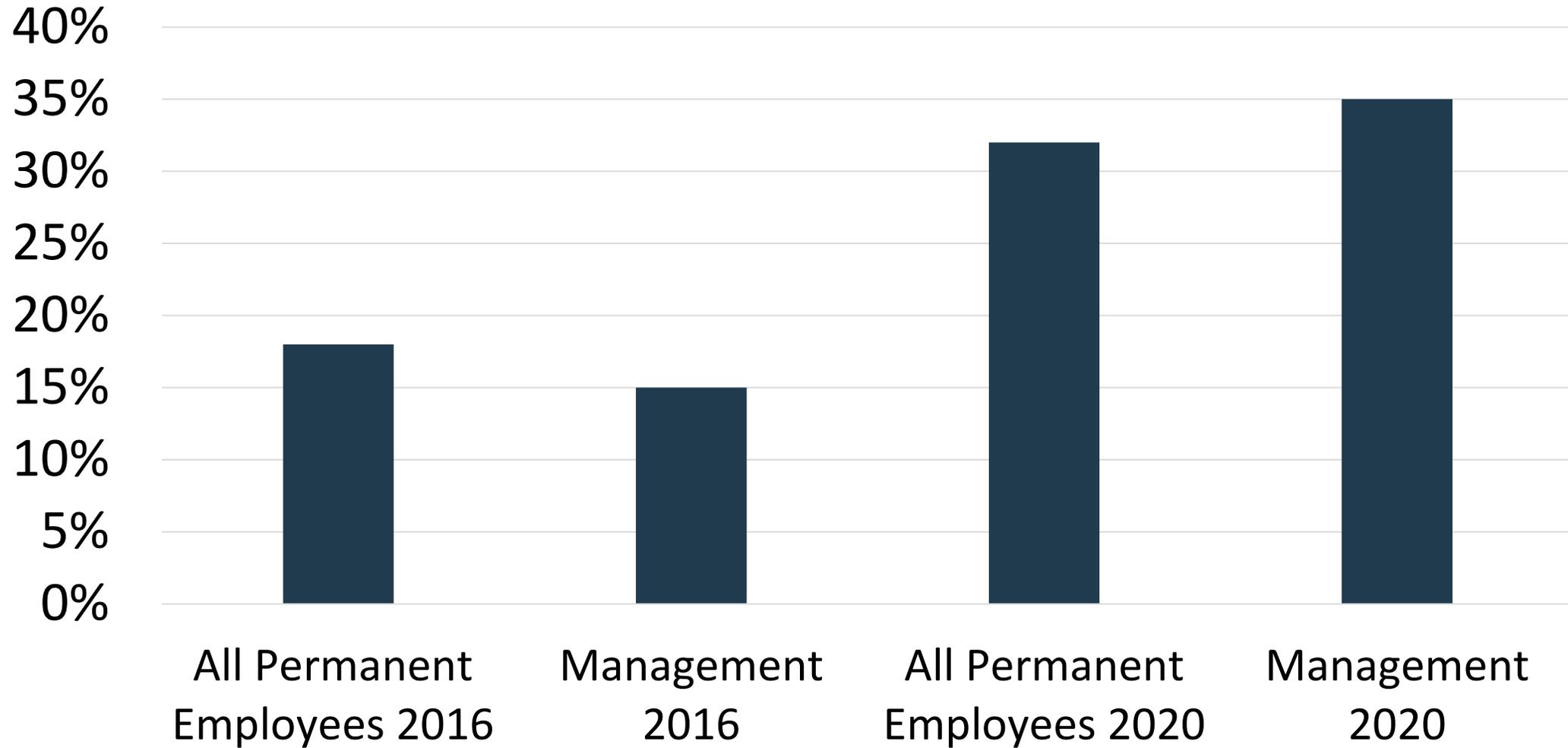
2016



# ODF RETIREMENTS BY YEAR



# RETIREMENT ELIGIBILITY



# LEADERSHIP TEAM (LT) SNAPSHOT

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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



# 2016 LT RECRUITMENT DATA

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



# 2016 LEADERSHIP TRAINING

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- 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



# SAFETY STATISTICS – 2016 INCIDENTS VS 10 YEAR AVERAGES

Incidents vs 10 Year Averages

