



Human Resources Dashboard

January 2018

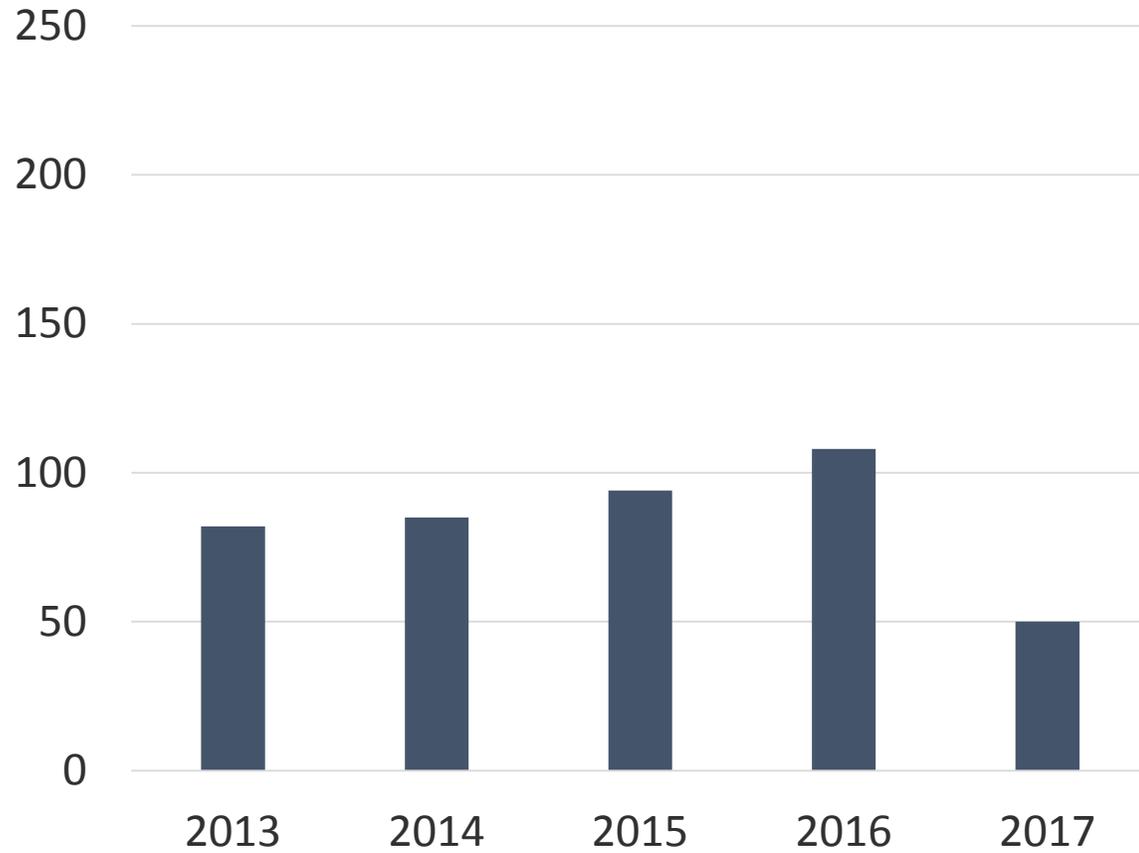
ODF SNAPSHOT

- 867.30 Authorized FTE
- 1164 Positions*
 - 498 Seasonal
 - 666 Permanent/LD*
- 1078 Employees during fire season, not including emergency hires (July)
- 678 Employees during winter (January)

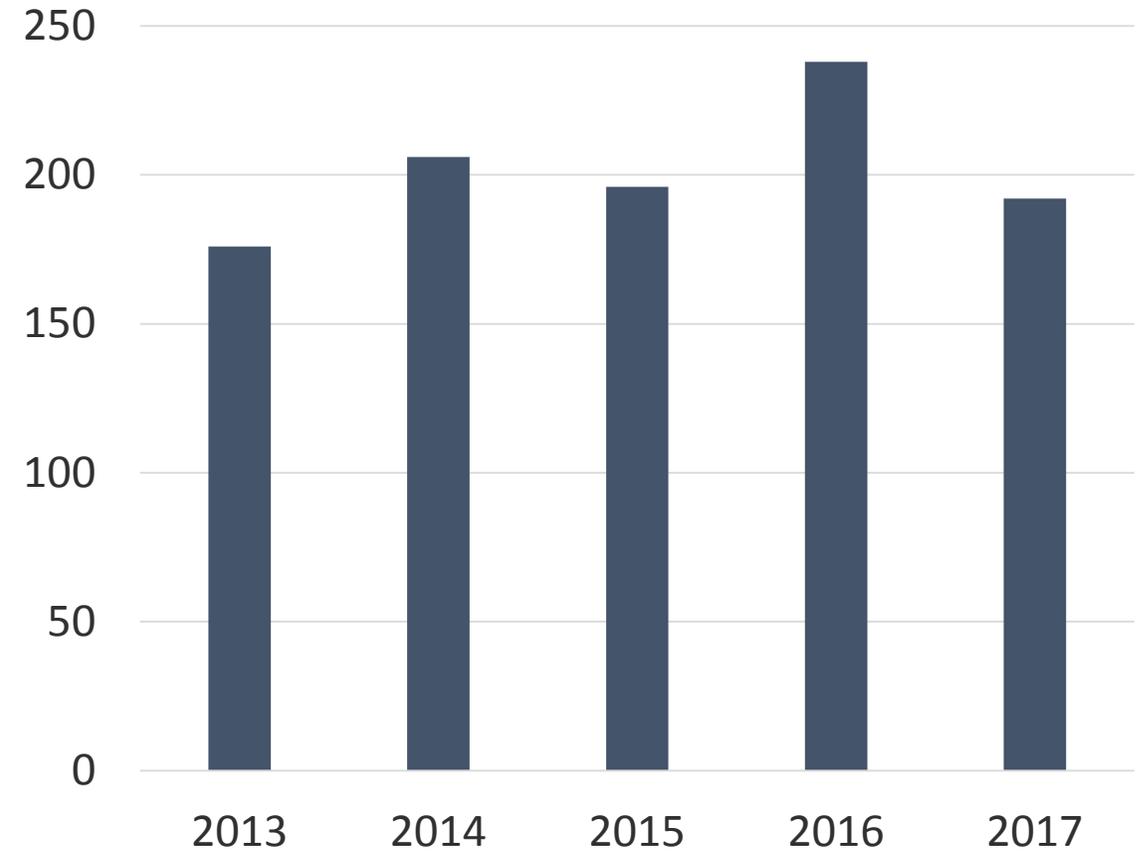
*Not including Board of Forestry positions

NEW APPOINTMENTS (Including Promotions)

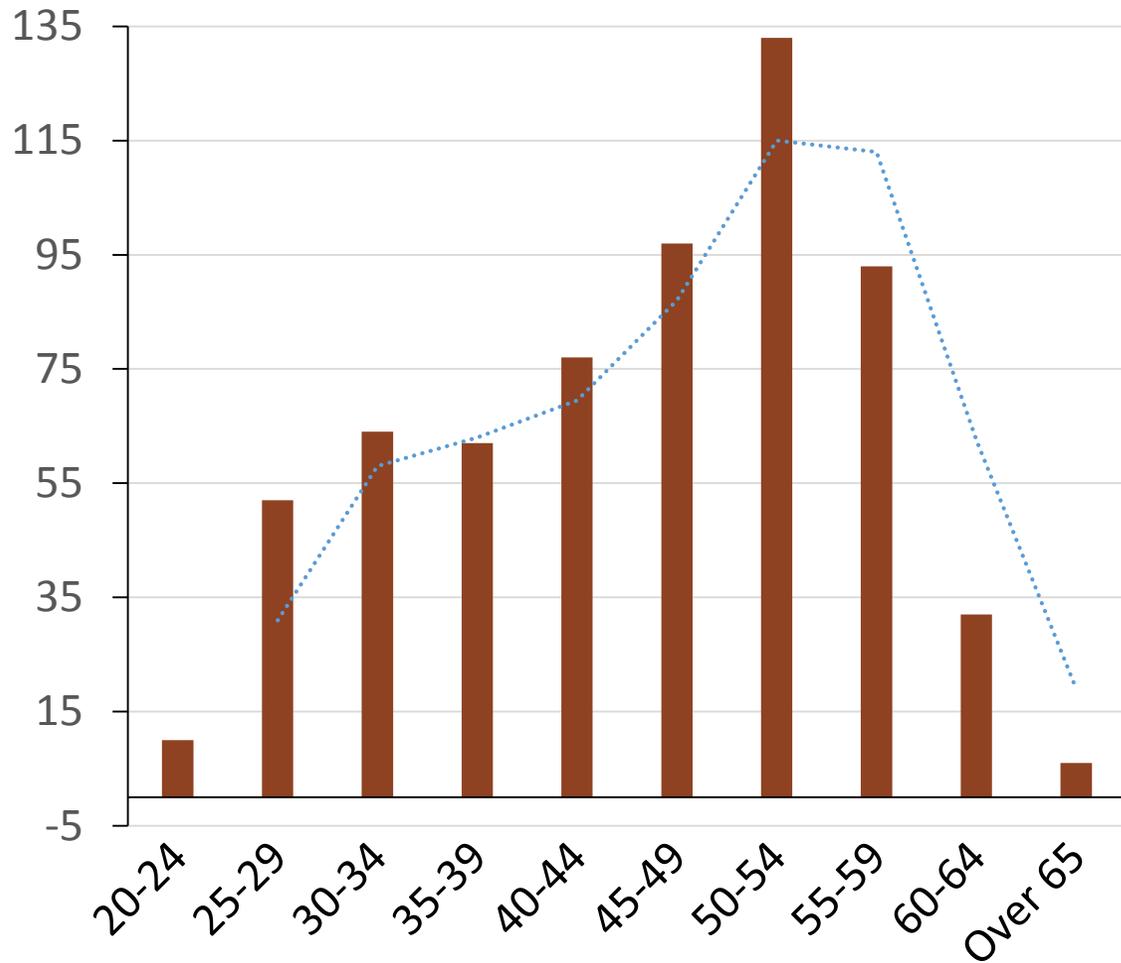
Permanent/LD Appointments



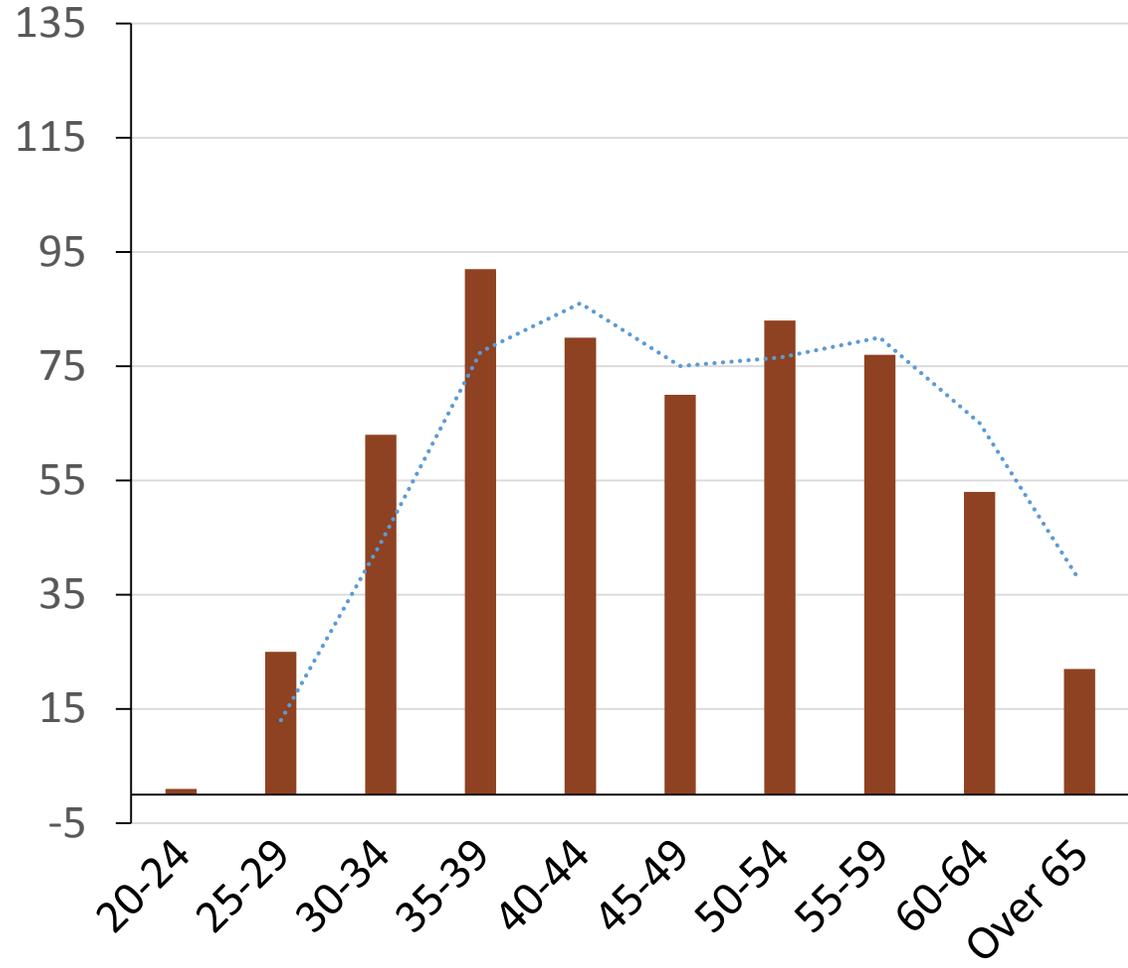
Seasonal Appointments



AGE OF PERMANENT EMPLOYEES

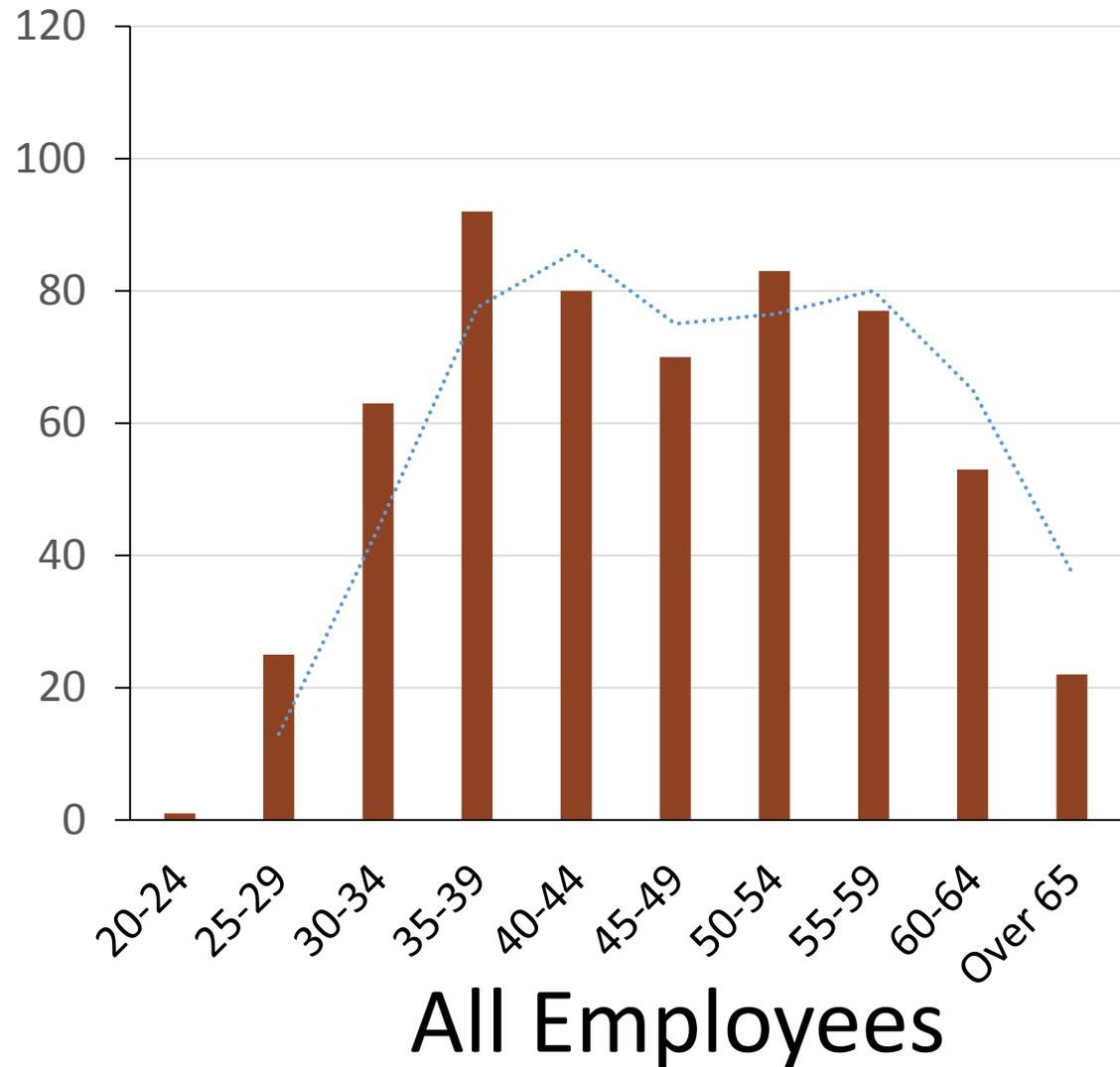
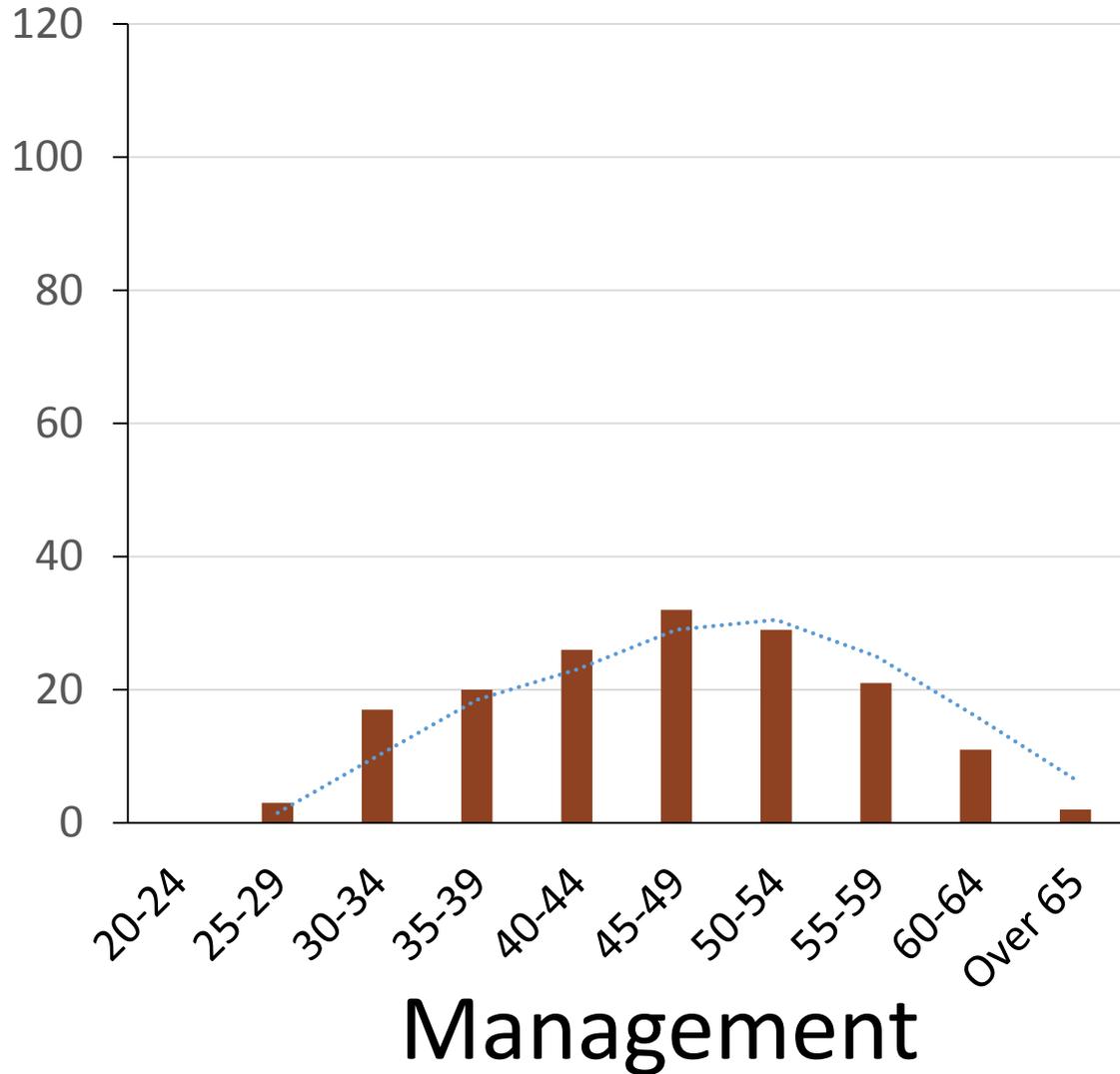


2007

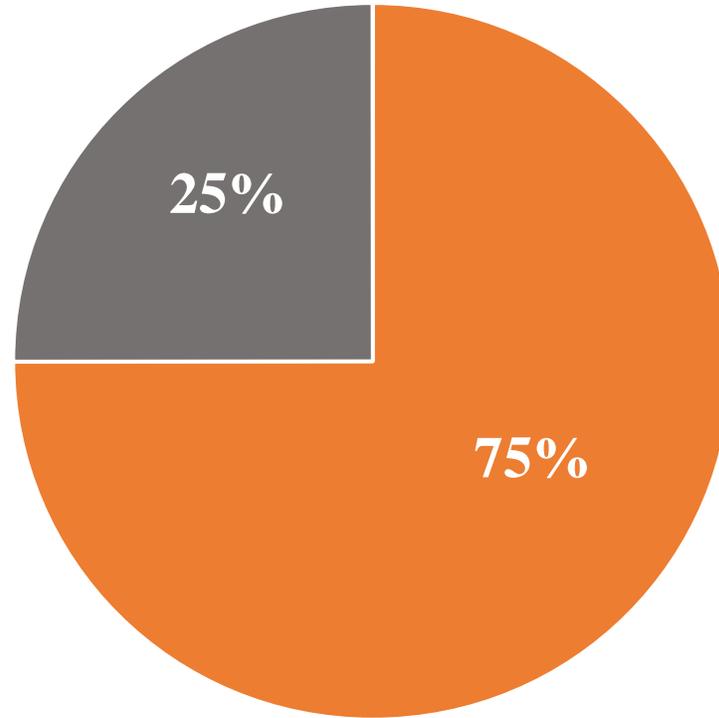


2017

AGE OF PERMANENT EMPLOYEES-2017



WORKFORCE DIVERSITY-GENDER*

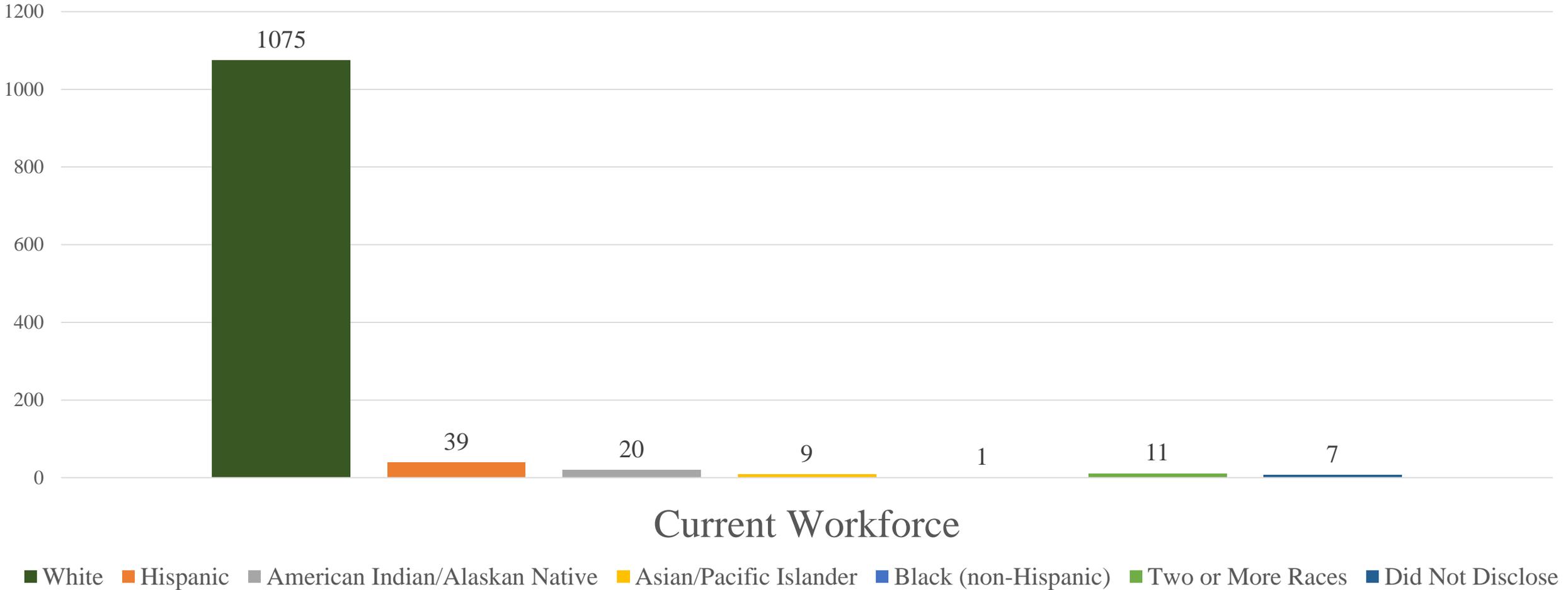


■ Male

■ Female

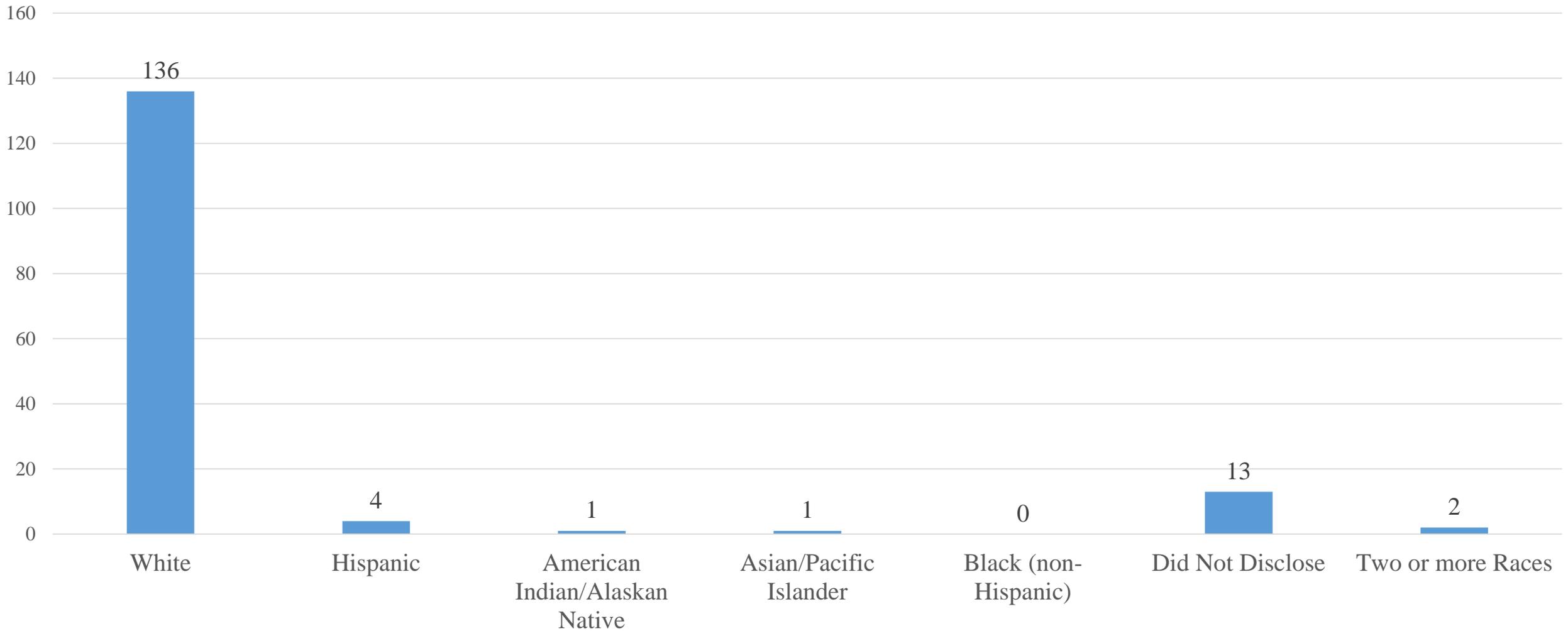
**Denotes current workforce as of 8/15/17*

WORKFORCE DIVERSITY-ETHNICITY*



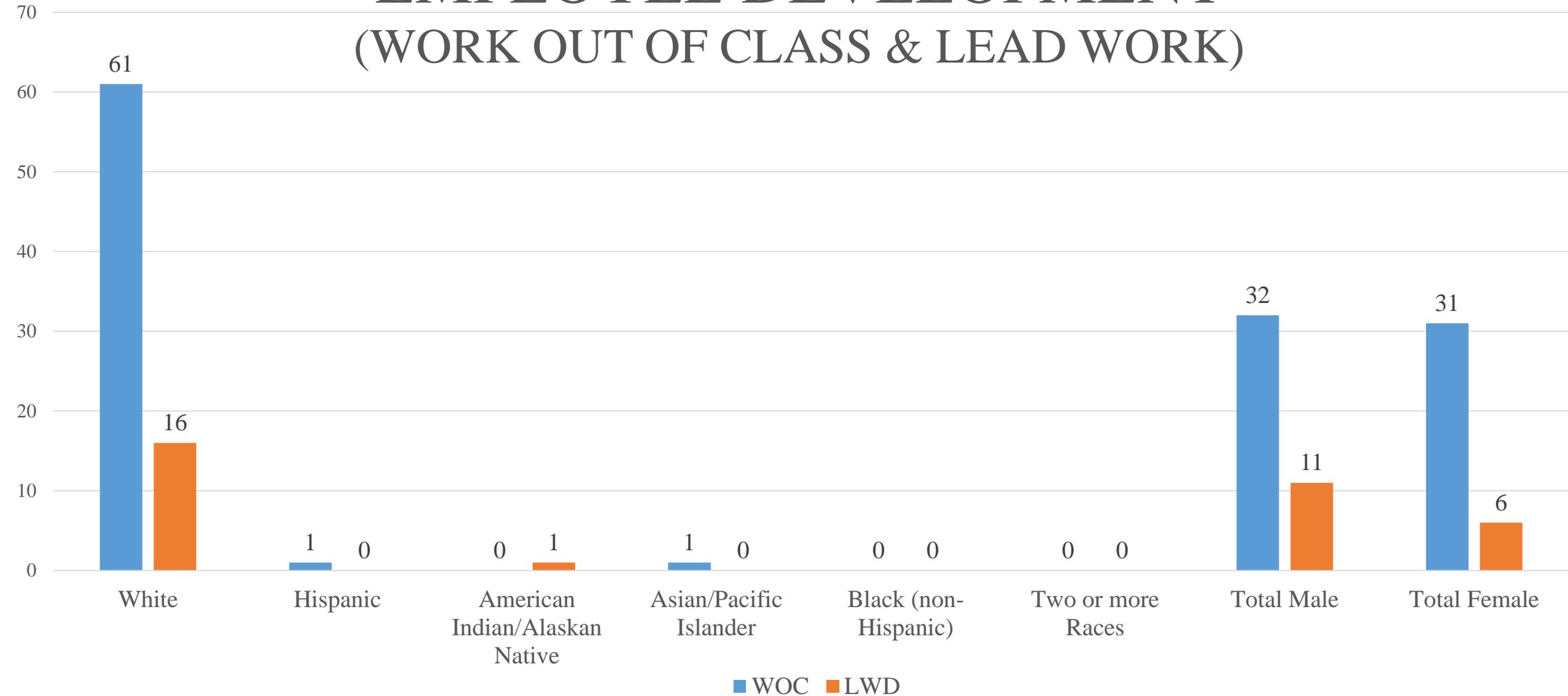
**Denotes current workforce as of 8/15/17*

DIVERSITY OF HIRES



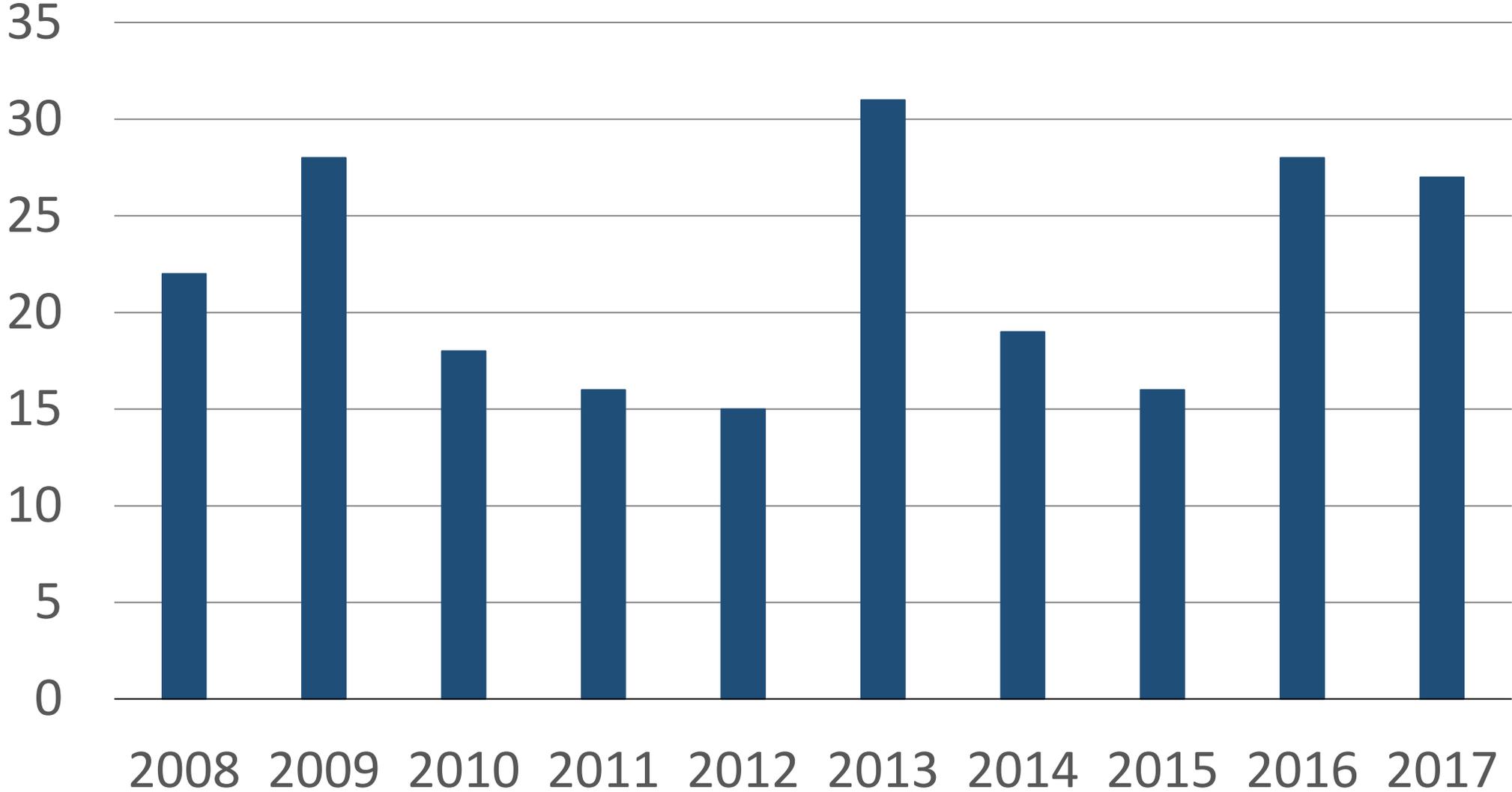
Data reflects hires during the 3rd Quarter of 2017

EMPLOYEE DEVELOPMENT (WORK OUT OF CLASS & LEAD WORK)

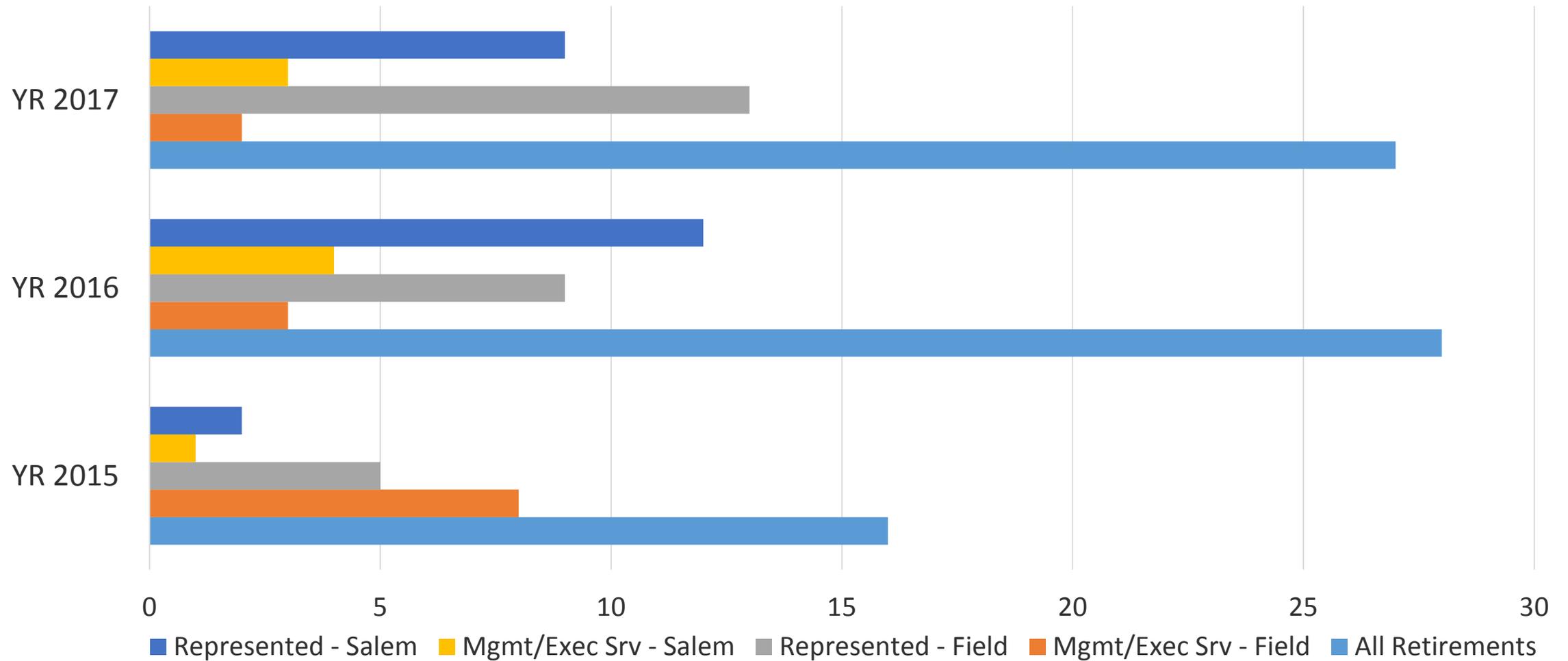


Data reflects employees in WOC and LWD roles during the 3rd Quarter of 2017

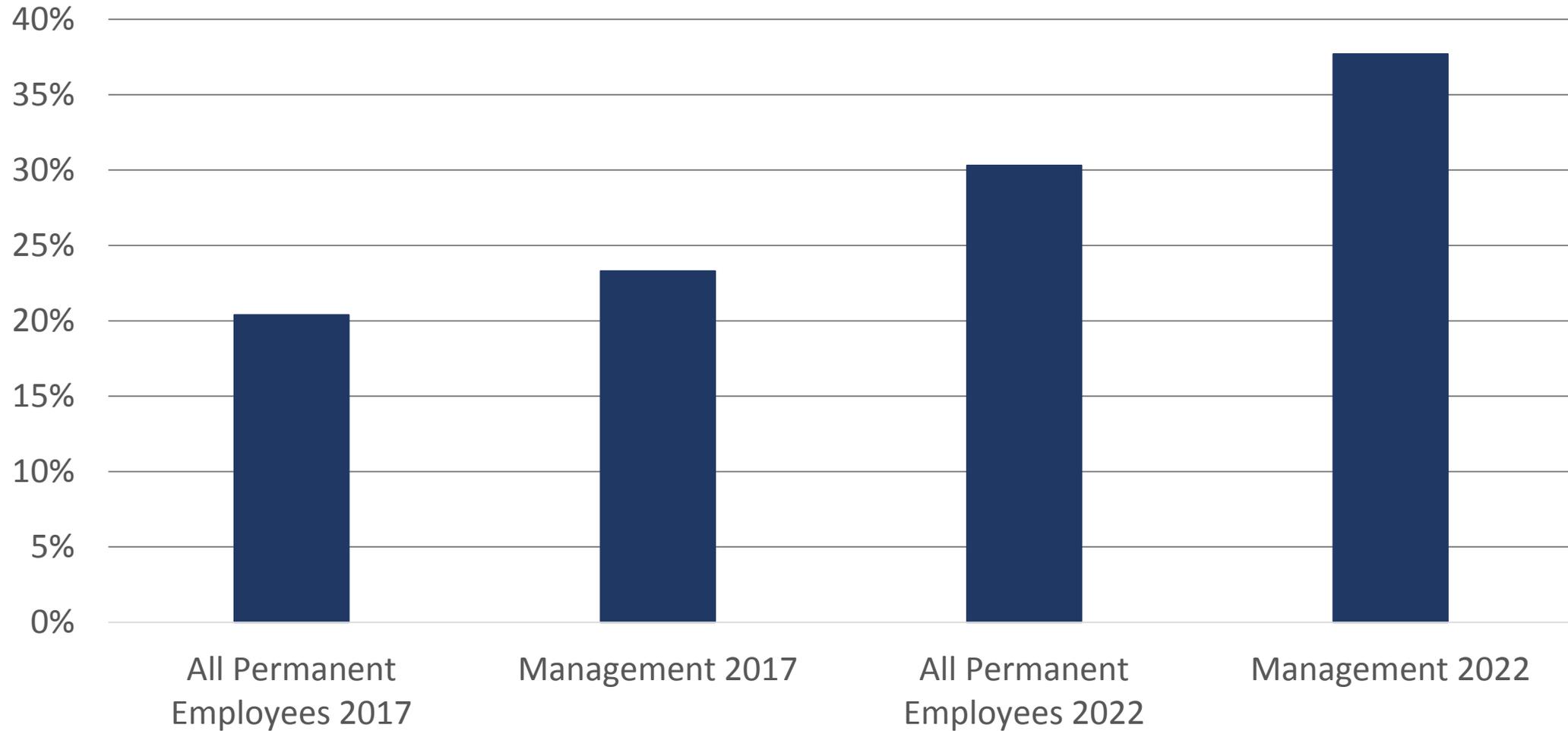
ODF RETIREMENTS BY YEAR



Retirements by Year and Service Classification



RETIREMENT ELIGIBILITY



2017 RETENTION DATA

- Permanent/LD Employee Turnover*: 11.3%
- Seasonal Turnover from 2016 Fire Season: 29.7%
- Average State Service Permanent/LD Employees: 13.9 years

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



LEADERSHIP TEAM (LT) SNAPSHOT

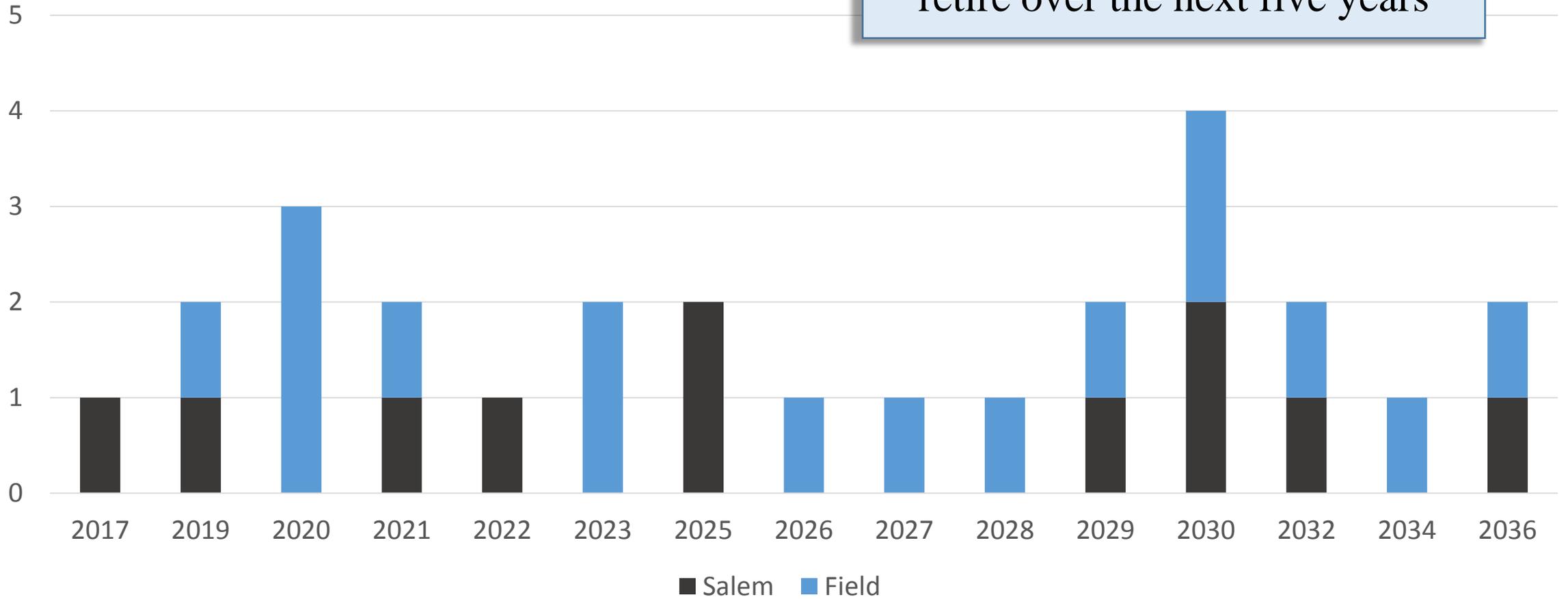
The Leadership Team is made up of 43 staff members and includes

- Executive Leadership – 15 staff
- Divisional and Field Leadership – 23 staff
- Administrative Services Program Directors – 5 staff

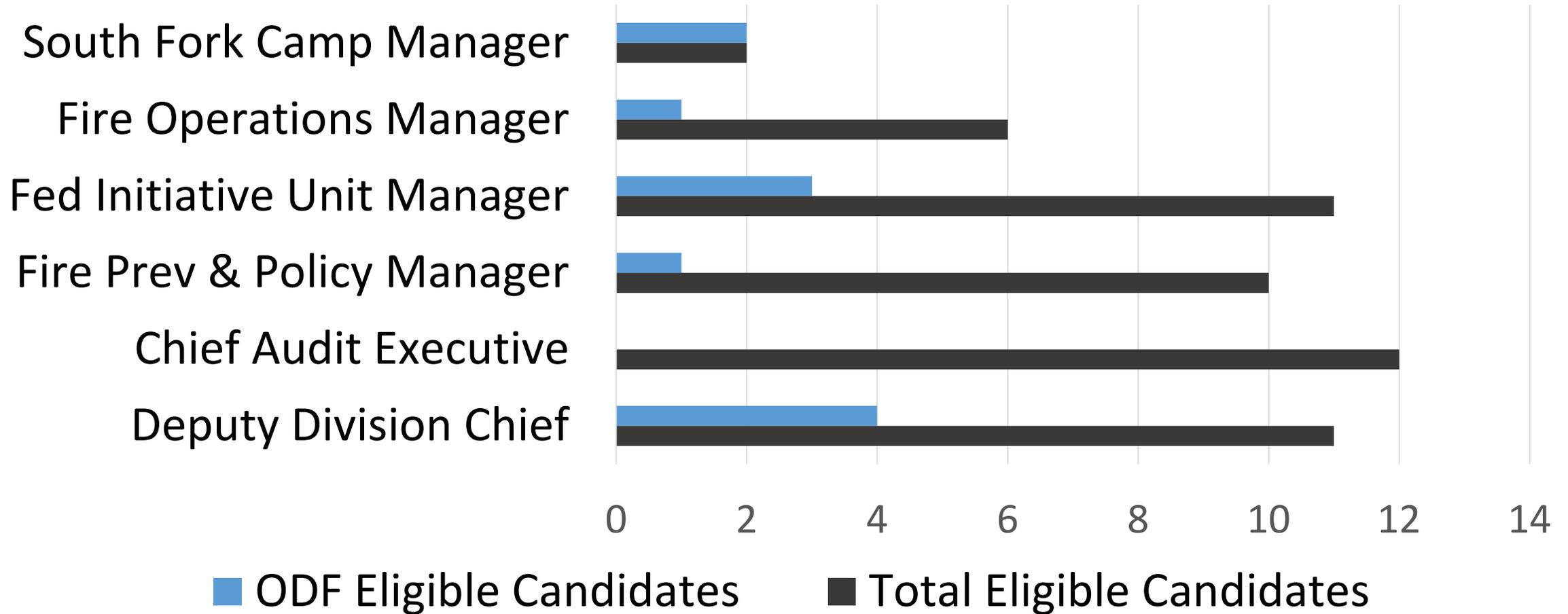


2017 LEADERSHIP TEAM RETIREMENT PROJECTIONS

21% of LT expected to retire over the next five years



INTERNAL/EXTERNAL CANDIDATES FOR LT VACANCIES – 2017



2017 LT RECRUITMENT DATA

- 6 vacancies at the LT level
- Out of 52 total candidates, 11 were internal to ODF
- 5 ODF candidates were hired

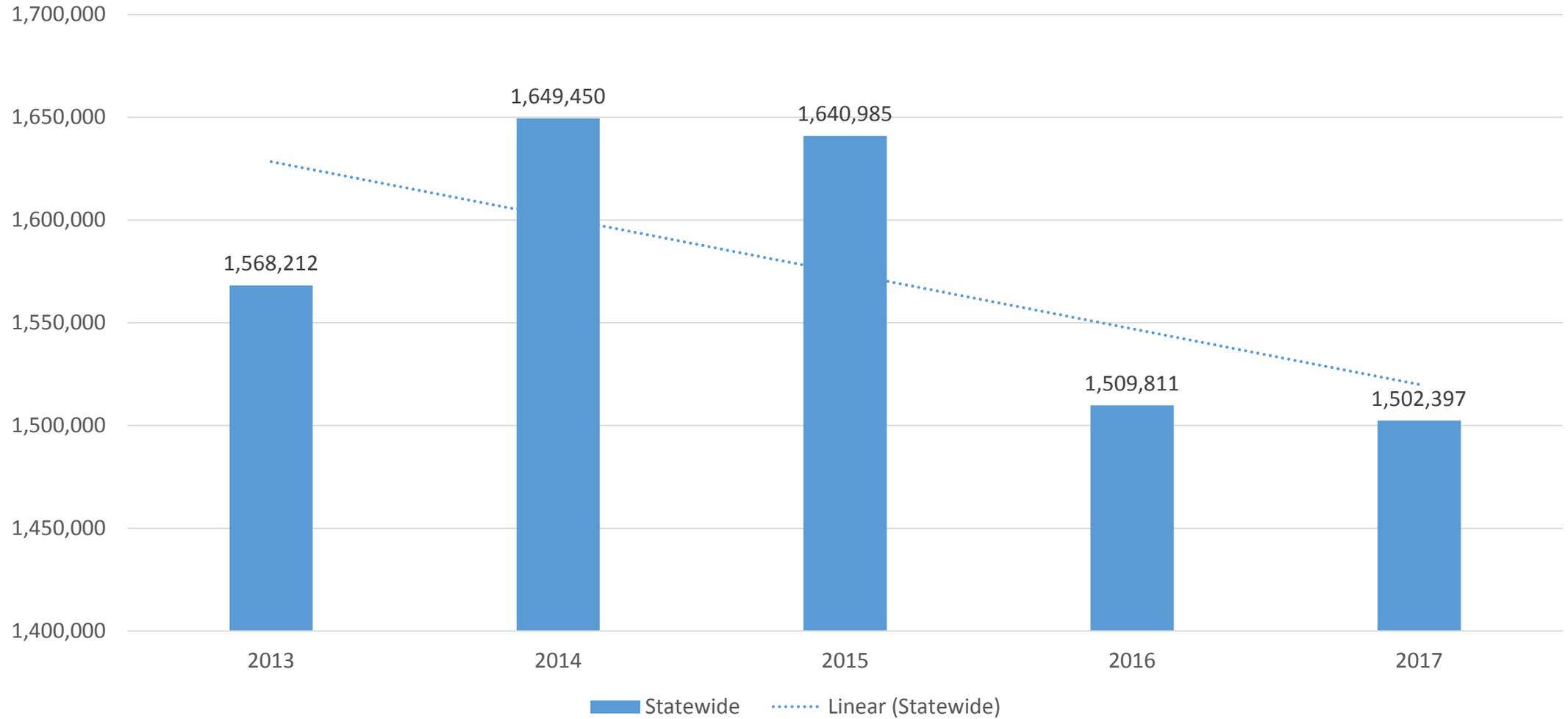


2017 LEADERSHIP TRAINING

- 7 employees selected for formal leadership development programs:
 - PSU Executive Seminar
 - ASCENT Manager's Leadership Program
 - Pacific Program
 - Leadership Oregon
- Average cost per student: \$4,444
- Average 8.6 days of leadership training per student

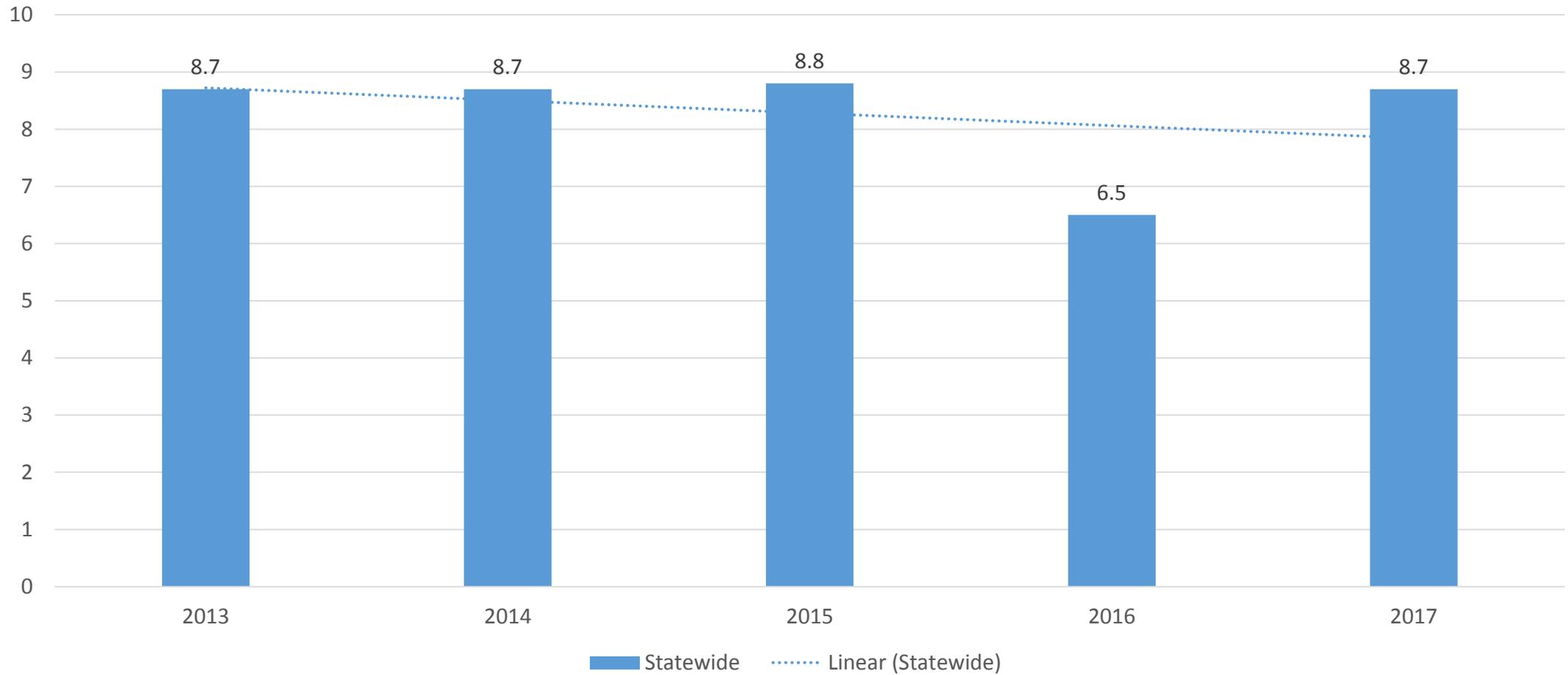
SAFETY STATISTICS

Exposure Hours



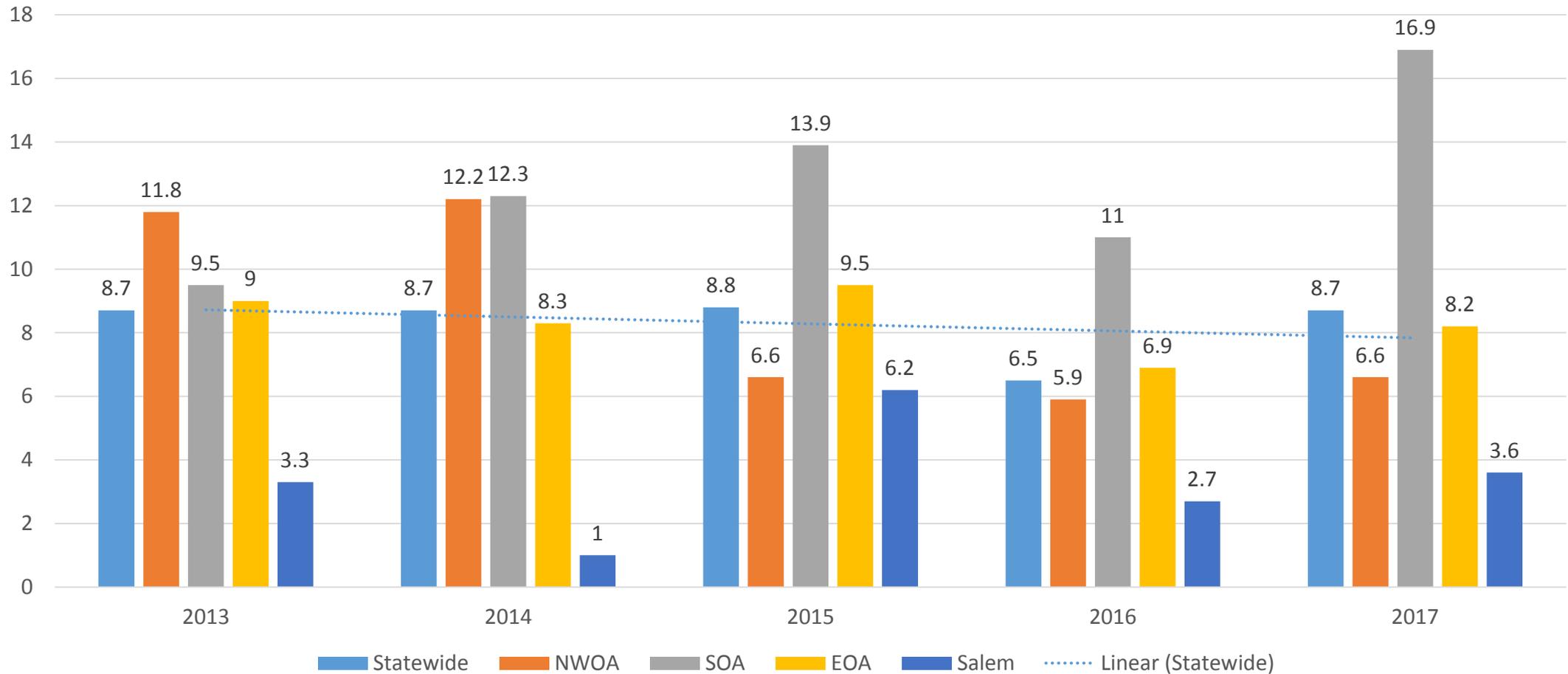
SAFETY STATISTICS – Recordable Injury Rate

Number of Employees injured (per 100)



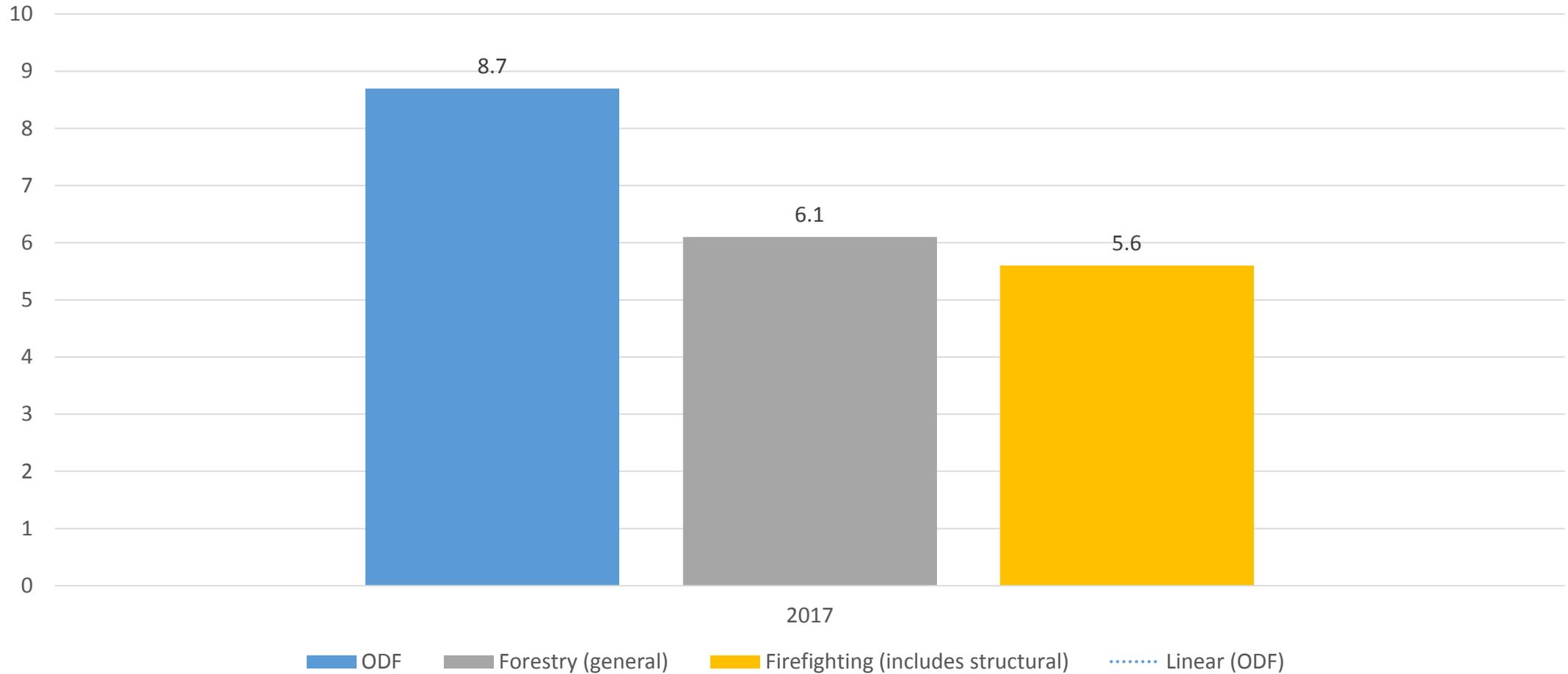
SAFETY STATISTICS – Recordable Injury Rate

Number of Employees injured (per 100)



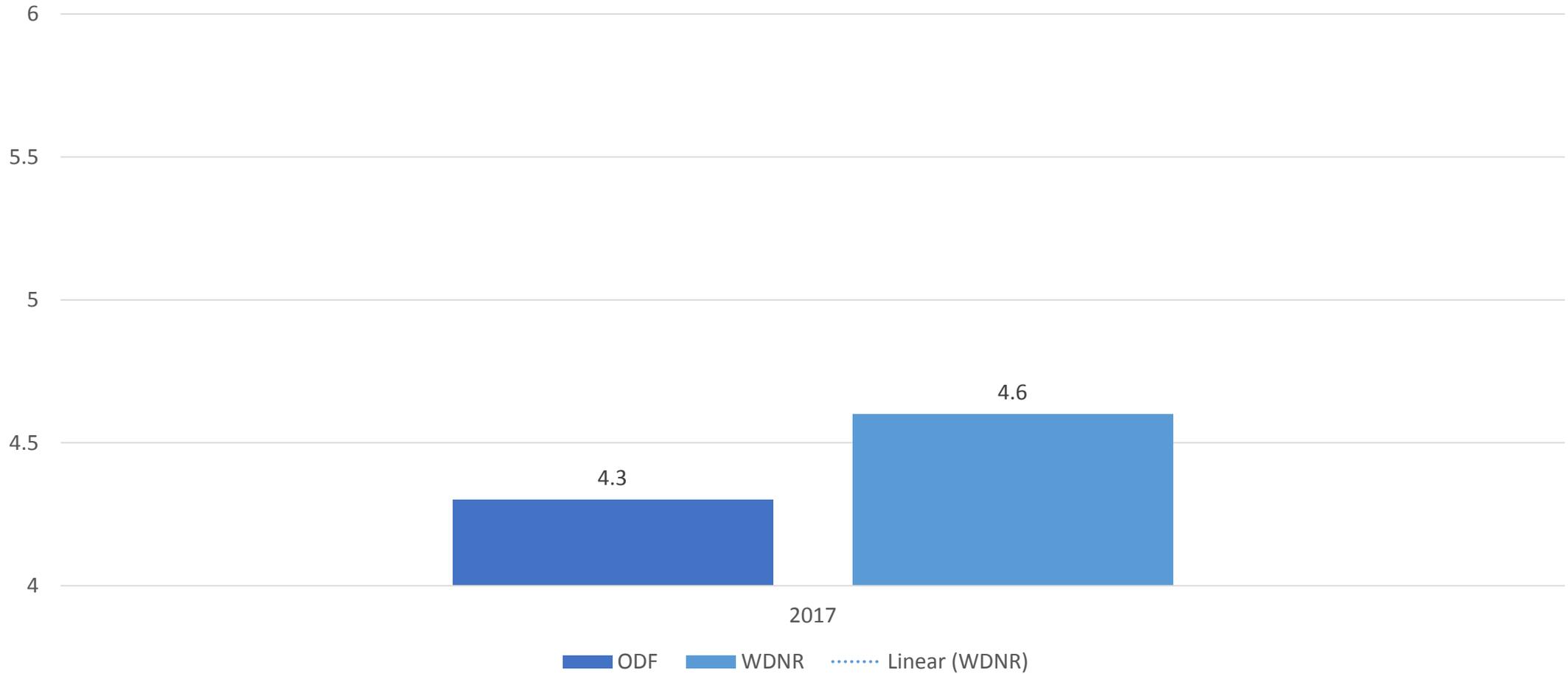
SAFETY STATISTICS – Recordable Injury Rate

ODF vs. National Average -- Number of Employees injured (per 100)



SAFETY STATISTICS – Recordable Injury Rate

ODF vs. WDNR -- Number of Employees injured (per 100)



SAFETY STATISTICS – 2017 INCIDENTS VS 10 YEAR AVERAGES

2017 Incidents vs 10 Year Averages

