



# Human Resources Dashboard

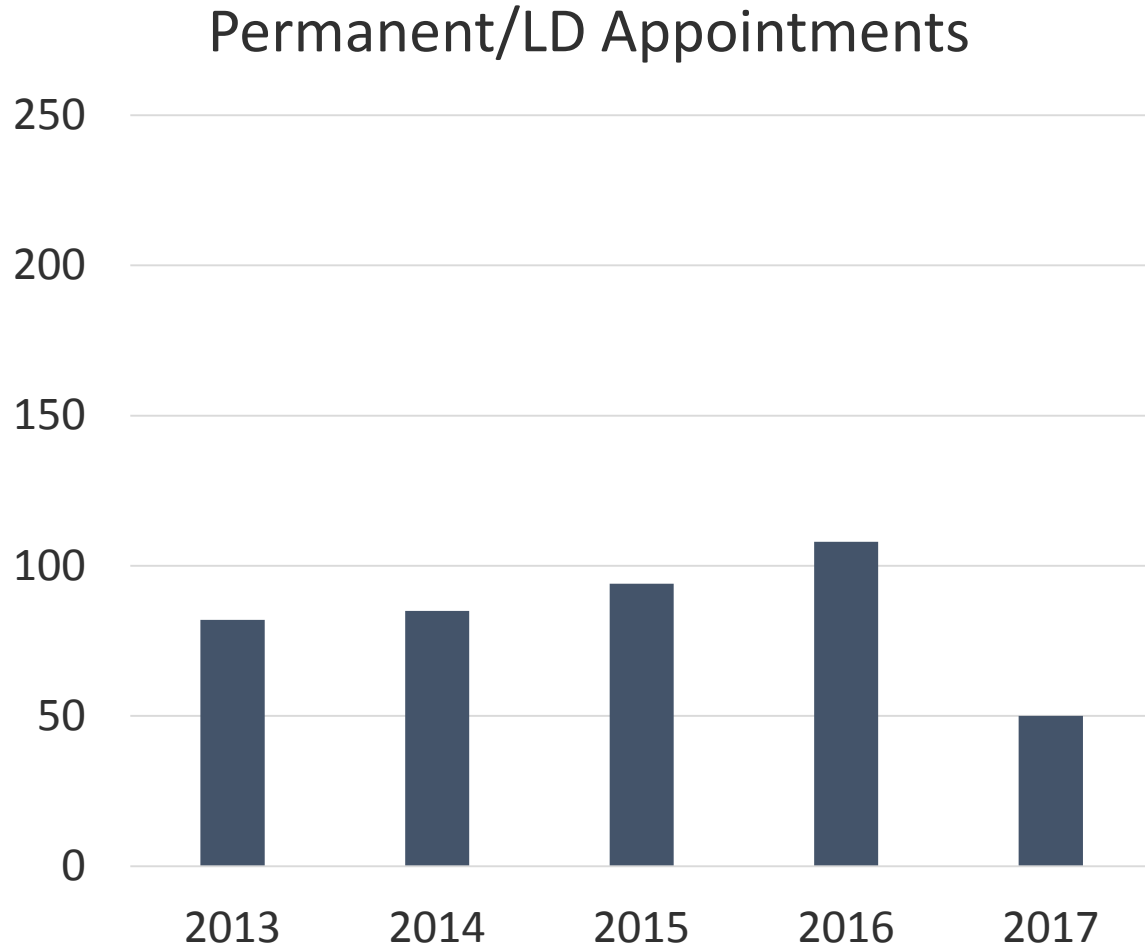
January 2018

# ODF SNAPSHOT

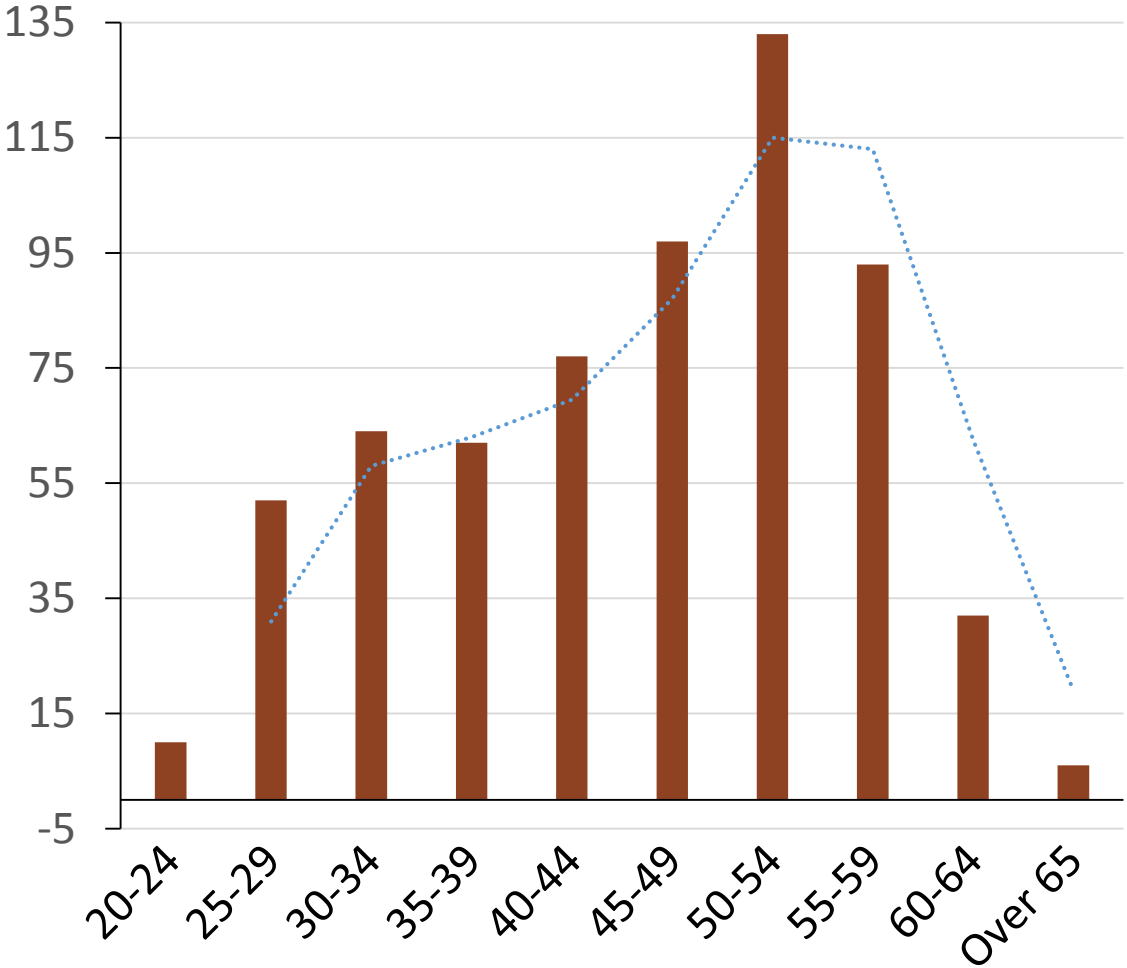
- 867.30 Authorized FTE
- 1164 Positions\*
  - 498 Seasonal
  - 666 Permanent/LD\*
- 1078 Employees during fire season, not including emergency hires (July)
- 678 Employees during winter (January)

\*Not including Board of Forestry positions

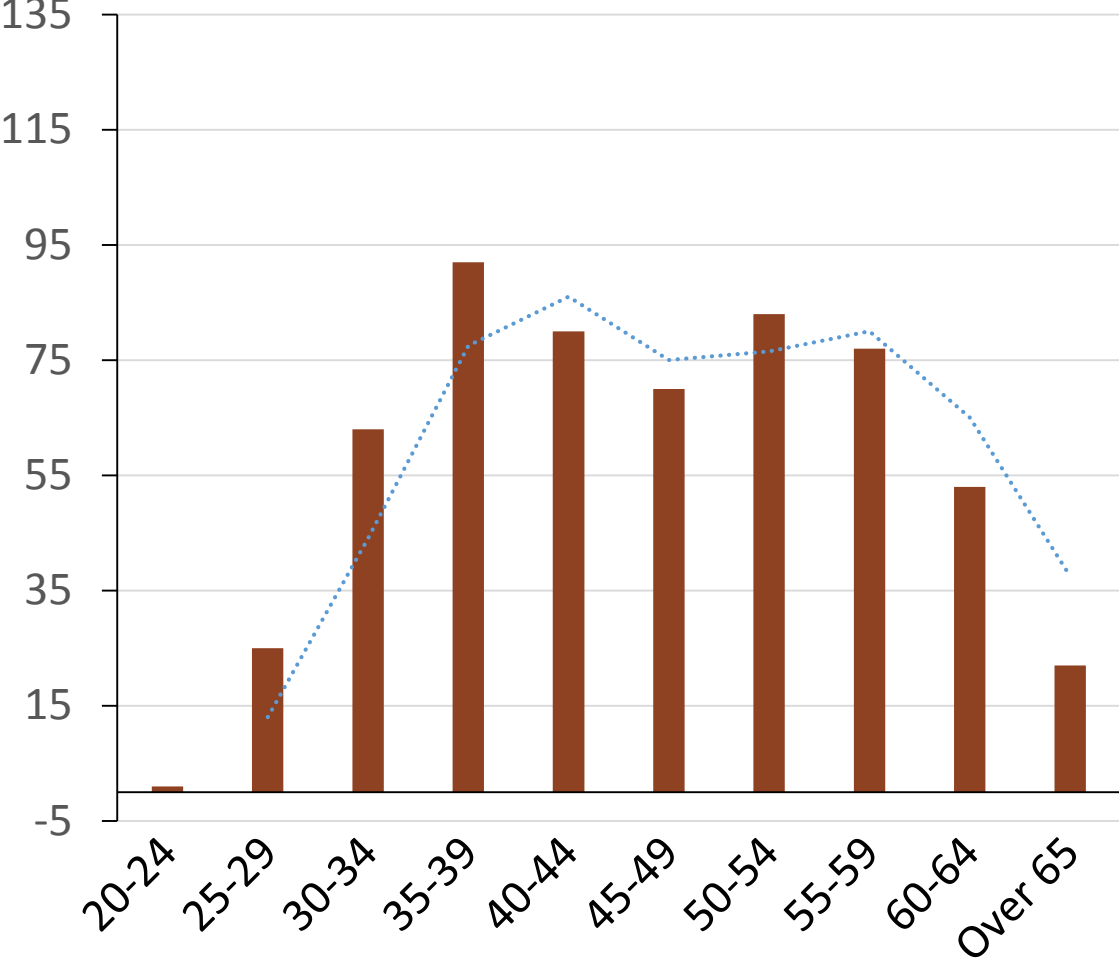
# NEW APPOINTMENTS (Including Promotions)



# AGE OF PERMANENT EMPLOYEES

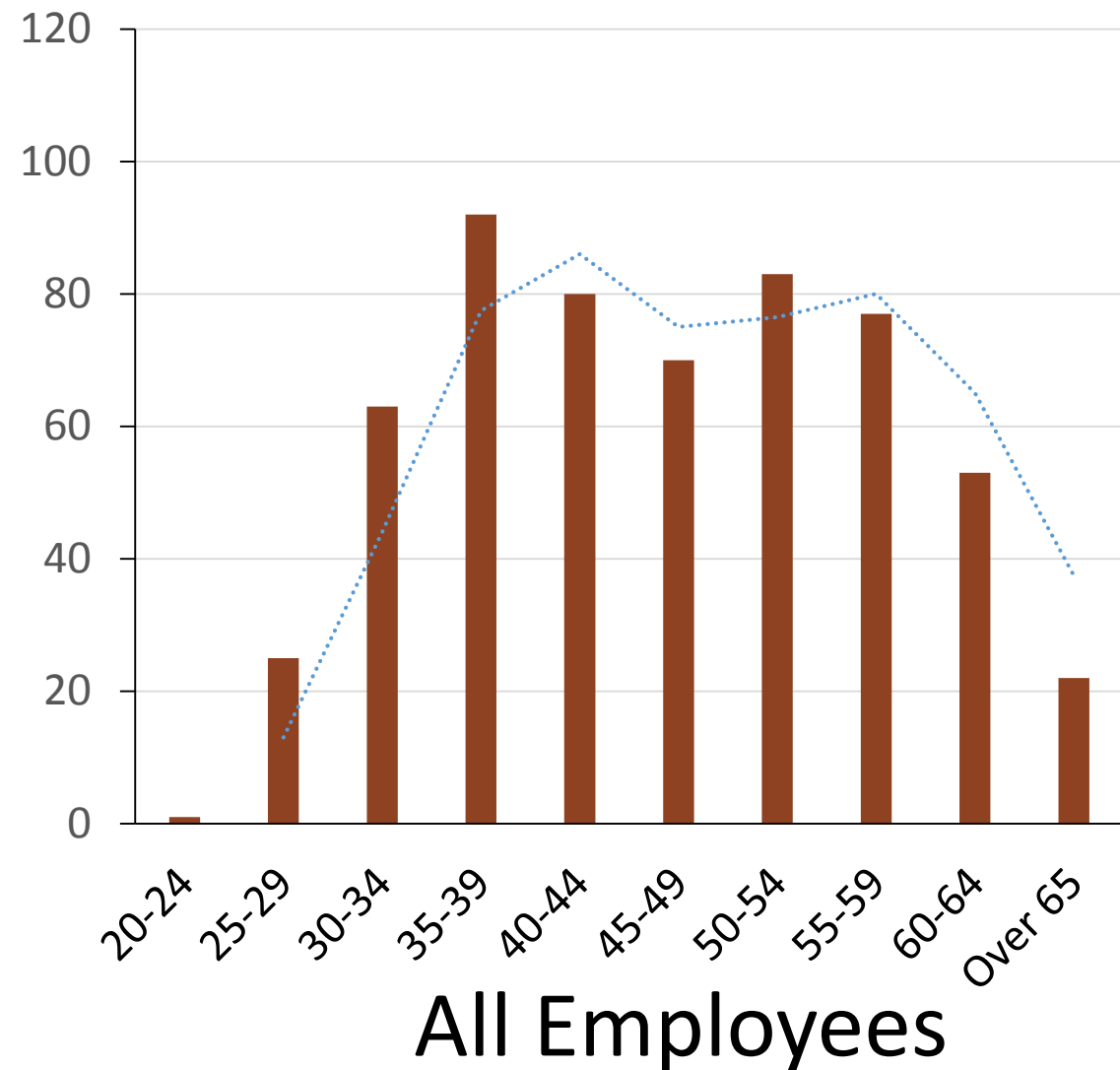
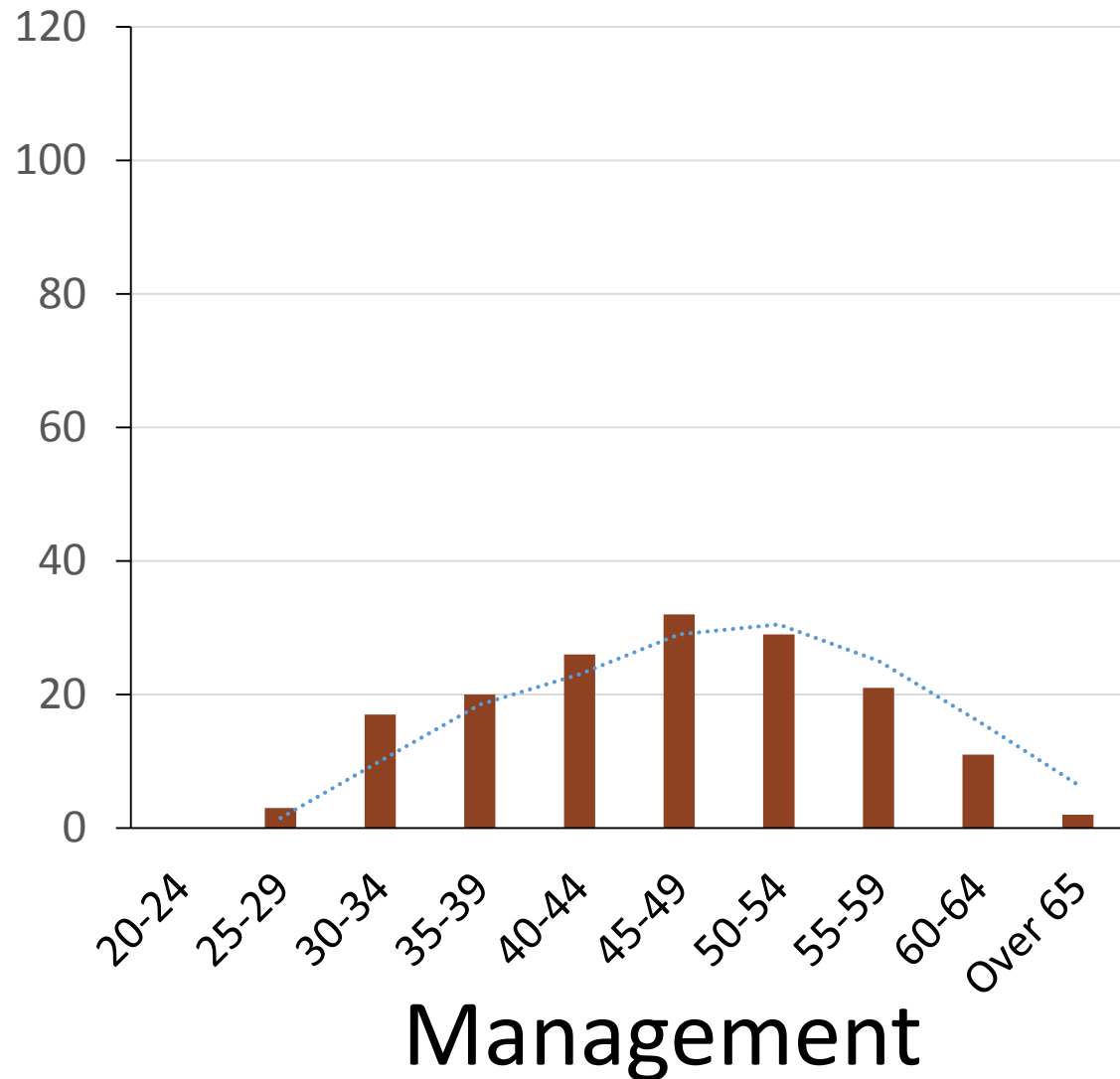


2007

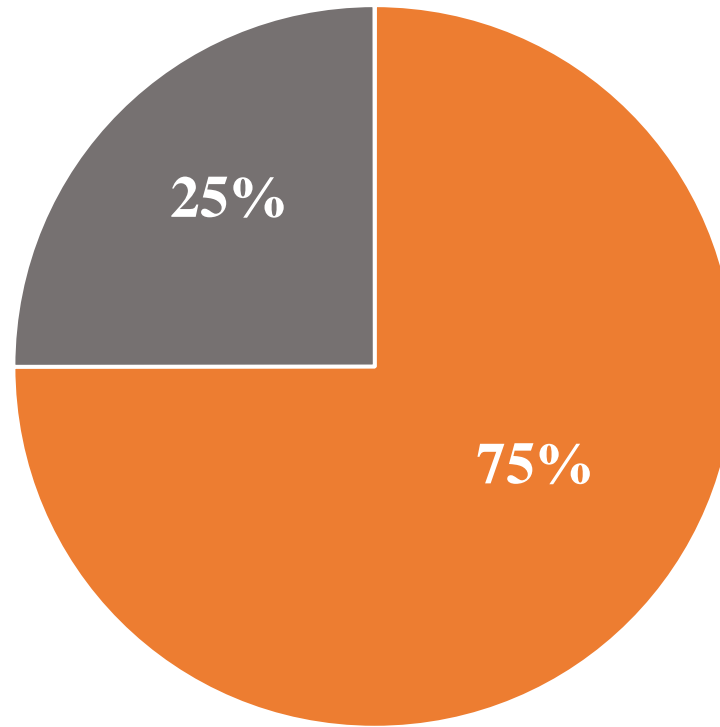


2017

# AGE OF PERMANENT EMPLOYEES-2017



# WORKFORCE DIVERSITY-GENDER\*

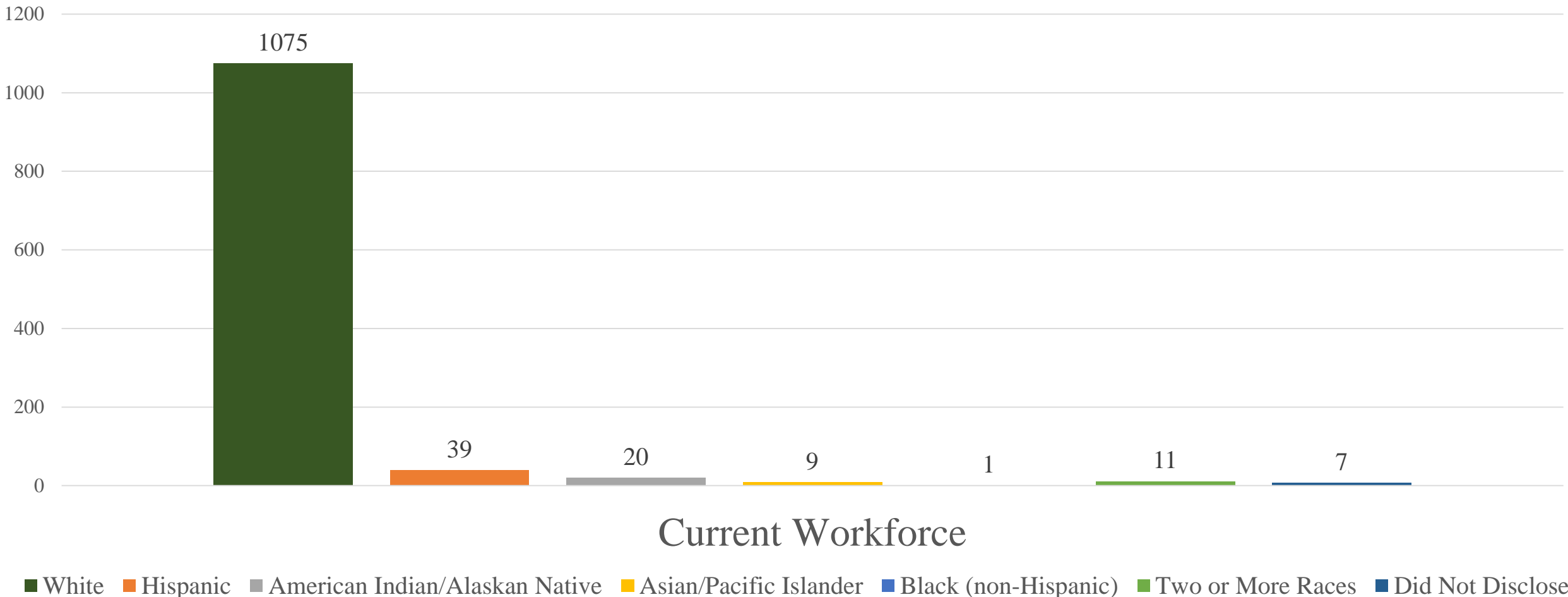


■ Male

■ Female

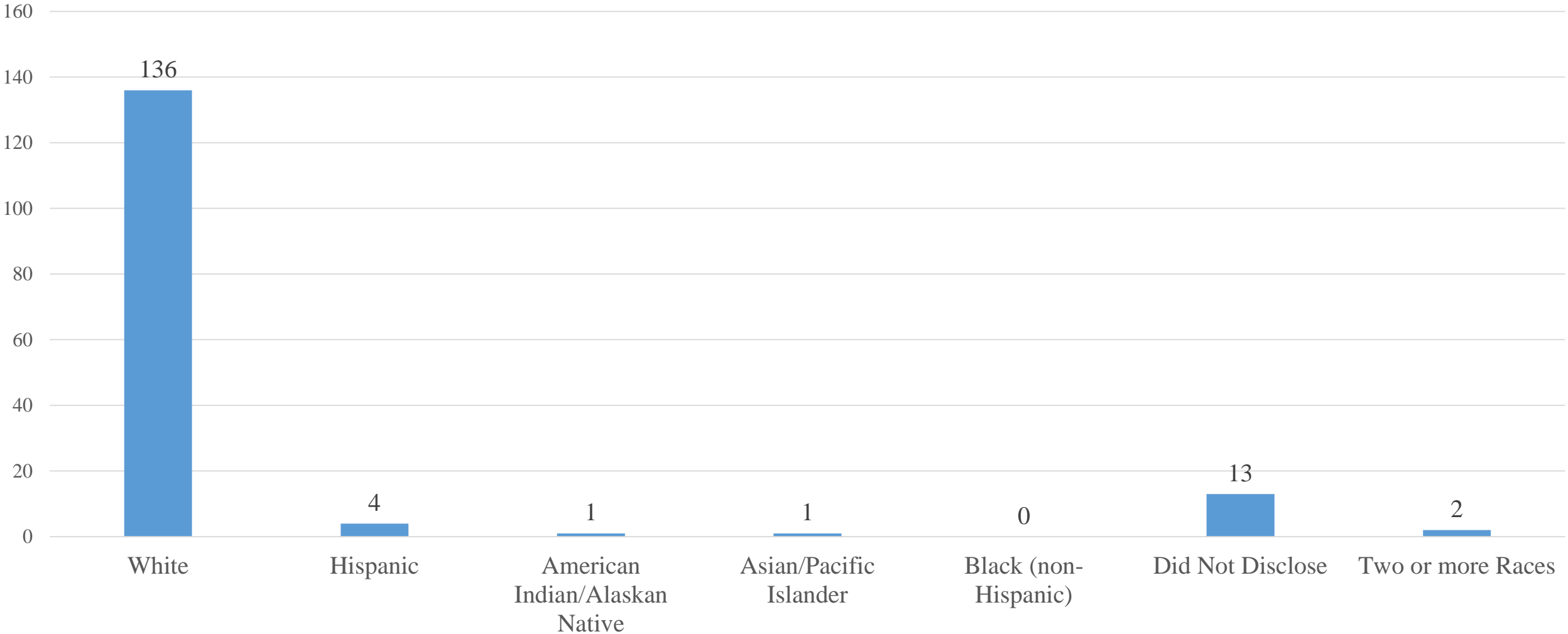
*\*Denotes current workforce as of 8/15/17*

# WORKFORCE DIVERSITY-ETHNICITY\*



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

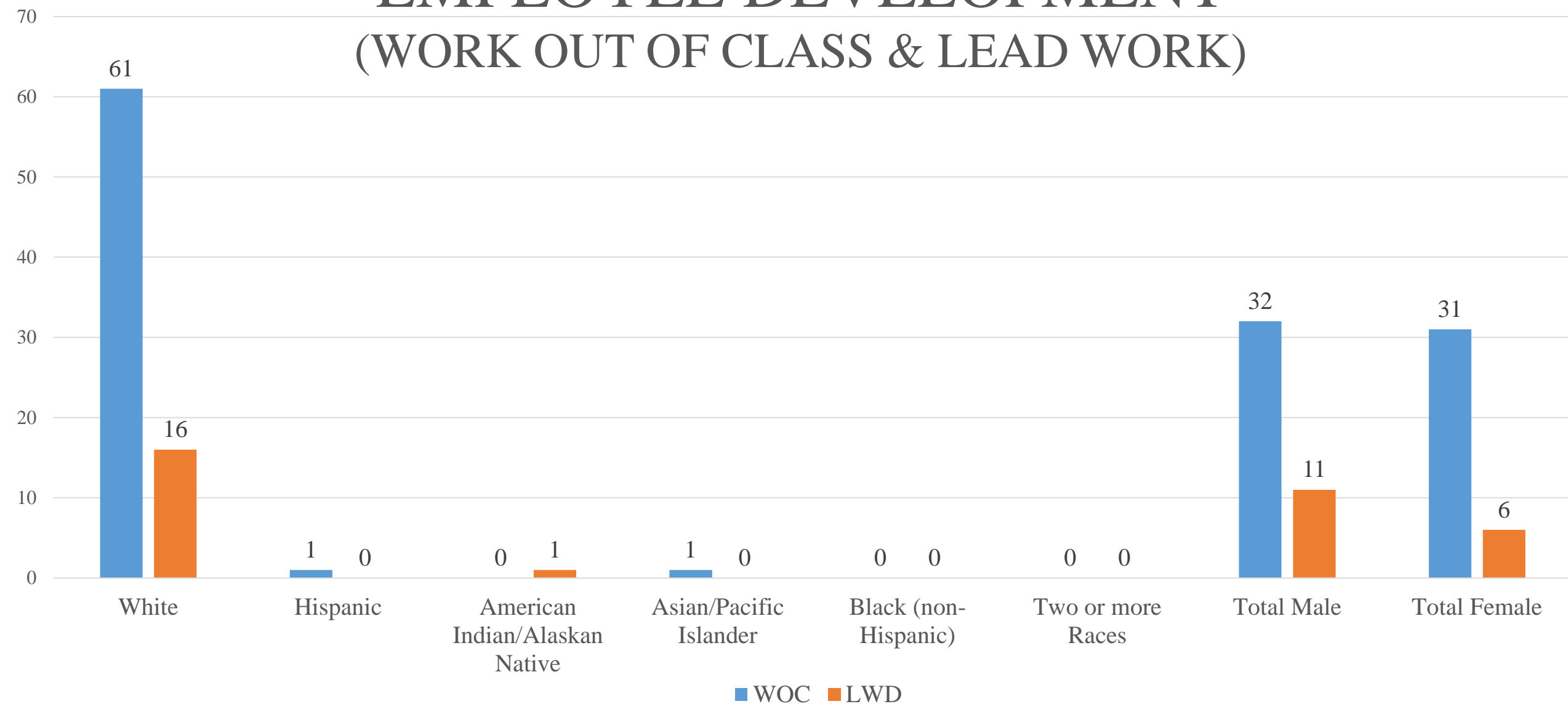
# DIVERSITY OF HIRES



*Data reflects hires during the 3<sup>rd</sup> Quarter of 2017*

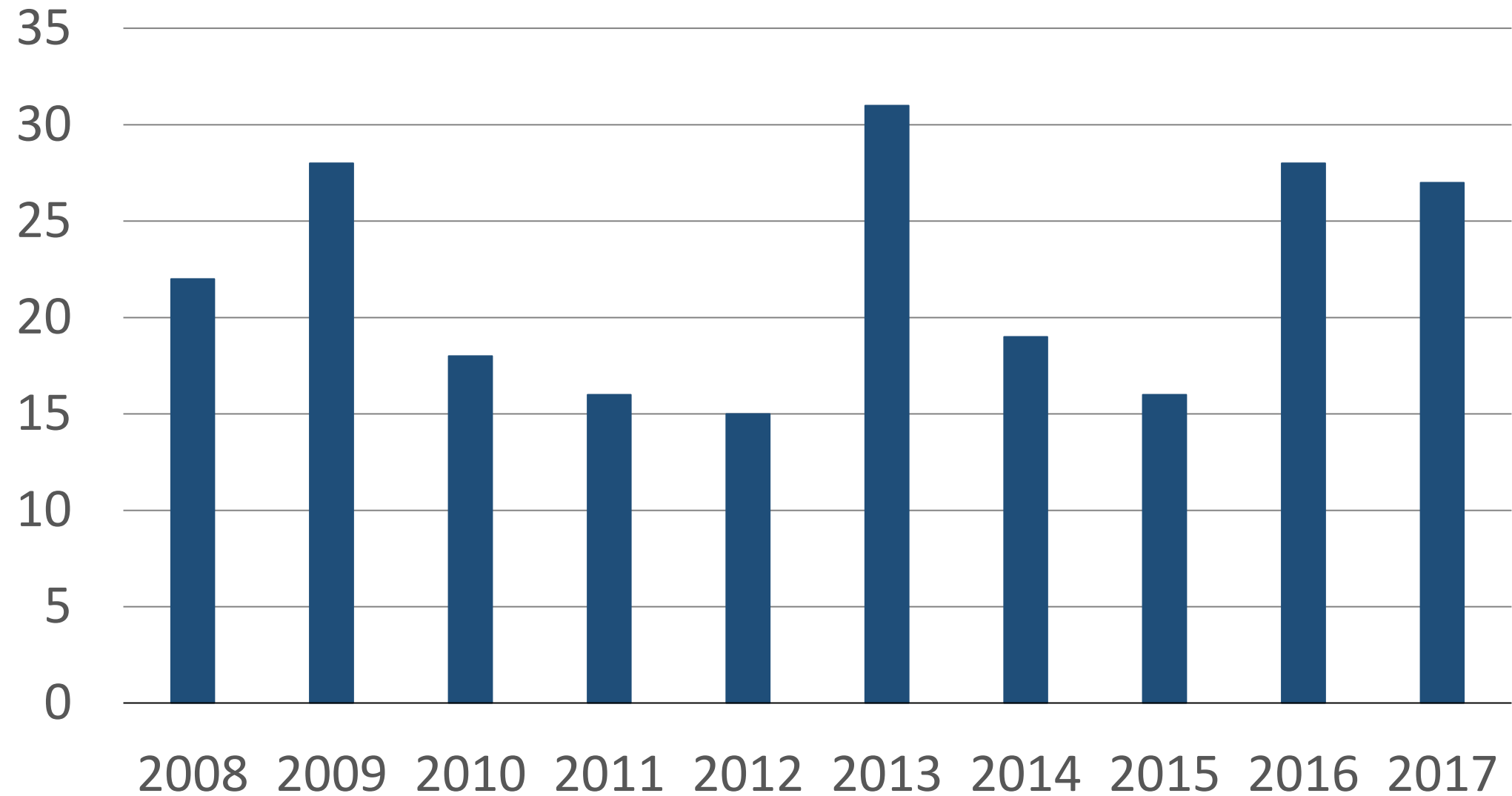


# EMPLOYEE DEVELOPMENT (WORK OUT OF CLASS & LEAD WORK)

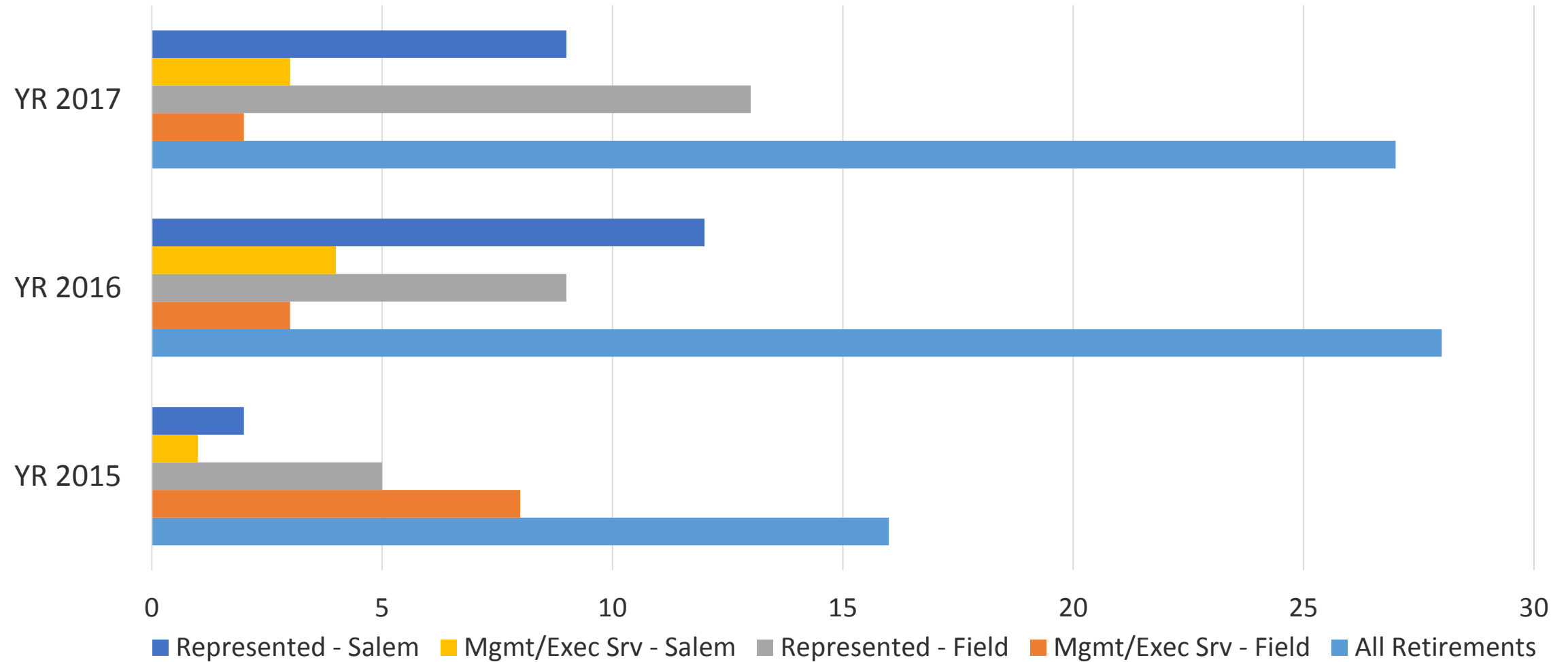


*Data reflects employees in WOC and LWD roles during the 3<sup>rd</sup> Quarter of 2017*

# 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

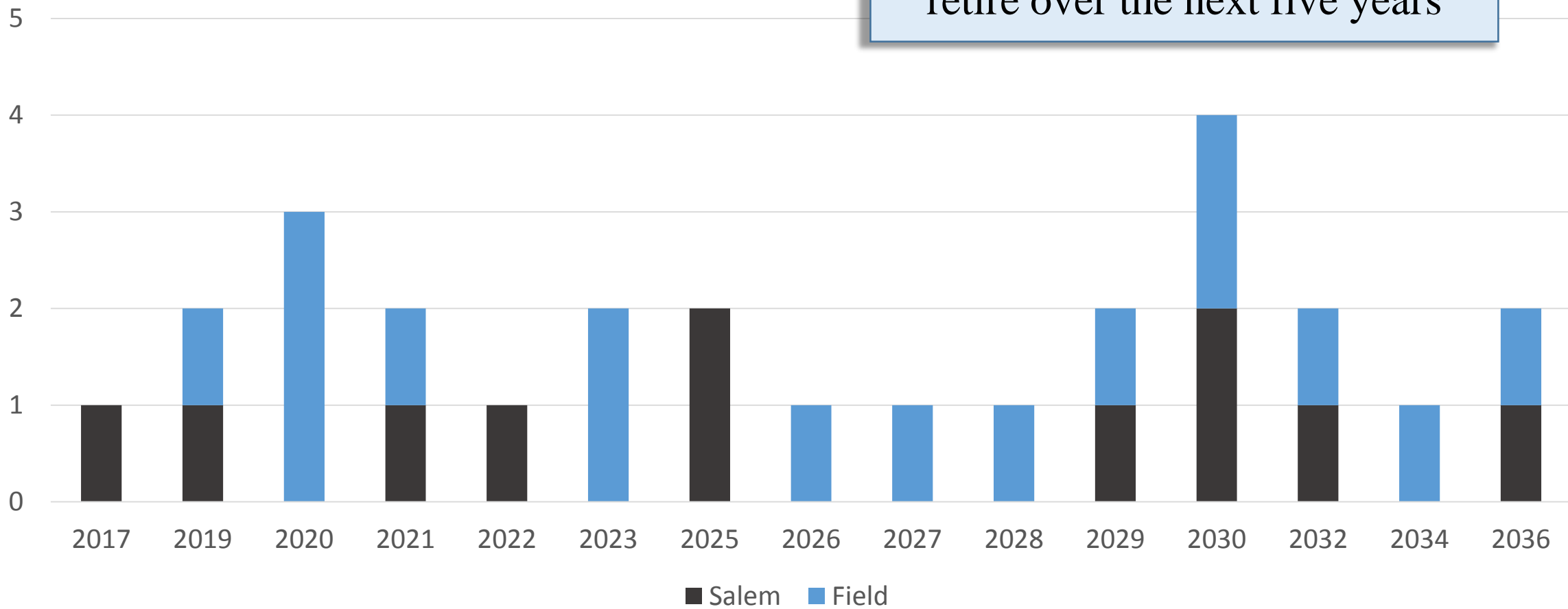
The Leadership Team is made up of 43 staff members and includes

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

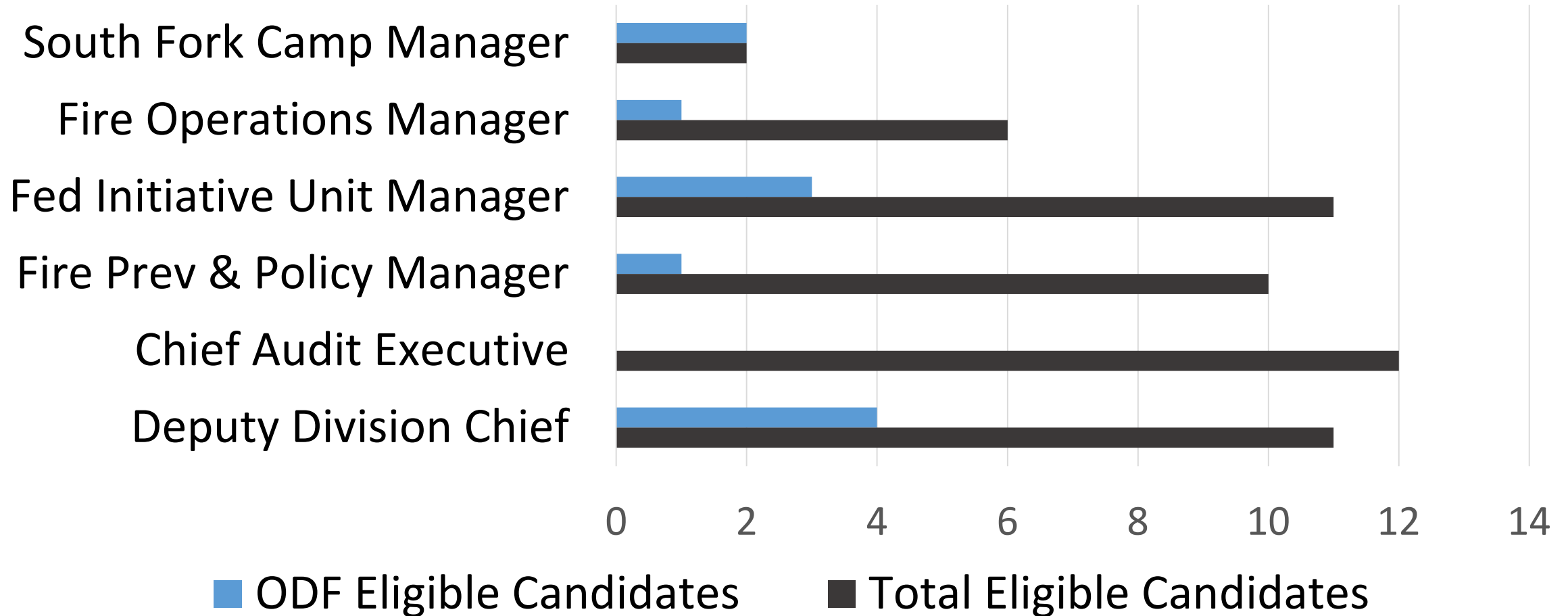


# 2017 LEADERSHIP TEAM RETIREMENT PROJECTIONS

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

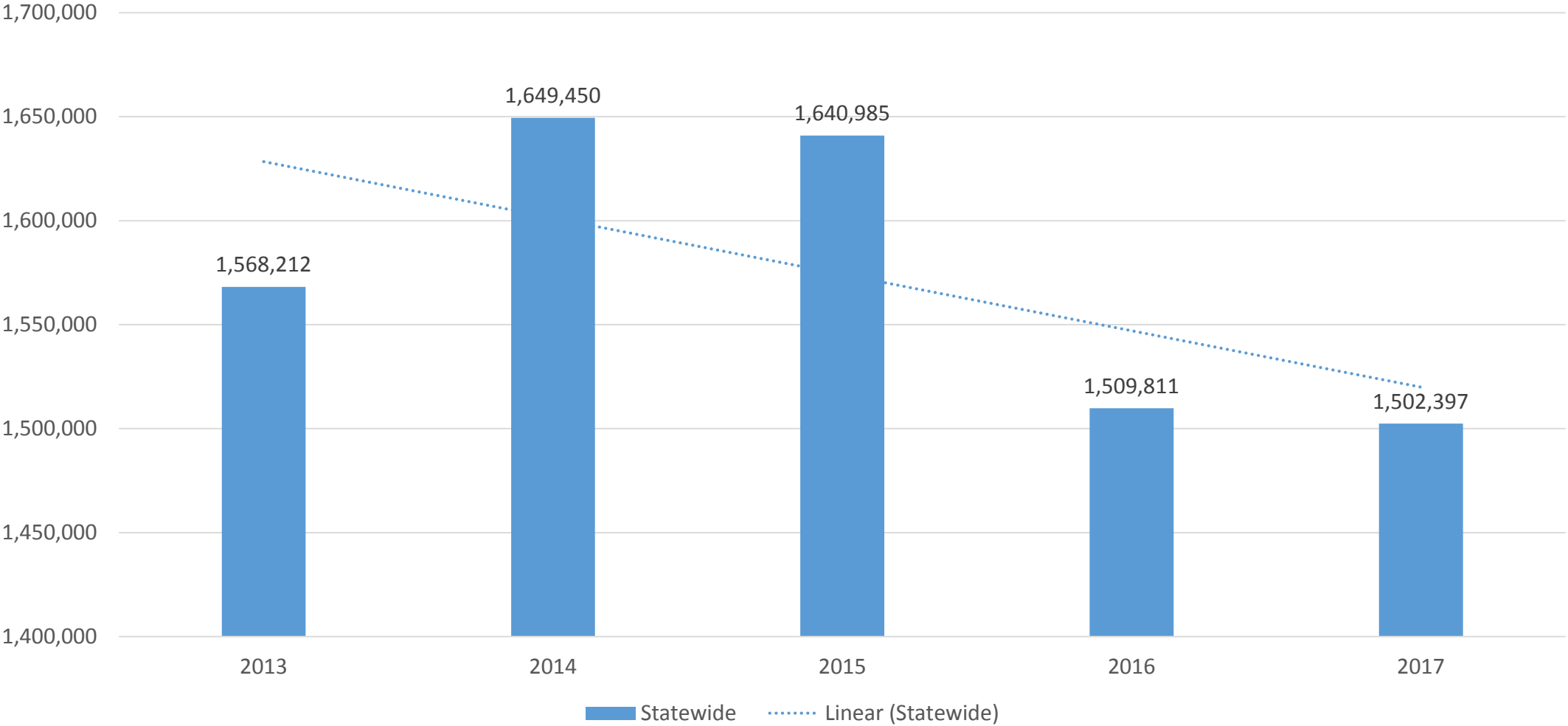


## 2017 LEADERSHIP TRAINING

- 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

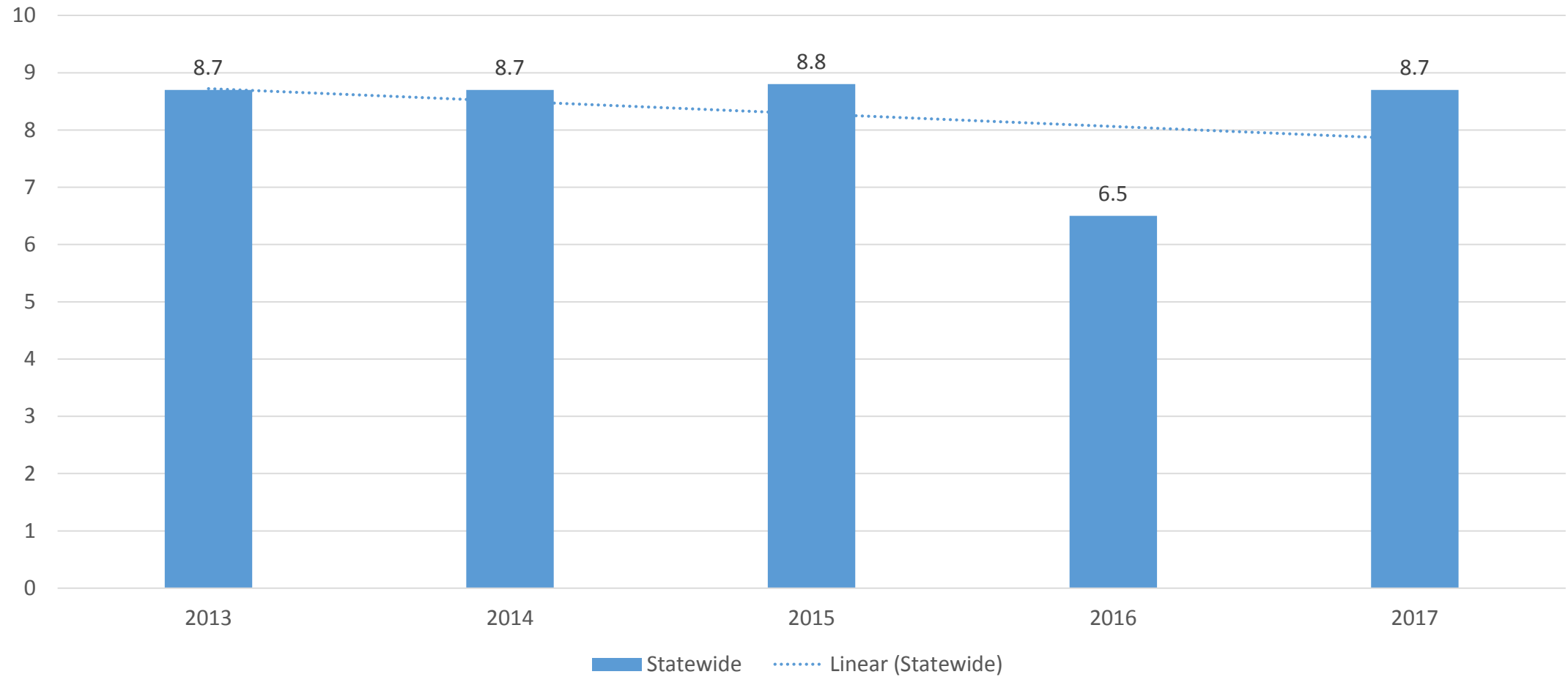
# SAFETY STATISTICS

Exposure Hours



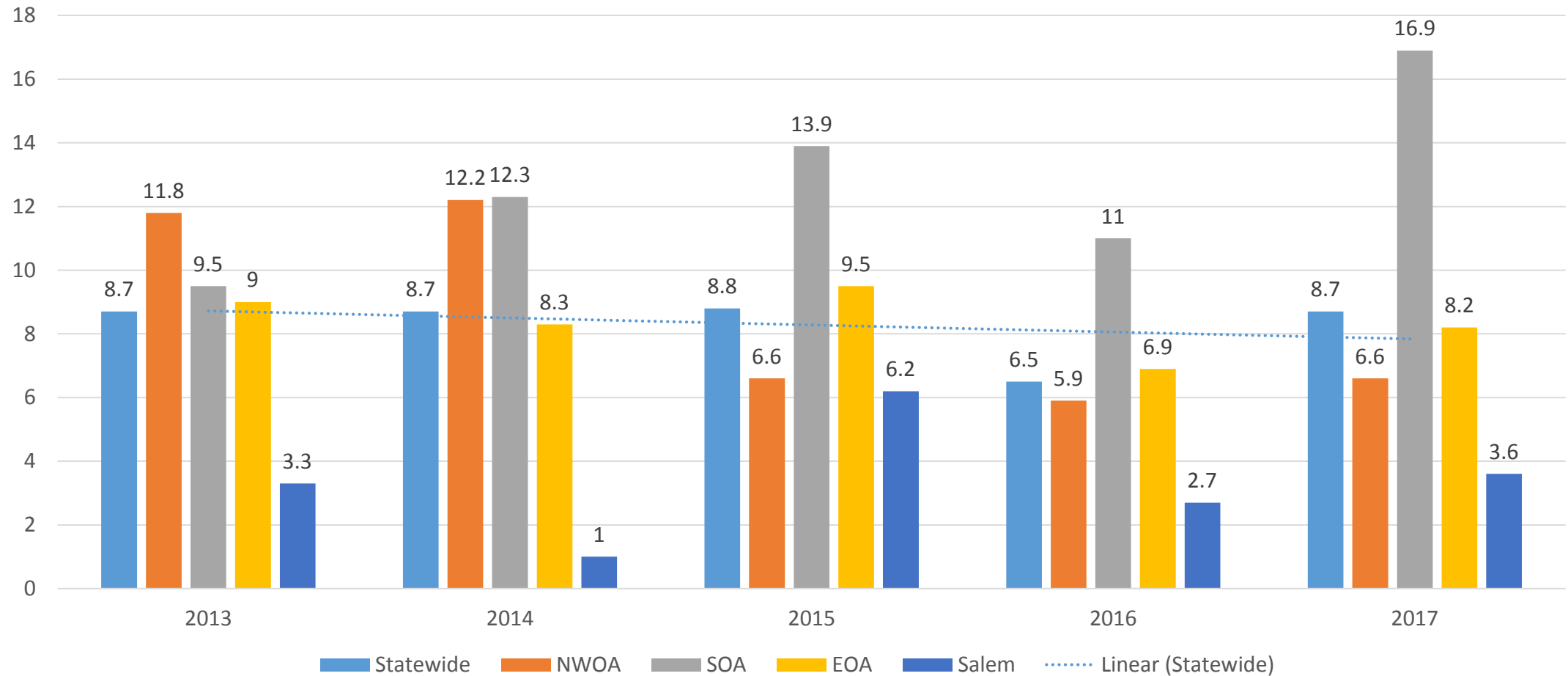
# SAFETY STATISTICS – Recordable Injury Rate

Number of Employees injured (per 100)



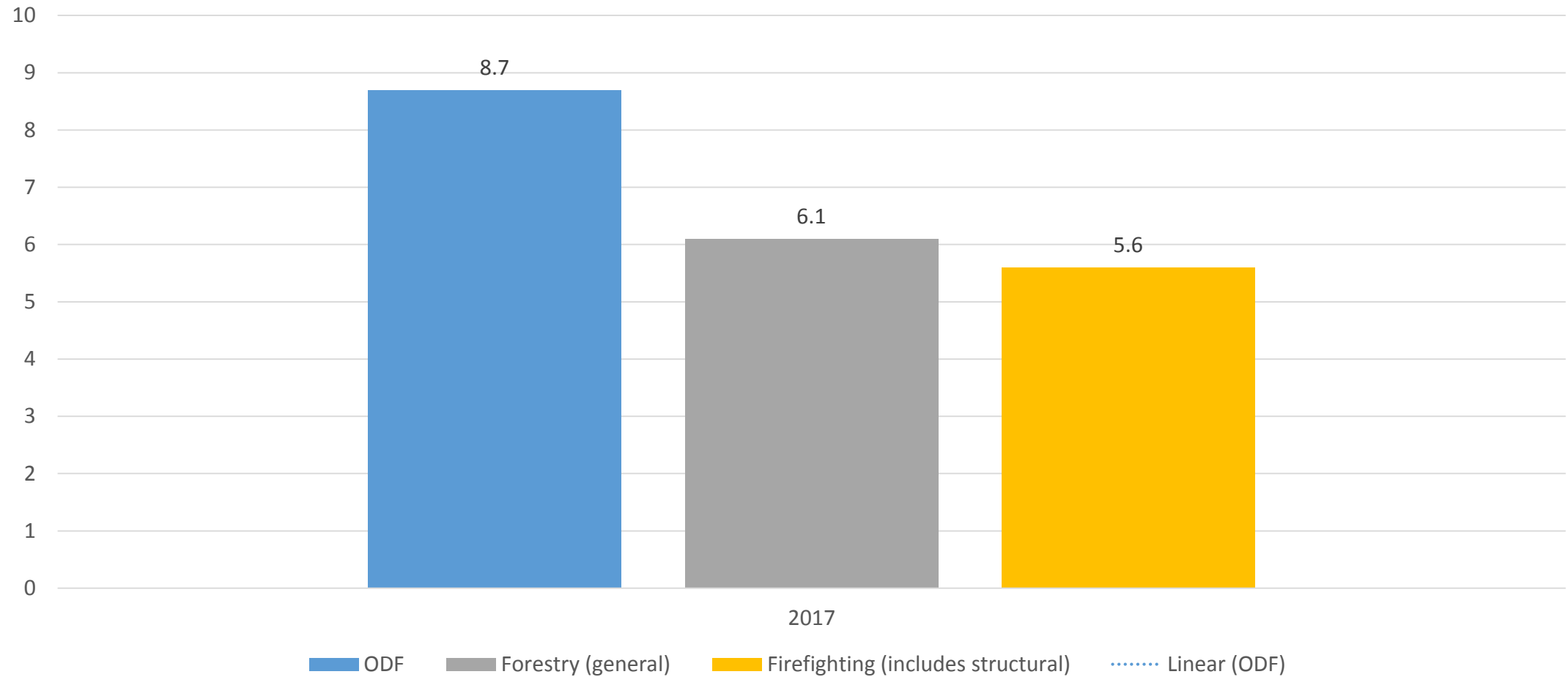
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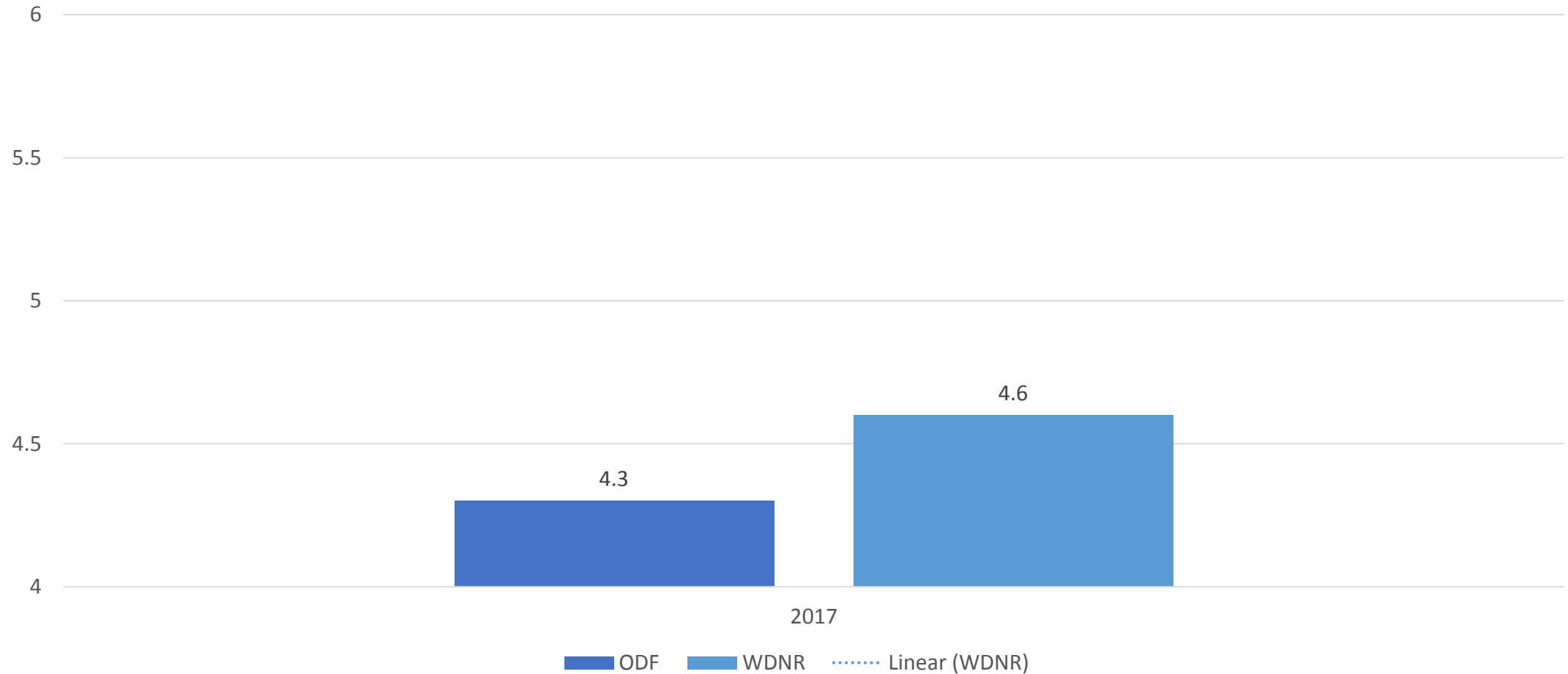
# SAFETY STATISTICS – Recordable Injury Rate

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

