



Human Resources Department

PeoriaStat Discussion
January 31, 2013

Department Mission:

To establish optimal work environment for obtaining sustained high productivity, continuous improvement, organizational renewal, and exceptional customer service.

Performance Measurement #1

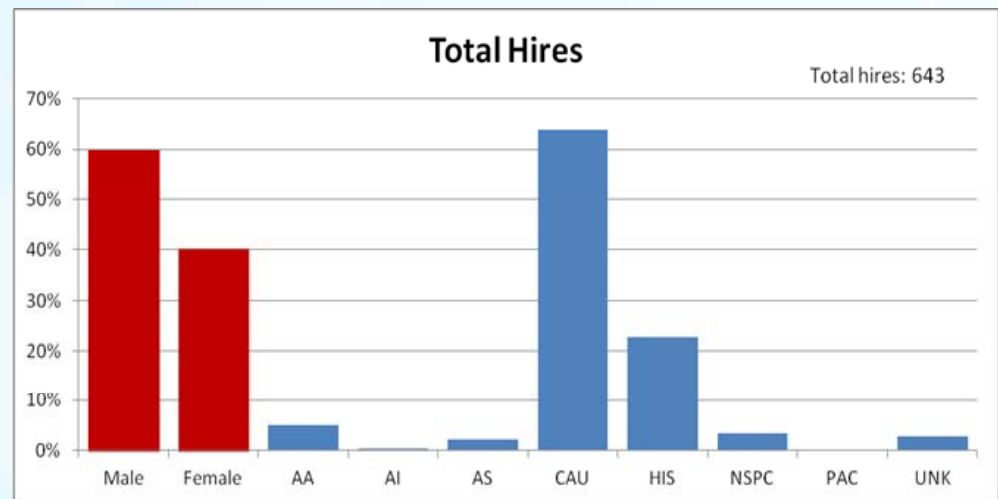
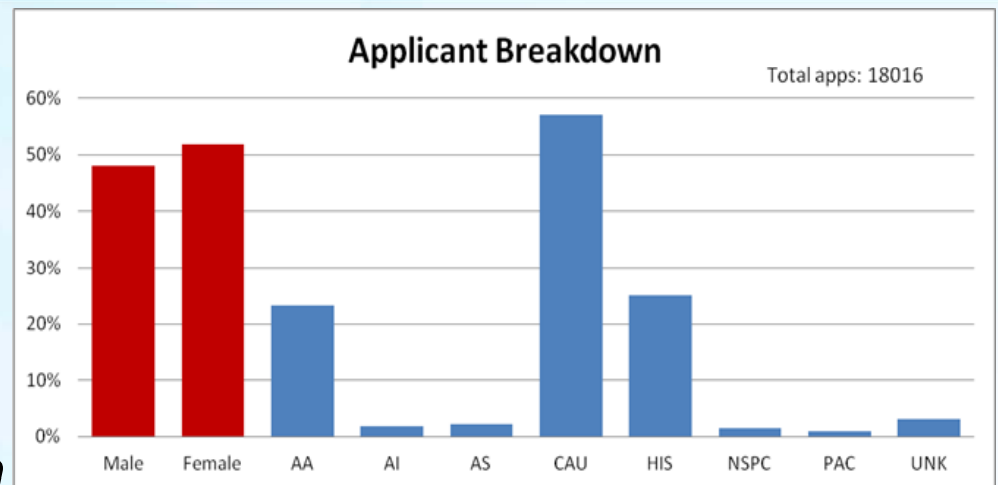
Council Goal:
Employer of Choice

HR Focus Area:
Recruitment

Measurement:
90% of all recruitments will have an applicant pool that is made up of 50% protected class candidates by race and gender.

Actual Score (12/2011 – 12/2012): 92%

Goal: MET



Performance Measurement #2

Council Goal:

Enhance Current Services

HR Focus Area:

Recruitment

Measurement:

*Average number of weeks to fill
(from requisition to job offer) is 10
weeks.*

Actual (12/2011 – 11/2012): 8.2 weeks

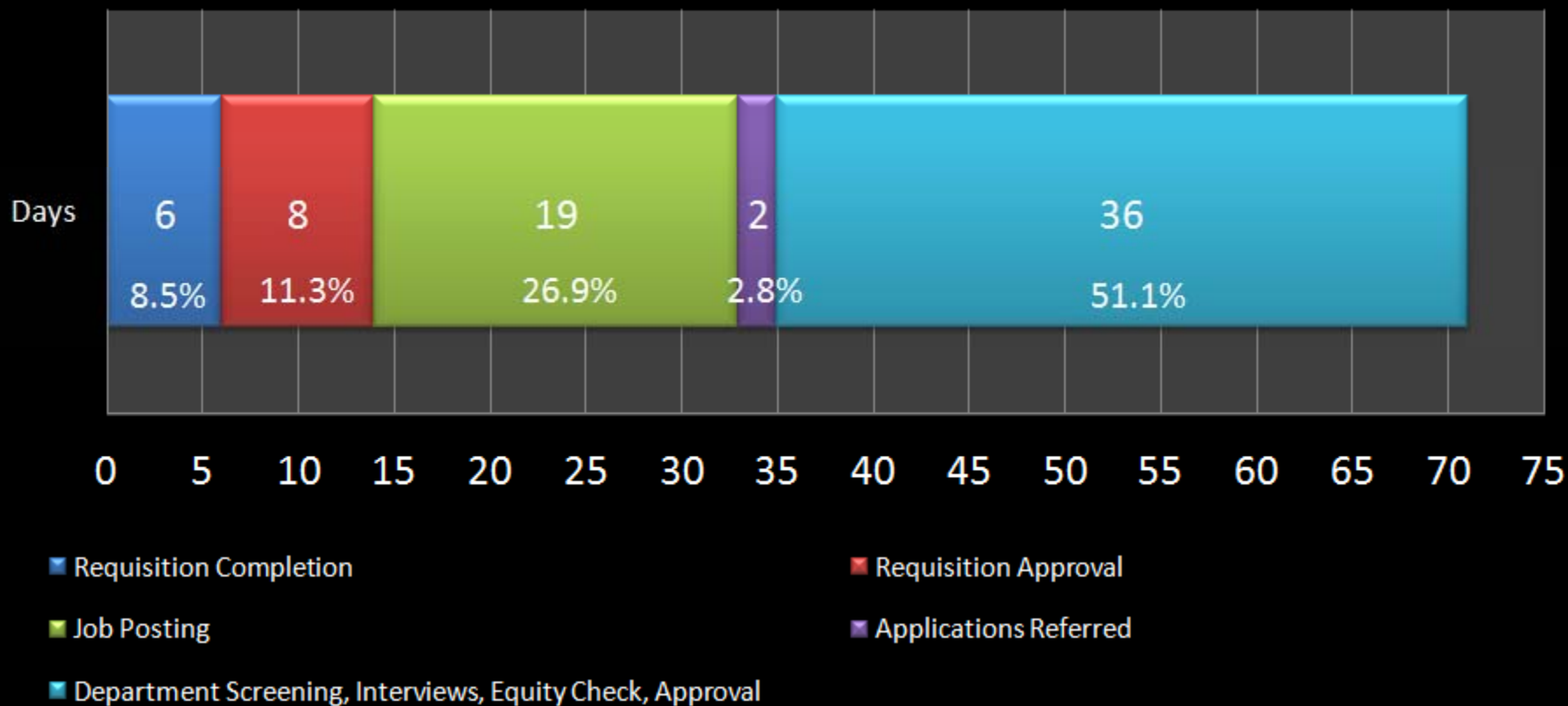
Goal: MET

*See recruitment graph on next slide



Recruitment Lifecycle

Calendar Year 2012
Non-continuous recruitments



Performance Measurement #3

Council Goal: Enhance Current Services

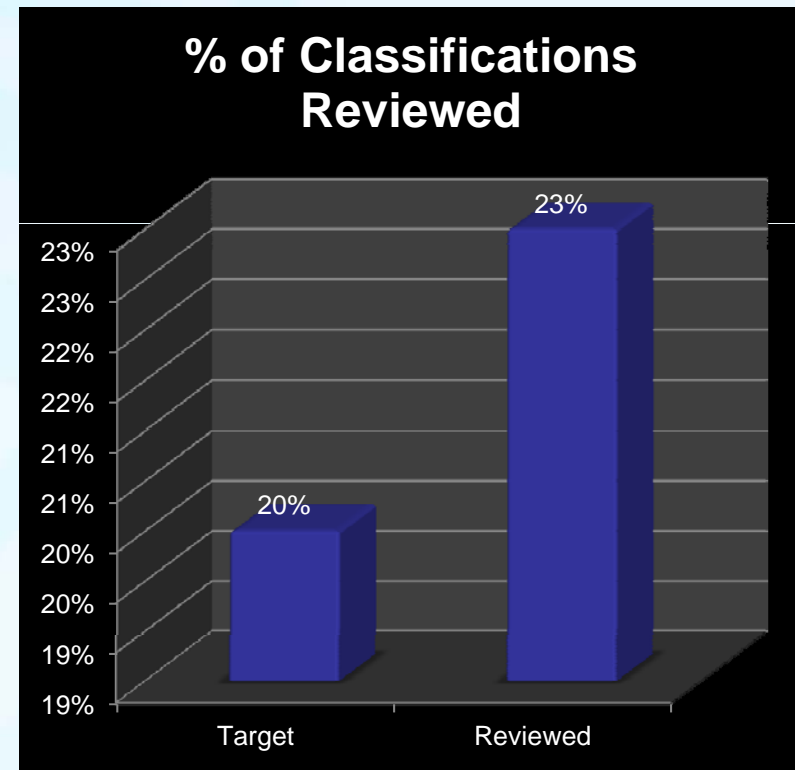
HR Focus Area: Classification and Compensation

Measurement:

Complete classification reviews on 20% of the total number of job classifications each fiscal year.

Actual Score (FY 2012): Conducted classification reviews on 23% of all job classifications.

Goal: MET



Performance Measurement #4

Council Goal: Enhance Current Services

HR Focus Area: Employee Relations

Measurement:

Complete 80% of all investigations within 8 weeks.

Actual Score: The reporting format for this measurement is new and will begin with 2013 calendar year.

Goal: N/A



Performance Measurement #5

Council Goal:
Employer of Choice

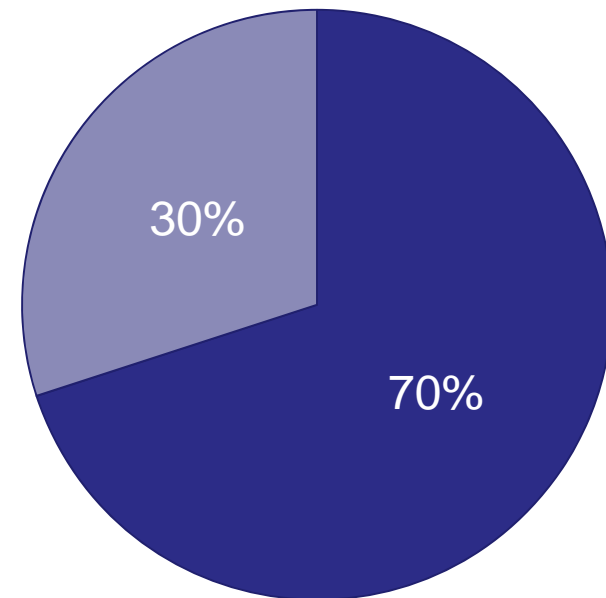
HR Focus Group:
Employee Relations

Measurement:
Conduct exit interviews on 95% of employees who voluntarily depart from the City

Actual Score (1st Quarter - FY 12): 70%

Goal: NOT MET

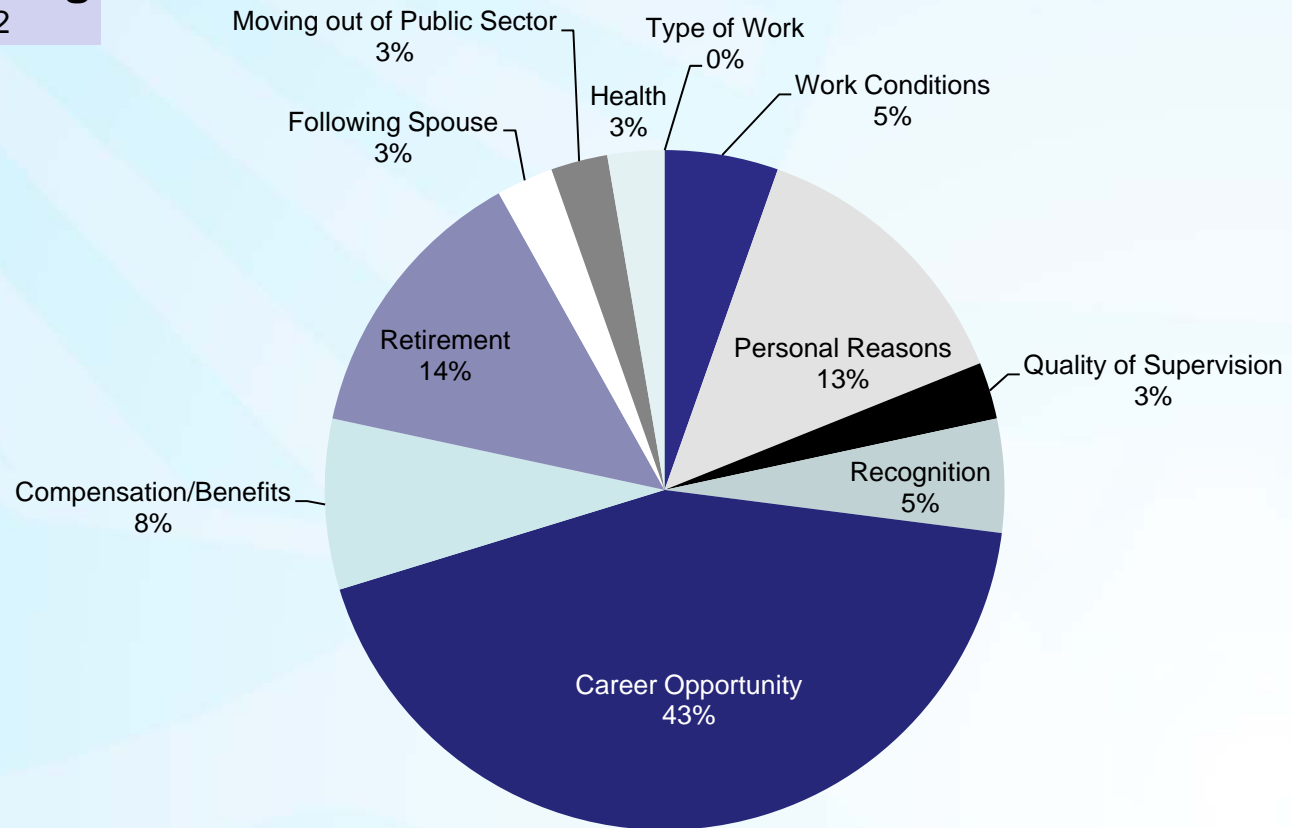
**Number of exit interviews conducted
1st Quarter - FY 2012**



Performance Measurement #5 – Exit Interview

Reason for Leaving

Calendar year 2012

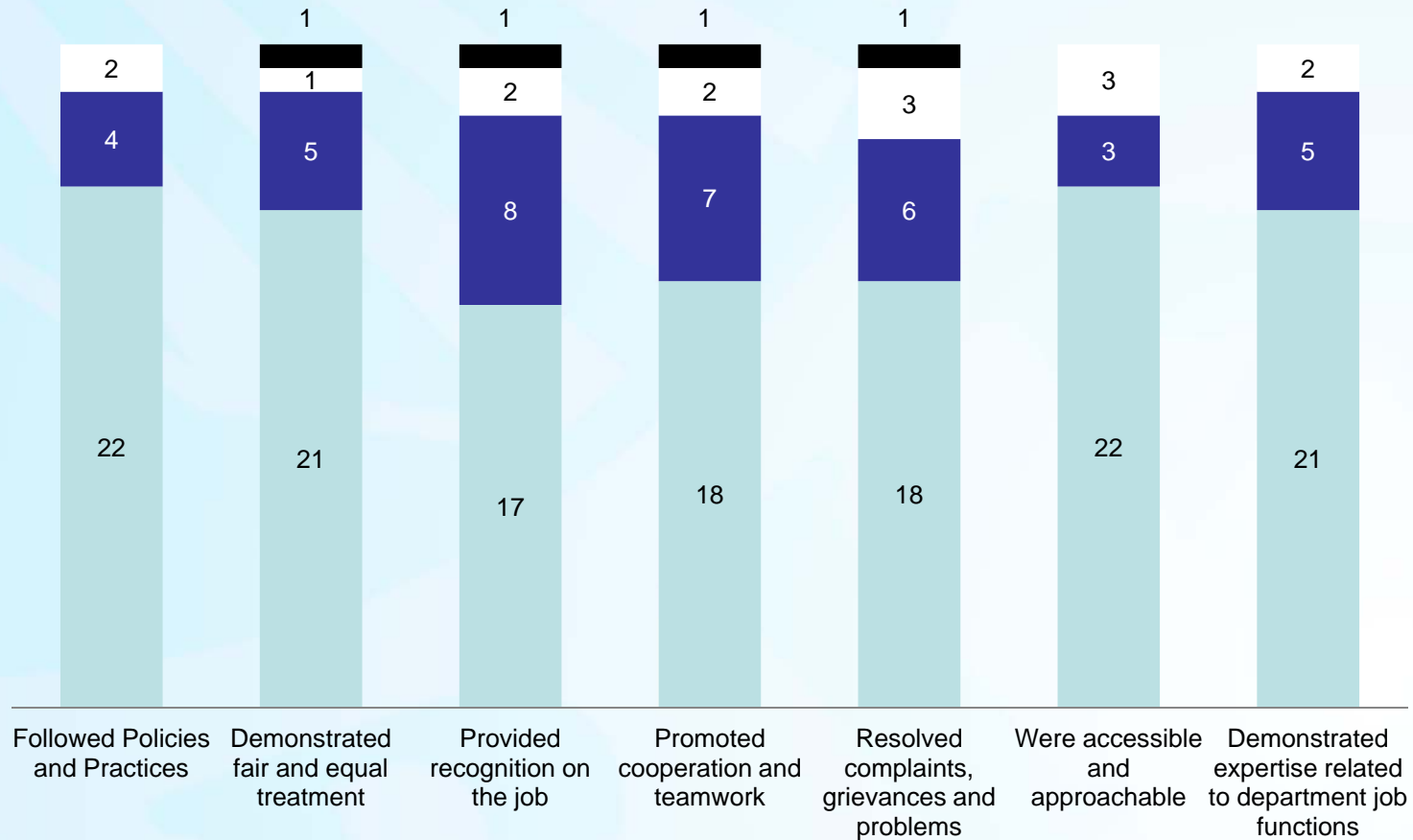


Performance Measurement #5 – Exit Interview

Assessment of Supervisor

2012 Calendar Year

■ Almost Always ■ Usually ■ Sometimes ■ Never

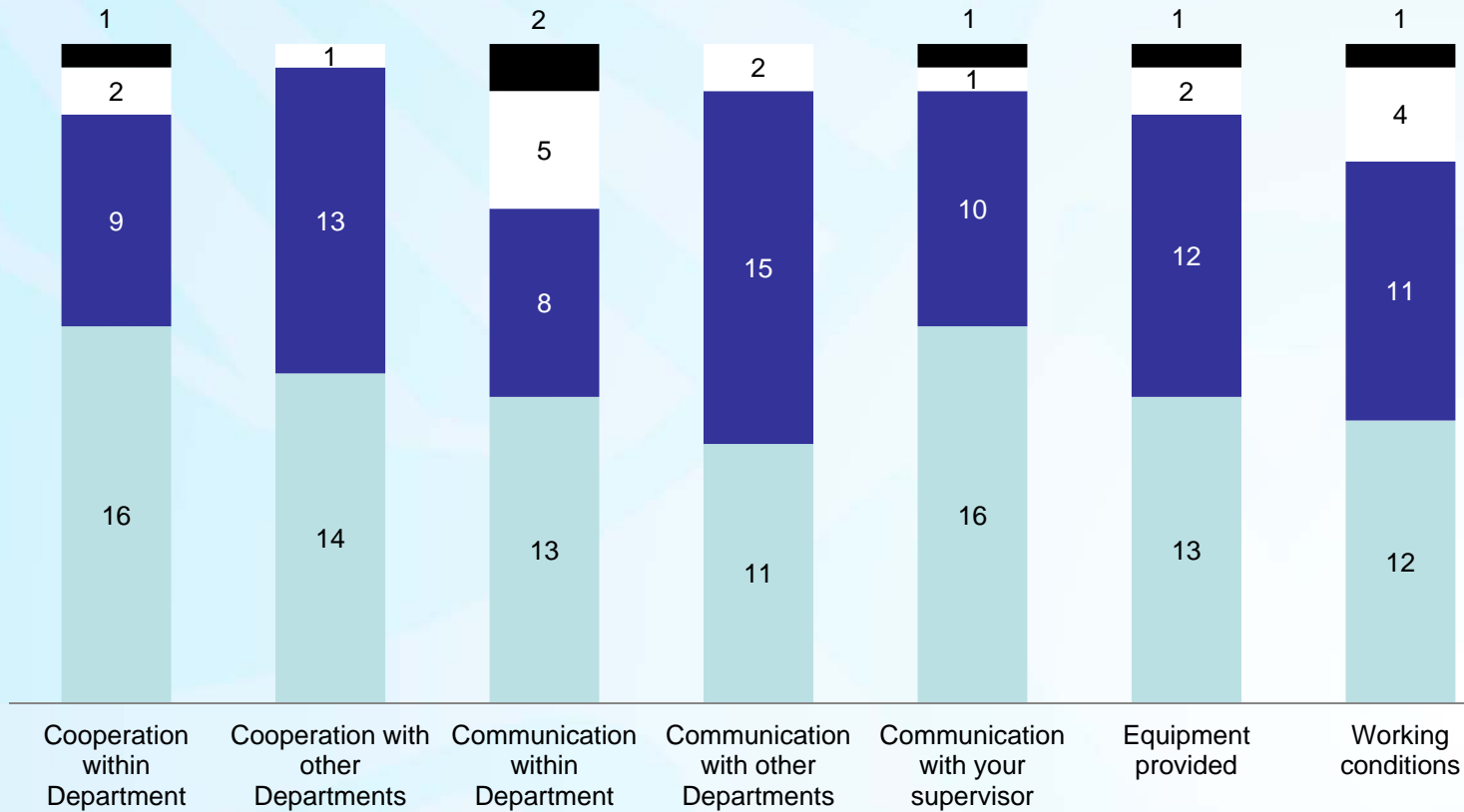


Performance Measurement #5 – Exit Interview

Assessment of Department/Job

2012 Calendar Year

■ Excellent ■ Good ■ Fair ■ Poor

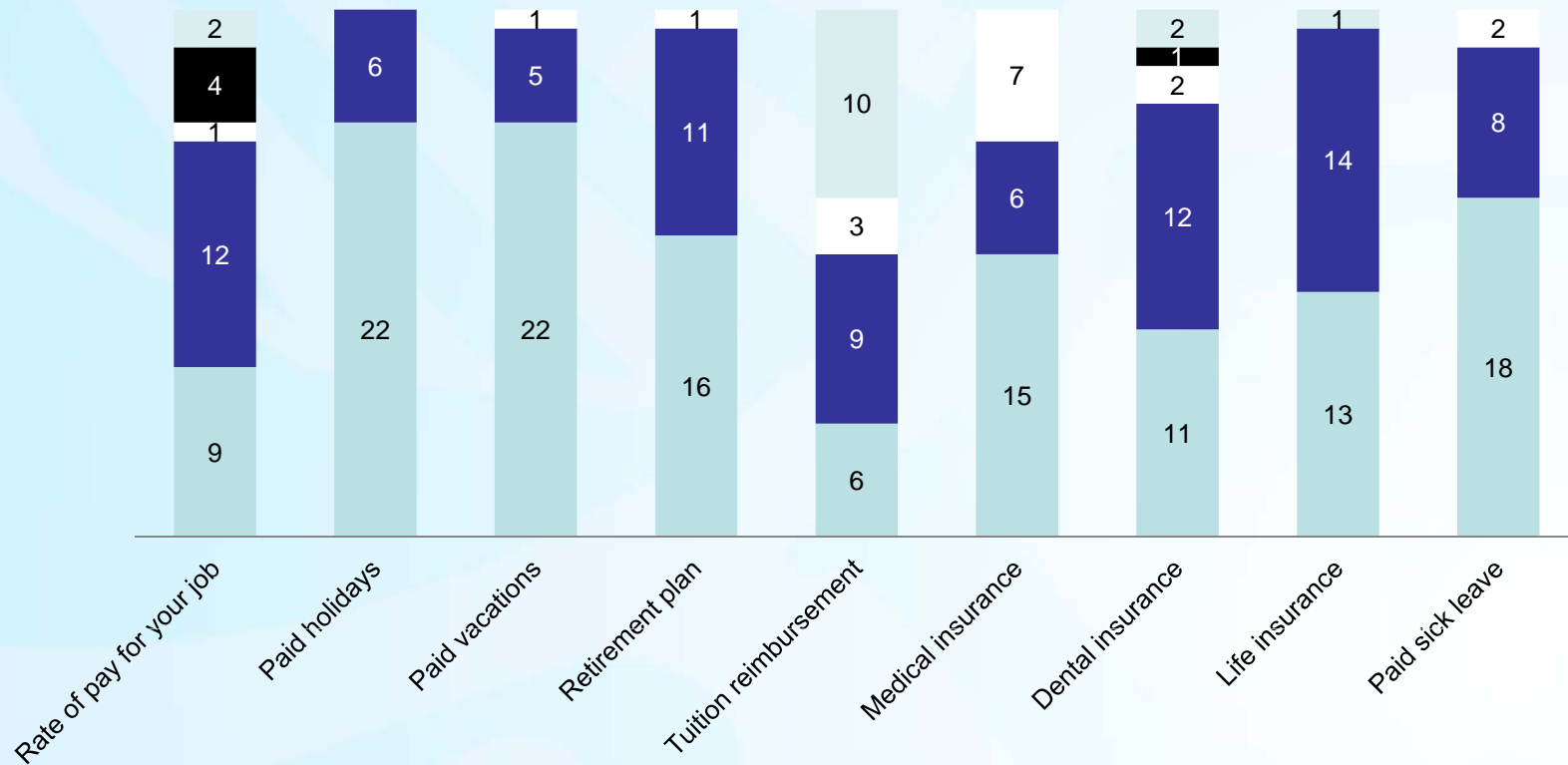


Performance Measurement #5 – Exit Interview

Assessment of Benefits

Calendar Year 2012

Excellent Good Fair Poor No opinion



Performance Measurement #6

Council Goal:
Employer of Choice

HR Focus Group:
Employee Relations

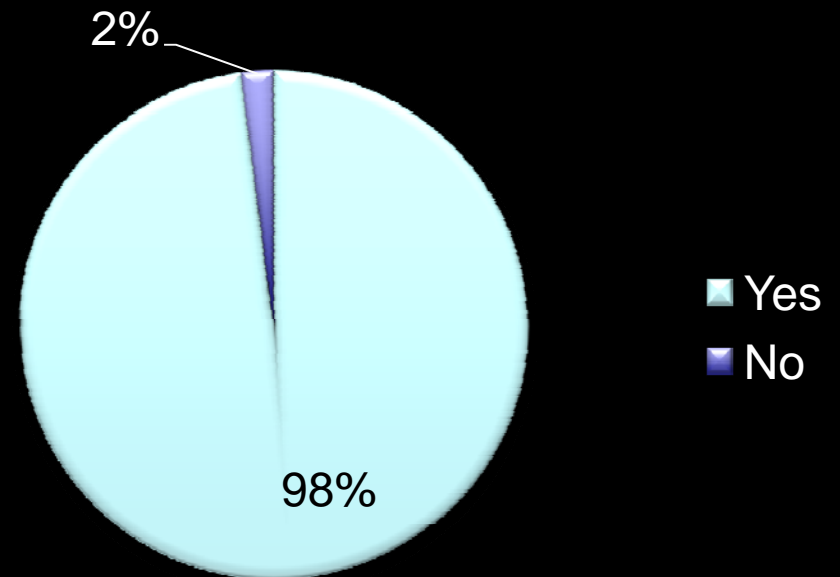
Measurement:
90% of employees who voluntarily separate state that they would recommend the City of Peoria as a Place of employment for others.

Actual Score (9/27/11- present): 98%

Goal: MET

Would you recommend the City of Peoria as a place of employment for others?

9/27/11 - Present



Performance Measurement #7

Council Goal:
Enhance Current Services

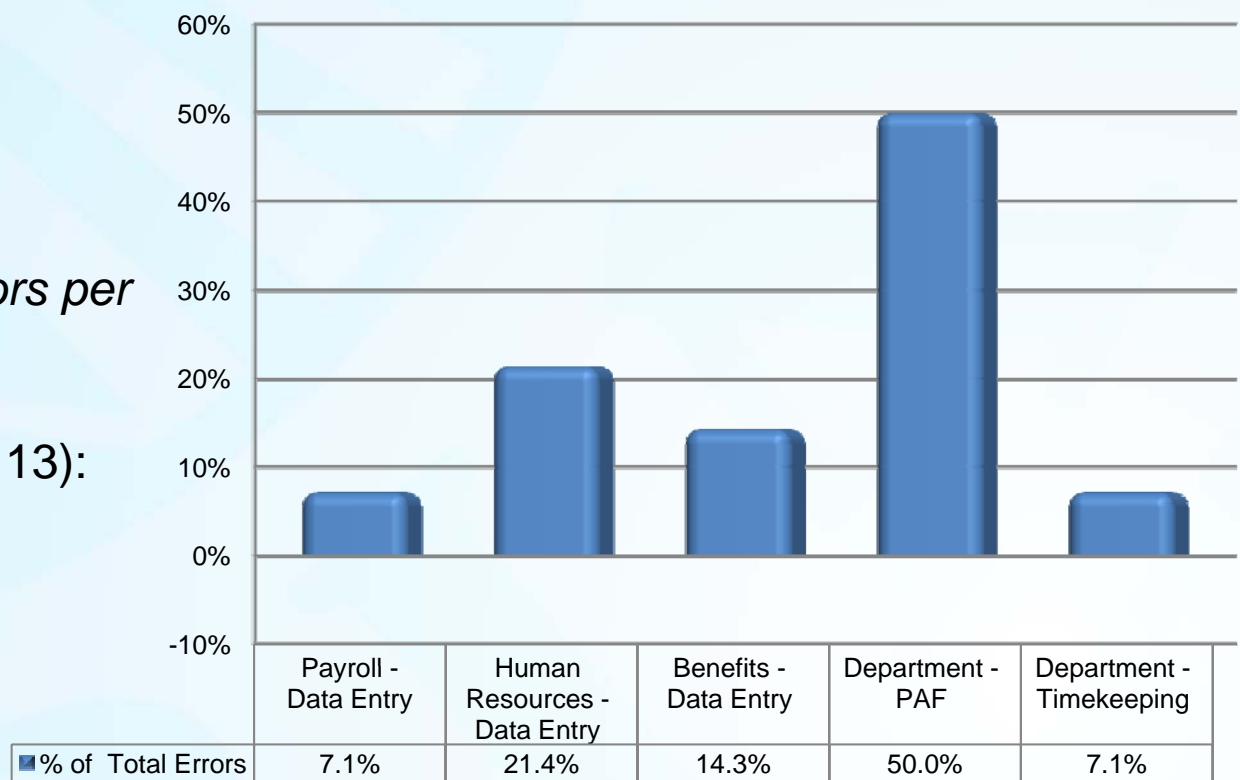
HR Focus Group:
Human Capital Management
(HCM)

Measurement:
*Less than 12 processing errors per
quarter city-wide.*

Actual Score (1st Quarter FY 13):
14 Errors

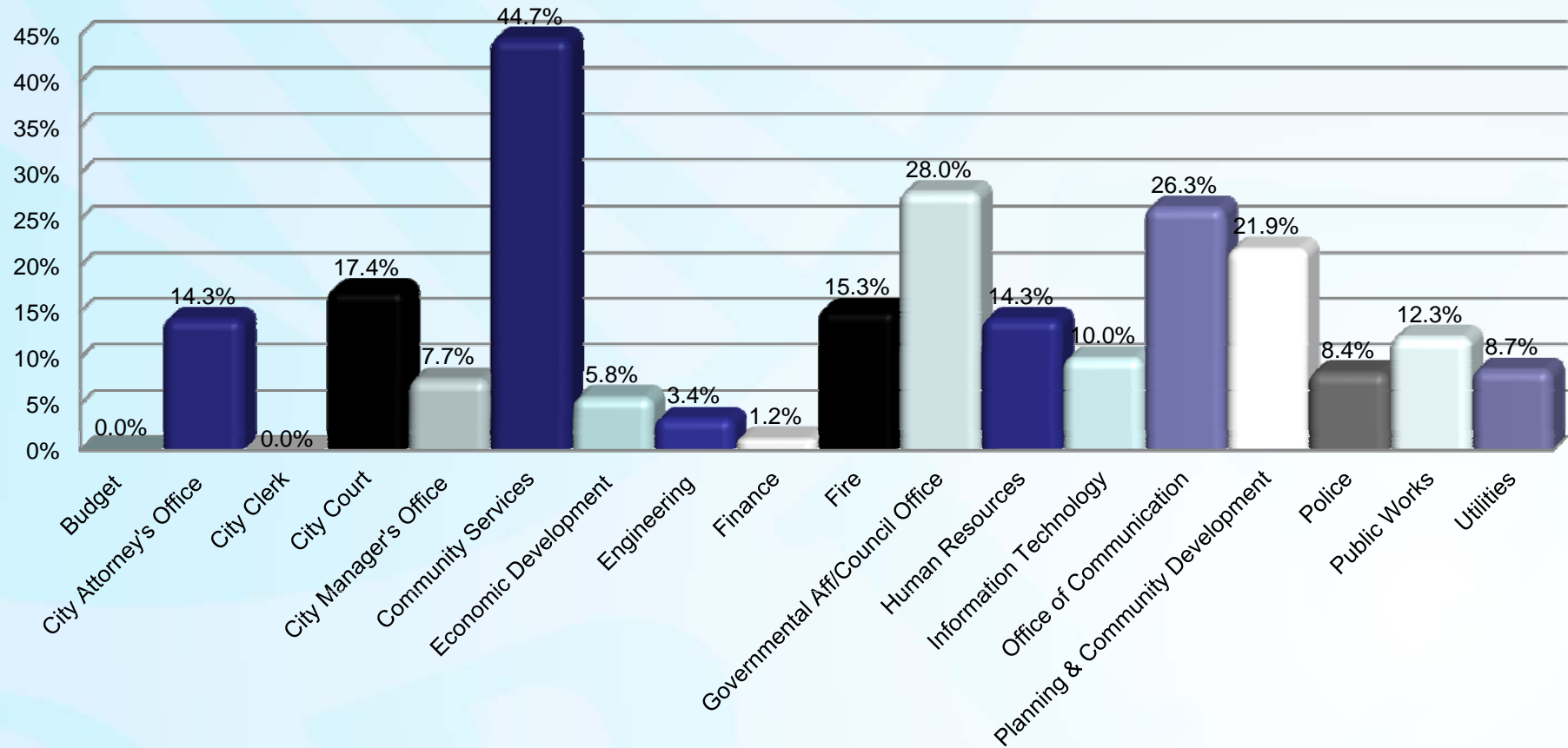
Goal: NOT MET

FY 2013 Q1 - Error Type
Total Errors 14



Performance Measurement #7

FY 2013 Quarter 1 Retro Actions % of Total Actions Submitted



Performance Measurement #8

Council Goal:

Enhance Current Services

HR Focus Group:

Benefits

Measurement:

Less than 4 reportable accidents per month, city-wide.

Actual Score: The reporting format for this measurement is new and will begin with 2013 calendar year.

Goal: N/A



Performance Measurement #9

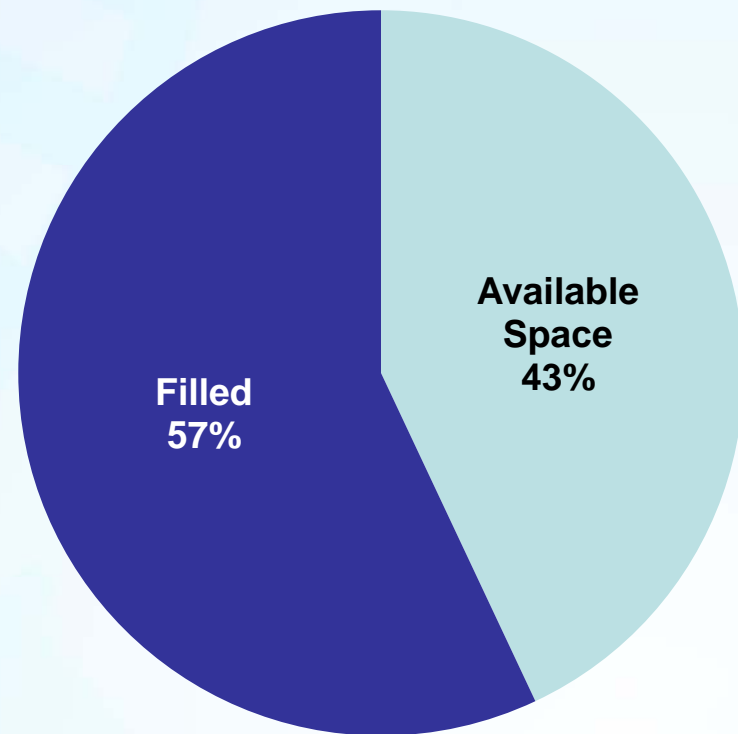
Council Goal:
Enhance Current Services

HR Focus Group:
Training and Development

Measurement:
Leadership development programs filled to 90% capacity, based on available class size.

Actual Score (FY 13 YTD): 57%

Goal: NOT MET



Performance Measurement #10

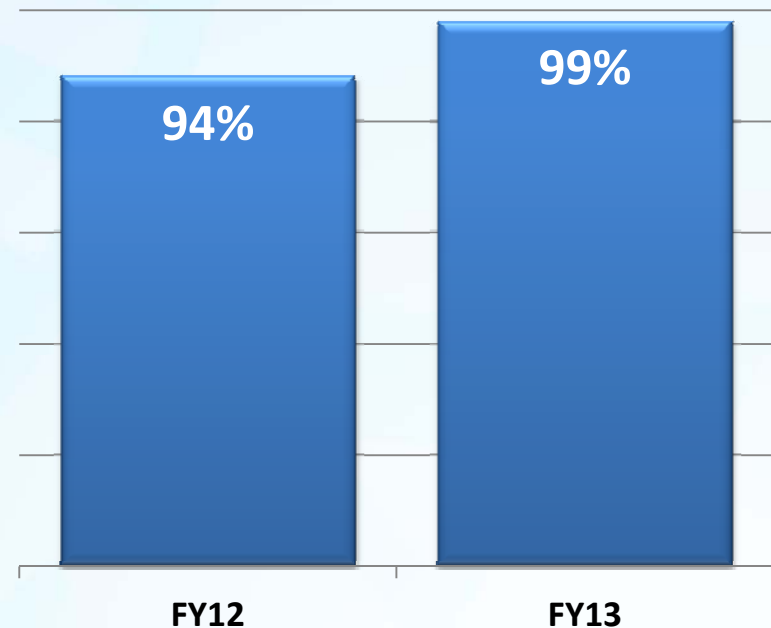
Council Goal:
Enhance Current Services

HR Focus Group:
Training and Development

Measurement:
Post-training test scores average of 80% or greater to demonstrate transfer of knowledge for designated courses.

Actual Score (FY 13 YTD): 99%

Goal: MET



Performance Measurement #11

Council Goal:
Leadership and Image

HR Focus Group:
Safety

Measurement:
95% of employees have completed required safety training.

Actual Score (FY 13 YTD) : 59%

Goal: NOT MET

Compliance in Mandatory Safety Training

