



Council Business Meeting

October 3, 2023

Agenda Item	Staffing Update	
From	Molly Taylor	Interim Human Resources Director
Contact	molly.taylor@ashland.or.us	
Item Type	Requested by Council <input type="checkbox"/> Update <input type="checkbox"/> Request for Direction <input type="checkbox"/> Presentation <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Public Hearing <input type="checkbox"/> New Business <input type="checkbox"/> Old Business <input type="checkbox"/>	

SUMMARY

Staffing update on where we are with current staffing levels and recruitment.

At the beginning of August, a survey was sent out to all staff members to provide critical feedback on employment with the City of Ashland.

POLICIES, PLANS & GOALS SUPPORTED

N/A

BACKGROUND AND ADDITIONAL INFORMATION

Since Covid, there has been a lot of turnover in the City. In the last year, we have made it a goal to bring departments back up to full staff status.

The last city-wide employee survey was completed over 5 years ago. The 2023 survey will provide a baseline for future surveys to measure successes and shortcomings. The goal is to have annual surveys to better understand staff's perspective on employment with the City of Ashland.

FISCAL IMPACTS

N/A

DISCUSSION QUESTIONS

N/A

SUGGESTED NEXT STEPS

N/A

REFERENCES & ATTACHMENTS

2023 Staffing Update PowerPoint





2023 Staffing Update

Turnover Information:

2021 – 15%

- 4 Retirements
- 26 Resignations
- 3 Other

2022 – 18%

- 8 Retirements
- 28 Resignations
- 2 Other

2023 (thru 9/30) – 8%

- 7 Retirements
- 11 Resignations
- 2 Other



Recruitment:

Average number of applications per job posting:

Average run time for a job posting is 3 weeks

May / June – 2.75

June / July – 6

July / August – 4.75

August / September – 15.5



58% Participation

I have worked for the City for:

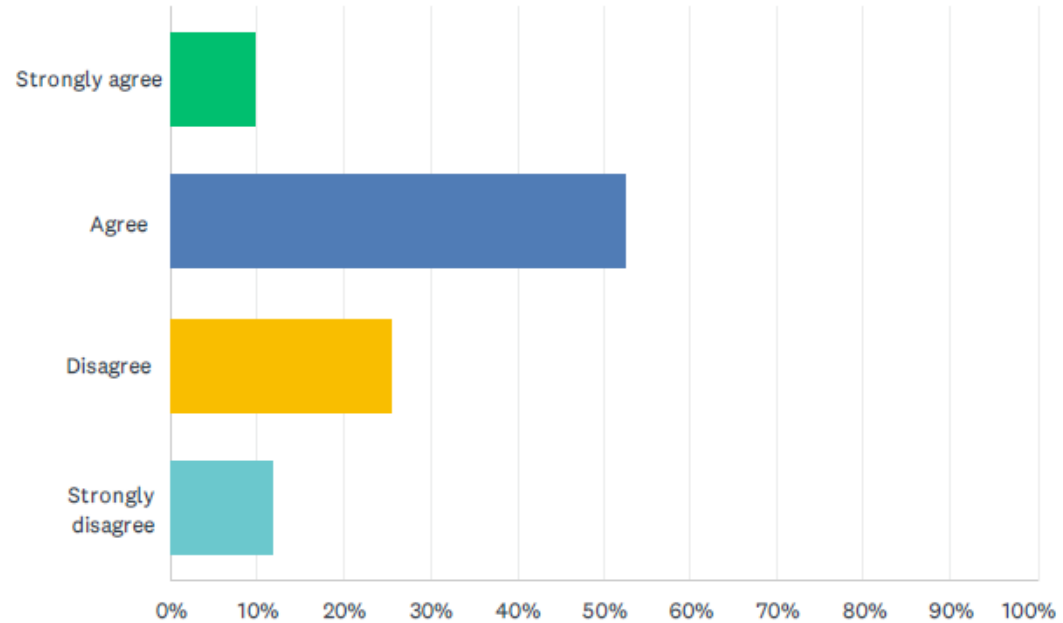
ANSWER CHOICES	RESPONSES
0 to 5 Years	31.11%
5 to 10 Years	27.41%
10 to 15 years	13.33%
15+ years	28.15%

My job classification is:

ANSWER CHOICES	RESPONSES
Management/ Supervisory	33.83%
Non-Management	66.17%



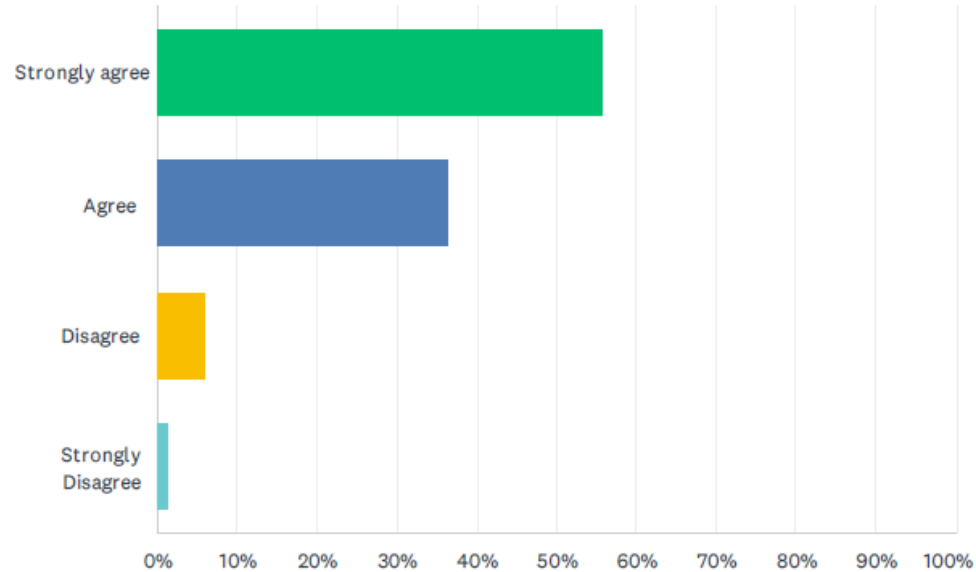
I believe the City respects, appreciates and is genuinely concerned about the welfare of its employees.



ANSWER CHOICES	RESPONSES
Strongly agree	9.77%
Agree	52.63%
Disagree	25.56%
Strongly disagree	12.03%



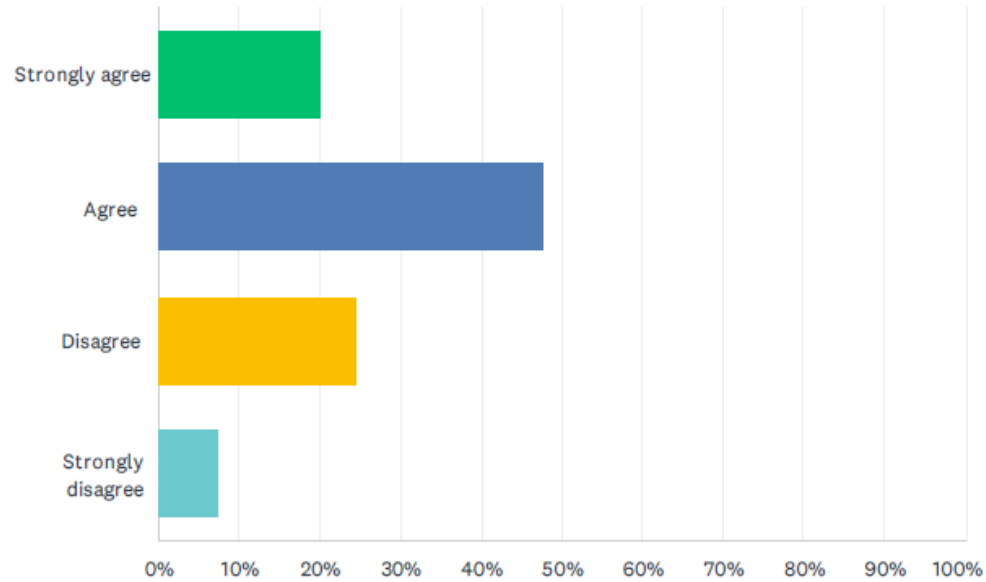
The people in my department work together as a team and make a significant contribution to the community.



ANSWER CHOICES	RESPONSES
Strongly agree	55.97%
Agree	36.57%
Disagree	5.97%
Strongly Disagree	1.49%



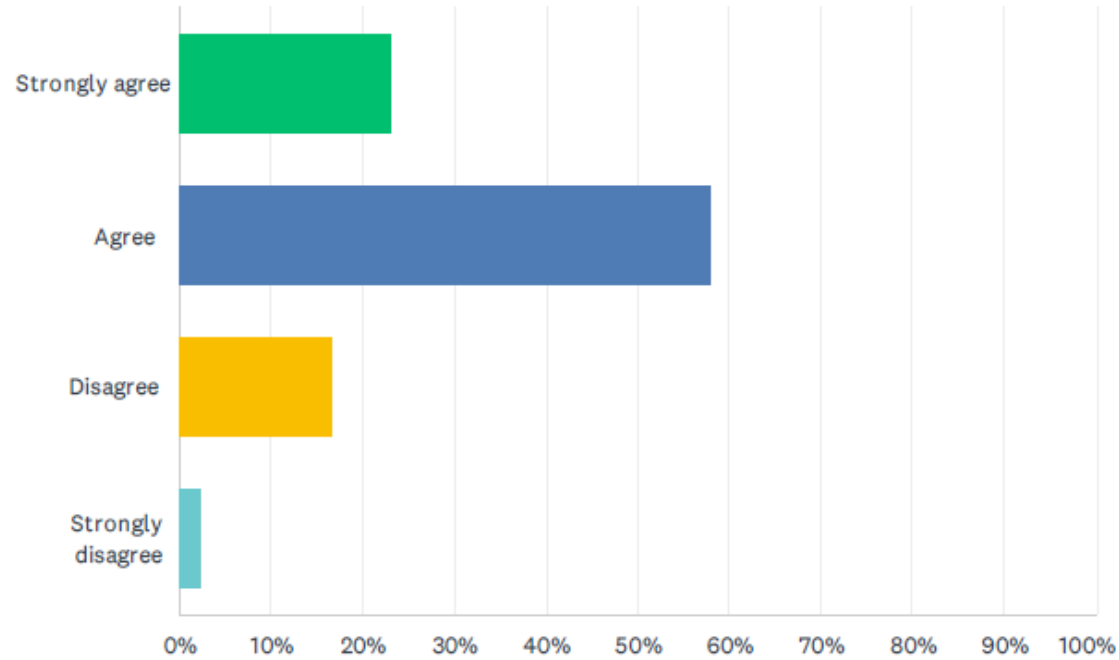
I have the appropriate tools and resources to provide the best service I can.



ANSWER CHOICES	RESPONSES
Strongly agree	20.15%
Agree	47.76%
Disagree	24.63%
Strongly disagree	7.46%



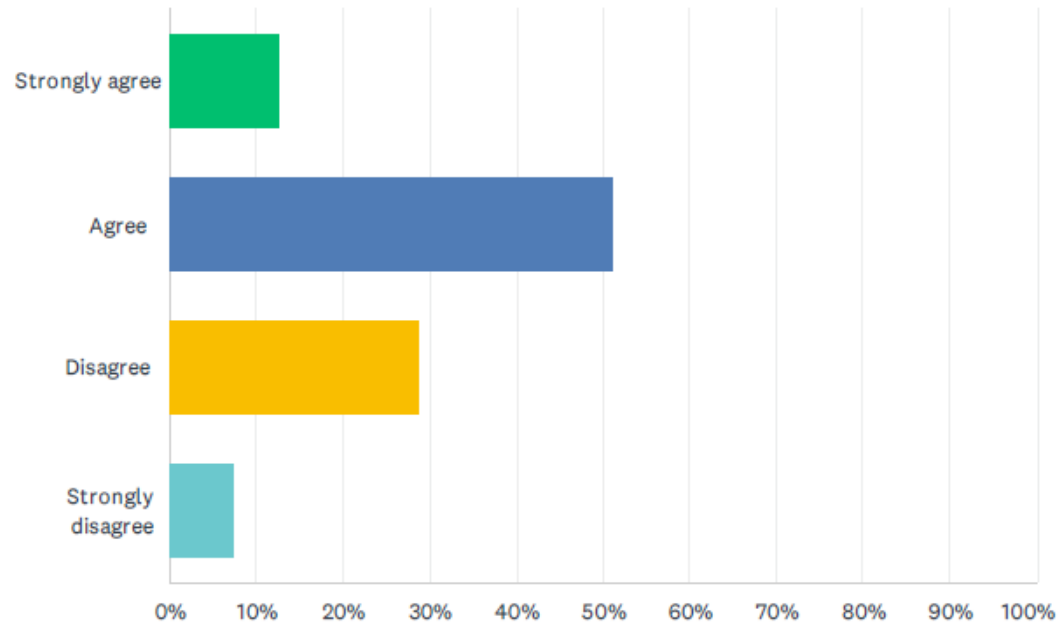
I have the proper training to do my job well.



ANSWER CHOICES	RESPONSES
Strongly agree	23.31%
Agree	57.89%
Disagree	16.54%
Strongly disagree	2.26%



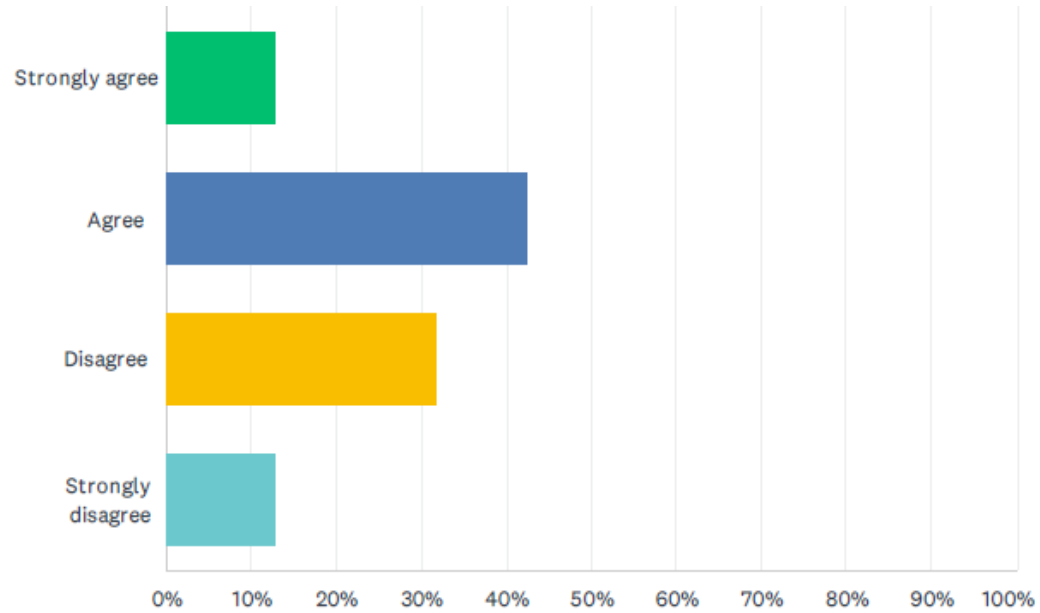
I am informed about city news and developments in a timely manner.



ANSWER CHOICES	RESPONSES
Strongly agree	12.59%
Agree	51.11%
Disagree	28.89%
Strongly disagree	7.41%



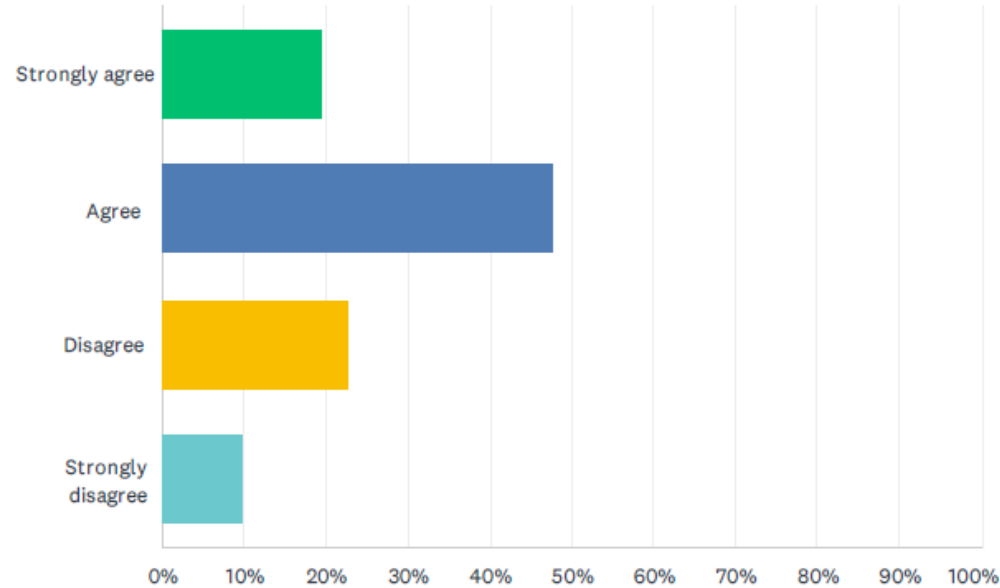
I receive recognition for the work I do.



ANSWER CHOICES	RESPONSES
Strongly agree	12.88%
Agree	42.42%
Disagree	31.82%
Strongly disagree	12.88%



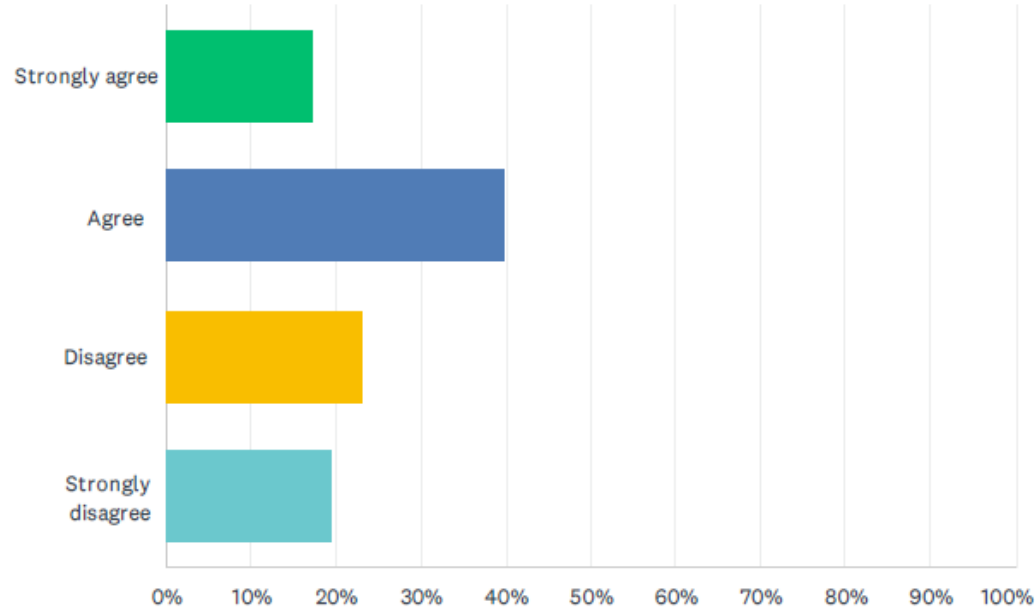
I believe employees are comfortable communicating with their supervisor and are taken seriously.



ANSWER CHOICES	RESPONSES
Strongly agree	19.70%
Agree	47.73%
Disagree	22.73%
Strongly disagree	9.85%



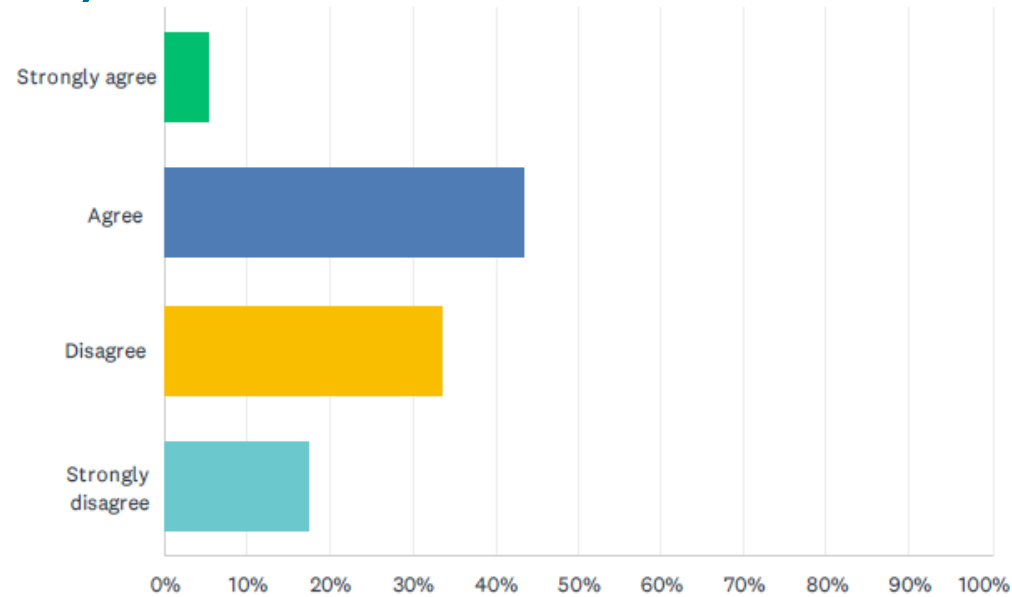
I believe the city has worked to improve employee satisfaction in the last year.



ANSWER CHOICES	RESPONSES
Strongly agree	17.29%
Agree	39.85%
Disagree	23.31%
Strongly disagree	19.55%



I am confident with the direction the city manager's office is leading the city.



ANSWER CHOICES	RESPONSES
Strongly agree	5.34%
Agree	43.51%
Disagree	33.59%
Strongly disagree	17.56%



GENERAL THEMES:

City Manager's Office:

- Timeliness
- Staff expertise
- Collaborate
- Communicate
- Field time
- Workload



GENERAL THEMES:

City Council:

- Workload
- New initiatives
- Political goals



GENERAL THEMES:

Human Resources:

- Wages
- Employee evaluations
- Workload
- Onboarding / software training
- Annual survey



POSITIVE COMMENTS:

- “We have great benefits. Overall this is a good place to work....”
- “Keep up the positive work.”
- “I love my job and what I do here, thanks for the support.”
- “I couldn’t ask for a better supervisor... The crew that I work with has been very welcoming and some of the hardest working people I know.”
- “I strongly believe that this is the highest moral [sp] I have seen here in years.”
- “I think the direction the city is headed is better than it has ever been.”
- “I am, however, optimistic that the city is getting back on the right track.”
- “I believe a lot has significantly improved in recent months....”
- “Staff are aware and appreciative – these have been monumental changes that have happened much quicker than expected and go a long way in building confidence.”
- “I think we are going in the right direction overall....”
- “....we have a new Mayor and a Council that seem to want to work productively in the best interests of the city....”



Questions?

