Recruitment Efforts for 2020

- Number of External Recruitments/Job Postings: 83
  - Due to COVID at least 10 recruitments were cancelled
    » Seasonal (Pool, Internships, etc.)
    - 28 Job openings were filled by Internal Applicants

- Number of New Hires: 70
  - 20 New Hire Orientations Conducted (15 virtual)
Recruitment Efforts for 2020

2,927 Total Applications for 2020

20% increase in Hispanic Applicants from last year (320 to 398)
27% increase in Asian Applicants from last year (196 to 270)
12% increase in Black Applicants from last year (651 to 739)
Recruitment Efforts for 2020

Increased Diversity Hiring on multiple platforms like Monster, ZipRecruiter, Indeed & National Minority Update
Manassas City Employees Demographic Info

Average Age: 43
Average Income: $71,080
Racial Minority Demographics: 25%
National Average Turnover Rate: 22%
- U.S Bureau of Labor Statistics
as of January 2021

Turnover Rate – 11%
Average Tenure: 9 years

Percentage of Employees

- 0-5: 50%
- 6-10: 19%
- 11-15: 15%
- 15-20: 8%
- 21-25: 6%
- 25-30: 2%
- 30+: 4%

Years of Service

- Average Tenure: 9 years
Happy Employee Appreciation Day everyone.

RETURN TO WORK ACTION PLAN

The Family First Coronavirus Response Act (FFCRA)

IT'S NOT TOO LATE

FIGHT FLU

GET A FLU VACCINE TO #FIGHT FLU CDC

COVID-19 WORK FROM HOME

Manassas Historic Heart Modern Beat
Opportunities to Take on New Roles and Responsibilities in the Organization

• Number of Employees Promoted through Career Development Programs: 47
  - Fire
  - Police
  - Social Services
  - Public Works
  - Public Utilities
  - Community Development

Regional Market Competitiveness

• 80 Positions Benchmarked
Encourage Personal and Professional Growth

• **Tuition Reimbursement Program**
  - 21 employees, reimbursing a total of $23,230.00

• **Milestone Program**
  - 30 employees received milestone increases for participating in specialized projects/training, attainment of a new degree or for achievement of job enriching certifications.
  - More than 100 trainings delivered to over 200 employees
Supervisor Engagement
Training Focus

• Leadership
• Communication
• Coaching Skills
• Step-by-Step Onboarding
• Resolving Conflict
• Progressive Discipline
• Behavioral Interviewing
• Constructive Feedback
• Negotiation Skills
Currently and Moving Forward......
Confidential Reporting Tool

- Anonymous Reporting via Mobile & Web App
- Anonymous Hotline
- Incident Management System
- Resources- Link to Policies & Procedures
  - Training
  - Internal Documentation
Employee Engagement Efforts

Guide your workforce.

Safety, Recognition and Wellness Focus
Thank you