

The mission of the Human Resources Department: Our Human Resource team recognizes that our Employees power the City of San José and our success as a City is dependent on our ability to create a dynamic and engaged workforce. Our employees' ability to provide excellent service is strengthened when we invest in attracting talent, providing opportunities for career growth, enabling an environment focused on health, safety, and wellness, and retaining a diverse workforce in a workplace that is equitable and inclusive.

HUMAN RESOURCES

The Human Resources Department (HR) manages employee benefits, employee health and safety, training and development, and employment services. In 2019-20, HR's operating expenditures totaled \$12.9 million, and included 46.5 positions. HR was also responsible for \$90.6 million in other costs, including payments to benefit providers and workers' compensation costs.

In 2019-20, HR facilitated the hiring of 547 new full-time employees (newly hired, reemployed, or rehired) and 589 internal appointments (promotions and transfers). A hiring freeze was implemented in late March through the end of the fiscal year.

Health care premiums for Kaiser's family plan increased from \$2,104 combined monthly cost last year to \$2,237 in FY 2019-20. Premiums have increased significantly over the last ten years. Overall City spending on health benefits has reached \$58.4 million.

In 2017-18, the City Council approved outsourcing the City's workers' compensation function. In 2019-20, there were 787 new claims and 2,508 open claims. Workers' compensation payments totaled \$20.4 million.

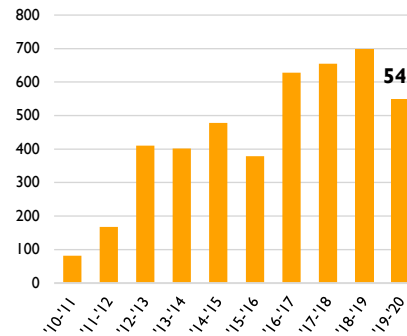
HR also administers the City's Voluntary Employees' Beneficiary Association (VEBA) plan and the Tier 3 Retirement plan (59 active members as of June 30, 2020), and continues to oversee the voluntary 457 deferred compensation plan. The percentage of employees participating in the 457 plan has increased slightly in recent years; from 69 percent in 2016-17 to 76 percent of eligible employees in 2019-20.

For more information, see the March 2019 audit report, [Employee Benefit Fund Administration: Opportunities Exist to Improve Controls](#).

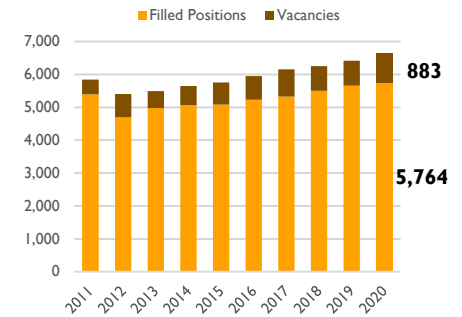
KEY FACTS (2019-20)

Number of City employees (budgeted full-time equivalents)	6,647
Covered lives (active employees and dependents)	10,905
Percentage of employees with timely performance appraisals	
Non-management	52%
Management	92%
Turnover Rate	
All employees (resignation, termination, retirements, etc.)	6%
Less retirements	4%

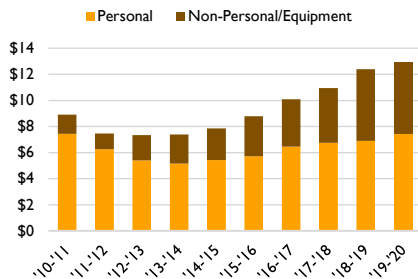
New Full-Time Hires (Citywide)



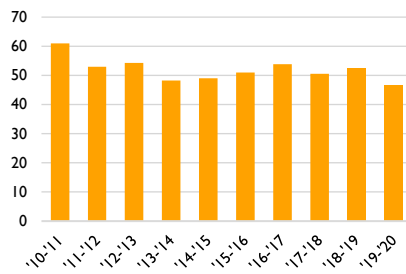
Citywide Staffing and Vacancies (as of June 30)



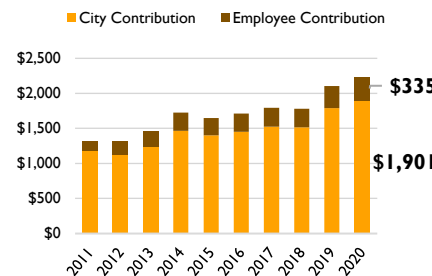
Human Resources Operating Expenditures (\$millions)



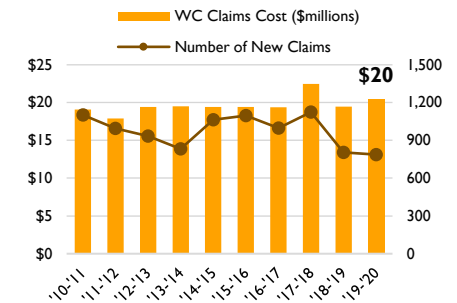
Human Resources Authorized Positions



Kaiser Family Plan Premium Rates



Workers' Compensation Payments & New Claims



Note: In 2018-19, HR began several initiatives and trainings to help reduce workplace injuries.