

# Workforce Characteristics

City of Dallas  
May 2007



# Workforce Characteristics

## Averages for FY 05-06:

- Number of employees
  - Full-time 12,267
  - Number has remained consistent over last 3 years
- Years of service: 13.1
- Age: 43.6
- Base Salary
  - Civilian: \$40,177
  - Sworn: \$60,061



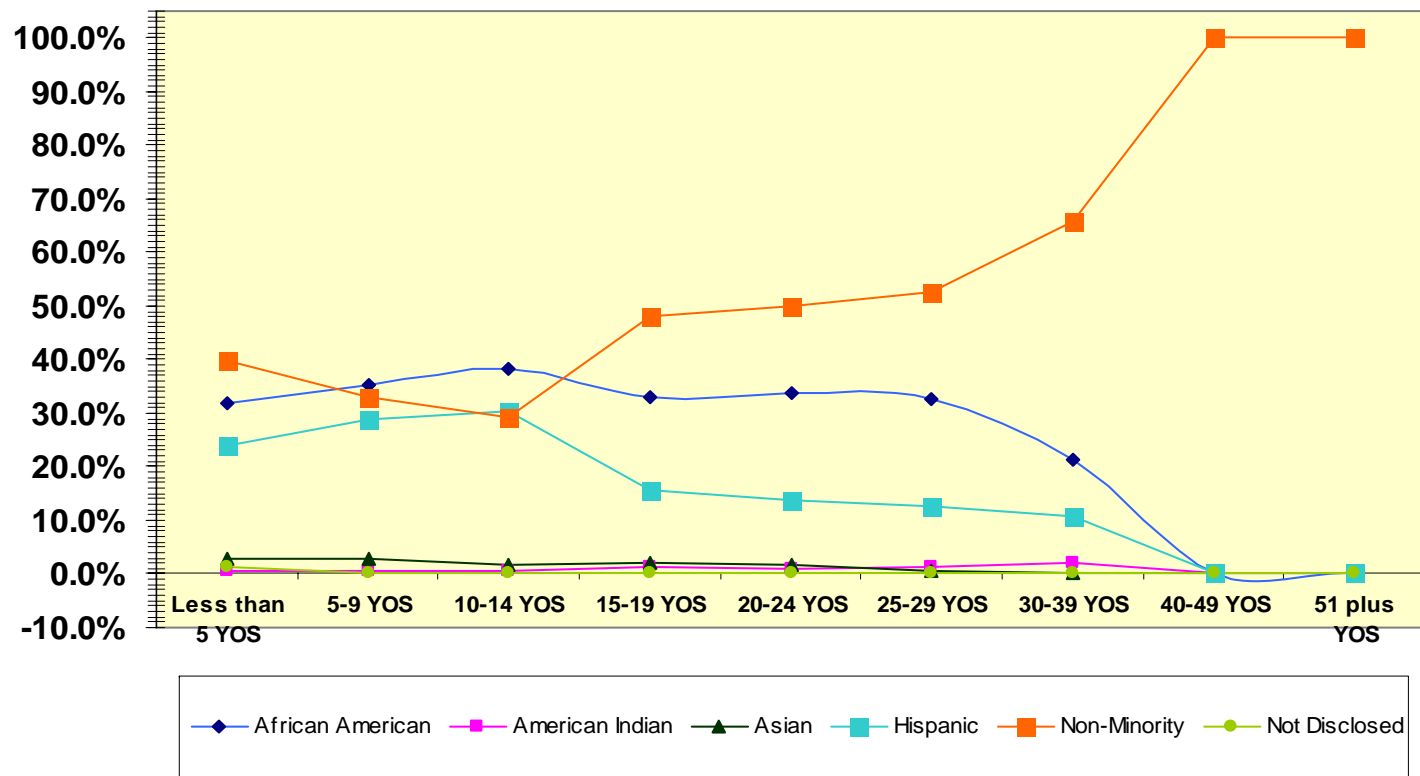
# Our employees are...

Diverse:

	African American	Asian	Hispanic	Native American	Non-Minority	Not Disclosed
Employees	33.3%	2.0%	21.4%	.9%	42.1%	.4%
Dallas County 2000 Census	25.9%	2.7%	35.6%	.5%	34.6%	.7%

# Ethnicity by Years of Service

## Full Time Employees By Years of Service (%) Ethnicity





# Our employees are...

- Predominantly male:

	City Employees	Dallas County 2000 Census
Male	70.3%	50.4%
Female	29.7%	49.6%

- Mostly working in operations & field jobs:

	Admin.	Mgt/Supv.	Operations/ Field	Prof/ Technical
Civilians	16%	4%	63.5%	16.5%
Sworn		1%	99%	



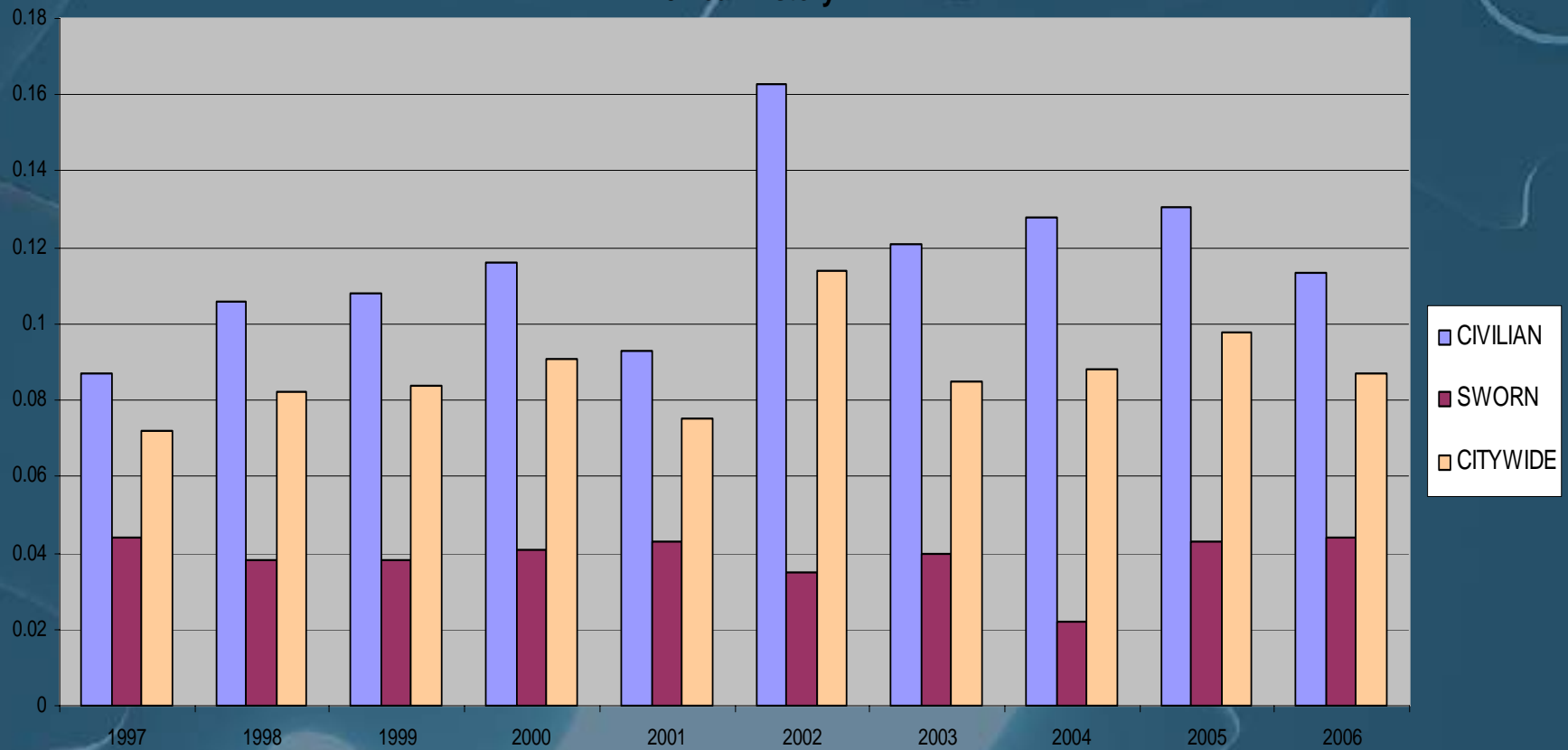
# Overall Years of Service

Years of Svc.	04-05	05-06	% Change
<5	24.3%	26.3%	+8.1%
5-9	20.0%	19.1%	-4.5%
10-14	13.0%	13.1%	+.8%
15-19	13.9%	12.9%	-7.2%
20-24	14.9%	14.5%	-2.4%
25-29	8.8%	9.2%	+4.9%
30-39	4.9%	4.8%	-2.0%
40-49	.1%	.14%	+40%
50+	.16%	.00%	-99.4%



# Turnover is generally decreasing

Turnover  
10 Year History





# Turnover by Dept 05-06

Department	Turnover
Aviation	11.43%
Business Development & Procurement	2.10%
City Attorney's Office	17.00%
City Auditor's Office	19.20%
City Manager's Office	10.56%
City Secretary's Office	5.91%
Civil Service	8.82%
Code Compliance	13.21%
Communication & Information Services	10.24%
Convention & Event Services	3.20%
Court Detention Services	16.60%
Development Services	12.95%
Employee Retirement Fund	0.00%
Environmental & Health Services	12.95%
Equipment & Building Services	8.21%
Financial Services	7.57%
Fire - Civilian	13.56%
Housing	6.04%
Human Resources	10.20%
Judiciary	6.52%
Library	10.35%
Mayor and Council	10.23%

Department	Turnover
Office of Cultural Affairs	18.29%
Office of Economic Development	8.14%
Office of Emergency Management	29.63%
Office of Environmental Quality	28.13%
Park and Recreation	11.25%
Police Civilian	7.46%
Police & Fire Pension	150.00%
Public Works	6.37%
Sanitation Services	17.20%
Street Services	10.35%
Water Utilities	12.32%
<b>Civilian</b>	<b>11.35%</b>

Fire - Uniformed	3.01%
Police Uniformed	5.15%
<b>Uniform</b>	<b>4.38%</b>

<b>Citywide</b>	<b>8.72%</b>
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# Terminations by Type

	Voluntary Terminations		Involuntary Terminations		Retirements	
	FY 05-06	FY 04-05	FY 05-06	FY 04-05	FY 05-06	FY 04-05
Civilian	1,022	988	199	223	223	278
Fire Unif.	7	13	5	9	41	29
Police Unif.	93	66	8	15	62	63

Note: Even though total terminations are higher, turnover rate has decreased due to increased hiring rates in 05-06



# Citywide Retirement Eligibility

	<b>Total thru 2012</b>	<b>05-06</b>	<b>06-07</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>	<b>11-12</b>
<b>Civilians</b>	35.5%	10.3%	3.7%	3.8%	4.7%	4.5%	4.5%	3.8%
<b>Sworn</b>	58.4%	37.9%	3.7%	2.3%	3.5%	4.9%	3.5%	2.6%

- Department eligibility attached
- Total retirement eligibility is cumulative (i.e., 05-06 plus 06-07 plus 07-08, etc.)