



Monthly Department Report

HUMAN RESOURCES



April 2026

Department Stats / Key Performance Indicators

HR Metrics			
Metric	Target	Previous Month Stats	April 2026 Stats
Days to Post a Job	5 Days	1.67	2.5
Days to Provide Job Offer	5 Days	1	1
Time to Hire (City)	30 Days	21.58	24.32
Time to Hire (Police)	70 Days	57.79	57.79

Major Project Updates

The Human Resources Department:

- Met with Paycom to discuss possible implementation of automized HR processes that may work for the City.
 - Working on potentially automizing interview process
 - Working on an employee dashboard

Events

- On April 7th,2026 Human Resources attended *Internship Celebration to Possibilities* hosted by Florida International University.
- On April 17th,2026 the Human Resources Department coordinated a Lunch and Learn session for employees through the City's Wellness Program. This session was a cooking demo that allowed employees to learn to make a healthy meal.
- Coordinating employee appreciation events to take place during July 2026.
- Commencing preparations for the Employee Holiday event, to take place in December.

Sponsorships/Grants

- No information to report for the month of April 2026.

Administration



Monthly Department Report

HUMAN RESOURCES



- Human Resources worked on the following RFP's on behalf of the City:
 - **RFP 2026-12 Broker-Agent of Record for Employee Health Benefits and Insurance Services**
 - o Advertised on 04/14/2026
 - o Mandatory Pre-Proposal Meeting held on 04/27/2026
 - **RFP 2026-17 Insurance Brokerage and Risk Management Services**
 - o Advertised on 04/29/2026

Other

- The City of Doral has been recognized as a 2026 USA TODAY Top Workplace Winner.
- Created four (4) job advertisements during the month of April 2026.
- The City received a total of 170 applications during the month of April 2026.



Monthly Department Report

HUMAN RESOURCES



Position Information		
Department/Division	Approved Positions	Vacant
<i>Building</i>	43	6
<i>Capital Improvement Projects Div.</i>	4	0
<i>City Manager's Office</i>	6	1
<i>Code Compliance</i>	16	1
<i>Finance</i>	10	1
<i>Human Resources</i>	13	2
<i>Information Technology</i>	23	1
<i>Mayor & Council</i>	13	0
<i>Office of the City Clerk</i>	3	0
<i>Parks & Recreation (Full-Time)</i>	73	6
<i>Parks & Recreation (Part-Time)</i>	238	21
<i>Planning & Zoning</i>	12	1
<i>Police (Sworn)</i>	191	18
<i>Police (Non-Sworn)</i>	71	12
<i>Procurement & Asset Mgt.</i>	5	0
<i>Public Affairs</i>	11	0
<i>Public Works</i>	49	9
<i>Stormwater</i>	4	1
<i>Transportation</i>	4	0