March 2025

Department Stats / Key Performance Indicators

HR Metrics			
Metric	Target	Previous Month Stats	March 2025 Stats
Days to Post a Job	5 Days	2.60	1.86
Days to Provide Job Offer	5 Days	1.33	0
Time to Hire (City)	30 Days	24.53	17.37
Time to Hire (Police)	70 Days	61.58	41.68

* Note: "Days to Provide Job Offer" indicates zero (0) because offers have been provided same day as packets have been received.

Major Project Updates

- The Human Resources Department is diligently working to coordinate the 2025 Employee Health Fair.
- After Council approval, the Human Resources Department coordinated sessions for New York Life to present a new life insurance benefit option to employees.

Events

The Human Resources Department:
- Attended job fair on March 12, 2025, hosted by Miami Dade College – West Campus.
- Attended job fair hosted by Councilman Pineyro at Miami Dade College – West Campus on March 20, 2025.
- Coordinated for FLOW to be onsite on Mach 21st, 2025. This offers employees the opportunity to have their DMV transactions handled conveniently onsite.
- Held a Sound Bowl Meditation event on March 27th, 2025 as part of our Wellness efforts for employees.

Sponsorships/Grants
- No information to report for the month of March 2025.

Administration

- Coordinated interviews for the Procurement & Asset Management Director position.

- Coordinated interviews for Risk Manager position.

Other

- Advertised nine (9) job postings during the month of March 2025.
- The City received a total of 698 applications during the month of March 2025.

Department/Division Position Information		
Department/Division	**Approved Positions**	**Vacant**
Mayor & Council	13	0
City Manager's Office	6	2
Division of Economic Development	2	0
Office of Inspector General	1	1
Public Affairs	9	1
City Clerk	3	0
Human Resources	10	3
Finance	10	1
Procurement & Asset Management	5	2
Information Technology	22	3
Planning & Zoning	11	4
Police (Sworn)	190	28
Police (Non-Sworn)	68	20
Building	42	4
Code Compliance	15	2
Public Works	47	8
Transportation	4	0
Stormwater	4	1
G.O. Bond	3	0
Parks & Recreation (Full-Time)	65	4
Parks & Recreation (Part-Time)	200	44