



Monthly Department Report

HUMAN RESOURCES



January 2026

Department Stats / Key Performance Indicators

HR Metrics			
Metric	Target	Previous Month Stats	January 2025 Stats
<i>Days to Post a Job</i>	5 Days	2	2
<i>Days to Provide Job Offer</i>	5 Days	1	1
<i>Time to Hire (City)</i>	30 Days	31.26	38.53
<i>Time to Hire (Police)</i>	70 Days	51.16	51.58

Major Project Updates

The Human Resources Department:

- Coordinated a Behavior Management and Emotional Intelligence workshop, which focuses on emotional regulation, conflict management, and healthier workplace interactions.

Events

- The Human Resources and Parks & Recreation Departments coordinated a Lifeguard Recruitment event, which took place on January 23rd and January 24th. Candidates were given the opportunity to interview and receive on-site offers. This event was coordinated to assist with the hiring needs of our aquatics center, which requires a certain amount of employees to be onboarded prior to opening for the season.
 - During the event, the Human Resources Department was able to successfully provide 32 conditional offers of employment, of which 31 are currently undergoing our pre-employment process.

Sponsorships/Grants

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



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Administration

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

Other

- Created eight (8) job advertisements during the month of January 2026.
- The City received a total of 320 applications during the month of January 2026.

Department/Division Position Information		
Department/Division	Approved Positions	Vacant
<i>Mayor & Council</i>	13	0
<i>City Manager's Office</i>	6	1
<i>Capital Improvements Projects Division</i>	4	0
<i>Public Affairs</i>	11	0
<i>City Clerk</i>	3	0
<i>Human Resources</i>	13	3
<i>Finance</i>	10	0
<i>Procurement & Asset Management</i>	5	0
<i>Information Technology</i>	23	1
<i>Planning & Zoning</i>	12	5
<i>Police (Sworn)</i>	191	16
<i>Police (Non-Sworn)</i>	73	11
<i>Building</i>	42	5
<i>Code Compliance</i>	16	2
<i>Public Works</i>	48	6
<i>Transportation</i>	4	0
<i>Stormwater</i>	4	2
<i>Parks & Recreation (Full-Time)</i>	73	9
<i>Parks & Recreation (Part-Time)</i>	238	39