

September Bureau of Human Resources Dashboard - Citywide Summary

The Bureau of Human Resources Dashboard is an interactive data visualization that allows exploration of key metrics related to recruitment and retention. This tool is updated monthly to depict the prior months' performance measures.

The data presented in this summary is aggregated for all City bureaus except the Portland Police Bureau.

The data are cumulative for the FY24 fiscal year to date, from July 1, 2023 to September 30, 2023.

Recruitment Timeline Metrics – Time to Fill and Time to Post

Time to Fill is the length of time between the date a requisition is received by the Bureau of Human Resources to the date a verbal offer is extended to the selected candidate.

The average Time to Fill for non-casual recruitments for September was 82 days. The average for the current fiscal year to date is 87 days.

Time to Post is the length of time between the date a requisition is received by the Bureau of Human Resources to the date that the job is posted and can begin accepting applications. Some recruitments are for only one bureau, while others require coordination among multiple bureaus.

The average Time to Post for September was 6 business days. The average for the current fiscal year to date is 6 business days.

The Time to Post for single-bureau recruitments for September was 6 business days. The average for multi-bureau recruitments was 5 business days. The average for the current fiscal year to date for single-bureau recruitments is 6 business days.

Recruitment Timeline Metrics – Closing to List and Referral to Offer

Closing to List is the number of business days from the date a recruitment closes to the date when the list of eligible candidates is produced. The final step of the recruitment process varies among recruitments. For some recruitments, the final step is a BHR review, where applications are reviewed by staff in the Bureau of Human Resources; some recruitments have an SME review, where applications are reviewed by subject matter experts in the hiring bureau; and some recruitments have some form of testing as the final step to determine which candidates meet the minimum qualifications and make the eligible list.

The average Closing to List for September was 10 business days. The average Closing to List for the current fiscal year to date is 10 business days.

For recruitments whose final step was a BHR review, the average Closing to List for September was 13 business days. For recruitments whose final step was an SME review, the average Closing to List for September was 7 business days. There were no recruitments for which the final step was no review or testing in September. The average for the current fiscal year to date for recruitments whose final step was a BHR review is 11 business days.



Referral to Offer is the length of time from the date a list of eligible candidates is referred to the hiring bureau to the date when a verbal offer is made to the selected candidate.

The average Referral to Offer for September was 38 days. The average Referral to Offer for the current fiscal year to date is 40 days.

Recruitment Volume Metrics

The number of new requisitions received by the Bureau of Human Resources in September was 103. Of these, 69 were requests to conduct new recruitments. The total number of requisitions received in the current fiscal year to date is 367, of which 226 were requests to conduct new recruitments.

The new requisitions received in September requested that 117 vacancies be filled. The total number of vacancies that have been requested to be filled for the current fiscal year to date is 1075.

The number of vacancies filled in September was 111. The total number of vacancies filled in the current fiscal year to date is 418.

Qualified Applicant & Hire Diversity

The number of qualified applicants who applied for positions that were filled in the current fiscal year to date was 11,305.

48% of qualified applicants identified as male, 48% identified as female, 4% identified as X, and 1% did not disclose their gender.

61% of qualified applicants identified as White or European American, 1% as American Indian or Alaska Native, 6% as Asian or Asian American, 9% as Black or African American, 12% as Hispanic or Latino/a/e/x, 1% as Middle Eastern or North African, 1% as Native Hawaiian or Pacific Islander, 8% as Two or More Races, and 1% did not disclose their race/ethnicity.

9% of qualified applicants identified as having a disability or previously having a disability, 81% identified as not having a disability, and 10% did not disclose their disability status.

2% of qualified applicants identified as veterans, 97% identified as non-veterans, and 1% did not disclose their veteran status.

The number of applicants who have been hired for positions in the current fiscal year to date is 418.

52% of hires identified as male, 46% identified as female and 2% identified as X.

66% of hires identified as White or European American, 1% as American Indian or Alaska Native, 6% as Asian or Asian American, 8% as Black or African American, 10% as Hispanic or Latino/a/e/x, less than 1% as Middle Eastern or North African, 1% as Native Hawaiian or Pacific Islander, and 6% as Two or More Races.



Quality of Hire Metrics – Attrition

Since the beginning of the current fiscal year, 40 individuals have left employment with the City within their first year of employment. Of the 40, 23 left voluntarily and 17 left involuntarily.

In September, 3 individuals left the City voluntarily within 1 year of employment, and 2 individuals left the City voluntarily within 60 days of employment. Three individuals left the City involuntarily within 1 year of employment.

Employee Movement

261 employees have moved from their positions (leaving behind vacancies that needed to be filled) either by promotion, transfer, demotion or termination during the current fiscal year.

In September, 20 employees promoted, 4 employees transferred, 2 employees demoted, and 43 employees left their employment with the City.

Recruitment Events

Since the beginning of the current fiscal year, Bureau of Human Resources representatives have participated in 41 recruitment events and engaged with 990 participants.

Employee Demographics

On October 1, 2023, there were 8,598 active employees at the City of Portland.

59% of employees identified as male and 41% identified as female.

70% of employees identified as White or European American, 1% as American Indian or Alaska Native, 7% as Asian, 7% as Black or African American, 9% as Hispanic or Latino, 1% as Native Hawaiian or Pacific Islander, and 5% as Two or More Races.

For More Information

If you are a person with a disability who is using a screen reader and you have a need for data for a specific bureau or classification, or for a previous month or fiscal year, please submit a request to Carol Cruzan at carol.cruzan@portlandoregon.gov.

