Data as of 12.31.16

OHR Ethnic Diversity

- A. Individual Contributor: 18% ASIAN, 11% BLACK, 9% HISPANIC, 9% PACIFIC, 69% WHITE
- B. Supervisor: 9% ASIAN, 9% BLACK, 13% HISPANIC, 13% PACIFIC, 82% WHITE
- C. Executive and Above: 13% ASIAN, 13% BLACK, 75% HISPANIC, 17% PACIFIC, 71% WHITE
- Agencywide: 27% ASIAN, 10% BLACK, 57% HISPANIC, 11% PACIFIC, 52% WHITE
- Citywide: 11% ASIAN, 10% BLACK, 32% HISPANIC, 10% PACIFIC
- Denver Citizens: 10% ASIAN, 10% BLACK, 32% HISPANIC, 10% PACIFIC

Citywide:
- 32% HISPANIC
- 10% PACIFIC

Denver Citizens:
- 32% HISPANIC
- 10% PACIFIC
PW Ethnic Diversity

Data as of 12.31.16
Data as of 12.31.16

DIA Ethnic Diversity

A. Individual Contributor
- AMIND: 11%
- ASIAN: 7%
- BLACK: 7%
- HISPA: 9%
- TWOMORE: 21%
- WHITE: 62%

B. Supervisor
- AMIND: 7%
- ASIAN: 9%
- BLACK: 7%
- HISPA: 9%
- TWOMORE: 21%
- WHITE: 68%

C. Executive and Above
- AMIND: 10%
- ASIAN: 10%
- BLACK: 7%
- HISPA: 10%
- TWOMORE: 21%
- WHITE: 80%

Agencywide
- AMIND: 11%
- ASIAN: 10%
- BLACK: 7%
- HISPA: 10%
- TWOMORE: 21%
- WHITE: 64%

Citywide
- AMIND: 11%
- ASIAN: 10%
- BLACK: 7%
- HISPA: 10%
- TWOMORE: 27%
- WHITE: 57%

Denver Citizens
- AMIND: 10%
- ASIAN: 10%
- BLACK: 7%
- HISPA: 10%
- TWOMORE: 32%
- WHITE: 52%
Citywide Gender Diversity

Data as of 12.31.16

- A. Individual Contributor: 43% Female, 57% Male
- B. Supervisor: 25% Female, 75% Male
- C. Executive and Above: 39% Female, 61% Male
- Agencywide: 41% Female, 59% Male
- Citywide: 41% Female, 59% Male
- Denver Citizens: 50% Female, 50% Male
Citywide Generation Diversity

Data as of 12.31.16

- A. Individual Contributor
  - Boomers: 26%
  - GenX: 32%
  - Mature: 48%
- B. Supervisor
  - Boomers: 35%
  - GenX: 57%
  - Mature: 11%
- C. Executive and Above
  - Boomers: 38%
  - GenX: 50%
  - Mature: 41%
- Agencywide
  - Boomers: 31%
  - GenX: 41%
  - Mature: 27%
  - Millennials: 27%
- Citywide
  - Boomers: 31%
  - GenX: 40%
  - Mature: 27%
  - Millennials: 22%
- Denver Citizens
  - Boomers: 34%
  - GenX: 35%
  - Mature: 8%
  - Millennials: 22%

dept/ agcy: All
Div: All
PW Overtime Hours

- 2012: 51,220
- 2013: 67,803
- 2014: 63,507
- 2015: 85,354
- 2016: 71,379
OHR Turnover

Citywide Turnover

Only Limited, Unlimited and Uniform Employees Count in Turnover Figures
Citywide Applicant/Unique Applicant Counts

Unique Count and Total Count by Year

- Unique Count
- Total Count

Year | Unique Count | Total Count
--- | --- | ---
2012 | 31K | 61K
2013 | 41K | 83K
2014 | 41K | 85K
2015 | 45K | 93K
2016 | 58K | 133K
All promotions are internal. The orange bands represent the ratio of all filled positions that are filled internally.
All promotions are internal. The orange bands represent the ratio of all filled positions that are filled internally.
Note: There are many reasons positions are vacant. Vacant positions and Actively recruited positions can span multiple months.
Citywide Total Vacancies vs Recruited Jobs vs Total Positions Filled

Note: There are many reasons positions are vacant. Vacant positions and Actively recruited positions can span multiple months.
Note: There are many reasons positions are vacant. Vacant positions and Actively recruited positions can span multiple months.
OHR Time to Fill Positions

Citywide Time to Fill Positions
Over the past three years an average of 22.9% of CSA employees eligible to retire actually do.
Over the past three years an average of 22.9% of CSA employees eligible to retire actually do.
Citywide $240 Wellness Incentive Participants

*Metric was not actively tracked in 2016, but has been brought back in 2017 along with the addition of active wellness portal accounts.*

Count by Year

- 2014: 2239
- 2015: 2431
- 2016: 2587
Citywide CityU Enrollments

2016 Breakdown of Enrollment Types (not tracked previously)

Type: Compliance, Optional

- Compliance: 10K
- Optional: 22K

Count by Year:
- 2014: 13398
- 2015: 18699
- 2016: 32860