



**2017 PEAK PERFORMANCE REVIEW
DEPARTMENT OF PUBLIC SAFETY**

**Stephanie Y. O'Malley, J.D.
Executive Director of Public Safety**

APRIL 10, 2017

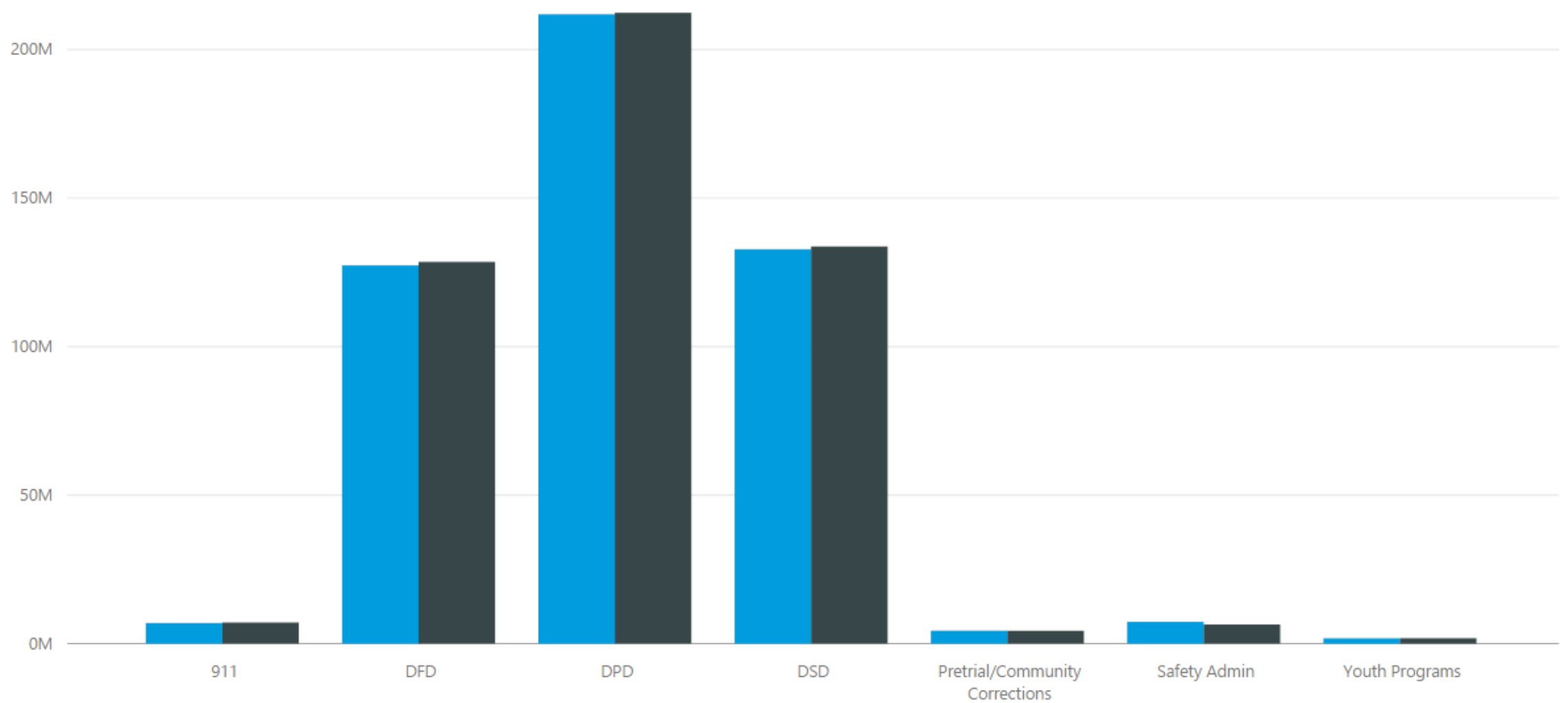
2016 Agency Financial Results

Agency

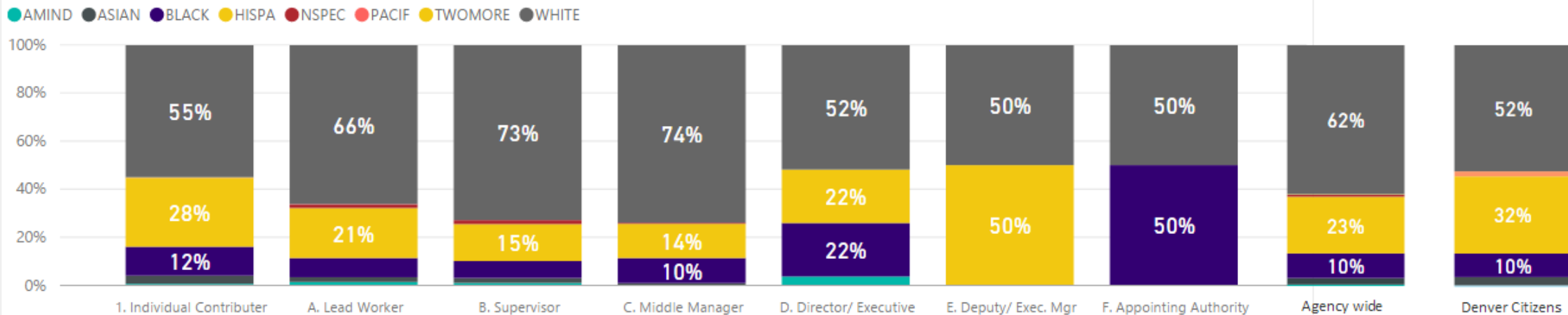
Multiple Selected

Actuals and Budget by Agency

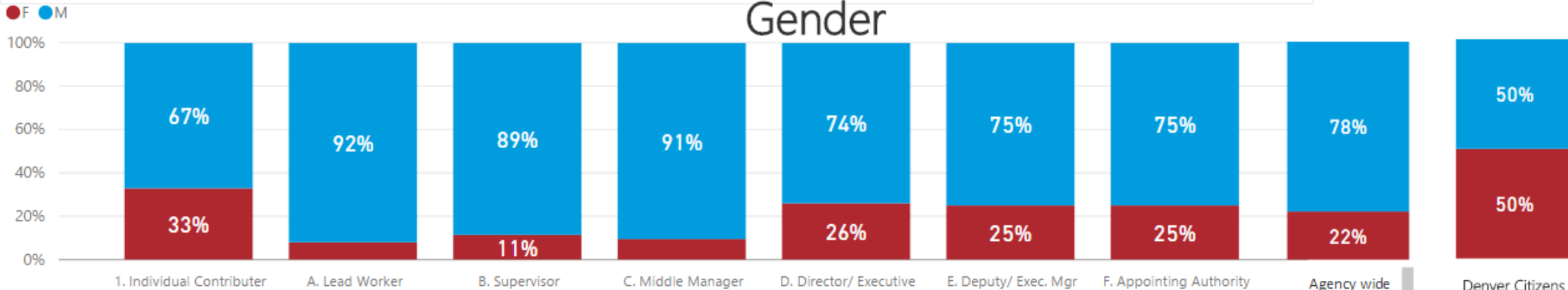
● Actuals ● Budget



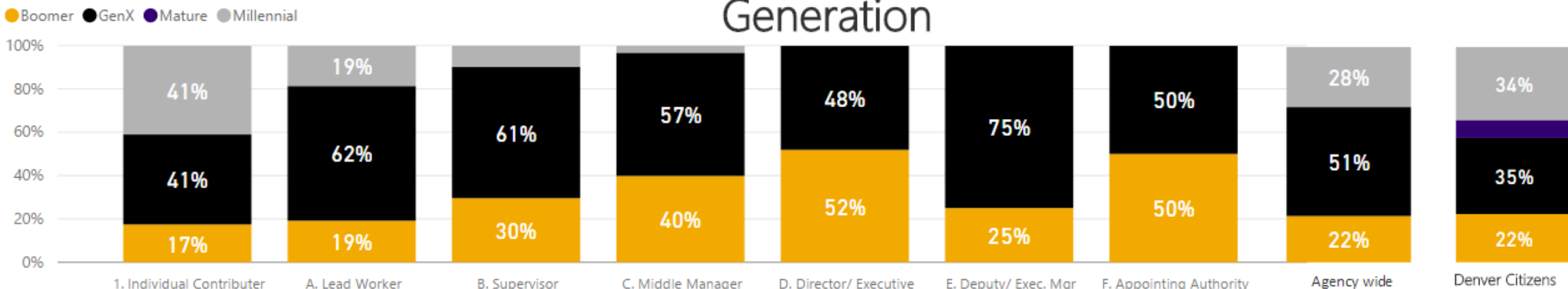
Ethnicity



Gender



Generation



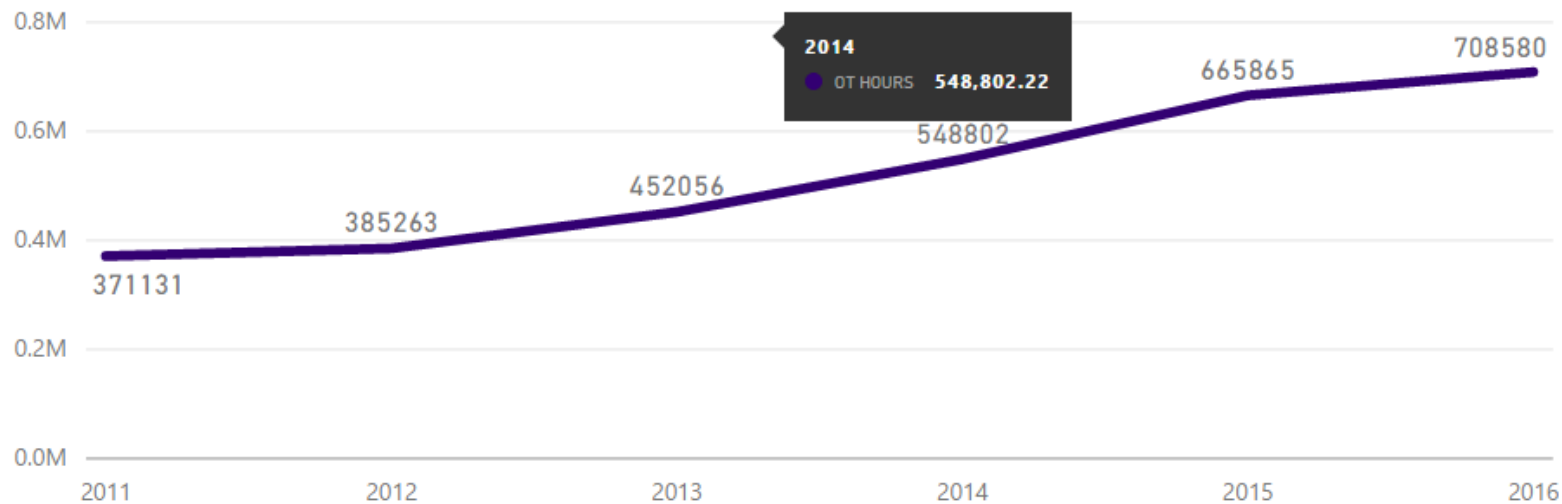
Overtime Hours

Agency

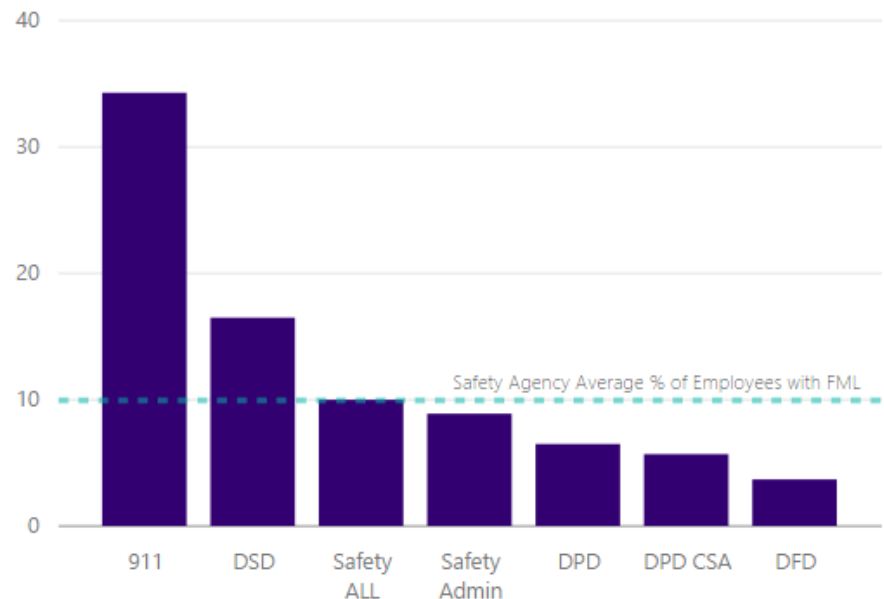
Division

All

All



% with FML by Agency



Hours Not Worked

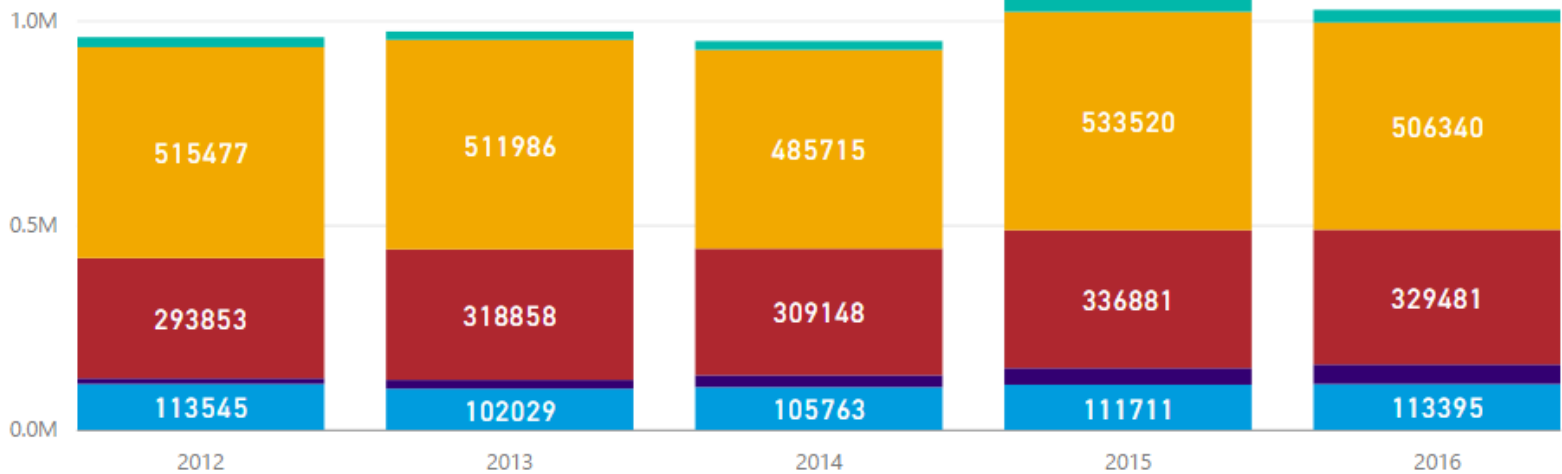
dept/ agency

Division

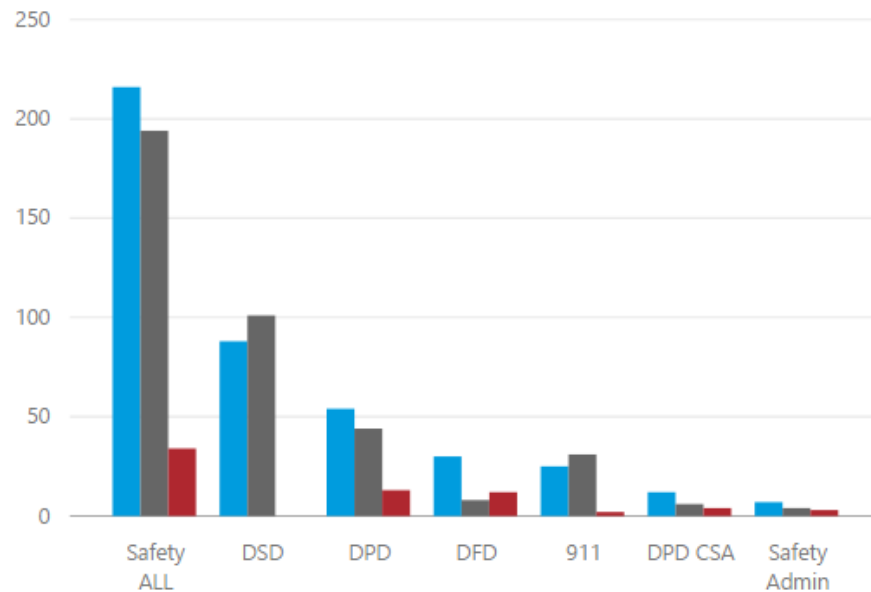
All

All

Type: CompTime PTO Sick Vacation Worker'sComp



Continuous Intermittent Pending/Denied



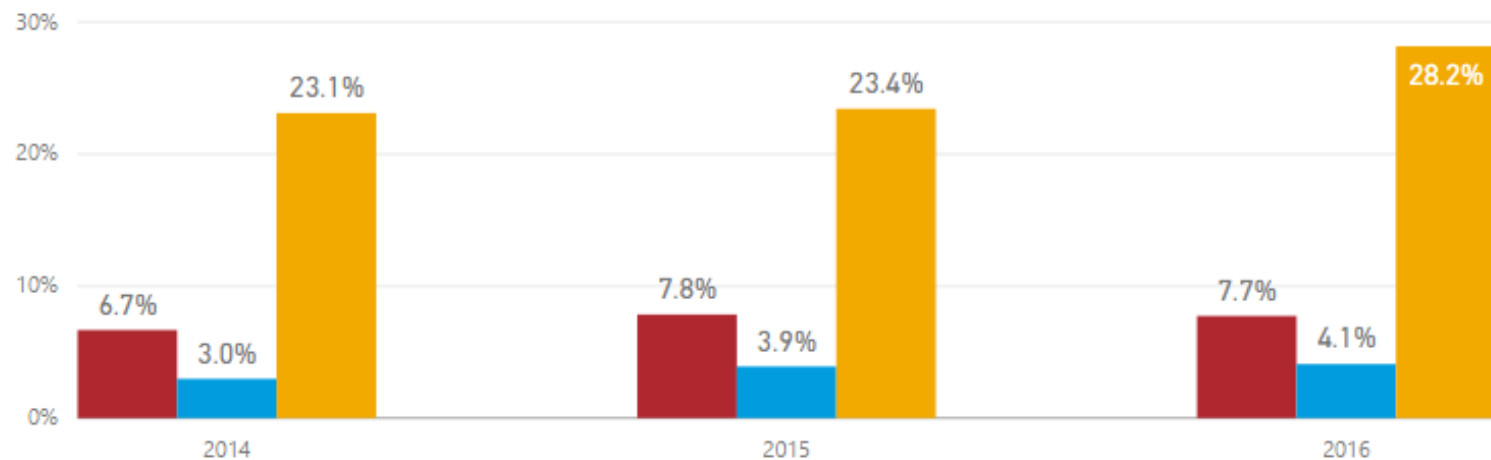
Agency Turnover

Agency.Division

SAFETY.ALL

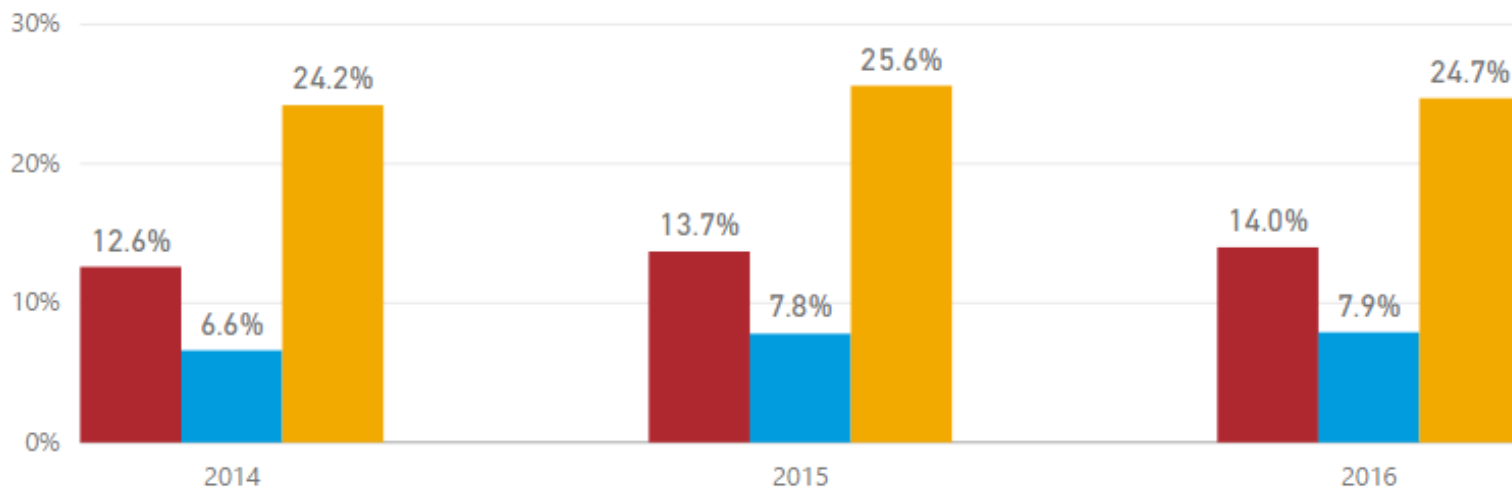
Total TO %, Resignation TO % and First Year TO% by Year

● Total TO % ● Resignation TO % ● First Year TO%



Citywide Turnover

● Total TO % ● Resignation TO % ● First Year TO%

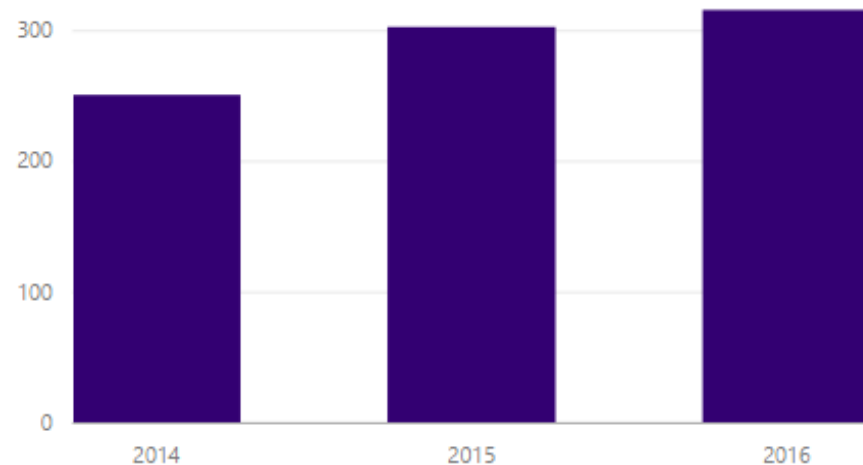


Safety Turnover Details

Term Descr

All

Count of Term Descr by Year



Department

SAFETY.ALL

Year

All

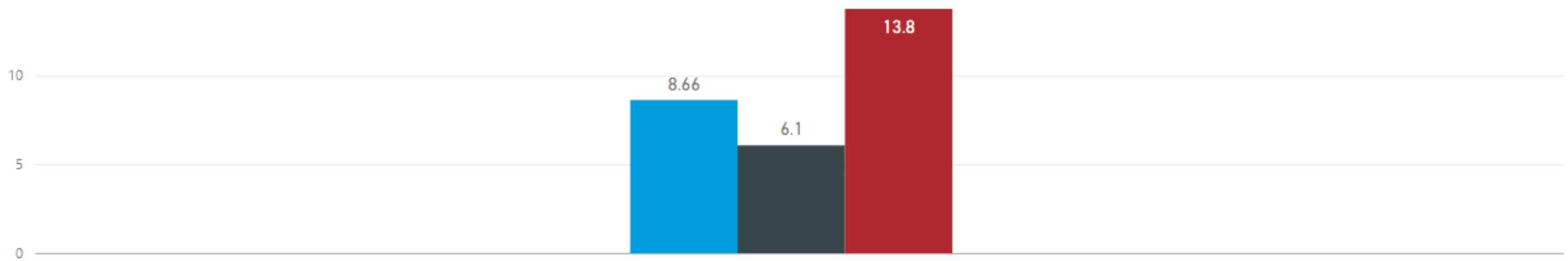
Year	Department	Retirements	Resignation	Total Invol.	GRND TOTAL
2016	SAFETY.ALL	97	167	52	316
2015	SAFETY.ALL	104	151	48	303
2014	SAFETY.ALL	90	112	49	251

2011 - 2015 Agency Engagement Scores

Agency
Safety

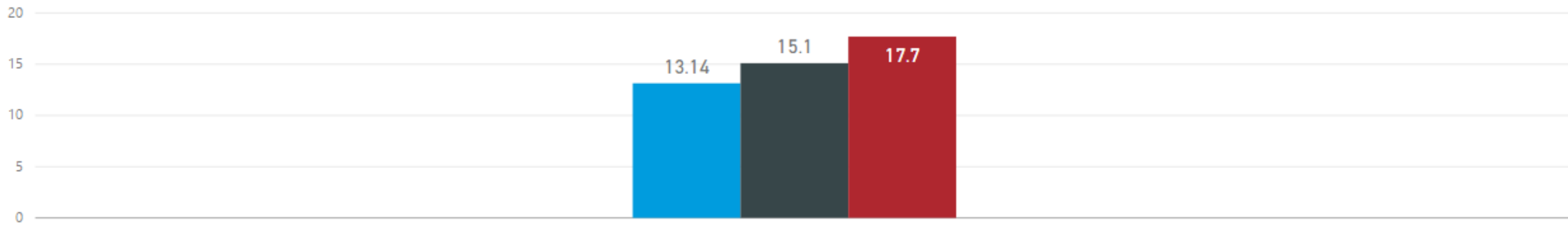
2011, 2013 and 2015

● 2011 ● 2013 ● 2015



2011 - 2015 Citywide Engagement Scores

● Sum of 2011 ● Sum of 2013 ● Sum of 2015



Positions Filled

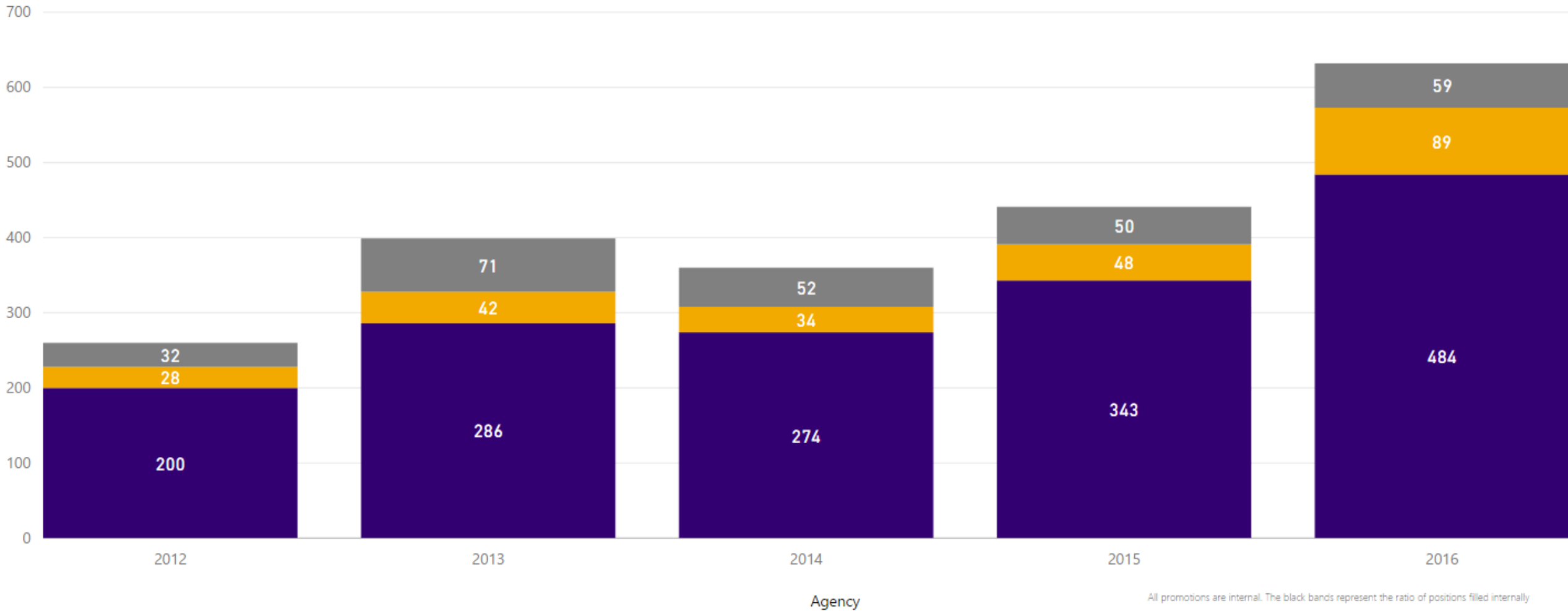
dept/ agny

All

Dep.Div

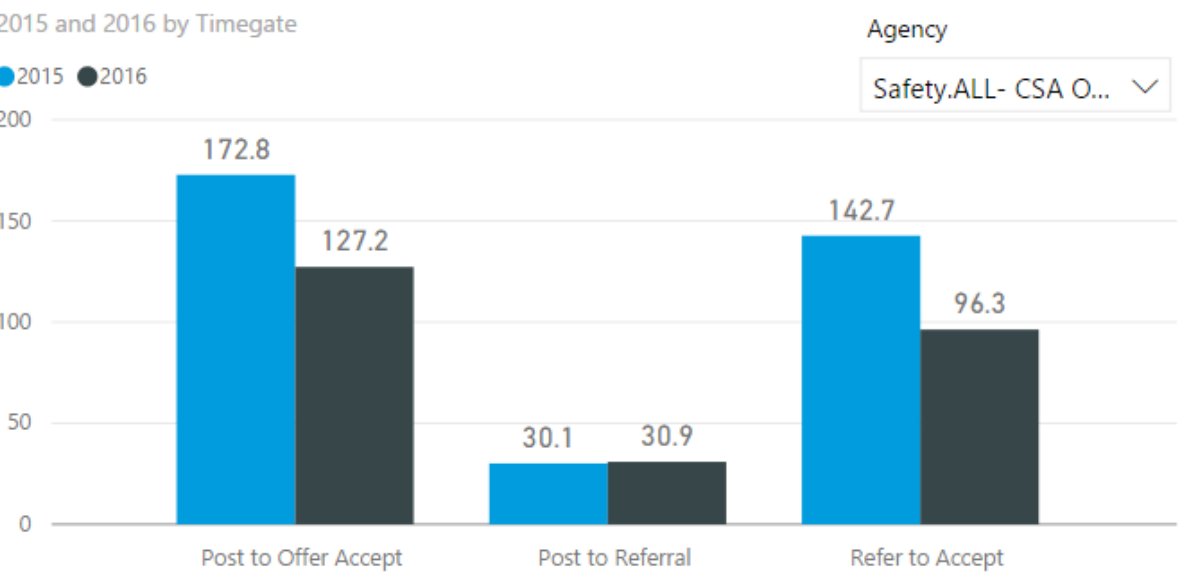
All

Action ● HIR ● PRO ● REH

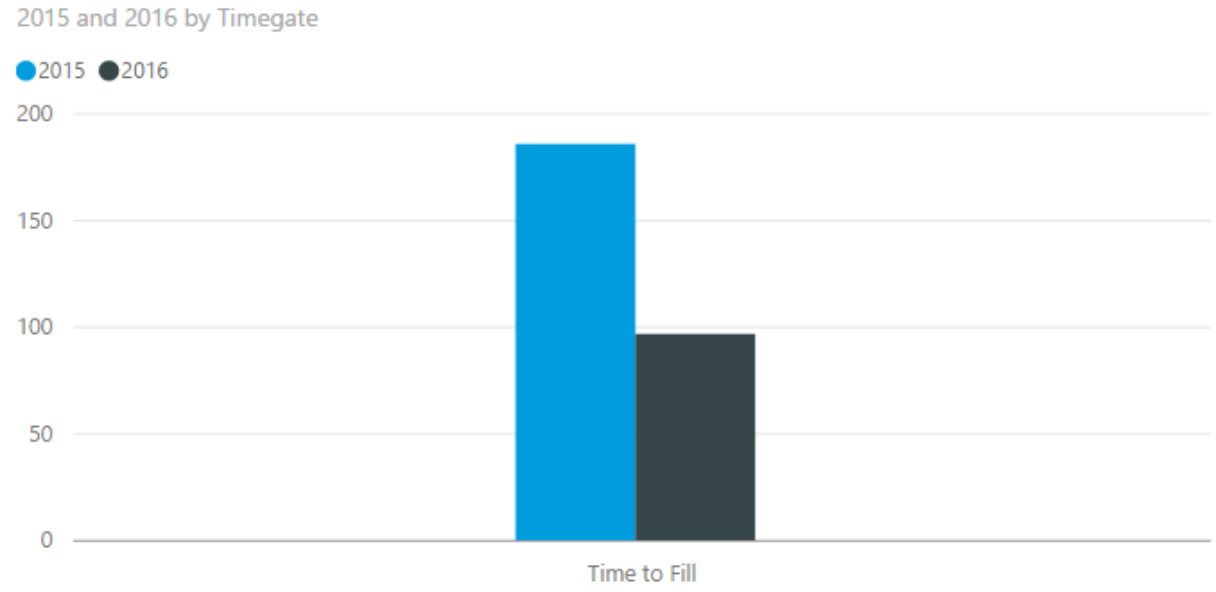


All promotions are internal. The black bands represent the ratio of positions filled internally

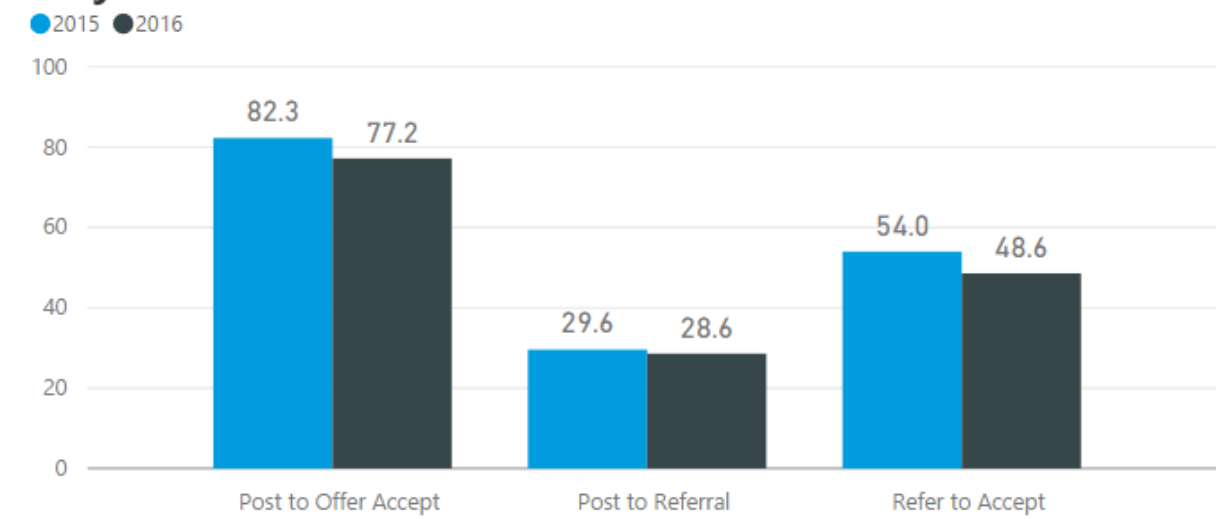
Agency Time to Fill: CSA Positions Only



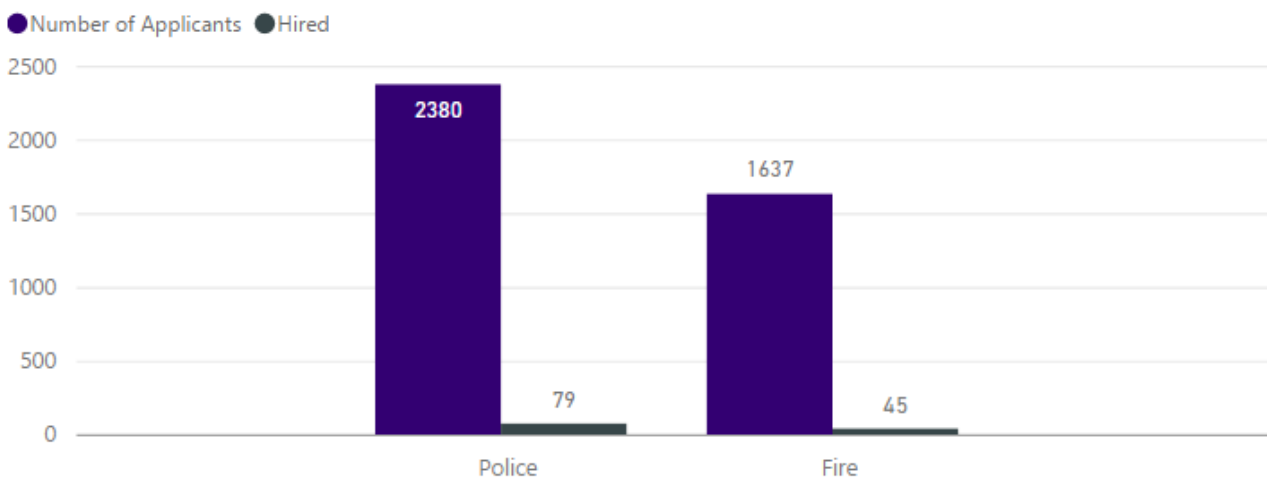
Agency Time to Fill: Denver Sheriff Department



Citywide Time to Fill Positions



Civil Service: Number of Applicants Vs. Hired



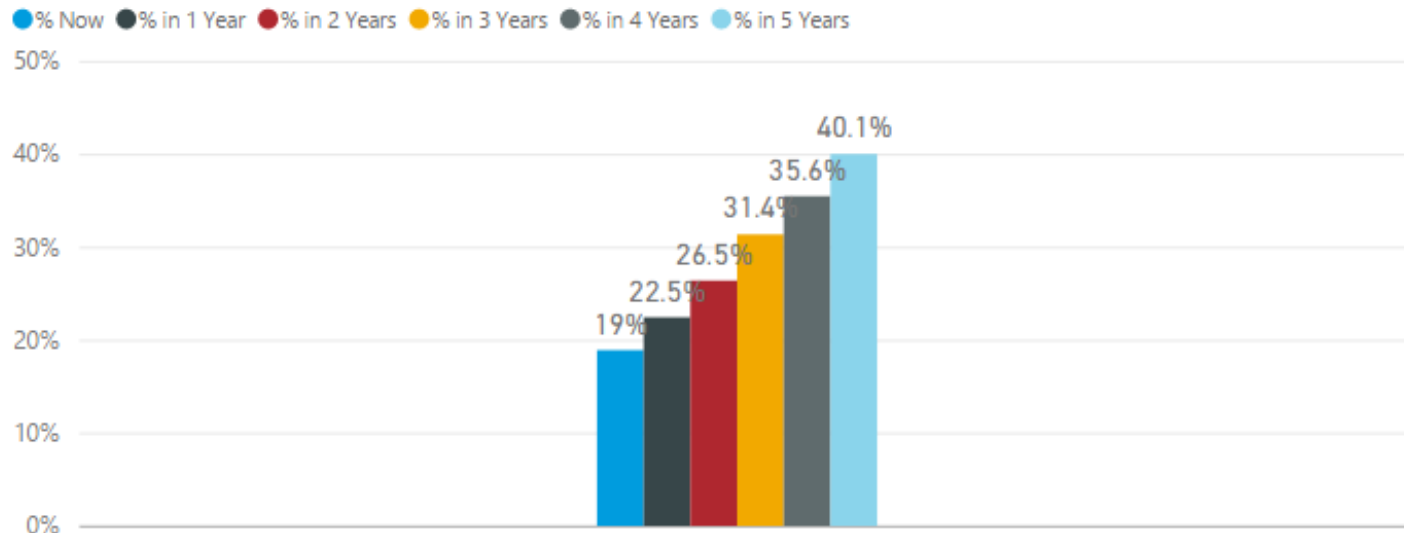
Five Year Retirement Forecast

Agency/Division

SAFETY.TOTAL

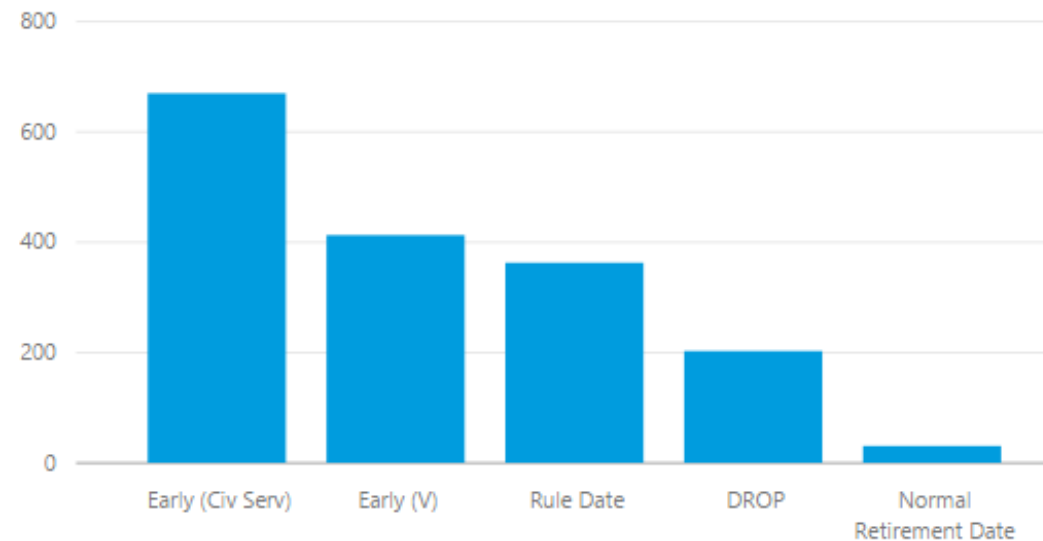
Agency

All



Agencies cannot be combined on this metric.

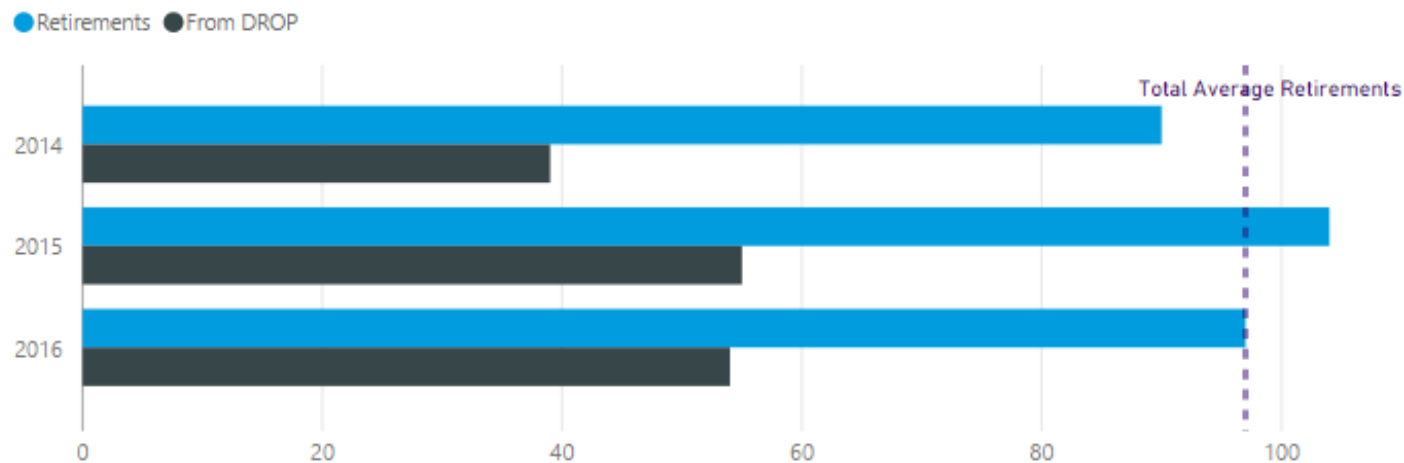
Count of Retirement Eligibility Date by Type



Retirements vs. "Retirements from DROP" by Year

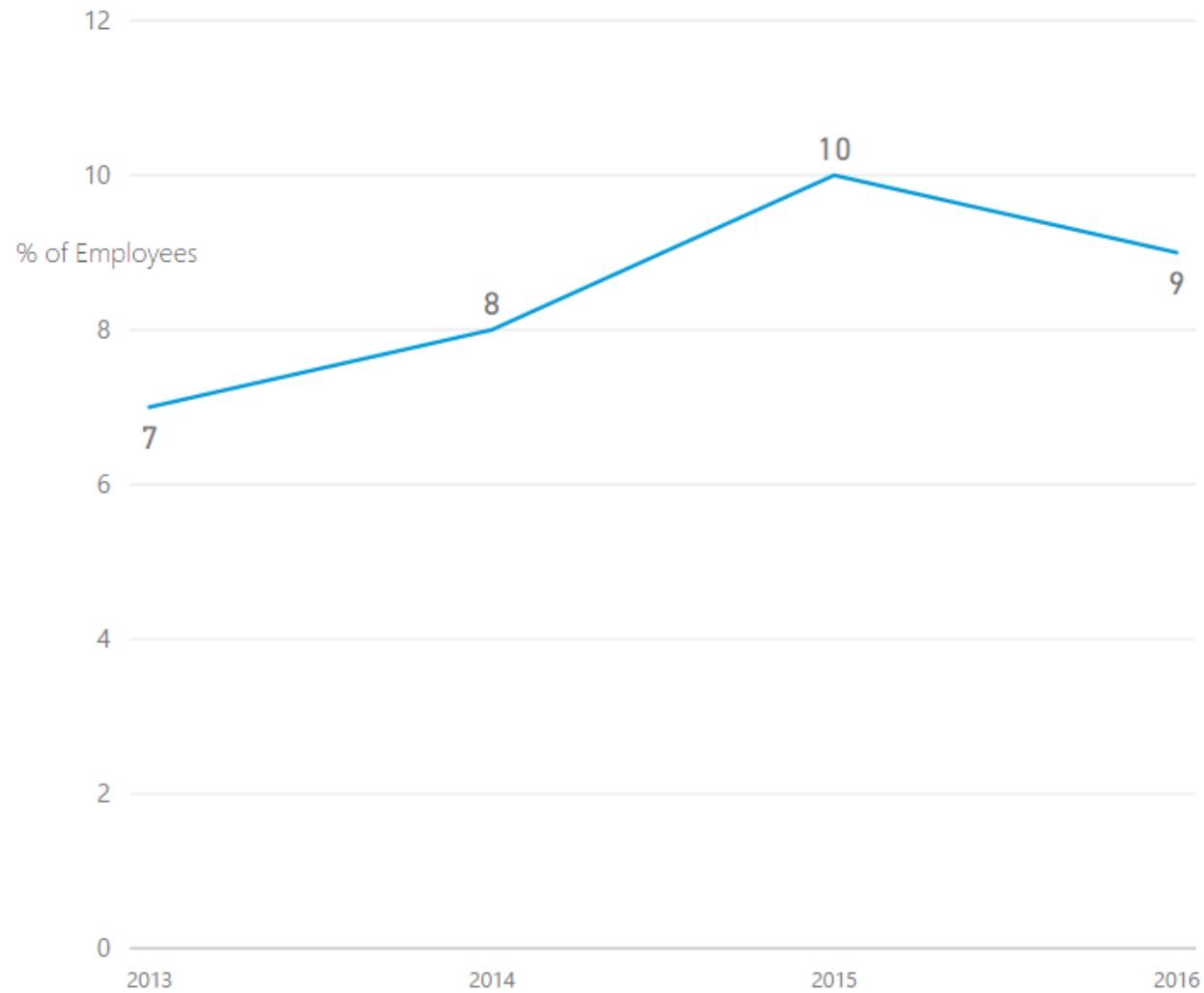
Department

SAFETY.ALL

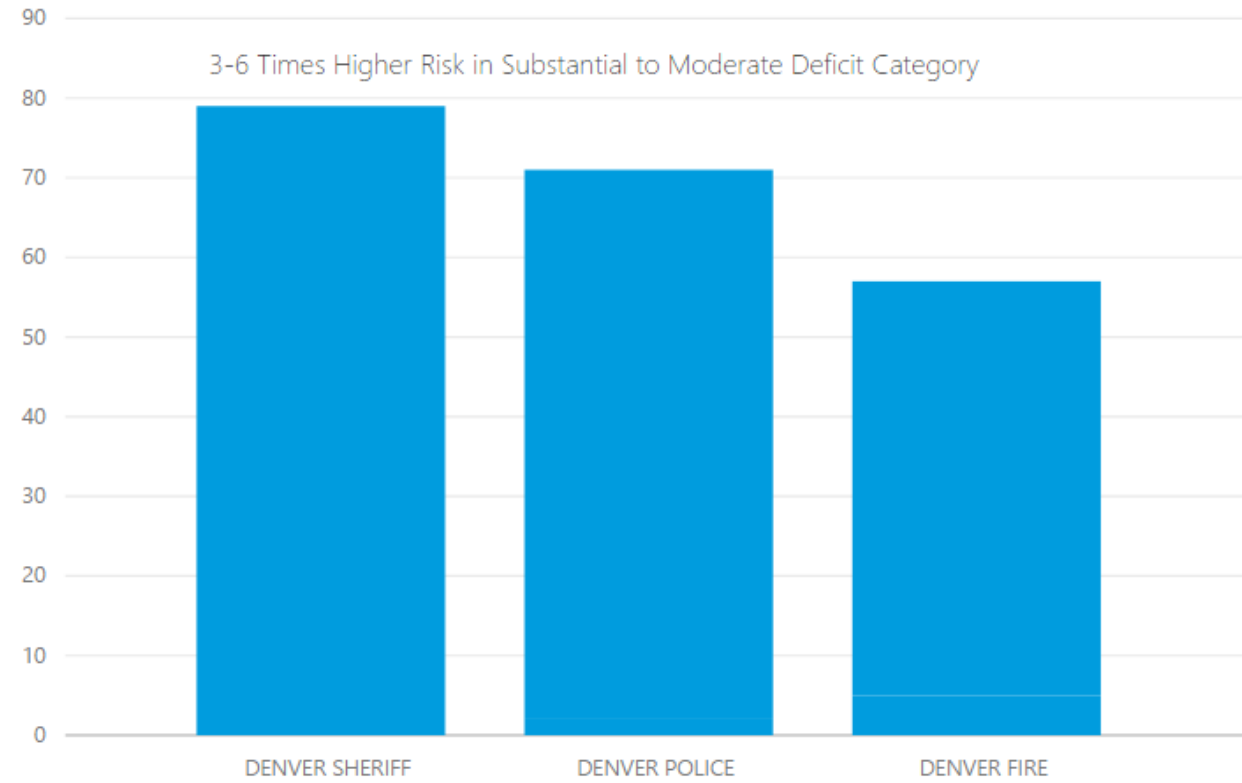


Safety Wellness Initiatives

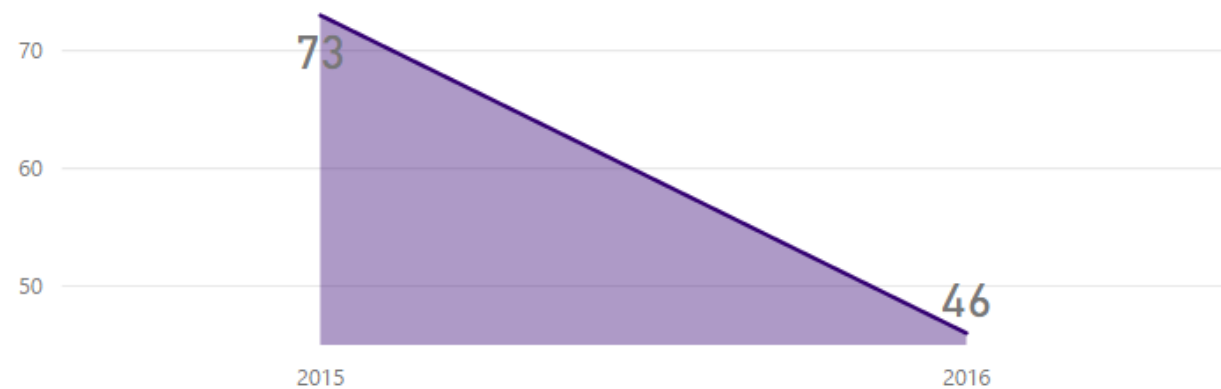
Employee Voluntary Mental Health Resource Utilization



% of Move2Perform/FMS Screened Population at Increased Risk for Injury

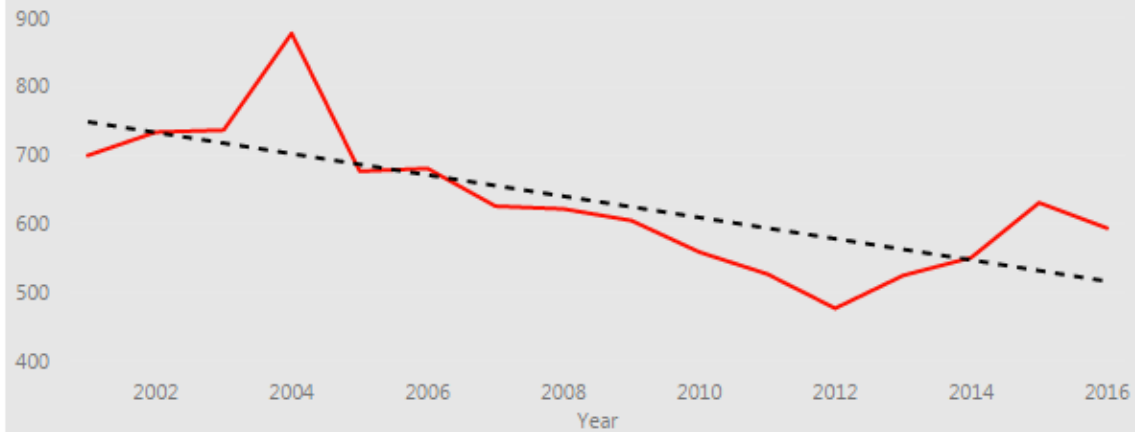


Denver Fire - 2 Year Impact: % of Screened members with Moderate Deficit

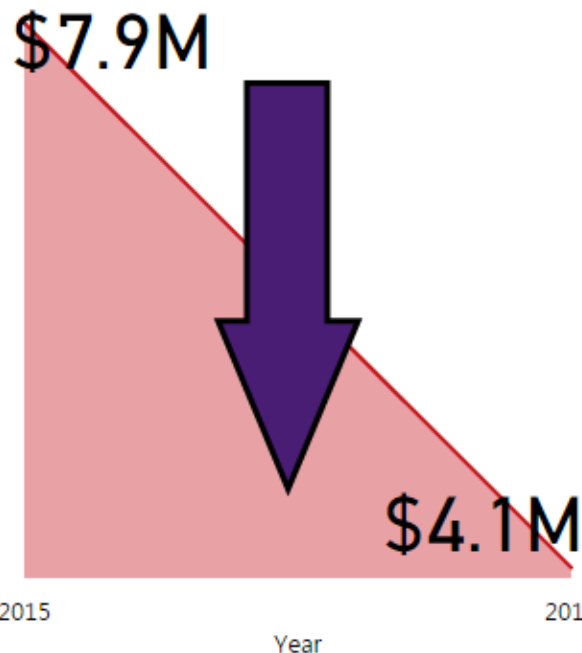


WORKERS' COMPENSATION CLAIMS TRENDS

Number of Claims by Year



Total Claim Cost Differential 2015-2016



Total Number of Claims 2001-2016

10,124.0

Number of Claims by Agency 2001-2016

Police Department -- Uniform	4360
Fire Department	3122
Undersheriff	1741
Undersheriff - CSA	374
Police Department - CSA	307
Safety Programs SP	110
Fire Department - CSA	50
911 Communications Center 911CC	38
Safety Management SM	22

Agency

- Select All
- 911 Communications C...
- Fire - Sworn & CSA
- Police - Sworn & CSA
- Safety Management SM
- Safety Programs SP
- Sheriff - Sworn & CSA

Average Cost per Claim by Year

Catastrophic claims (>\$100,000) removed from averaging to avoid skewing data

2016 City Average \$4,957

