



Board Workshop / Discussion Agenda

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

April 9, 2024 - 10:30 a.m.

Courthouse Room 220

WORKSHOP

1. **Strategic Team Committee of the Whole: Workforce Statistics Report**

[2024-037](#)

Sponsors: Strategic Team

Strategic Team Committee of the Whole: Workforce Statistics Report



Board Workshop / Discussion

Request for Board Action

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

Item Number: 2024-037

Meeting Date: 4/9/2024

Sponsor: Strategic Team

Title

Strategic Team Committee of the Whole: Workforce Statistics Report

Attachment

1. Presentation



Workforce Statistics Report

April 9, 2024

Agenda



❖ Introductions

- Dr. Annie Porbeni, Human Resources Director
- Beth Toal, Human Resources Deputy Director
- Larry Timmerman, Planning Manager
- Kyrie Searing, Policy and Data Analyst

❖ Open Data Portal and Analysis

- Partnership
- Progress
- Portal

❖ Workforce Statistics Year-End 2023 Report

❖ 2023/24 Human Resources Achievements

❖ Questions and Discussion

Partnership

- Ramey County led by participating in the first ever Public Sector Racial Equity Index with the Center for Economic Inclusion
- Partners working together to improve reporting and data quality
- Building a countywide culture of performance measurement and improvement



[Open Performance](#)



**External
Collaboration**



Service Team



**Department
Performance
Measures**



Progress

- Improving collection and reporting of employee gender identity
- Developing a process to further disaggregate race and ethnicity
- Seeking partners for comparative analysis
- Developing actions to improve our Public Sector Racial Equity Dividends Index
- Identifying areas to improve our workforce statistics reporting

Workforce Statistics Report: Open Data Portal

Workforce Statistics Report

Located in the heart of the Twin Cities metropolitan area, [Ramsey County](#) is the second-most populous and the most racially and ethnically diverse county in Minnesota. As an organization, we are committed to supporting and growing a diverse workforce that reflects the community we serve. Grounded in the county's [mission, vision, goals and values](#), we commit to advancing racial equity and promoting an inclusive organizational culture focusing on people, integrity, community, leadership and equity.

Explore Ramsey County's Workforce by the Numbers

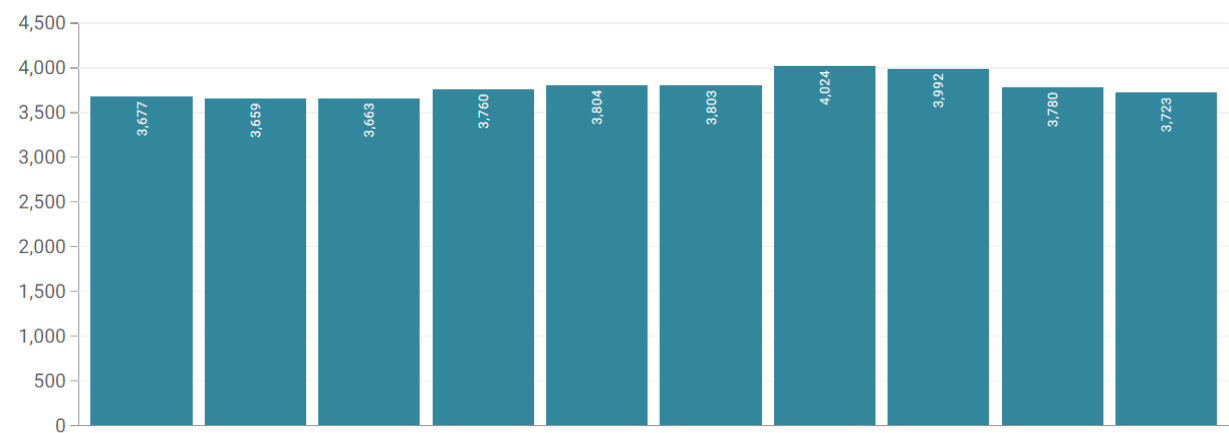
COUNTYWIDE EXPLORE MORE >	ECONOMIC GROWTH AND COMMUNITY INVESTMENT EXPLORE MORE >	HEALTH AND WELLNESS EXPLORE MORE >
INFORMATION AND PUBLIC RECORDS EXPLORE MORE >	SAFETY AND JUSTICE EXPLORE MORE >	STRATEGIC TEAM EXPLORE MORE >

<https://data.ramseycounty.us/stories/s/Workforce-Statistics-2019-Home/6ub4-nayu>

Employees Over Time

Full and Part-Time Employees Over Time

The 10-year average of full and part-time employees in the workforce is 3,789.

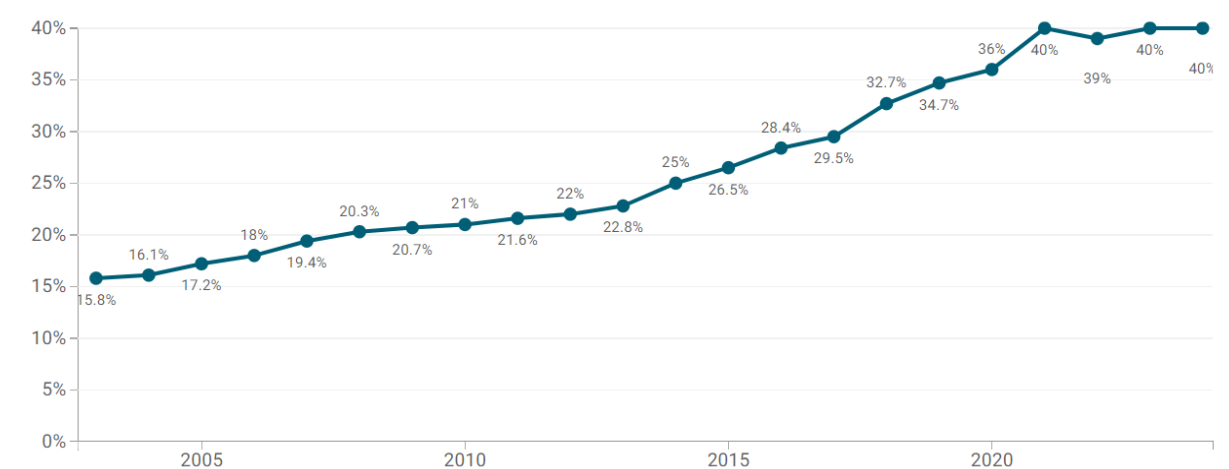


3,723 total full and part-time employees for year-end 2023

Employees By Race and Ethnicity

- Year-end percentages of racially and ethnically diverse employees exceeded 30% for the past seven years.
- Since year-end 2002 the percentage of racially and ethnically diverse employees has more than doubled from 15.8% to about 40%.
- The county’s civilian labor force includes 34.9% racially and ethnically diverse individuals.*
 - Civilian Labor Force includes all persons 16 years of age and over, except those in the armed forces, who are either employed or who are unemployed and looking for work.

Employees by Race/Ethnicity Over Time

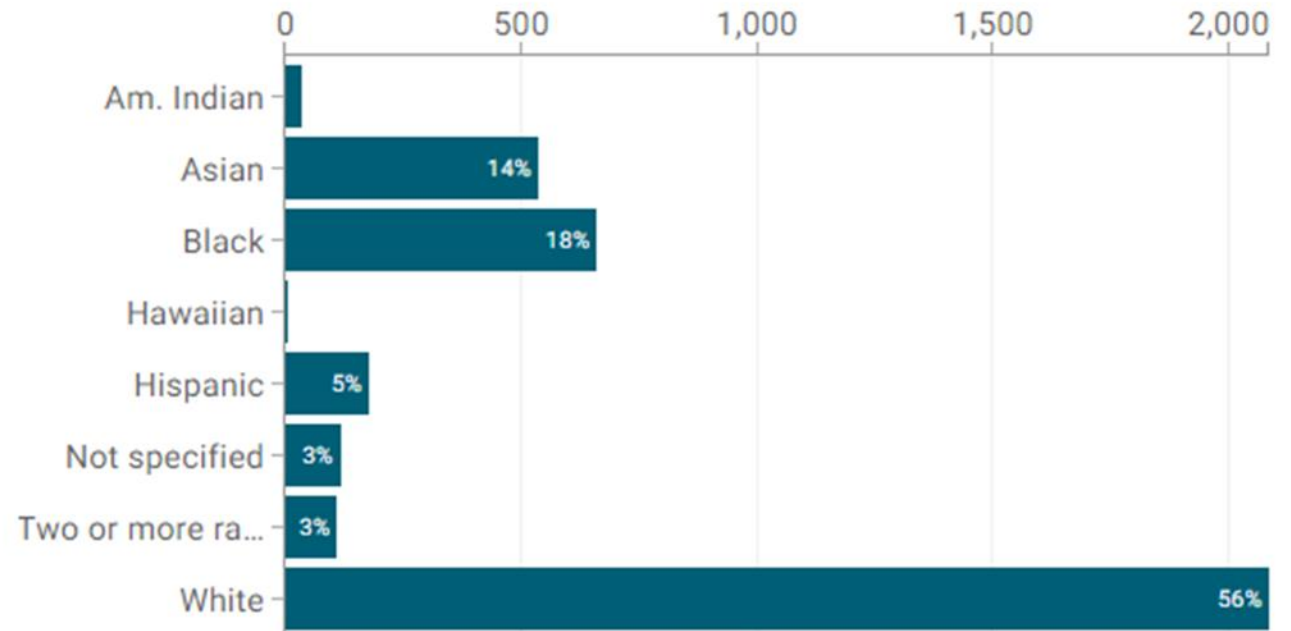


By Race and Ethnicity

- At year-end 2023, 3.1% of the county's workforce did not specify a race or ethnicity, down slightly from 2022, but still trending higher over the past several years.
- 56% of the county's workforce reported being white, not Hispanic.

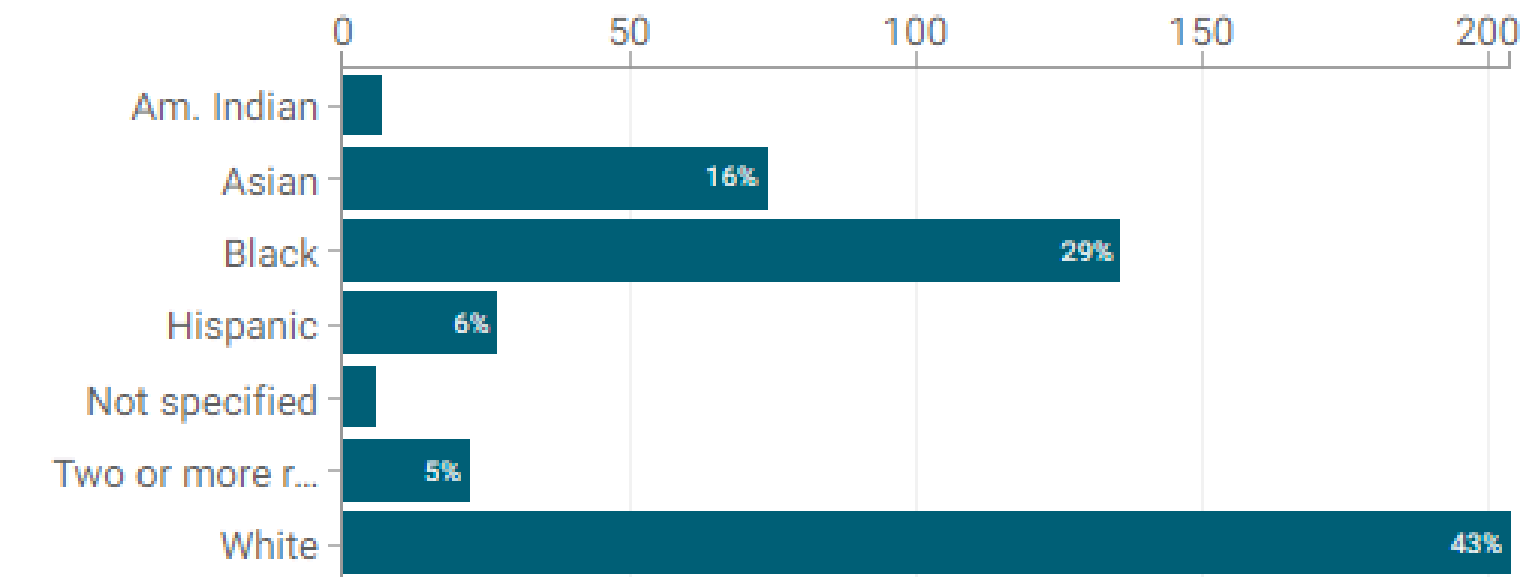
Total Employees by Race/Ethnicity

Year-end 2023.



New Hires by Race/Ethnicity

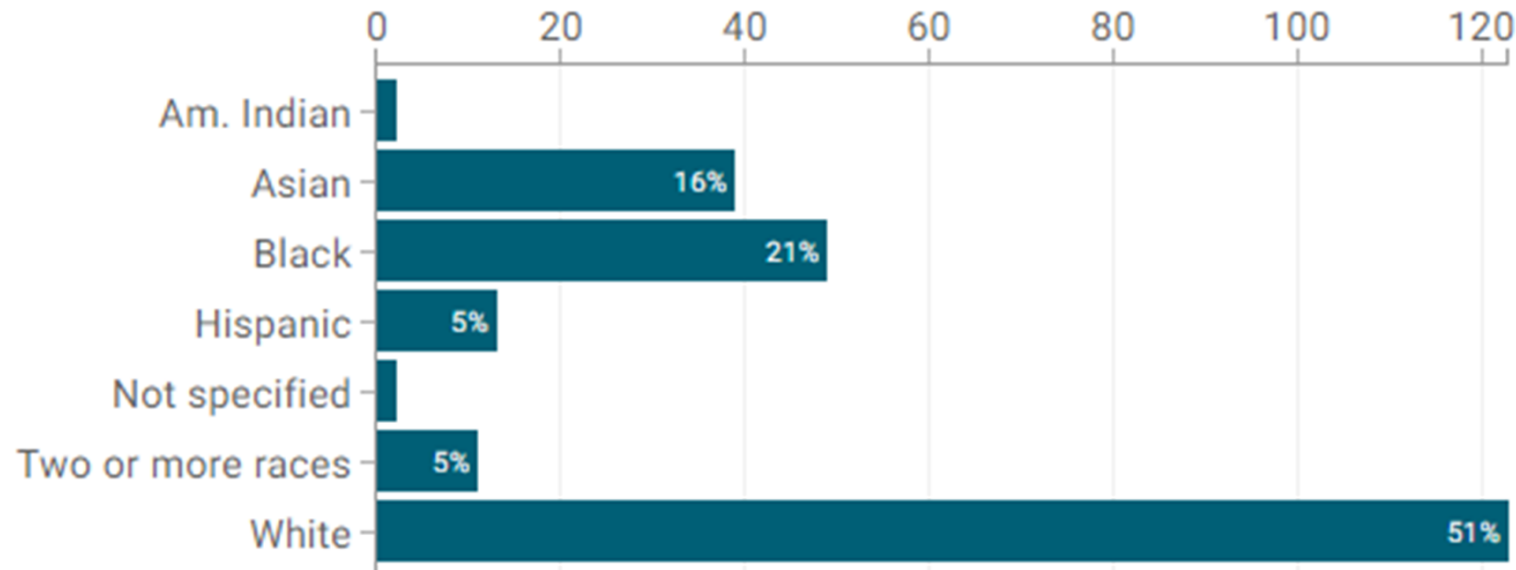
Year-end 2023.



- 476 new employees hired in 2023, 266 were racially and ethnically diverse (56%).
- Racially and ethnically diverse employees were hired at a rate more than 16 percentage points higher than the overall diversity of the organization or the county’s civilian labor force.
- Racially and ethnically diverse hiring has remained above 55% since 2019, peaking above 60% in 2020 and 2021.

Promotions by Race/Ethnicity

Year-end 2023.



- 239 promotions in 2023, 114 promotions were racially and ethnically diverse (48%).
- 715 new hires and promotions, the county hired and promoted 382 (53%) racially and ethnically diverse employees.

Formal Leaders

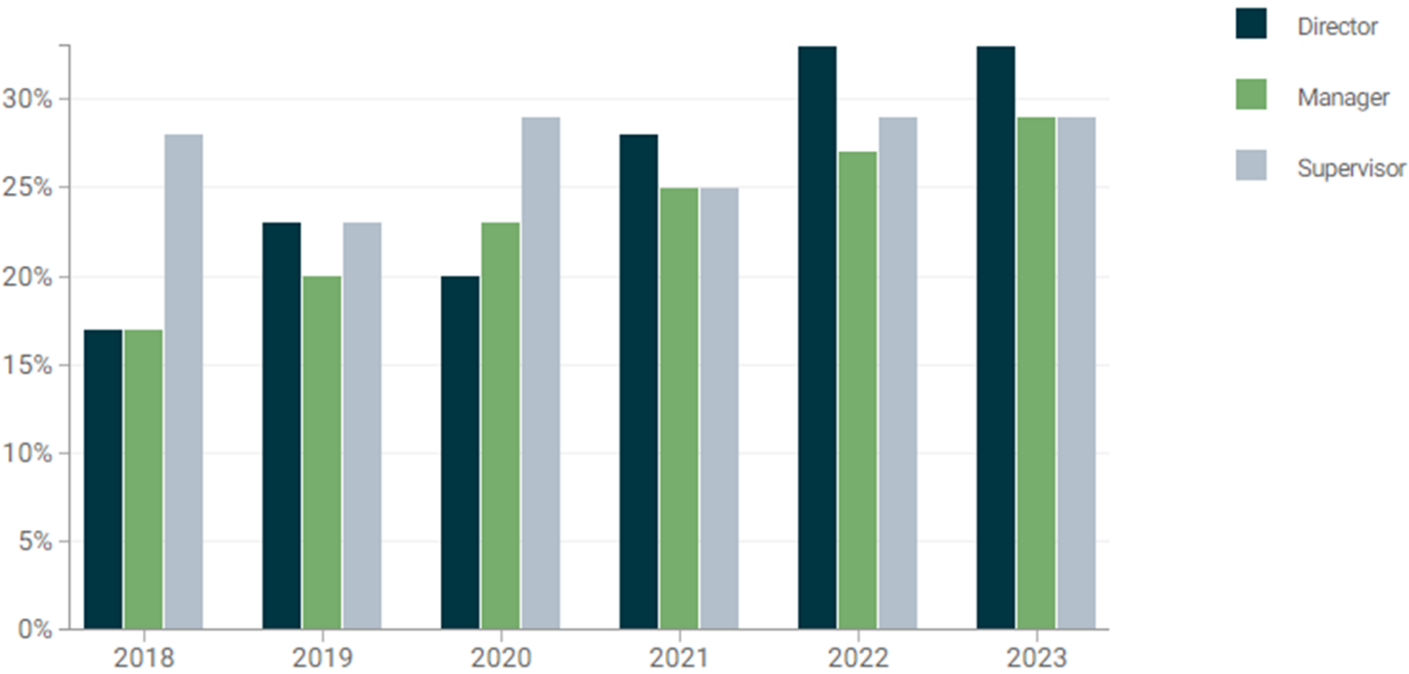
Total of 600 Directors, Managers and Supervisors

- Upward trend in diversity from 24% at year-end 2018 to 29% at year-end 2023.

2023 Year-end Percentages of Racially and Ethnically Diverse Leaders by Group

- 33% of Directors
- 29% of Managers
- 29% of Supervisors

Racially and Ethnically Diverse Directors, Managers and Supervisors
Year-end 2023.

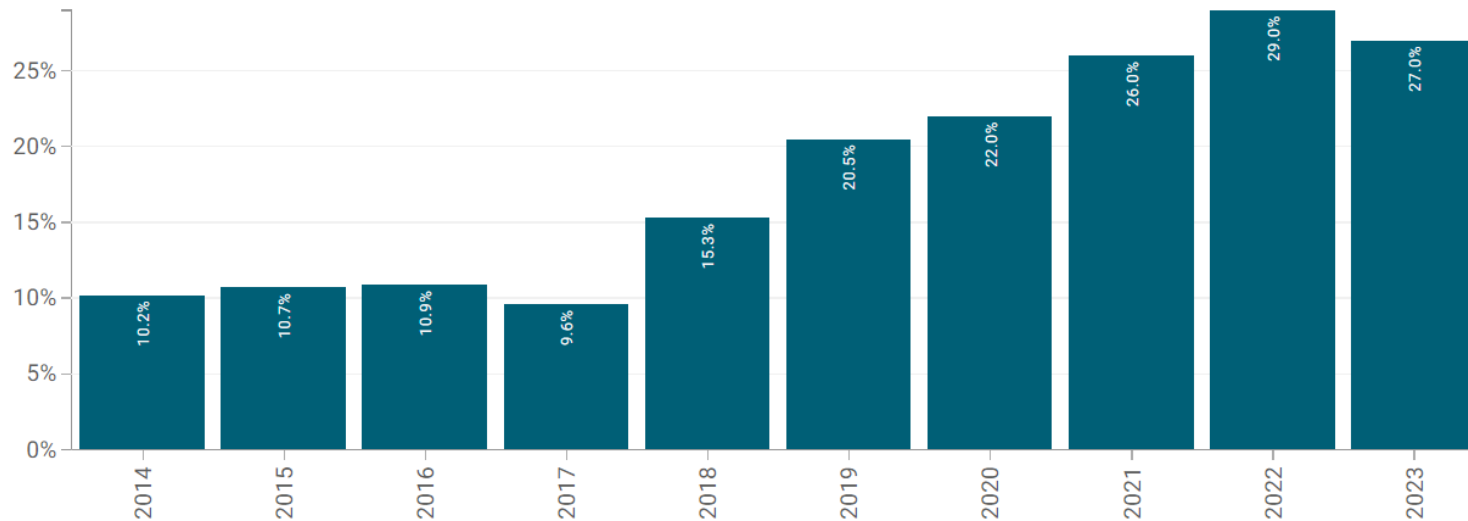


Officials and Administrators

- Year-end Percentages of Racially and Ethnically Diverse Employees in the Equal Employment Opportunity 4 Category (EEO4) of “Officials and Administrators.”
- By year-end 2023 the percentage of racially and ethnically diverse officials and administrators decreased by two percentage points to 27%.
- In 2017 the percentage was less than 10%.
- At year-end 2001 the percentage was 1.4%.

Racially and Ethnically Diverse Officials and Administrators

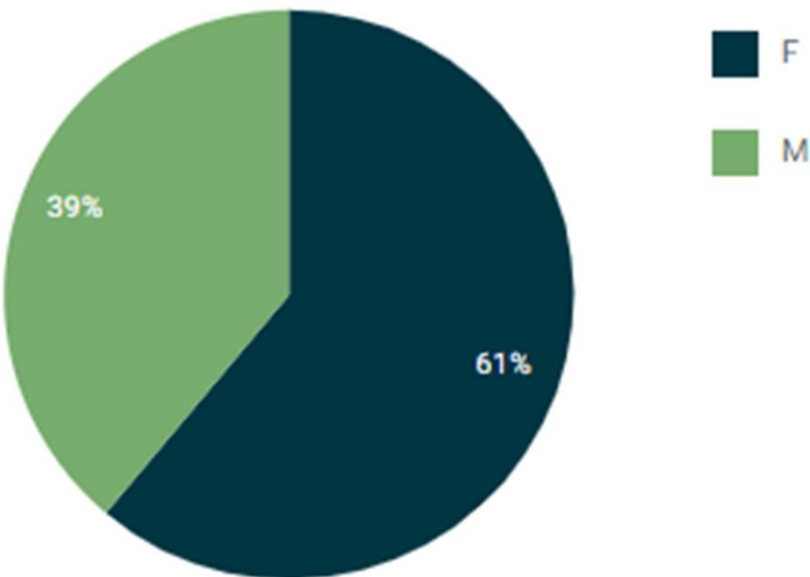
Year-end 2023.



Female Employees

Total Employees by Gender

Year-end 2023.



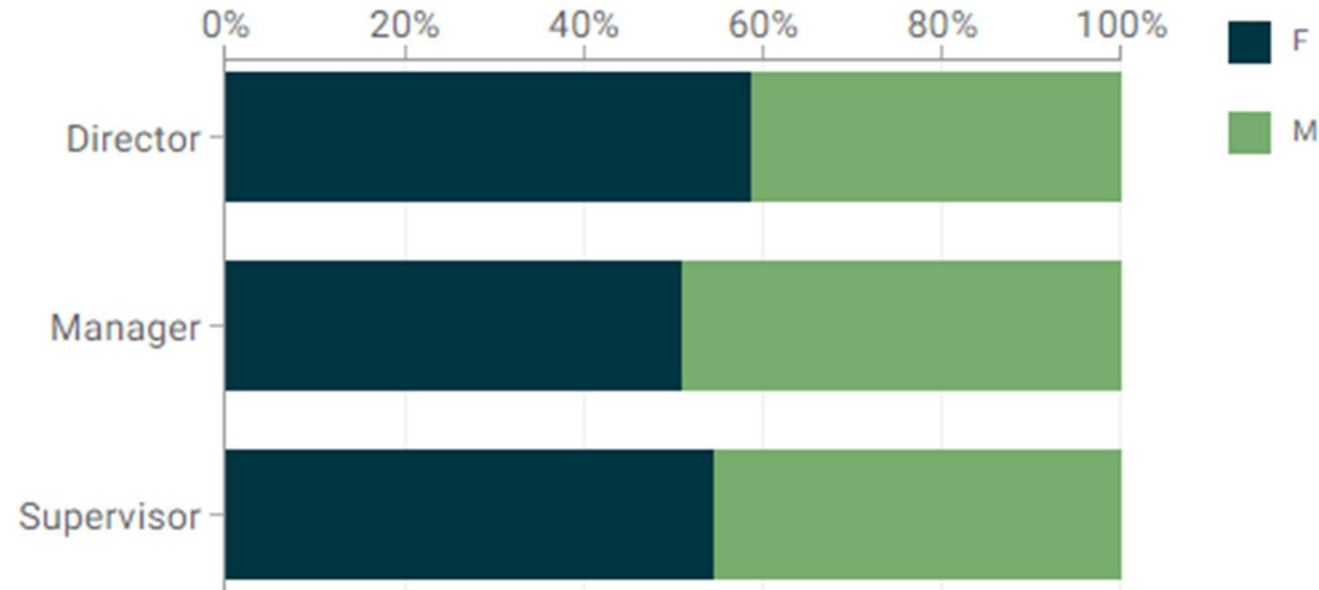
- 68% of total new hires were female and 65% of promotions were female.
- The percentage of female employees in the county's workforce has been at least 60% for the last five years and closely reflects the demographics of the community we serve.
- In the county the civilian labor force is 51.4% female.*

Female Formal Leaders

- 58% of directors are female, mirroring the overall percentage in the county's workforce as well as the demographics of the community we serve.
- 54% of total formal leaders are female.

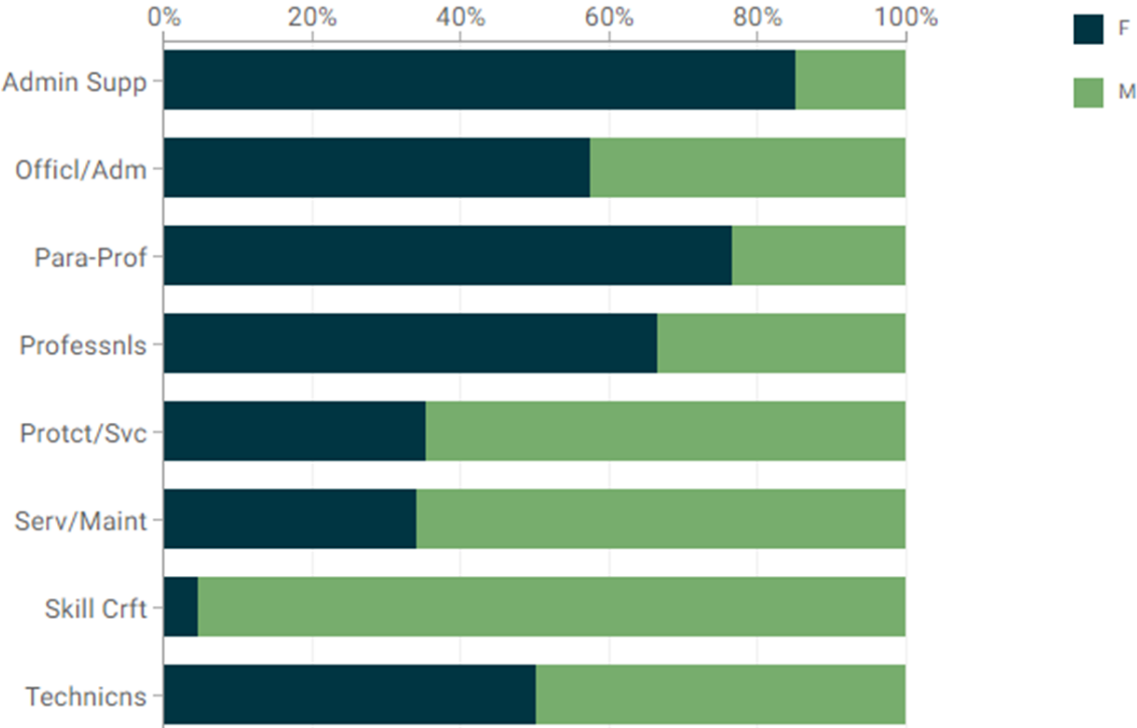
Formal Leaders by Gender

Year-end 2023.



Female Employees By EEO4 Categories

EEO-4 Categories by Gender
Year-end 2023.



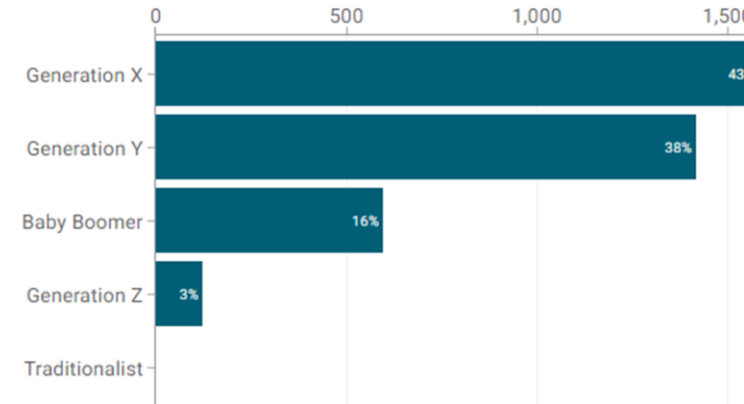
- 57% of Officials and Administrators are female.
- Combined, more than half of the county’s female employees are employed in the EEO4 categories of Professional (43%) and Para-Professional (21%).
- About 67% of Ramsey County’s Professionals are women and about 76% of Para-Professionals are women, respectively.
- The highest concentration of female employees is found in the EEO-4 Administrative Support category (79%), with the lowest concentration in Skilled Craft (5%).

Employees By Generation

- The county's workforce is comprised of five generations, with an average age of 45.3.
 - Baby Boomer generation continues to fall to just below 16% at the end of 2023.
 - Generation X remained at 43%.
 - Generation Y (Millennials) increased by 1% to 38% of the workforce.
 - Generation Z continues to populate the workforce increasing to 3%.
- The most racially and ethnically diverse employees are found in Generations Y and Z, which include 51% and 50% racially and ethnically diverse employees, respectively. Generation X is the third most diverse generation in the Ramsey County workforce at about 36% racially diverse.

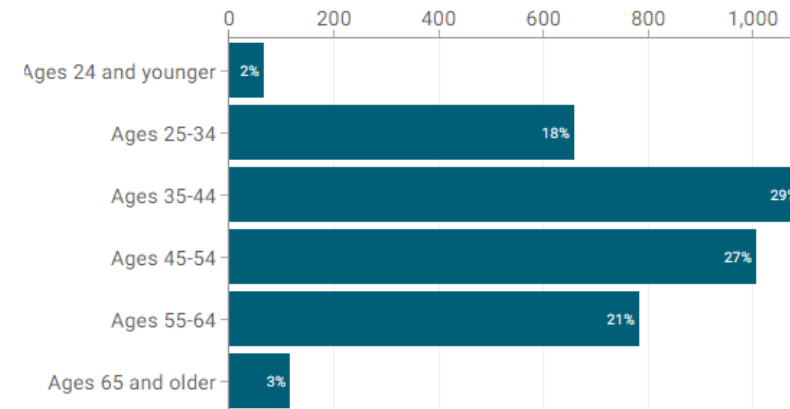
Employees by Generation

Year-end 2023.



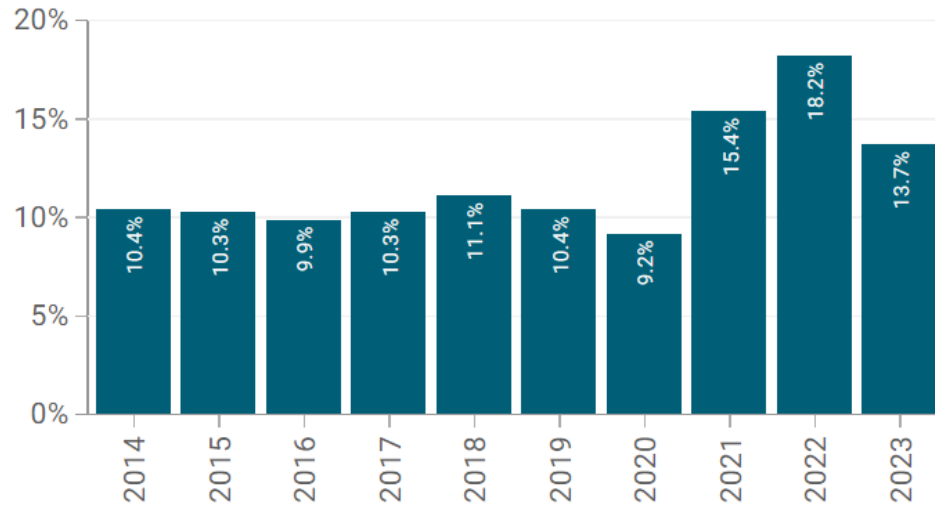
Age Distribution

Year-end 2023.



Employee Turnover

Turnover in the Workforce



- Turnover is calculated dividing the number of separations by the year-end total of full and part-time employees.
- During 2023 turnover was about 13.7%, compared to average of the previous 10-years of 11.5%.
- 2021 and 2022 stand out as each having turnover rates of more than four percentage points higher than any other year in the previous 10 years.

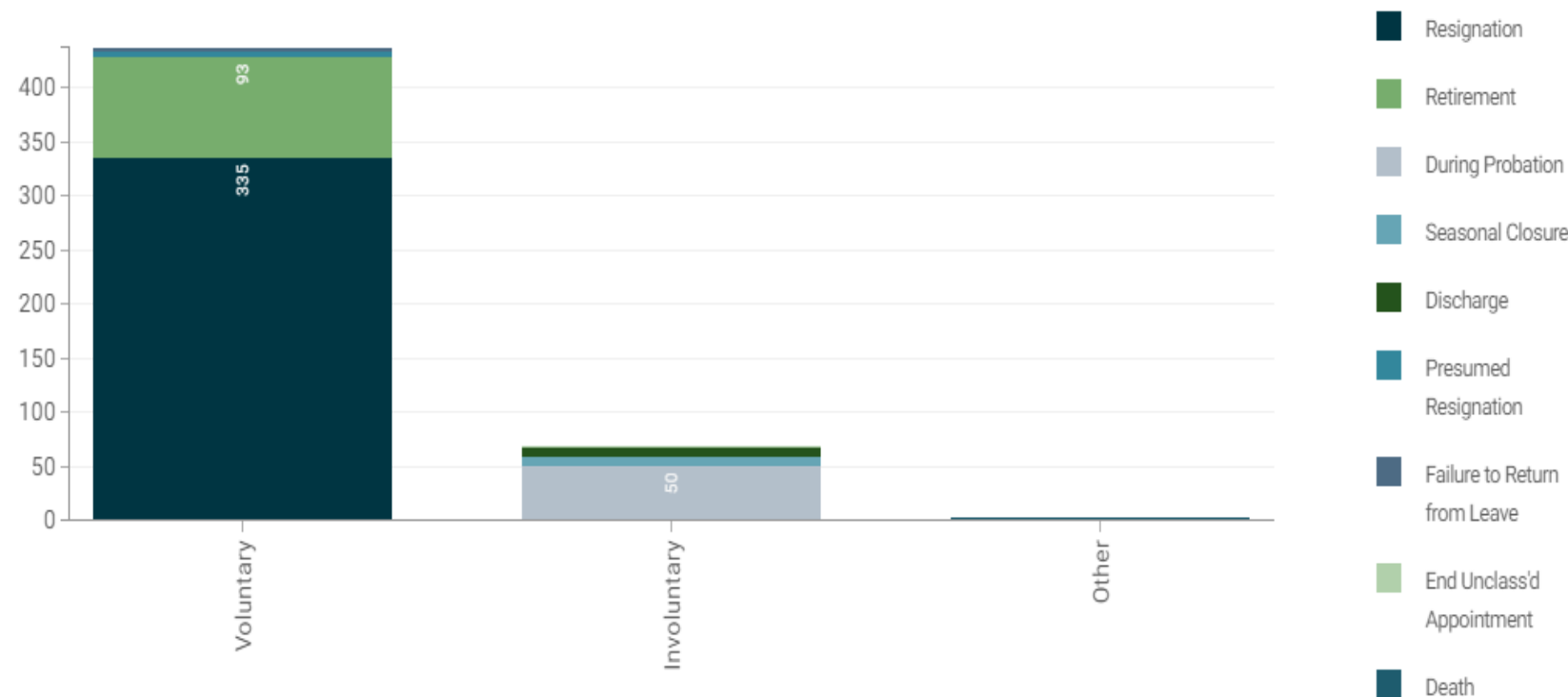
Separations

511 Total Separations

- 242 (47%) were racially and ethnically diverse employees.
- Voluntary separations accounted for 437 (85%) of the total.
 - Of voluntary separations, 198 were racially and ethnically diverse employees (45%), or about 5 percentage points more than the total workforce.
- Involuntary separations accounted for 70 (14%) of the total.
 - Of involuntary separations, 41 were racially and ethnically diverse employees (59%).

Separation by Type

Year-end 2023.





Key Takeaways

- Total staffing levels are about the same in the most recent two years and returned to pre-pandemic levels.
- Staff diversity increased rapidly over the past 20 years before stabilizing at about 40% diversity in the most recent four years.
 - Ramsey County has the most diverse county staff in the state.
- Turnover rate of 13.7% makes 2023 the first time in the past few years the turnover rate is below 15%.
 - The diversity of new hires, promotions and separations exceed the overall diversity of county staff.

OUR VALUES

Ramsey County is a welcoming, accessible and inclusive organization. Our core values define our culture. They guide who we are as a county, our individual behaviors and operational decision-making.



Invest in People • Serve with Integrity • Value Community • Advance Equity • Empower Leadership at All Levels

Organizational Achievements

Human Resources Accomplishments

- Affirmative Action Manager
- Focus on increasing our American Indian, Hispanic population
- Inclusion of Equity language in Job postings



Questions?