



City of Laramie Workforce Report

FY19

SUMMARY FOR AUTHORIZED POSITIONS

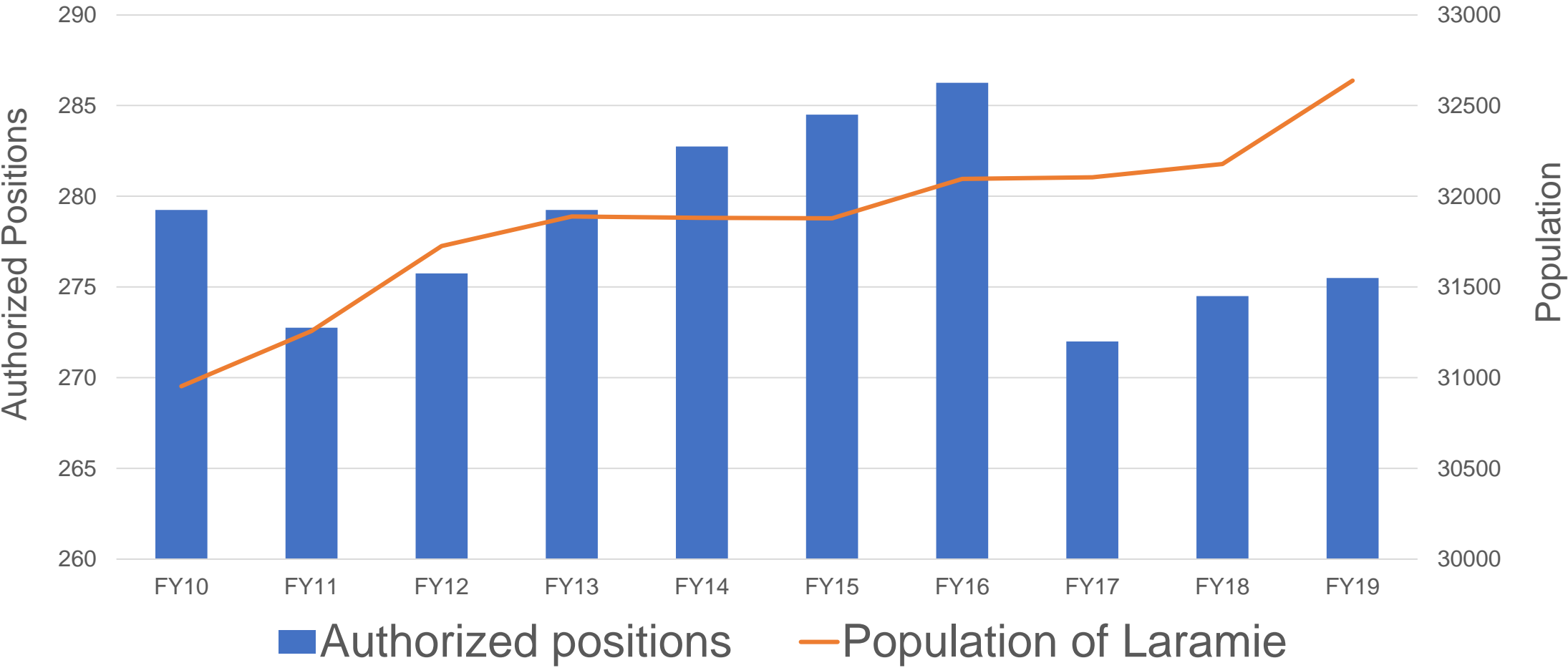
COL had 275.5 full-time equivalent (FTE) positions authorized in FY19.

254 positions were filled at the end of the 2019 fiscal year.

16.5 positions were unfilled and 5 were frozen.

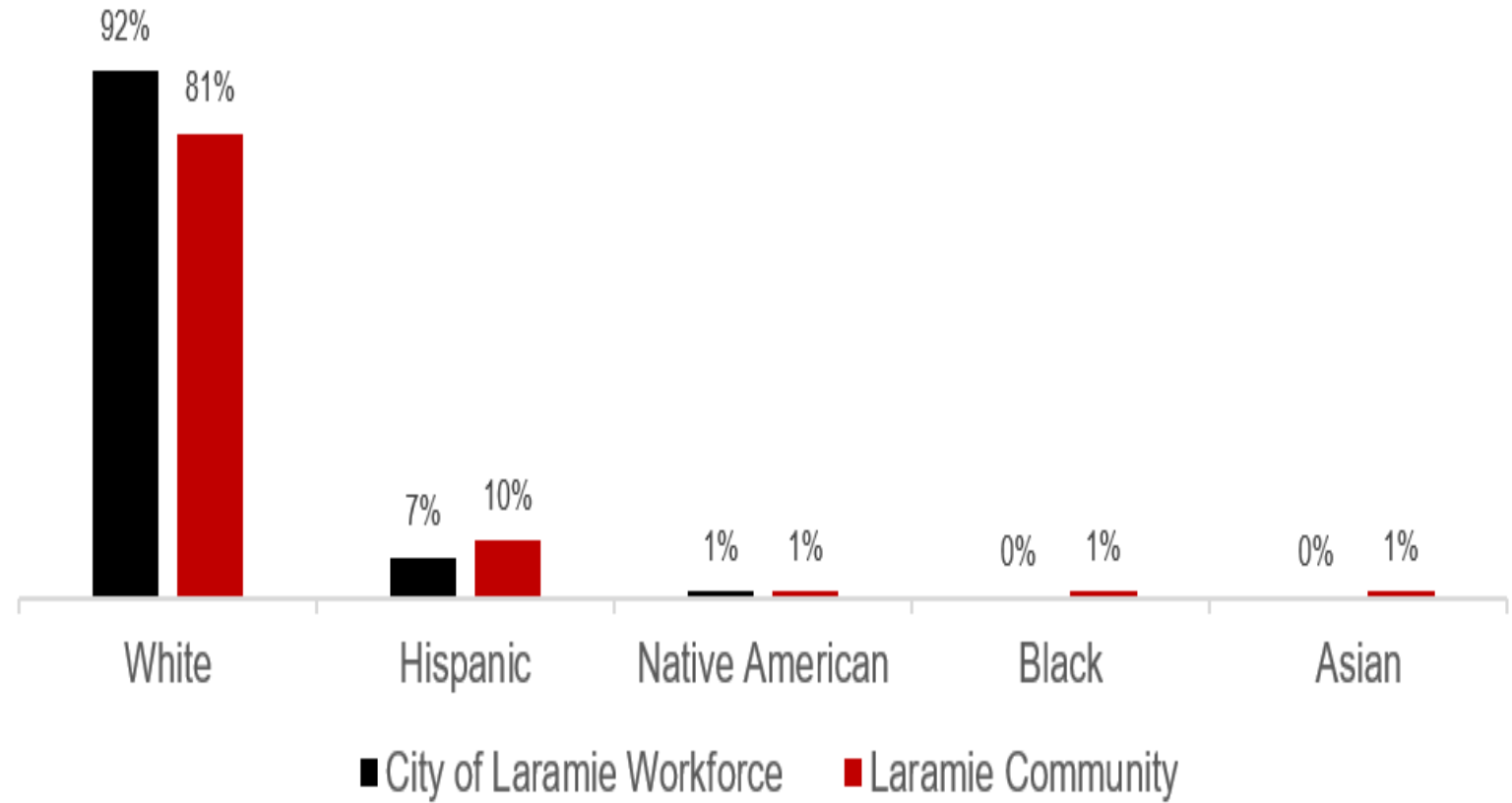
		Government Service FTE's		Business Enterprise Activities				
Fiscal Year	City Population	Public Safety (Sworn+Support Staff)	Non-Public Safety	Solid Waste	Water	Sewer	Total	Number of Residents Served by 1 FTE Municipal Staff Member
FY09	28,850	125.75	93.50	21.00	24.00	10.00	274.25	105.2
FY10	30,816	126.75	95.50	21.00	25.00	11.00	279.25	110.4
FY11	30,917	128.75	92.00	18.00	22.00	12.00	272.75	113.4
FY12	31,270	129.75	92.00	19.00	22.00	13.00	275.75	113.4
FY13	31,681	130.25	93.50	18.00	23.00	14.00	278.75	113.7
FY14	31,814	131.25	96.00	18.00	22.00	15.00	282.25	112.7
FY15	31,879	132.75	96.75	18.00	22.00	15.00	284.5	112
FY16	32,096	132.25	98	18.00	22.00	16.00	286.25	112
FY17	32,104	123.75	93.25	18.00	21.50	15.50	272	118
FY18	32,178	123.75	93.75	18.00	23.50	15.50	274.5	117
FY19	32,637	124.75	95	18.00	22.25	15.50	275.5	119
Changes over the past 10 years	3787 more residents	-1.00	1.50	-3.00	-1.75	5.50	1.25 more employees	
FY 20 Projected	33095	124.75	96.25	18	22.25	15.5	276.75	120

The population of Laramie has increased while our workforce has decreased.



SUMMARY FOR DIVERSITY

COL's workforce
reflects the
community



SUMMARY FOR GENDER DEMOGRAPHICS

The City's workforce in FY19 was:

- 75% male and 25% female

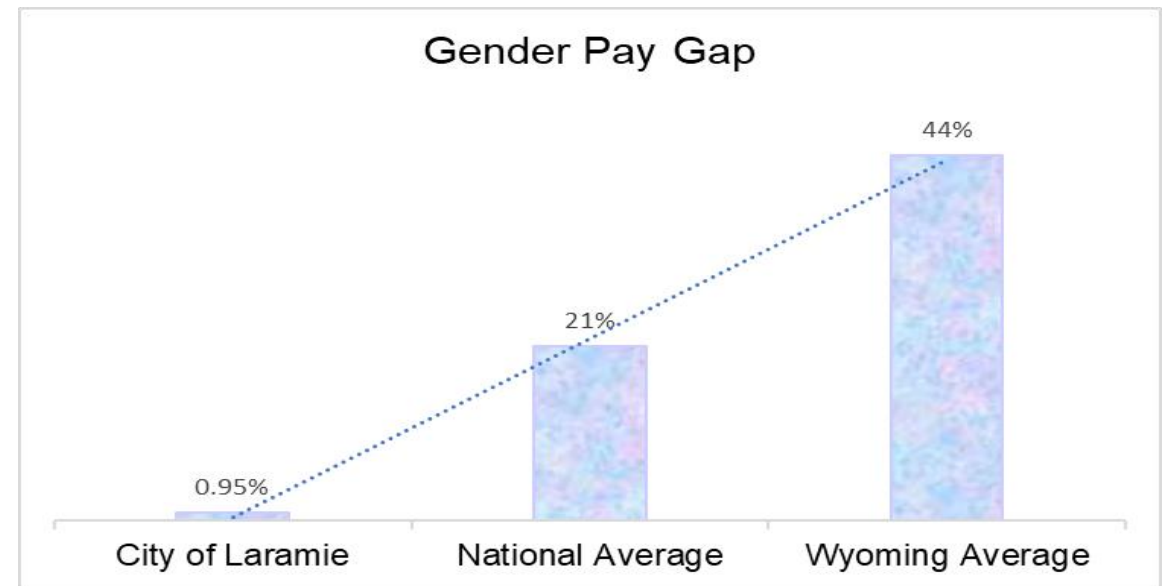
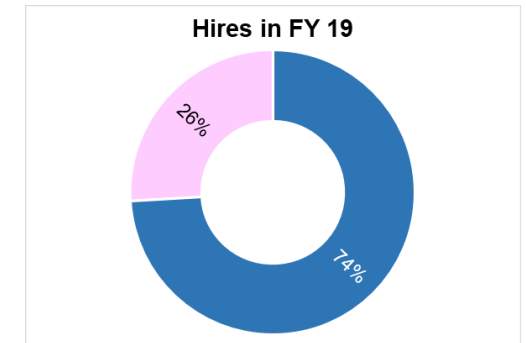
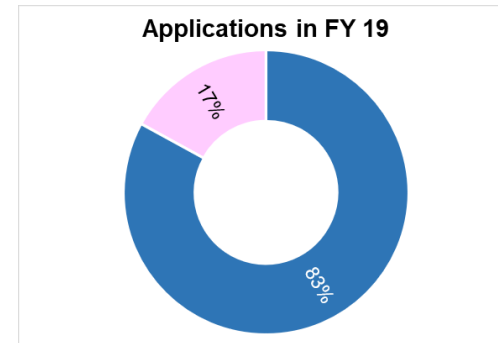
The population of Laramie was:

- 52% male and 48% female

As in most municipal organizations, Public Safety and Public Works are predominately staffed by men.

The City maintains a workforce reflective of the available labor force.

Our gender pay gap is significantly lower than the national average.



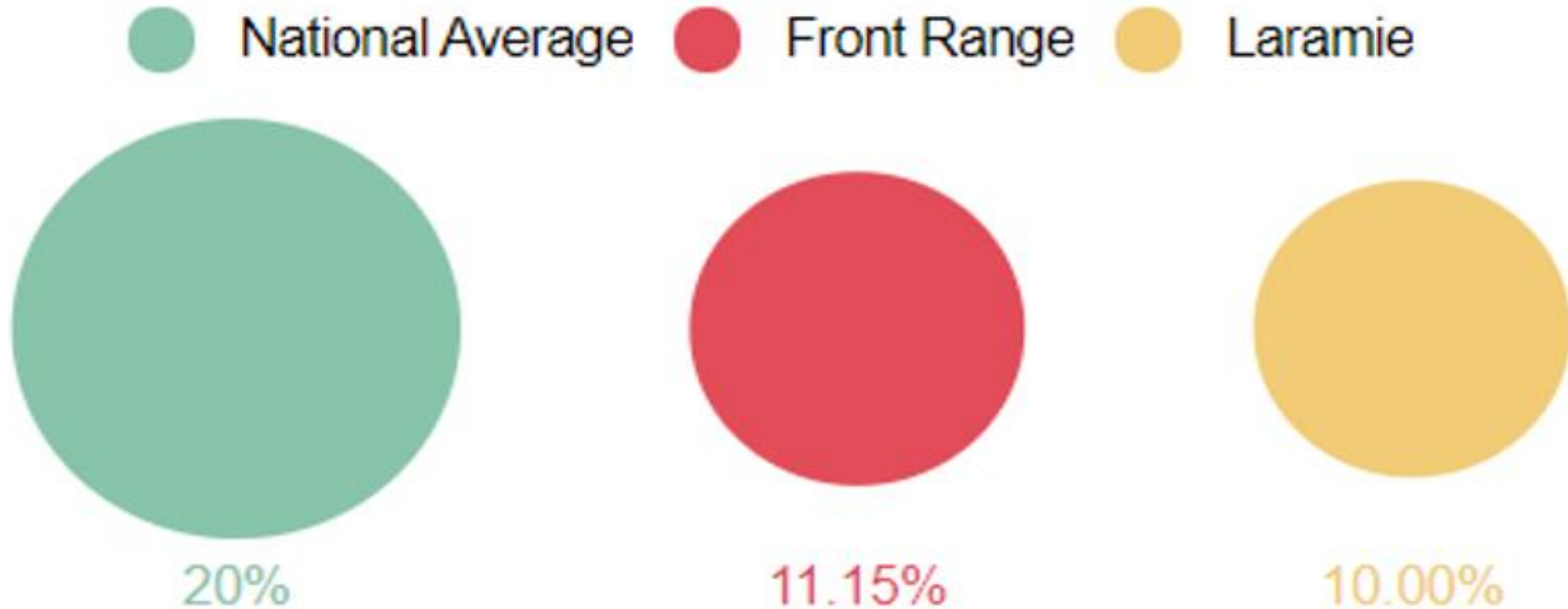
SUMMARY FOR TURNOVER

The turnover rate for the City of Laramie is 10%.

Over the past ten years, the turnover rate for COL has consistently been between 10% and 12%.

The national average for local government is 20%.

One of our nearest competitors is the Front Range. Their turnover rate is 11.15%.



SUMMARY FOR SUCCESSION

Based on Wyoming Retirement System requirements:

- ❖ 16% of City of Laramie employees are currently eligible to retire.
- ❖ 31% will be eligible within five years.

Department	Currently eligible to retire	Eligible to retire in 5 Years
Admin Services	0	0
Executive Offices	3	4
Fire	4	20
Parks and Rec	3	6
Police/ LARC	13	28
Public Works	18	22
City Wide	41	80

Succession could be strengthened if each division:

- Identified challenges for the next five years
- Considered the positions needed to improve business continuity
- Recognized the competencies and institutional knowledge critical to success
- Selected multiple high potential employees to encourage and invest in



CONCLUSION

The population of Laramie has steadily increased while authorized positions have decreased.

Although it would be ideal to increase our ethnic diversity, our workforce reflects the community's diversity.

Based on our pay gap and demographic statistics, the City of Laramie should be proud of the equal opportunities we offer both to males and females.

The City's turnover rate (10%) and retention (10-year average) are good.