

HUMAN RESOURCES	Bridgeport	ICMA	Bridgeport	ICMA	Bridgeport	ICMA
ICMA Measures are 2008 measures of mean response limited to Cities with population of greater than 100,000 residents	CT 2006	Mean 2006	CT 2007	Mean 2007	CT 2008	Mid-year Report 2008
9.1 Ratio of HR FTE to 100 jurisdiction FTEs	0.57	0.72	0.57	0.75	N/A	1.45
9.1 Number of jurisdiction FTEs on the last day of reporting period	1,943	4,817	1943	3,957	N/A	4339
9.1 Employee benefits as percentage of total salaries and wages	69%	37%	69%	36%	N/A	26%
9.1 Number of job classifications	795	509	382	467	N/A	472
9.1 Percentage of employees in unions at end of reporting period	79%	43%	76%	30%	N/A	20%
9.2 Working days for external recruitment: no testing	N/A	29	N/A	40.2	N/A	49.4
Working days for external recruitment with testing or special assessment	N/A	34.4	N/A	52.4	N/A	43.30
9.3 Working days for internal recruitment: no testing	N/A	28.4	N/A	29.1	N/A	36.9
Working days for internal recruitment with testing or special assessment	N/A	37.3	N/A	35.3	N/A	34.00
9.4 Working days to reclassify an occupied position	N/A	28.8	N/A	23	N/A	30.80
9.4 Total working days until final decision	N/A	33.3	N/A	26.5	N/A	34.5
9.5 Turnover rates: Non-public safety	0.52%	4.30%	7.98%	4.80%	N/A	3.50%
9.5 Turnover rates: public safety	2.58%	7.80%	1.39%	8.70%	N/A	7.80%
9.5 Turnover rates: IT	27.80%	8.50%	0.05%	9.60%	N/A	7.40%
9.5 Turnover rates: total	3.54%	7.20%	9.42%	7.40%	N/A	7.50%
9.6 Sick Leave hours per 1,000 hours worked	N/A	31.10	N/A	31.10	N/A	29.80
9.7 Number of employee grievances and appeals per 100 employees	18.55	1.90	9.78	1.39	N/A	0.87
9.8 Percentage of grievances resolved before passing from management control	N/A	64.40%	N/A	58.90%	N/A	69.60%
9.9 Percentage of employee performance reviews completed on schedule	N/A	75%	N/A	79.8	N/A	72.90%
9.10 Customer satisfaction overall	N/A	55.4%	N/A	75.2%	N/A	N/A