

**ASSISTANT VILLAGE ADMINISTRATOR/PERFORMANCE & INFORMATION SERVICES REPORT**

**#6b(i)**

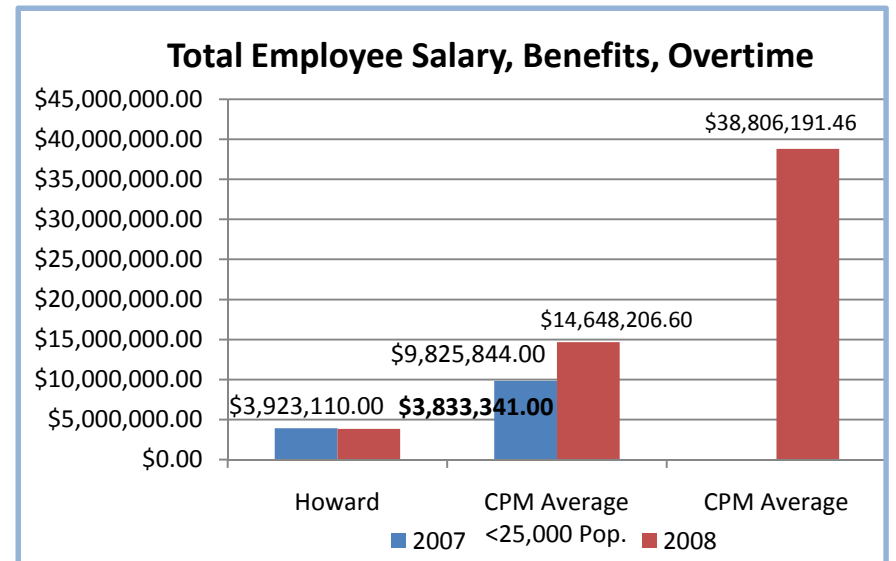
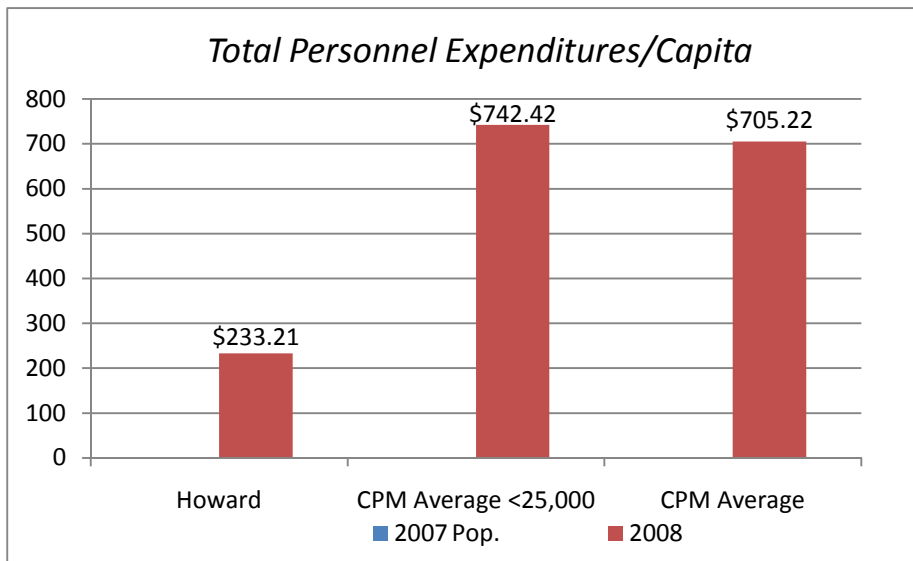
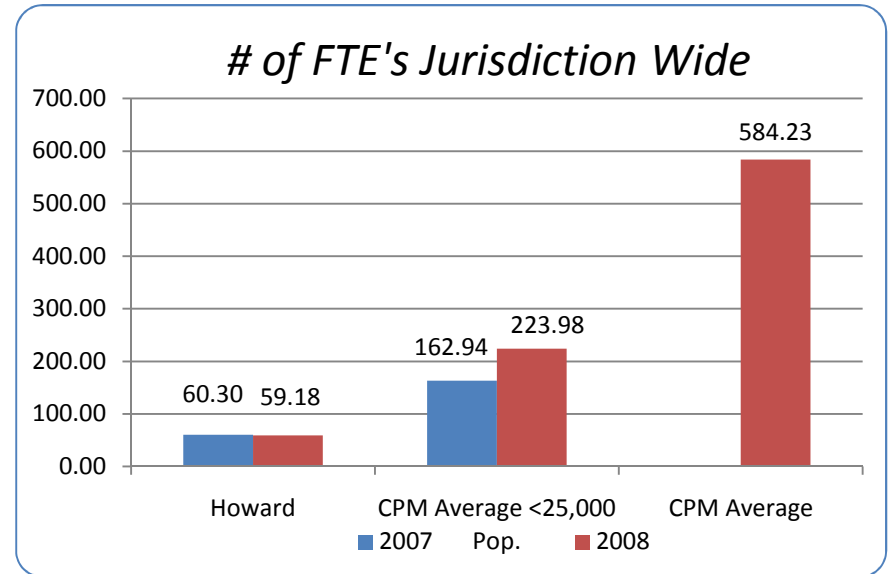
Report Regarding FY 2008 Human Resources Performance Measurement Data

**Number of FTE Personnel and Expenditures**

The top graph at right depicts the total number of full-time equivalent (FTE) employees at the Village of Howard. Howard is well below the average for communities in our population range and the national average; we actually have the third lowest number of FTE's in the ICMA Center for Performance Measurement Consortium behind only two communities who both have populations under 8,000.

The graph at lower right depicts total personnel expenditures for salary, benefits and overtime. Again, we are well below the national average. The graph in the lower left corner shows what each resident of the Village of Howard pays for personnel salaries, benefits and overtime. Again, our numbers are significantly below the national average.

As was the case for past performance measures, our benchmark community is Raymore, Missouri (population 16,544). Raymore has 108 FTE's, spends \$6,532,323.00 for employee salaries, benefits and overtime, and each resident of Raymore pays \$394.85 for Raymore employee salaries.



### Employee Benefits and Union Stats

The graph at right depicts the Village's employees' benefits as a percentage of their total salary. As you may recall, in 2008 Village employees began contributing more for health insurance benefits. This is the reason why there was a decline from 2007 to 2008. Our numbers are a bit higher than the national averages, but only by a few percentage points.

The graph in the lower right hand corner depicts the number of grievances filed by Village employees. In both 2007 and 2008 no grievances were filed by Village employees.

Raymore, Missouri's employee benefits make up 32.55% of the total salary expenditures in 2008. Employees in Raymore filed 2 grievances in 2008.

