

**STAFFING ANALYSIS: HAMPTON'S POSITIONS PER DEPARTMENT
COMPARED WITH THOSE IN THE REGION**

A staffing analysis was performed by comparing the number of positions per capita reported in the budget document of city departments in the region. The cities included Chesapeake, Newport News, Norfolk, Portsmouth, and Virginia Beach. The chart shows how Hampton compares with the region's average, and with just Newport News. The positive numbers indicate the number of positions for Hampton to add to be equivalent and negative numbers reflect where Hampton appears to be adequately staffed. These results are just one tool to assess staffing levels, and are not complete without a more detailed analysis which includes other factors, such as priority level, service levels, use of outside contractors, citizen needs within a community, etc. This analysis does not include positions that are driven by the state (such as those in the Sheriff's Office, Social Services, Clerk of Courts, etc.).

City Department	# of positions to +/- based on 5-city average per capita	# of positions to +/- based on Newport News per capita
311 Citizens Contact Center	(3.8)	(1)
911 Emergency Communications	(17)	(15.4)
Assessor of Real Estate	(4.6)	(3.7)
Citizens' Unity Commission	(.9)	(2)
City Attorney	(3.4)	(1.9)
City Council	(2.4)	(2.7)
City Manager	(3.4)	1.8
Community Development	9.9	(11.6)
Convention and Visitor Bureau	No comparison available	No comparison available
Economic Development	(4.1)	4.8
Emergency Management	(.8)	0
Finance	5.5	11.9
Fire and Rescue Division	(29)	(4.2)
Fleet Services	4.9	2.3
Human Resources	1.8	3.8
Information Technology	24.4	28.4
Internal Audit	(.3)	1.5
Marketing and Outreach	1.1	4
Parks, Recreation, and Leisure Services	17.1	31

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Police Division	6.2	69
Police Division – Animal Control	.3	2.3
Public Library	30.4	17.1
Public Works	(17.1)	49.6
Solid Waste Management	(3.8)	(6.3)
Wastewater Management	60.4	13.8