



Human Resources Committee Meeting

May 17, 2021 at 5:00 p.m.

Zoom Link: <https://fresnoeoc.zoom.us/j/84593413759>

Meeting ID: 845 9341 3759

1-669-900-6833



HUMAN RESOURCES COMMITTEE MEETING AGENDA

MAY 17, 2021 at 5:00 p.m.

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF FEBRUARY 16, 2021 MINUTES

A. February 16, 2021 HR Committee Meeting Minutes

Approve

Page 3

4. HR METRICS

A. HR Metrics

Information

Page 5

5. LEGAL SUMMARY

A. Legal Summary

Page 7

6. OTHER BUSINESS

Next scheduled meeting Monday, August 16, 2021

7. PUBLIC COMMENTS

(This portion of the meeting is reserved for persons wishing to address the Committee on items within jurisdiction but not on the agenda. Comments are limited to three minutes).

8. ADJOURNMENT

HUMAN RESOURCES COMMITTEE MEETING
February 16, 2021
5:00 PM

MINUTES

1. CALL TO ORDER

Committee Chair, Barigye McCoy, called the meeting to order at 5:02 p.m.

2. ROLL CALL

Roll was called and a quorum was established.

Present: Barigye McCoy (Chair), Jimi Rodgers, Maiyer Vang, Daniel Martinez, Linda Hayes

Absent: None.

Others Present: Michael Garcia, Vanessa Schneider, Heather Brown, Antonio Aguilar, Karina Perez, Emilia Reyes, Melissa Soto, Erika Pacheco Cortes, Michelle Tutunjian, Elizabeth Jonasson, Jennifer Tierce

3. APPROVAL OF PREVIOUS MINUTES

November 16, 2020 Meeting Minutes

Public Comment: None heard.

Motion by: Jimi Rodgers **Second by:** Daniel Martinez to approve the November 16, 2020 meeting minutes.

Ayes: McCoy, Rodgers, Vang, Martinez and Hayes

Nays: None.

4. HR METRICS

A. 2020 Human Resources Annual Report

HRIS Manager, Vanessa Schneider, reviewed the Human Resources Annual Report. Categories reported include Employee Relations and Engagement, Talent, Compensation and Benefits, Safety and Workers' Compensation, and Training and Development.

Vang appreciated the information presented in an effective manner and requested this Report be included in the Board Packet for all commissioners to see.

Public comment: None heard.

5. COMPENSATION PHILOSOPHY GOALS

A. Compensation Philosophy Goals

Garcia presented the agenda item for board member review. Vang commented that she liked goal #1 of “ensure and maintain pay equity”.

Public comment: None heard.

6. 2020 LEGAL SUMMARY

Garcia presented the legal report. There is only one active legal case, and the remaining items listed are litigated Workers’ Compensation cases.

Public comment: None heard.

7. OTHER BUSINESS

The next scheduled meeting is Monday, May 16, 2021 at 5pm.

8. PUBLIC COMMENTS

None heard.

9. ADJOURNMENT

The meeting adjourned at 5:18 p.m.

Respectfully submitted,

Barigye McCoy
Chair



HUMAN RESOURCES COMMITTEE MEETING

Date: May 17, 2021	Program: Human Resources
Agenda Item #: 4	Director: N/A
Subject: HR Metrics	Officer: Michael Garcia

Background

The following information is intended to provide the HR Committee a high-level snapshot of Human Resources quarterly activity. The information is broken down into the six strategic goal areas that the program has identified:

- Talent
- Compensation & Benefits
- Safety & Worker's Compensation
- Systems & Data
- Employee Relations & Engagement
- Training & Development

This scorecard is meant to be a versatile tool that can adapt to present pertinent information to the HR Committee each quarter.

Fresno EOC Human Resources Scorecard

Quarter 1

What's Trending in HR?

Key

Exceeded Goal

Met Goal

Below Goal

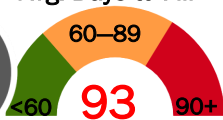
Talent



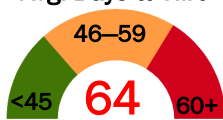
78 Recruitment Hires



Avg. Days to Fill ¹



Avg. Days to Hire ²



50 Separations



22 Accept another job

1 At will

2 Attend school

1 Death

3 End temp assignment

1 Health reasons

3 Moved out of town

3 No notice or reason

9 Personal reasons

1 Reduction in force/layoff

4 Retirement

Net Gain/Loss

+28 staff

Compensation & Benefits



86.5% of Benefit Eligible Staff
have **enrolled in Medical**
benefits



83.6% of Benefit Eligible Staff
have **enrolled in Dental** benefits

National enrollment average of benefit
eligible employees is **78%**

Systems & Data



Developed and implemented
electronic possible COVID exposure
tool for supervisors to report to HR
to coordinate response and
streamline mandated state
reporting.

Employee Relations & Engagement



14 staff terminated within first
year of employment

Turnover Tracker	
Year	Fresno EOC
Q1-2019	3.20%
Q1-2020	4.38%

Safety & Worker's Compensation



4 Injuries requiring medical treatment

3 Slip/trip/fall

1 Repetitive motion

4 Preventable

Injury Type

- Fracture
- Contusion
- Strain
- Pain/Soreness



Training & Development



24 Trainings conducted

377 total participants

1064 training hours earned



Most Popular:

Conflict Resolution

Average Training Rating: 4.2/5.0

¹ Time to fill—posting date to hire date

² Time to hire—date applied to hire date



HUMAN RESOURCES COMMITTEE MEETING

Date: May 17, 2021	Program: Human Resources
Agenda Item #: 5	Director: N/A
Subject: Legal Summary	Officer: Michael Garcia

Background

The following information has been prepared for the Human Resources Committee to provide a verbal overview of litigated cases against the Agency for Quarter 1 2021.

The information is broken down into two categories:

- Open/pending cases - DFEH, EEOC Other
- Workers Compensation cases