



Human Resources Committee Meeting

March 6, 2023 at 5:00 p.m.

Fresno EOC Board Room

1920 Mariposa Street, Suite 310

Fresno, CA, 93721

Zoom Link: https://fresnoeoc.zoom.us/meeting/register/tZYof--oqD8oE9RDfhOfjeU0KYLUcmPYuYE_



HUMAN RESOURCES COMMITTEE MEETING AGENDA

MARCH 6, 2023 AT 5:00 PM

1. CALL TO ORDER

2. ROLL CALL

A. Monthly Attendance Record		3
------------------------------	--	---

3. APPROVAL OF SEPTEMBER 12, 2022 MINUTES

A. September 12, 2022 Human Resources Meeting Minutes	Approve	4
---	----------------	---

4. HR SCORECARD

A. HR Scorecard – Q4 2022	Information	6
---------------------------	--------------------	---

5. RETIREMENT PLAN REPORTING

A. Retirement Plan Reporting	Information	8
------------------------------	--------------------	---

6. OTHER BUSINESS

The next meeting is scheduled on Monday, June 5, 2023 at 5:00 p.m.

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 Monthly Attendance Record

Barigye McCoy
Sherry Neil
Jimi Rodgers
Alysia Bonner
Earl Brown

January	9-Feb	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.	Attended
	Cancelled											0/11
												0/11
												0/11
												0/11
												0/11

O-Present X-Absent



HUMAN RESOURCES COMMITTEE MEETING

September 12, 2022

5:00 PM

MINUTES

1. CALL TO ORDER

Committee Chair, Barigye McCoy, called the meeting at 5:02PM

2. ROLL CALL

Roll was called and a quorum was established.

Commissioners Barigye McCoy, Jimi Rodgers, Robert Pimentel

Present:

Commissioners Absent: Jewel Hurtado, Rueben Zarate

Staff Present: Emilia Reyes, Jim Rodriguez, Guadalupe Zuniga, Erica Reyes,
Rebecca Keene

3. APPROVAL OF PREVIOUS MINUTES

August 15, 2022 Meeting Minutes

Public Comment: None heard

Motion by: Rodgers **Second By:** McCoy

Ayes: All in favor.

Nayes: None heard

4. 2023 Health Plan Rates

A. 2023 Health Plan

Erica Reyes, Human Resources Manager, presented on the proposed changes and anticipated costs for the 2023 Health Plan with no change in dental rates or Employee Traditional PPO. High Deductible Health Plan rates will increase.

Public Comment: None heard

Motion By: Rodgers **Second By:** McCoy

Ayes: All in favor.

Nayes: None heard

5. Wellness Plan

A. Halcyon Health and Wellness

Erica Reyes, Human Resources Manager, presented on the recommended approval for the Halcyon Health & Wellness Plan's annual estimated cost based on the enrollment rate per employee.

Public Comment: None heard

Motion By: Pimentel **Second By:** McCoy, Rodgers

Ayes: All in favor.

Nayes: None heard

6. OTHER BUSINESS

Next meeting scheduled for November 21, 2022

No action required.

7. PUBLIC COMMENTS

Public comment: None heard

No action required.

8. ADJOURNMENT

The meeting was adjourned at 5:31 PM

Respectfully submitted,

Barigye McCoy
Committee Chair



HUMAN RESOURCES COMMITTEE MEETING

Date: March 6, 2023	Program: Human Resources
Agenda Item #: 4	HR Manager: Jennifer Tierce
Subject: HR Scorecard – Q4 2022	Officer: Emilia Reyes

Background

The following information is intended to provide the Committee a high-level snapshot of Human Resources 2022 4th quarter activity. The information is broken down into the six strategic goal areas that the program has identified:

- Talent Acquisition
- New Hire Survey Highlights
- Separations & Turnover
- Employee Overview
- Benefits
- Safety & Worker's Compensation

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—2022 Q4

Key

Exceeded Goal

Met Goal

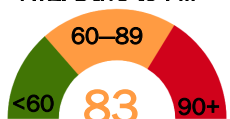
Below Goal

Talent Acquisition

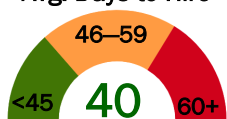


39 Recruitment Hires
14 Agency Promotions

Avg. Days to Fill ¹



Avg. Days to Hire ²



Separations and Turnover

13 staff separated within first year

32 Separations

10 Accept Another Job

5 At Will

1 Attend School

3 Death

3 Health Reasons

7 Personal Reasons

3 Retirement

Net Gain: 7 staff

Turnover Tracker

Year	Fresno EOC	National Average ³
Q4—2021	7.90%	4.46%
Q4 -2022	3.15%	4.17%

Benefits

Benefit Eligible Enrollment Statistics

	Fresno EOC	National Average ³
Medical	73%	66%
Dental	78%	78% ⁴



92.8% of Fresno EOC jobs are benefit eligible.

Job Fair(s) Attended: 2

Job Fair(s) Hosted: 1

Head Start— Saturday, November 5, 2022
62 Attendees
25 Contingent Job Offers Made
11 Hires, 3 Internal Promotions

New Hire Survey Highlights



6 Responses

Did New Hire Orientation (NHO) meet your expectations? **Yes—100%**

Did you have to contact HR after NHO for clarification? **Yes—50%**

Employee Overview

As of December 31, 2022

Fresno EOC had 1035 employees

- Employees had an average of 9.6 years of service (vs. 3.7 years national average) ³
- 17.9% of employees have 20 or more years of service with Fresno EOC.

Staff Recognized for Years of Service Milestones

Years Achieved	5	10	20
# of Staff	9	2	2

Safety & Worker's Compensation



13 Injuries

- 6 required medical treatment of which were preventable

- 7 required first aid only

Causes for Injuries requiring Medical Treatment:

4	Lack of Situational Awareness
2	Slip/Trip/Fall



97% of Fresno EOC employees are fully vaccinated against COVID-19.

¹ Time to fill—posting date to hire date

² Time to hire—date applied to hire date

³ Bureau of Labor Statistics data for Private Industry employers

⁴ Data from March 2021 BLS Survey (last data available).



PENSION COMMITTEE MEETING

Date: March 6, 2023	Program: Retirement Benefits
Agenda Item #: 5	Trustee/ Officer: Emilia Reyes
Subject: Retirement Plan Reporting	Trustee/ Officer:

Background

Fresno EOC receives various quarterly reports from our record-keeper Transamerica, and from our investment advisors Lloyd Engleman and Fred Hamsayeh. It is our desire to provide the committee members with reporting relevant to the duties and goals of the committee. Many types of reports are available including:

- Plan financial summary
- Participant enrollments
- Loans outstanding (403b only)
- Contribution rate history
- Investment choices available
- Tables/graphs of participant counts by age or balance
- Investment rates of return