

HUMAN RESOURCES COMMITTEE MEETING

Date: February 2, 2026

Time: 12:00 p.m.

Location: 1920 Mariposa Street, Suite 310 Fresno, CA 93721

Zoom: <https://fresnoeoc.zoom.us/meeting/register/W4u9-R91SMaUtsDywKoxlg>

AGENDA

ITEM	SUBJECT	PRESENTER	ACTION
1.	CALL TO ORDER	McCoy, Committee Chair	
2. Page 2	ROLL CALL A. Monthly Attendance Record		
3. Page 3	OCTOBER 6, 2025 HUMAN RESOURCES/PENSION COMMITTEE MEETING MINUTES	McCoy, Committee Chair	Approve
4. Page 6	2026 HUMAN RESOURCES COMMITTEE MEETING SCHEDULE	McCoy, Committee Chair	Approve
5. Page 7	LEGAL UPDATE A. Supporting Document will be handed out during the meeting	Collins, Staff	Information
6. Page 8	HR METRICS A. Supporting Document	Collins, Staff	Information
7.	PUBLIC COMMENTS <i>(This is an opportunity for the members of the public to address the Board on any matter related to the Commission that is not listed on the agenda. Limit two minutes per speaker.)</i>		
8.	ADJOURNMENT		
Note:	NEXT COMMITTEE MEETING: Monday, April 6, 2026, 12:00 p.m. at the Fresno EOC Board Room.		



**Human Resources Committee Meeting
Monthly Attendance Record
2026**

Aldo Alvarado
 Barigye McCoy
 Debra McKenzie
 Diane Lira
 Earl Brown
 Jimi Rodgers
 Steven Taylor

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Attended
Aldo Alvarado													0/0
Barigye McCoy													0/0
Debra McKenzie													0/0
Diane Lira													0/0
Earl Brown													0/0
Jimi Rodgers													0/0
Steven Taylor													0/0

O-Present X-Absent T-Teleconference

HUMAN RESOURCES/PENSION COMMITTEE MEETING

Date: October 6, 2025

Time: 12:00 PM

Location: 1920 Mariposa Street, Suite 310 Fresno, CA 93721

MINUTES

1. CALL TO ORDER

Committee Member, Jimi Rodgers, called the meeting to order at 12:01 PM.

2. ROLL CALL

Roll was called and a quorum was established.

Committee Members:

Jimi Rodgers
Debra Mckenzie

Staff:

Steven Lewis
Salam Nalia
Greg Streets

Mayra Casillas Ruezga
Jennifer Tierce Andrade
Teqia Velyines
Elionora Vivanco
Misty Gattie Blanco (T)
Ana Medina (T)

Teleconference:

Alysia Bonner

Jack Lazzarini
Steve Warnes
Sherry Neil

Absent:

Barigye McCoy

Alison Tatem
Andy Arredondo

Guests:

Felicitas Carrillo
Joni Clark

3. AUGUST 4, 2025 HUMAN RESOURCES/PENSION COMMITTEE MEETING MINUTES

Commissioner Rodgers called for a motion and second for the August 4, 2025, Human Resources/Pension Committee meeting minutes.

Public Comments: None heard.

Motion by: Mckenzie **Second by:** Bonner

Ayes: All in favor

Nays: None

4. PENSION UPDATES: MUTUAL OF AMERICA

Felicitas Carrillo, Mutual of America and Joni Clark of 320 Park Analytics LLC (subsidiary of Mutual of America) provided an overview of retirement plans and benchmarking of plans. Carrillo reviewed eligibility for both the 403b and 401a plans.

Clark reviewed investment summary of funds including funds on watchlist for performance issues. Park Analytics pre-vets all funds before being recommended to

Wilshire list. The investment scorecard was also presented, reflecting how funds are rated. The Investment lineup was reviewed, which represents the investment options employees have. The Target Retirement Date funds are diversified and rebalanced which allows passive enrollment for employees, and there are other funds for employees that are active in investment. Employees are defaulted to the Target Date funds in both the 401a and 403b plans until the employee makes investment changes. About 88% of employees are invested in the Target Date fund for the 401a plan and 70% of employees are invested in the Target Date fund for the 403b plan.

Public Comments: None heard.

No action required.

5. **HR UPDATES**

HR Officer Recruitment Updates

- The HR Officer position was recruited for and there are more than 35 applications. Interviews are on 10/22/25 and board members are encouraged to participate in the interview panel. CEO Lewis asked for any volunteers to be on the panel. Commissioners Rodgers and McKenzie volunteered.

Wellness Fair

- 10/23/25 at Nielsen Conference Center, and 10/24/25 at Executive Plaza.

Open Enrollment Dates

- Tentative dates to occur in November.

Safety Committee Updates

- More participation from programs and representatives, and working on a Master Plan (Injury, Illness and Prevention Program).

Public Comment: None heard.

No action required.

6. **HR QUARTERLY REPORTS (August 2024/2025 COMPARISON)**

Jennifer Tierce presented the August 2025 report on employee count, hiring and terminations counts in comparison to August 2024.

Teqia Velyines presented the August 2024/2025 comparison reports on employee benefit enrollments into medical and dental plans. Velyines also presented reports on the total number of work-related injuries.

Public Comment: None heard.

No action required.

7. PUBLIC COMMENTS

Public Comment: Alison Tatem, pension committee employee representative for Head Start 0 to 5 stated that the Finance and Accounting Policies indicate TransAmerica is provider which needs to be updated to Mutual of America. Policies also outlines that there are quarterly reports to be generated and approved by designated staff, and other items that should be followed up on and presented as required by policy.

No action required.

8. COMMISSIONERS' COMMENT

Bonner wants to ensure that we have staff as part of the pension committee. Rodgers confirmed that we do have staff as part of the pension committee.

No action required.

9. ADJOURNMENT

The meeting was adjourned at 12:57 PM

HUMAN RESOURCES COMMITTEE MEETING

Date: February 2, 2026	Department: Human Resources
Agenda Item #: 4	Director: N/A
Subject: 2026 Human Resources Committee Meeting Schedule	Officer: Alyssa Collins

Recommended Action

The Chief Executive Officer recommends Committee review and approval of the 2026 Human Resources Committee meeting schedule.

Background

As stated in the Human Resources Committee Charter, the Committee shall meet at least six times a year on a date set by the Chairperson.

Human Resources Committee	
Month	Meeting Date
January	No Meeting
February	Monday, February 2, 2026
March	No Meeting
April	Monday, April 6, 2026
May	No Meeting
June	Monday, June 8, 2026
July	No Meeting
August	Monday, August 3, 2026
September	No Meeting
October	Monday, October 5, 2026
November	No Meeting
December	Monday, December 7, 2026

Frequency of Meetings: Bimonthly, First Monday of the month.

All meetings will be held in person with the option for Committee members to call in and be counted towards quorum.

Fiscal Impact

Action on this agenda item will have no fiscal impact.

HUMAN RESOURCES COMMITTEE MEETING

Date: February 2, 2026	Program: Human Resources
Agenda Item #: 5	Director: N/A
Subject: Legal Update	Officer: Alyssa Collins

Recommended Action

The information presented during the meeting is intended to keep the Board apprised with a high-level snapshot of Fresno EOC Employment Related Claims.

Background

The details of the legal update will be shared during the upcoming meeting.

Fiscal Impact

Action on this agenda item will have no fiscal impact.

HUMAN RESOURCES COMMITTEE MEETING

Date: February 2, 2026	Program: Human Resources
Agenda Item #: 6	Director: N/A
Subject: HR Metrics	Officer: Alyssa Collins

Recommended Action

The information presented below is intended to keep the Committee apprised with a high-level snapshot of Human Resources activity.

Background

Staff is presenting the Committee with a summary of Human Resources activity, highlighting key trends and data points. Detailed findings are outlined in the sections below:

- **Employee Overview**
 - Active Staff
 - Employee Separations
 - Agency Demographics
- **Talent Acquisition**
 - New Hires
- **Benefits Enrollment**
 - Enrollment Rates
- **Safety & Workers' Compensation**
 - Reported Injuries
 - Near Misses

This report compares data from FY2025 to FY2024. Notable highlights include:

- The total number of active staff declined by approximately 11.1% (from 1066 to 948) in 2025 compared to 2024.
- Separations and turnover rates were significantly higher in 2025 compared to 2024 (25.92% from 21.19%).
- Reported injuries and near misses are lower in 2025 compared to 2024 (35 injuries from 45 injuries and 91 near misses from 99 near misses).
- The number of benefit eligible staff and the number of enrolled staff has decreased in both medical and dental benefits, overall percentage of enrolled staff is down 4% for medical and 6% for dental.

Fiscal Impact

Action on this agenda item will have no fiscal impact.

HR Dashboard (As of 12/31/2025)

Year

2025

MonthNumber

12

-4.5% vs previous year

652

Medical Enrollments



-11.1% vs previous year

948

Staff Count YTD



-6.2% vs previous year

677

Dental Enrollment



-28.4% vs previous year

151

New Hires YTD



+14.5% vs previous year

261

Terminations YTD



Benefit Enrollment (%)

74%

(Medical)

77%

(Dental)

25.92%

Turnover Rate YTD

35

Injuries YTD



91

Near Miss YTD

HR Dashboard (As of 12/31/2024)

Year

2024

MonthNumber

12

-1.3% vs previous year

683

Medical Enrollments



-1.8% vs previous year

1066

Staff Count YTD



-31.5% vs previous year

211

New Hires YTD



-8.8% vs previous year

228

Terminations YTD



21.19%

Turnover Rate YTD



-1.4% vs previous year

722

Dental Enrollment

Benefit Enrollment (%)

69%

(Medical)

73%

(Dental)

45

Injuries YTD



WORKERS' COMP

99

Near Miss YTD

Staff Report (As of 12/31/2025)

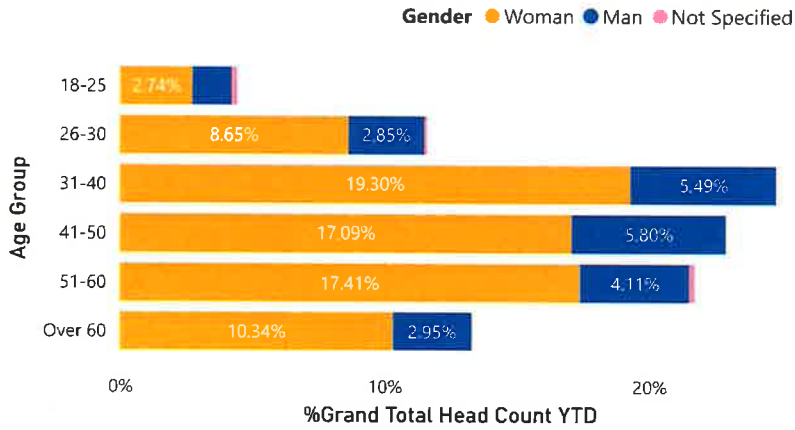
Year

2025

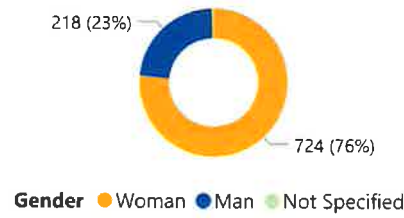
MonthNumber

12

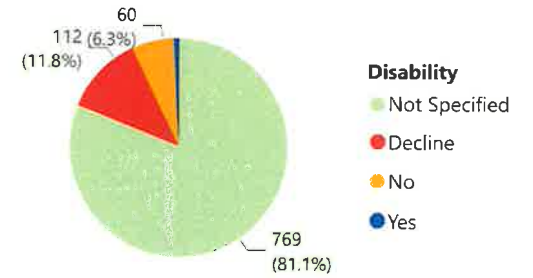
Staff Count YTD (%) by Age Group and Gender



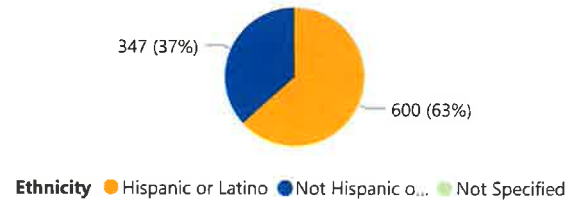
Staff Count YTD by Gender



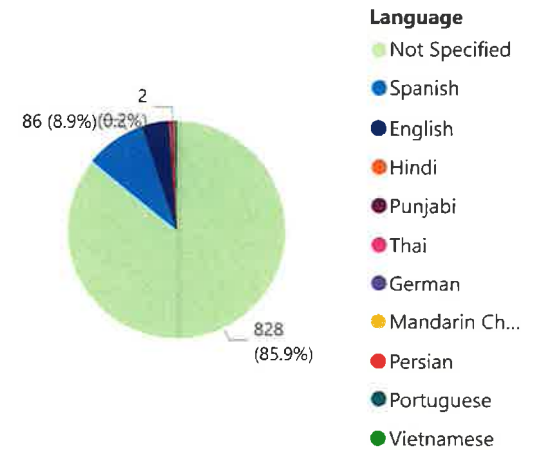
Staff Count YTD by Disability



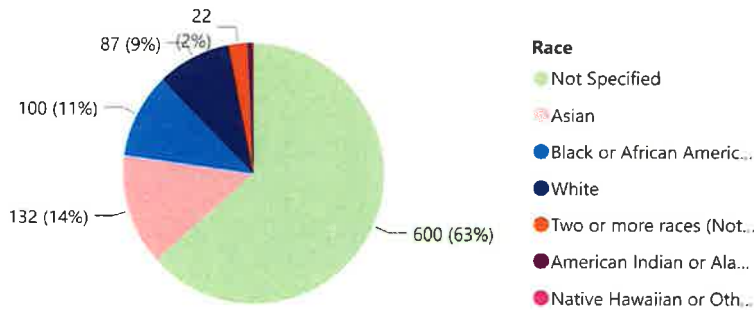
Staff Count YTD by Ethnicity



Staff Count YTD by Language

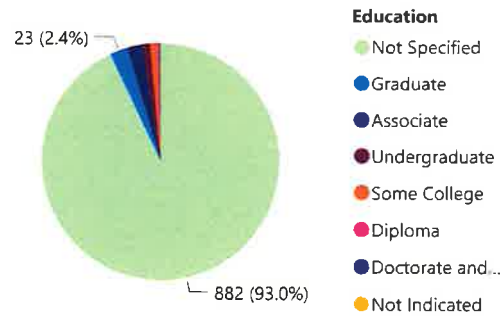


Staff Count YTD by Race



600 out of 600 employees with "Not Specified" race are Hispanic/Latino

Staff Count YTD by Education

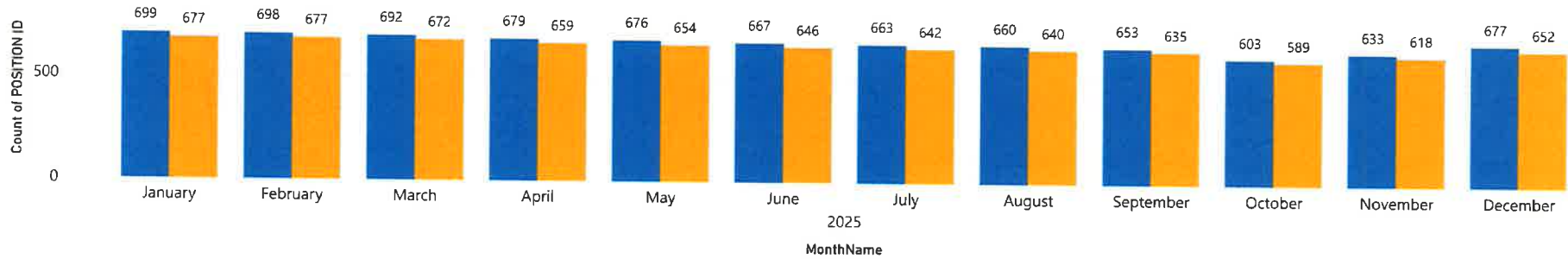


Benefit Enrollment (As of 12/31/2025)

BUSINESS UNIT All ▼
Year 2025 ▼
MonthNumber All ▼

Medical and Dental Enrollments

PLAN TYPE ● Dental ● Medical



Monthly Medical Enrollments

Year	MonthNumber	YearMonth	Medical Enrollments
2025	1	2025-1	677
2025	2	2025-2	677
2025	3	2025-3	672
2025	4	2025-4	659
2025	5	2025-5	654
2025	6	2025-6	646
2025	7	2025-7	642
2025	8	2025-8	640
2025	9	2025-9	635
2025	10	2025-10	589
2025	11	2025-11	618
2025	12	2025-12	652

Monthly Dental Enrollments

Year	MonthNumber	Year	YearMonth	Dental Enrollments
2025	1	2025	2025-1	699
2025	2	2025	2025-2	698
2025	3	2025	2025-3	692
2025	4	2025	2025-4	679
2025	5	2025	2025-5	676
2025	6	2025	2025-6	667
2025	7	2025	2025-7	663
2025	8	2025	2025-8	660
2025	9	2025	2025-9	653
2025	10	2025	2025-10	603
2025	11	2025	2025-11	633
2025	12	2025	2025-12	677

Benefit Waived

Benefit Enrollment (As of 12/31/2024)

BUSINESS UNIT

All

Year

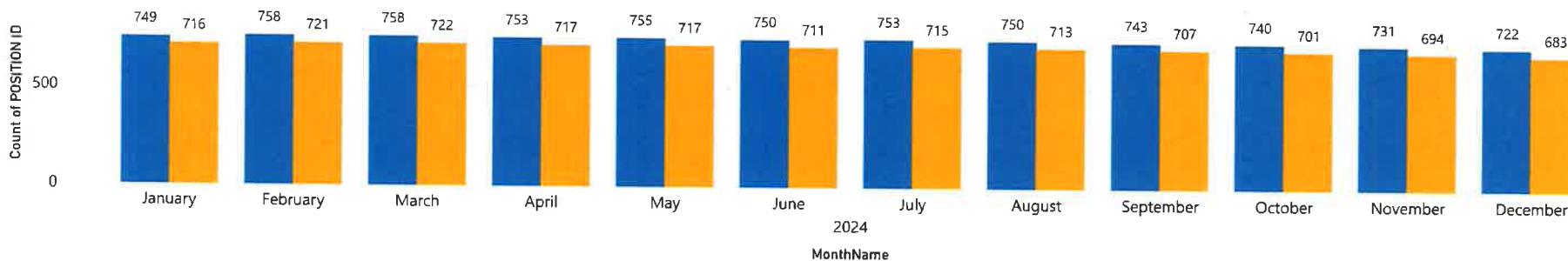
2024

MonthNumber

All

Medical and Dental Enrollments

PLAN TYPE ● Dental ● Medical



Monthly Medical Enrollments

Year	MonthNumber	YearMonth	Medical Enrollments
2024	1	2024-1	716
2024	2	2024-2	721
2024	3	2024-3	722
2024	4	2024-4	717
2024	5	2024-5	717
2024	6	2024-6	711
2024	7	2024-7	715
2024	8	2024-8	713
2024	9	2024-9	707
2024	10	2024-10	701
2024	11	2024-11	694
2024	12	2024-12	683

Monthly Dental Enrollments

Year	MonthNumber	Year	YearMonth	Dental Enrollments
2024	1	2024	2024-1	749
2024	2	2024	2024-2	758
2024	3	2024	2024-3	758
2024	4	2024	2024-4	753
2024	5	2024	2024-5	755
2024	6	2024	2024-6	750
2024	7	2024	2024-7	753
2024	8	2024	2024-8	750
2024	9	2024	2024-9	743
2024	10	2024	2024-10	740
2024	11	2024	2024-11	731
2024	12	2024	2024-12	722

Benefit Waived

Workers Compensation (12/31/2025)

Year

2025

MonthNumber

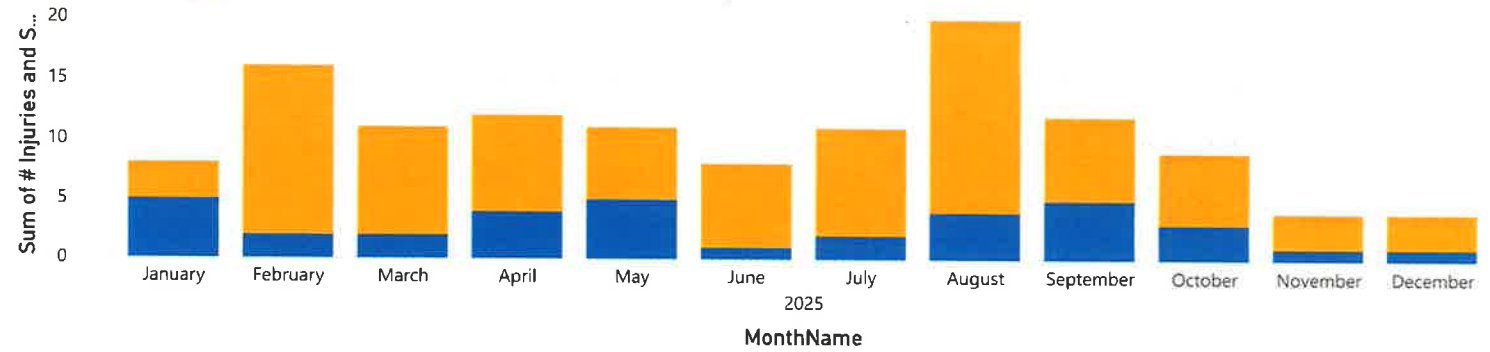
All

Departments

All

Sum of # Injuries and Sum of # Near Miss by Year and MonthName

● Sum of # Injuries ● Sum of # Near Miss

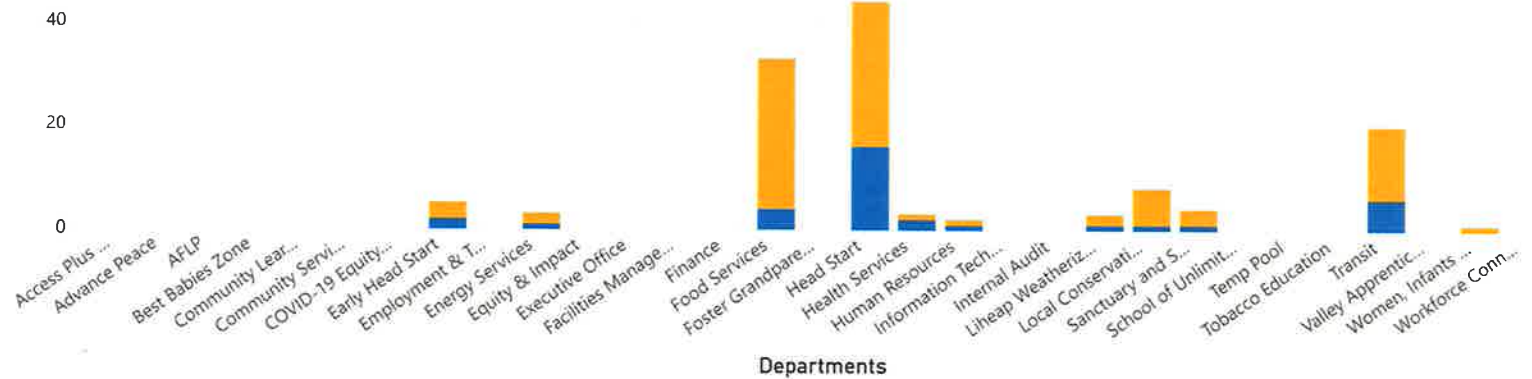


91
Near Miss



Injuries and # Near Miss by Department

● Sum of # Injuries ● Sum of # Near Miss

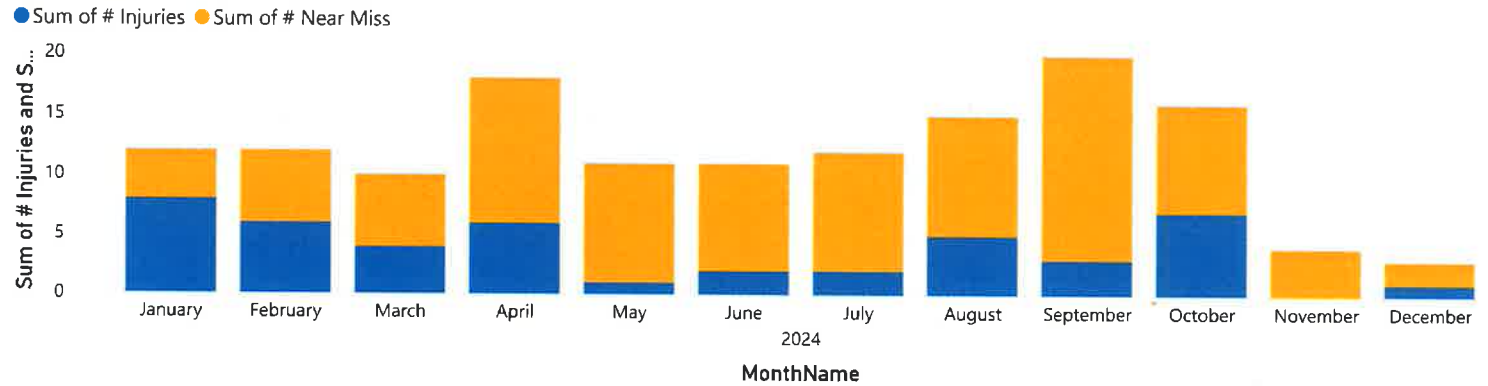


35
Injuries

Workers Compensation (12/31/2024)

Year: 2024
 MonthNumber: All
 Departments: All

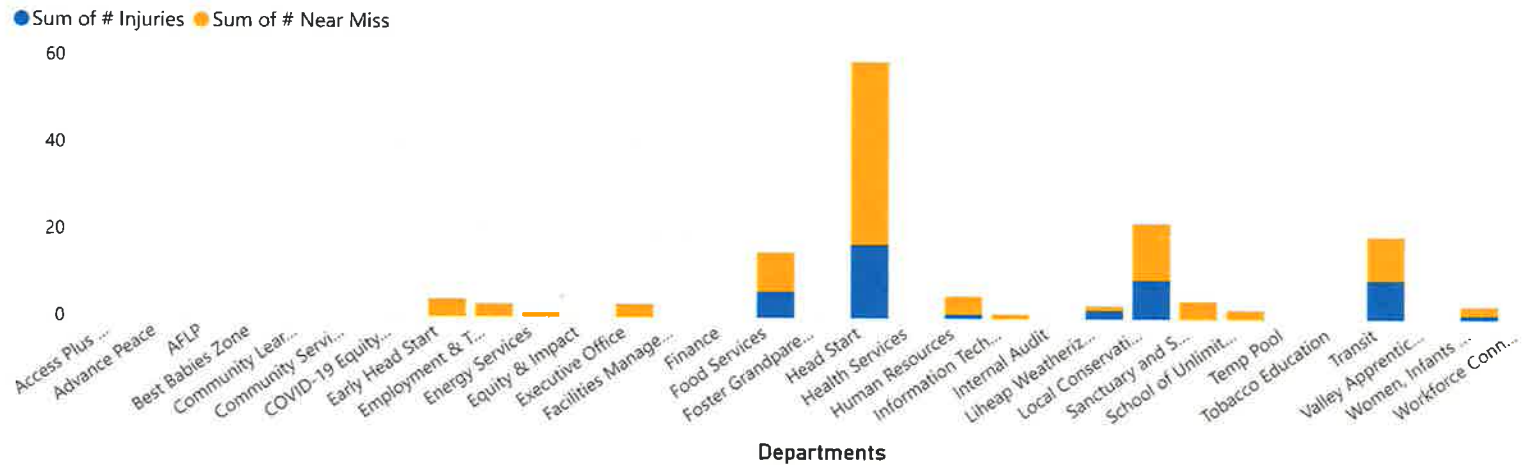
Sum of # Injuries and Sum of # Near Miss by Year and MonthName




99
 # Near Miss



Injuries and # Near Miss by Department



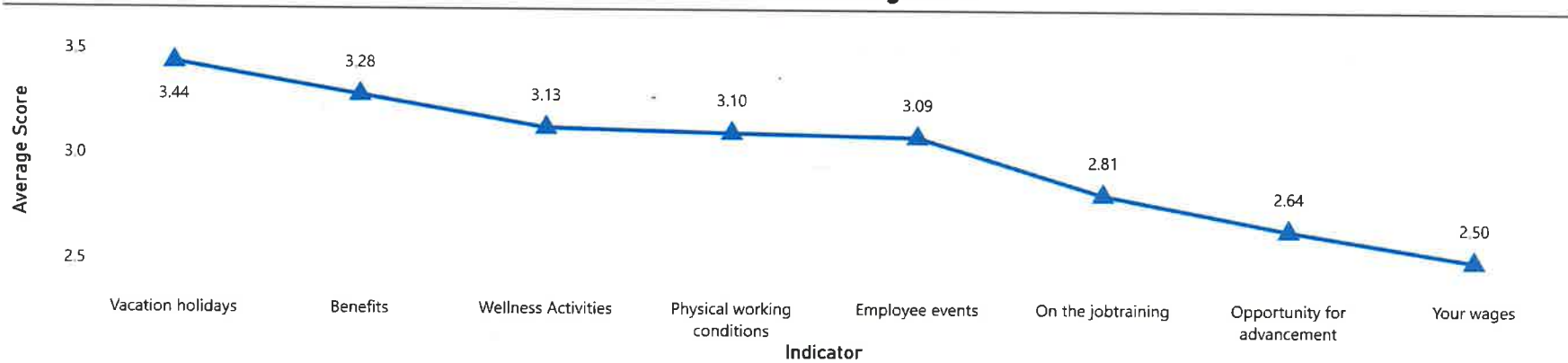

45
 # Injuries

Exit Interview Rating

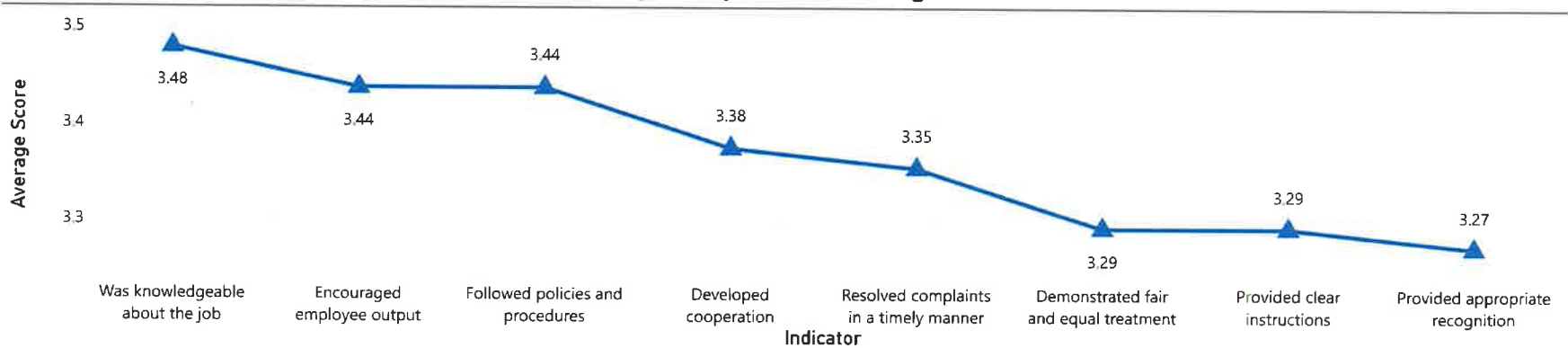
Year: 2025
MonthNumber: All
Program: All

Work Environment Details (Button)
Quality of Supervision Details (Button)

Work Environment Rating Score



Quality of Supervision Rating Score



Work Environment Rating Scale

Year

2025

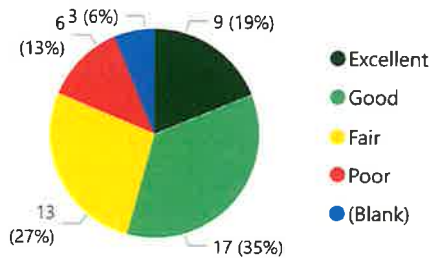
MonthNumber

All

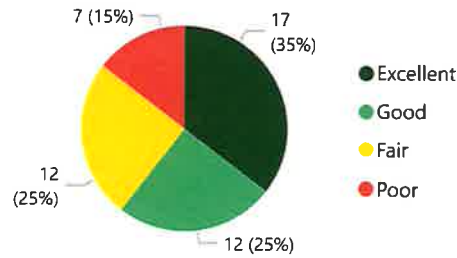
Program

All

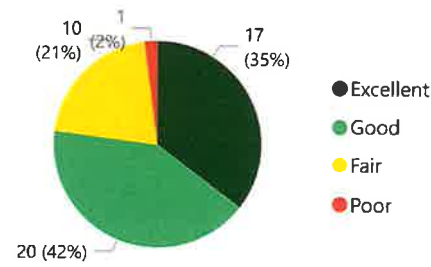
Opportunity for advancement



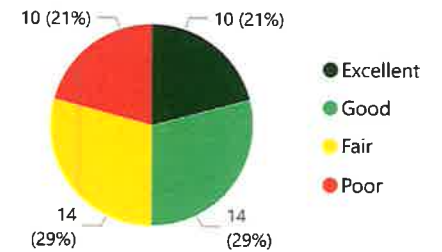
On-the-job-training



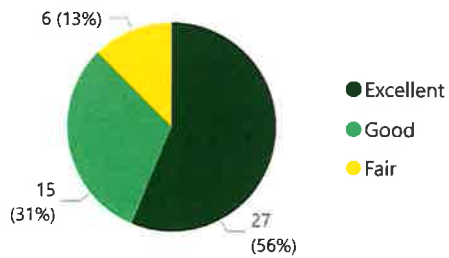
Physical working conditions



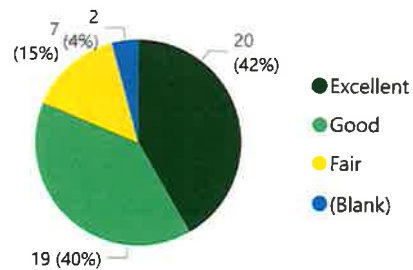
Your wages



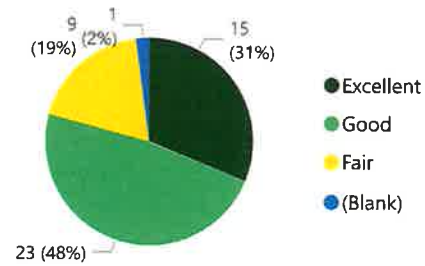
Vacation/holidays



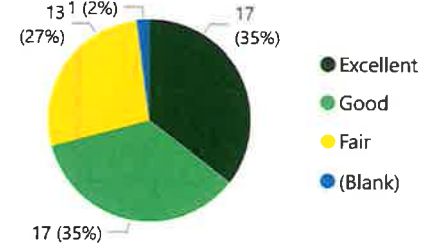
Benefits



Wellness Activities



Employee events



Work Environment Rating Scale

Year

2024

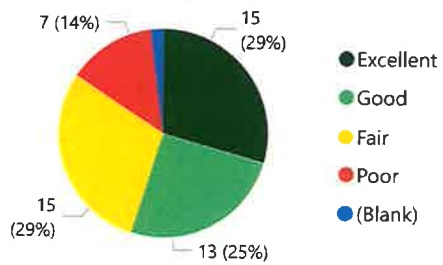
MonthNumber

All

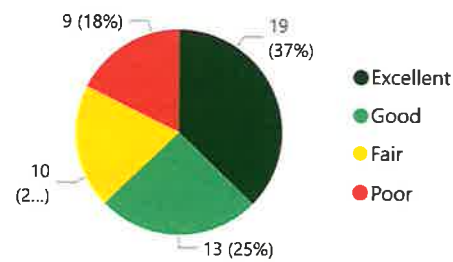
Program

All

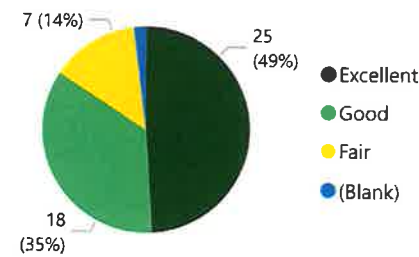
Opportunity for advancement



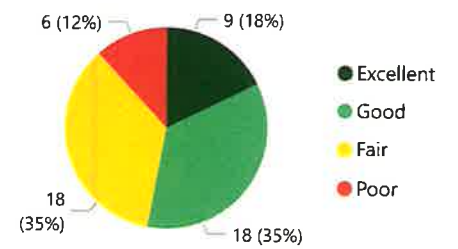
On-the-job-training



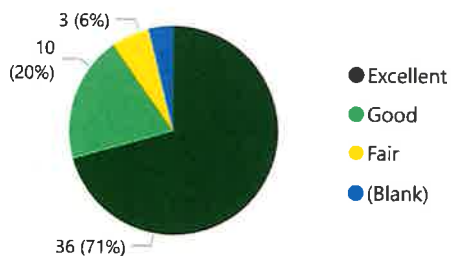
Physical working conditions



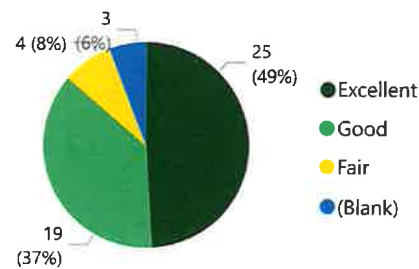
Your wages



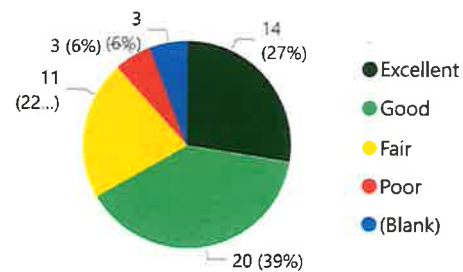
Vacation/holidays



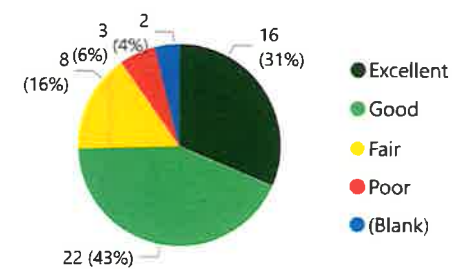
Benefits



Wellness Activities



Employee events



Quality of Supervision Rating Scale

Year

2025

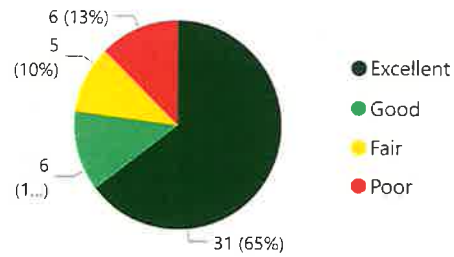
MonthNumber

All

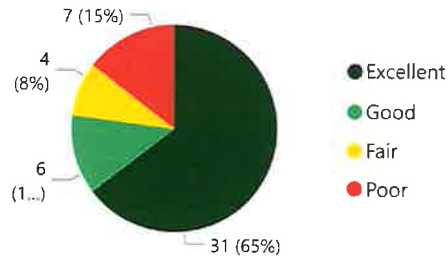
Program

All

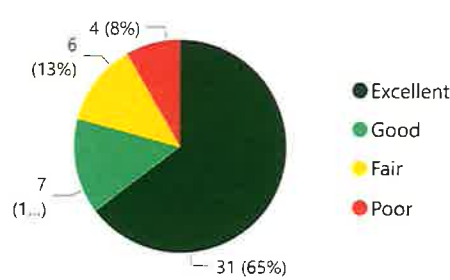
Demonstrated fair and equal treatment



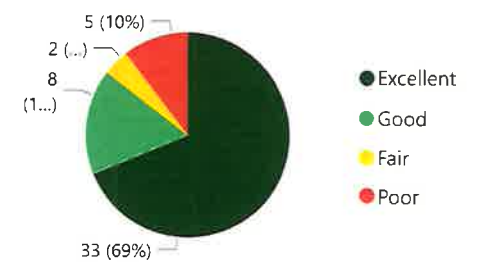
Provided appropriate recognition



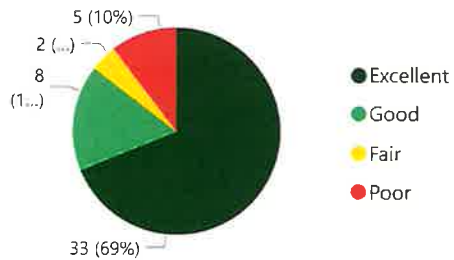
Resolved complaints in a timely manner



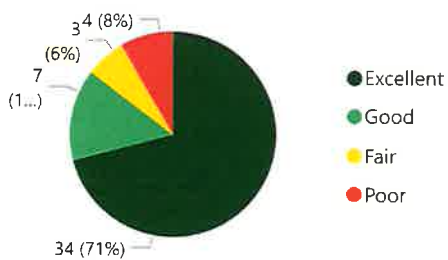
Followed policies and procedures



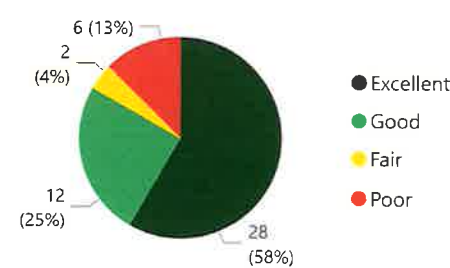
Encouraged employee output



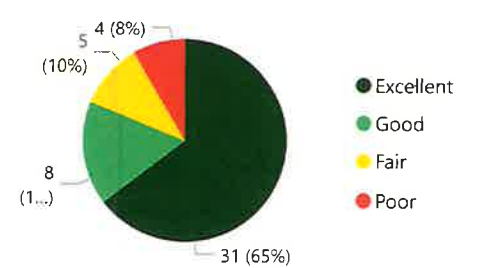
Was knowledgeable about his/her job



Provided clear instructions



Developed cooperation



Quality of Supervision Rating Scale

Year

2024

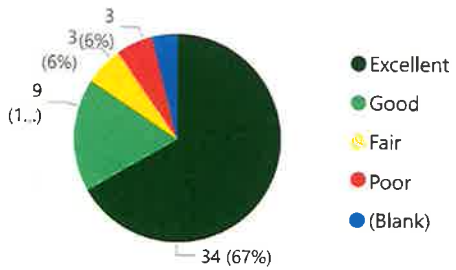
MonthNumber

All

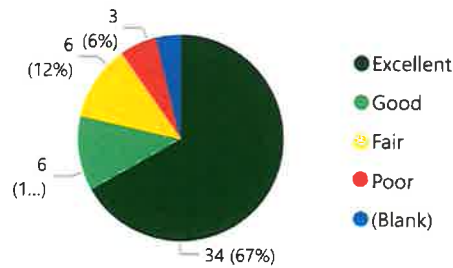
Program

All

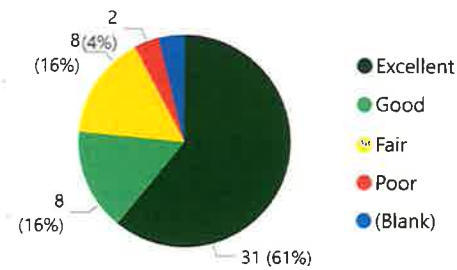
Demonstrated fair and equal treatment



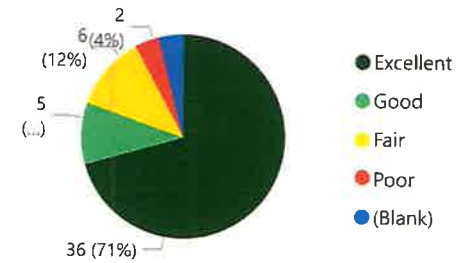
Provided appropriate recognition



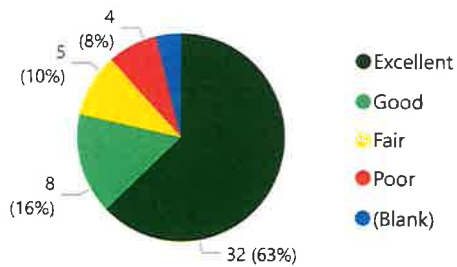
Resolved complaints in a timely manner



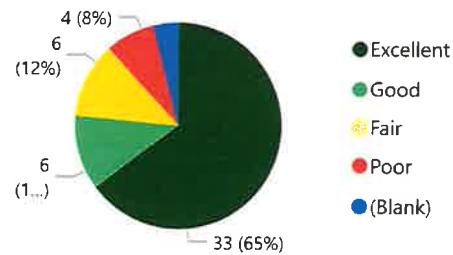
Followed policies and procedures



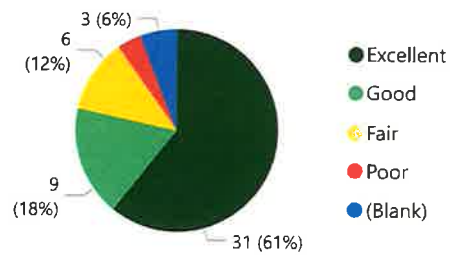
Encouraged employee output



Was knowledgeable about his/her job



Provided clear instructions



Developed cooperation

