

## HUMAN RESOURCES COMMITTEE MEETING

**Date:** April 6, 2026

**Time:** 12:00 p.m.

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

**Teams:** <https://teams.microsoft.com/meet/2660300720047?p=8QEz4r4EoGqJg0eu2L>

### AGENDA

ITEM	SUBJECT	PRESENTER	ACTION
1.	CALL TO ORDER	McCoy, Committee Chair	
2. Page 2	ROLL CALL A. Monthly Attendance Record		
3. Page 3	FEBRUARY 2, 2026 HUMAN RESOURCES COMMITTEE MEETING MINUTES	McCoy, Committee Chair	Approve
4. Page 6	LEGAL UPDATE A. Supporting Document will be handed out during the meeting	Collins, Staff	Information
5. Page 7	HR METRICS A. Supporting Document	Collins, Staff	Information
6.	ADJOURNMENT		
<b>Note:</b>	<b>NEXT COMMITTEE MEETING:</b> Monday, June 8, 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	2-Feb	Mar	6-Apr	May	8-Jun	July	3-Aug	Sep	5-Oct	Nov	7-Dec	Attended
		T											1/1
		O											1/1
		O											1/1
		O											1/1
		O											1/1
		O											1/1
		T											1/1

O-Present X-Absent T-Teleconference

## HUMAN RESOURCES COMMITTEE MEETING

Date: February 2, 2026

Time: 12:00 PM

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

### MINUTES

1. **CALL TO ORDER**

Committee Chair, Barigye McCoy, called the meeting to order at 12:06PM.

2. **ROLL CALL**

Roll was called and a quorum was established.

**Committee Members:**

Debra Mckenzie  
Jimi Rodgers  
Barigye McCoy (Chair)  
Diane Lira  
Earl Brown

**Staff:**

Micheal Balderas  
Steven Lewis  
Steve Warnes  
Jack Lazzarini  
Sherry Neil  
Amanda Venegas  
Misty Gattie-Blanco

Greg Streets  
Mayra Casillas Ruezga  
Jennifer Tierce Andrade  
Claudia Escobar  
Thomas Dulin  
Andres Arredondo  
Alyssa Collins  
Crystal Perez  
Dion Vernado

**Teleconference:**

Alysia Bonner  
Aldo Alvarado  
Steven Taylor

**Absent:**

N/A

3. **OCTOBER 6, 2025 HUMAN RESOURCES/PENSION COMMITTEE MEETING MINUTES**

Seeking to Approve the October 6, 2025 Human Resources/Pension Committee meeting minutes.

Public Comments: None heard.

**Motion by:** Rodgers **Second by:** McKenzie

**Ayes:** All in favor

**Nays:** None

4. **2026 HUMAN RESOURCES COMMITTEE MEETING SCHEDULE**

Committee Chair McCoy provided an overview of the proposed 2026 Human Resources Committee meeting schedule.

Public Comments: None heard.

**Motion by:** Rodgers **Second by:** Lira

**Ayes:** All in favor

**Nays:** None

5. **LEGAL UPDATE**

Alyssa Collins, Human Resources Officer, provided an overview of legal cases, including current updates, outstanding matters, and items that remain in progress.

Public Comments: None heard.

No action required.

6. **HR METRICS**

Collins presented the HR Metrics report on employee overview, employee count, hiring and termination counts in comparison to the year FY 2025 to FY 2024.

**Safety & Risk Management Update:** Reported injuries and near misses were lower in 2025 compared to 2024. There were 35 reported injuries in 2025, down from 45 in 2024. Near misses also decreased, with 91 reported in 2025 compared to 99 in 2024. Efforts are being made to identify key programs and root causes to provide targeted safety information and training in collaboration with the new workers' compensation provider. Additionally, online assistance is available to provide on-site support as needed.

**Benefits Enrollment Update:** The number of benefits-eligible staff and enrolled staff have decreased. Enrolled staff declined by 4%, while medical and dental enrollment decreased by 6%. These reductions are attributed to layoffs that occurred in 2025.

**Employee Resources & Reporting:** Forms for refusal of medical treatment and near miss reporting are accessible on the Employee Intranet, which also provides step-by-step guidance and includes the hotline nurse contact number.

**Exit Interviews:** Commissioner Rogers inquired whether all employees are receiving exit interviews and requested the total number conducted in 2025. HR staff confirmed that exit interviews are being completed; however, the total number was not included in the report and can be provided later.

Commissioner Brown requested clarification regarding an unspecified area in the chart and asked for additional information. Jennifer Tierce Andrade, HRIS Manager explained that this relates to ethnicity, that employees who identify as Hispanic or Latino are categorized under ethnicity and are not counted as a race under the reporting guidelines.

Commissioner Brown also inquired whether the organization tracks employee education levels. Tierce Andrade stated that historically, this information was not collected when records were maintained in paper form. Currently, demographic data collection is voluntary, and employees may choose whether to provide this information. Tierce Andrade noted that new hires are more likely to complete demographic data compared to long-term employees.

Public Comment: None heard.

No action required.

7. **PUBLIC COMMENTS**

No action required.

8. **ADJOURNMENT**

The meeting was adjourned at 12:51 PM

**Motion by:** Brown **Second by:** Rodgers

**HUMAN RESOURCES COMMITTEE MEETING**

<b>Date:</b> April 6, 2026	<b>Program:</b> Human Resources
<b>Agenda Item #:</b> 4	<b>Director:</b> N/A
<b>Subject:</b> Legal Update	<b>Officer:</b> 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**

<b>Date:</b> April 6, 2026	<b>Program:</b> Human Resources
<b>Agenda Item #:</b> 5	<b>Director:</b> N/A
<b>Subject:</b> HR Metrics	<b>Officer:</b> Alyssa Collins

**Recommended Action**

The information presented below is intended to keep the Board 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 January/February 2025 to January/February 2026. Notable highlights include:

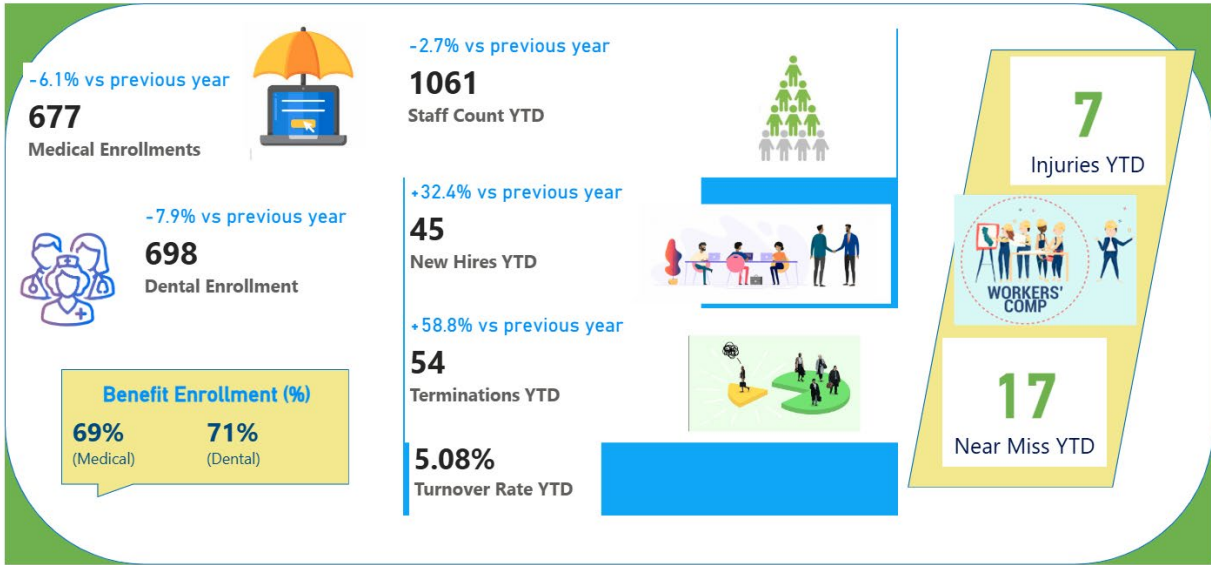
- The total number of active staff declined by approximately 9.2% (from 1061 to 963).
- Separations and turnover rates are lower (3.98% from 5.08%).
- Reported injuries are slightly higher and near misses are lower (9 injuries from 7 injuries and 8 near misses from 17 near misses).
- The number of benefit eligible staff and the number of enrolled staff has decreased in both medical and dental benefits, overall percentage of enrolled staff is down 5% for medical and 4% for dental.

**Fiscal Impact**

Action on this agenda item will have no fiscal impact.

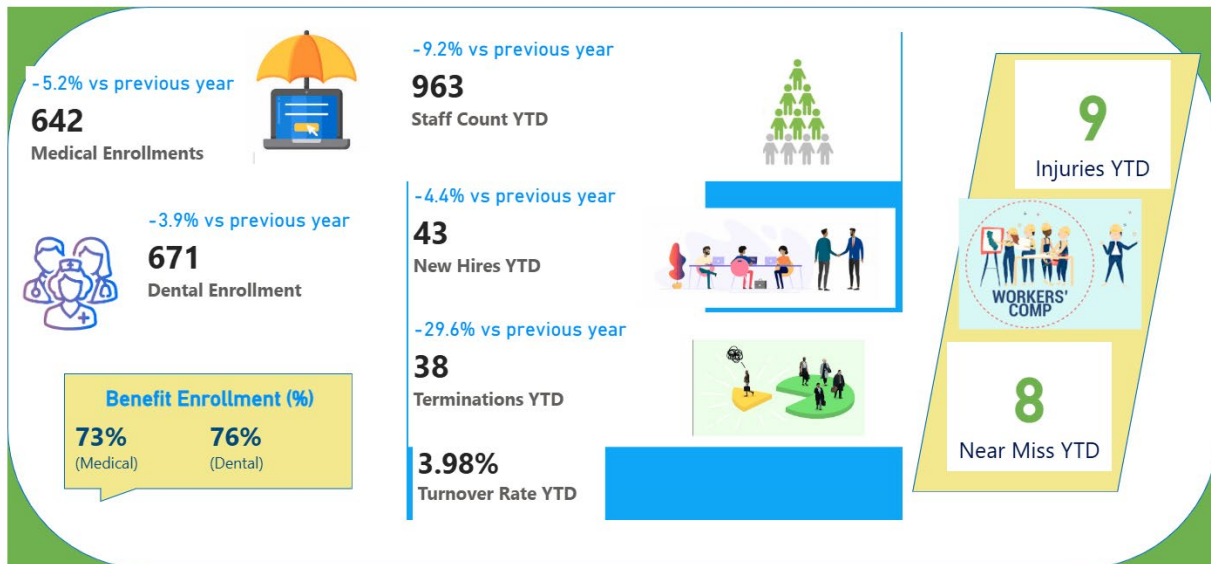
HR Dashboard (As of 02/28/2025)

Year: 2025  
 MonthNumber: 2



HR Dashboard (As of 02/28/2026)

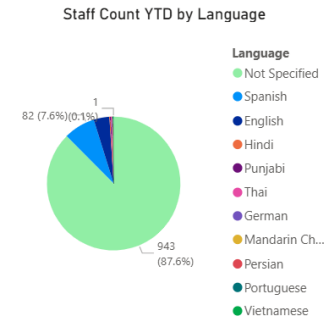
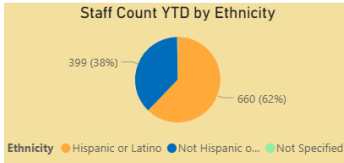
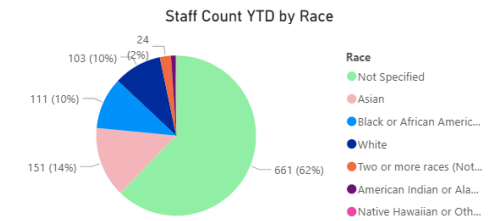
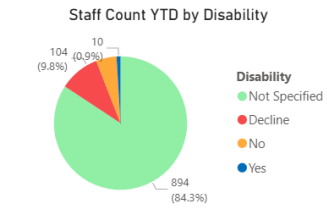
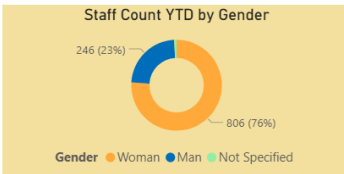
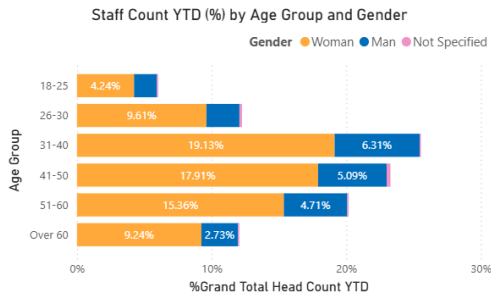
Year: 2026  
 MonthNumber: 2



## Staff Report (As of 02/28/2025)

Year: 2025

MonthNumber: 2

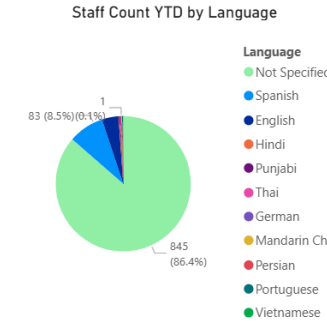
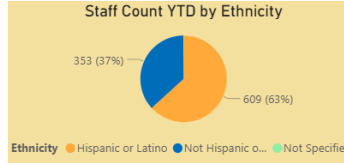
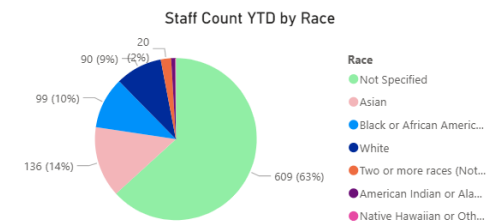
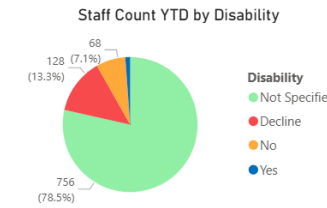
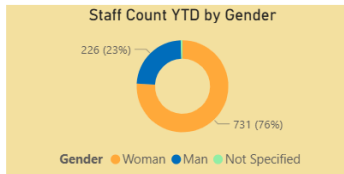
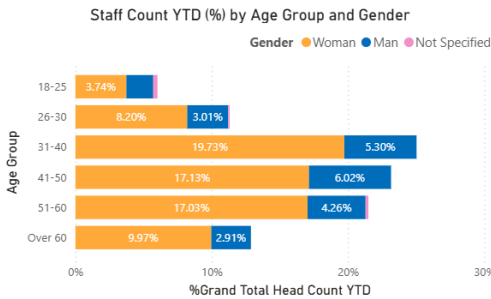


660 out of 661 employees with "Not Specified" race are Hispanic/Latino

## Staff Report (As of 02/28/2026)

Year: 2026

MonthNumber: 2



609 out of 609 employees with "Not Specified" race are Hispanic/Latino

## Benefit Enrollment (As of 02/28/2025)

BUSINESS UNIT

All

Year

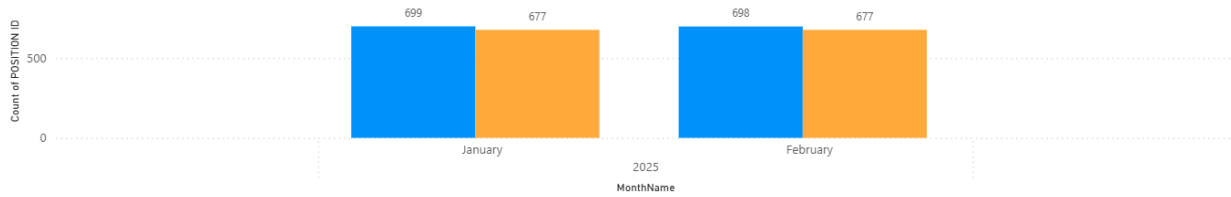
2025

MonthNumber

Multiple selections

### 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

#### Monthly Dental Enrollments

Year	MonthNumber	Year	YearMonth	Dental Enrollments
2025	1	2025	2025-1	699
2025	2	2025	2025-2	698

## Benefit Enrollment (As of 02/28/2026)

BUSINESS UNIT

All

Year

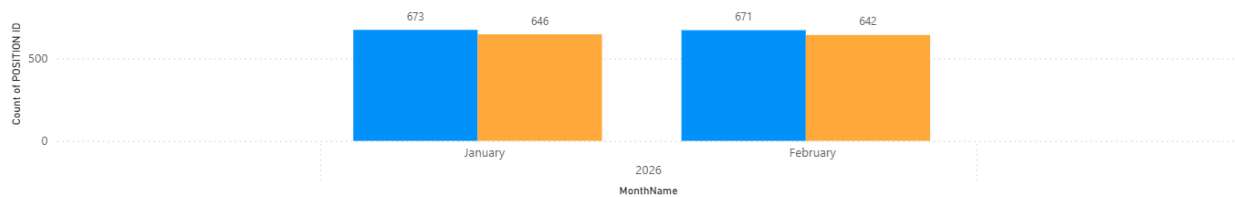
2026

MonthNumber

Multiple selections

### Medical and Dental Enrollments

PLAN TYPE ● Dental ● Medical



#### Monthly Medical Enrollments

Year	MonthNumber	YearMonth	Medical Enrollments
2026	1	2026-1	646
2026	2	2026-2	642

#### Monthly Dental Enrollments

Year	MonthNumber	Year	YearMonth	Dental Enrollments
2026	1	2026	2026-1	673
2026	2	2026	2026-2	671

## Workers Compensation (02/28/2025)

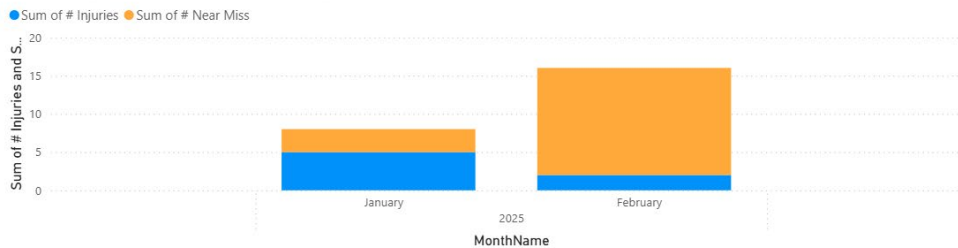
Year: 2025  
 MonthNumber: Multiple selections  
 Departments: All

**17**  
# Near Miss

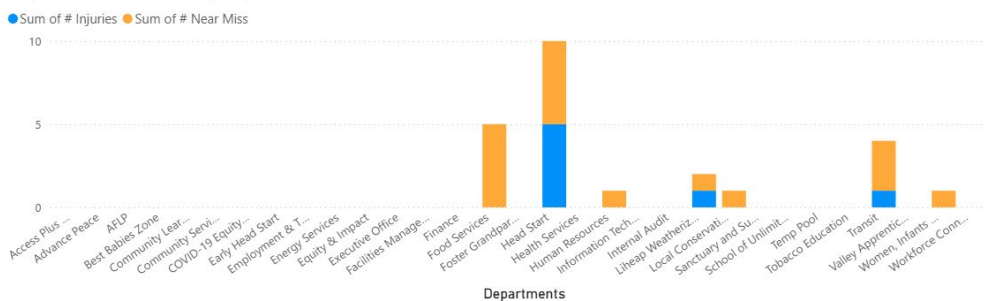


**7**  
# Injuries

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



# Injuries and # Near Miss by Department



## Workers Compensation (02/28/2026)

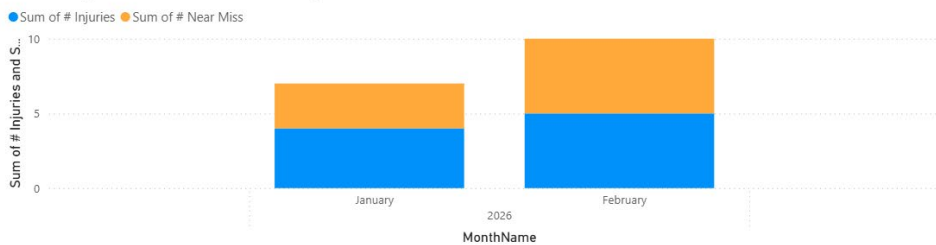
Year: 2026  
 MonthNumber: Multiple selections  
 Departments: All

**8**  
# Near Miss

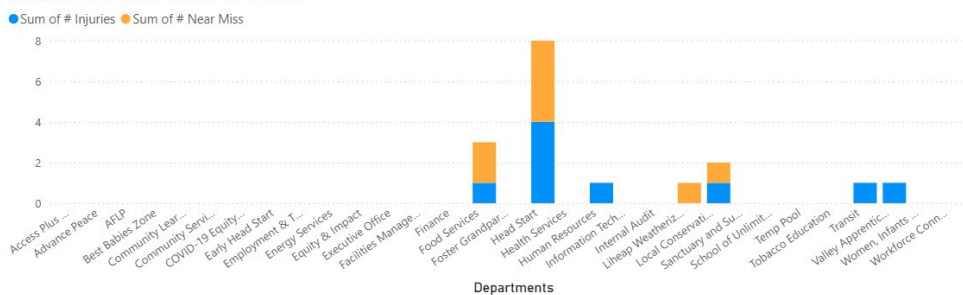


**9**  
# Injuries

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



# Injuries and # Near Miss by Department



## Exit Interview Rating

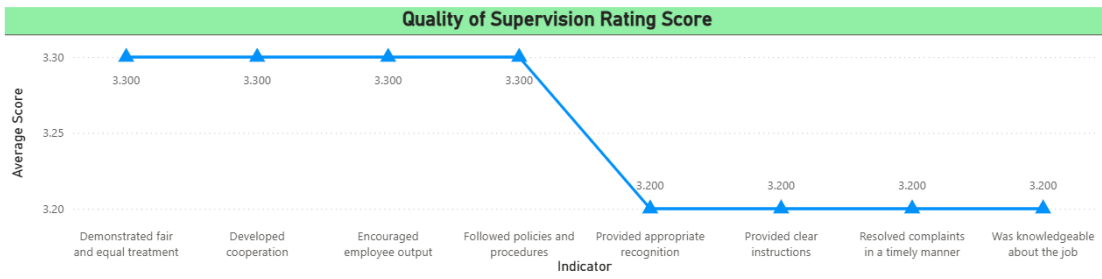
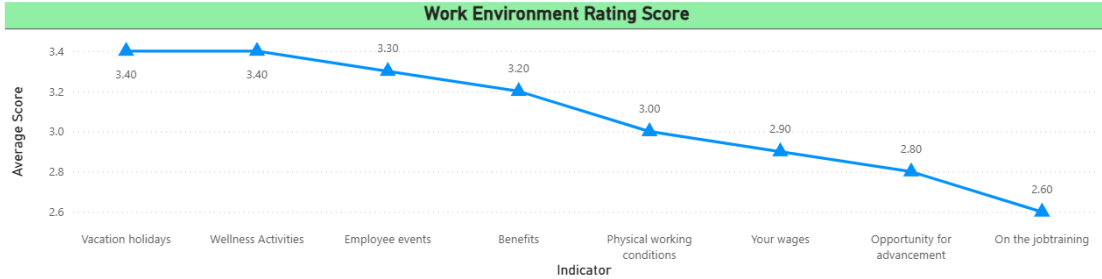
Year  
2025

MonthNumber  
Multiple selectio...

Program  
All

Work Environment Details (Button)

Quality of Supervision Details (Button)



## Exit Interview Rating

Year  
2026

MonthNumber  
Multiple selectio...

Program  
All

Work Environment Details (Button)

Quality of Supervision Details (Button)

