

# Human Resources

July 2021



# What We Do



Recruitment  
Process



Payroll  
Administration



Benefit  
Administration



Training &  
Development

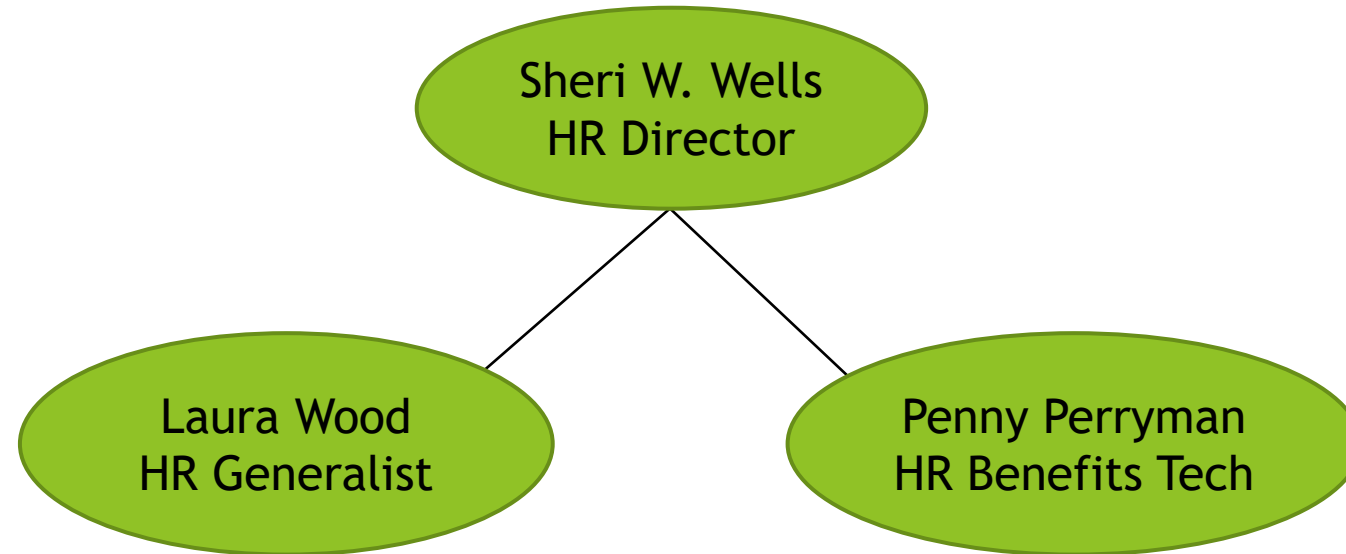


Risk  
Management



Worker's  
Compensation

## Human Resources Organizational Chart



# Employee Count (City & GEUS)

as of July 1, 2021

## Number of Employees

- City 290
- GEUS 116

2019-2020

2020-2021

## Number of Employees

- City 272
- GEUS 120

# Statistics - New Hires

2019 - 2020	City 35	GEUS 10	Total: 45
2020 - 2021 Thru 7.1.2021	City 38	GEUS 17	Total: 55

# Statistics - Terminations

## 2019 - 2020

Voluntary: City - 21 GEUS - 6

Involuntary: City - 6 GEUS - 1

Retired: City - 4 GEUS - 6

## 2020 - 2021 (thru 7.1.2021)

Voluntary: City - 34 GEUS - 7

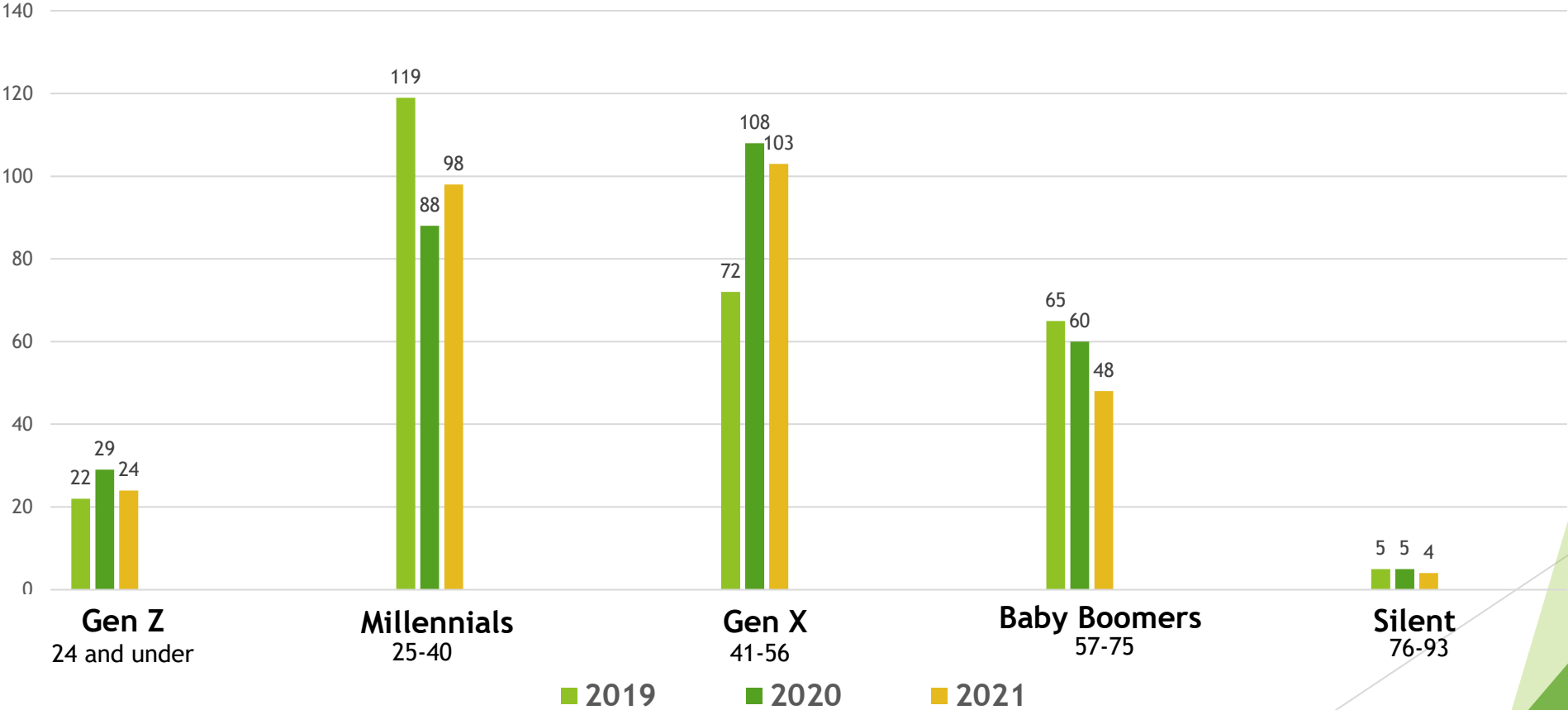
Involuntary: City - 11\* GEUS - 2

Retired: City - 14 GEUS - 4

\*one employee death

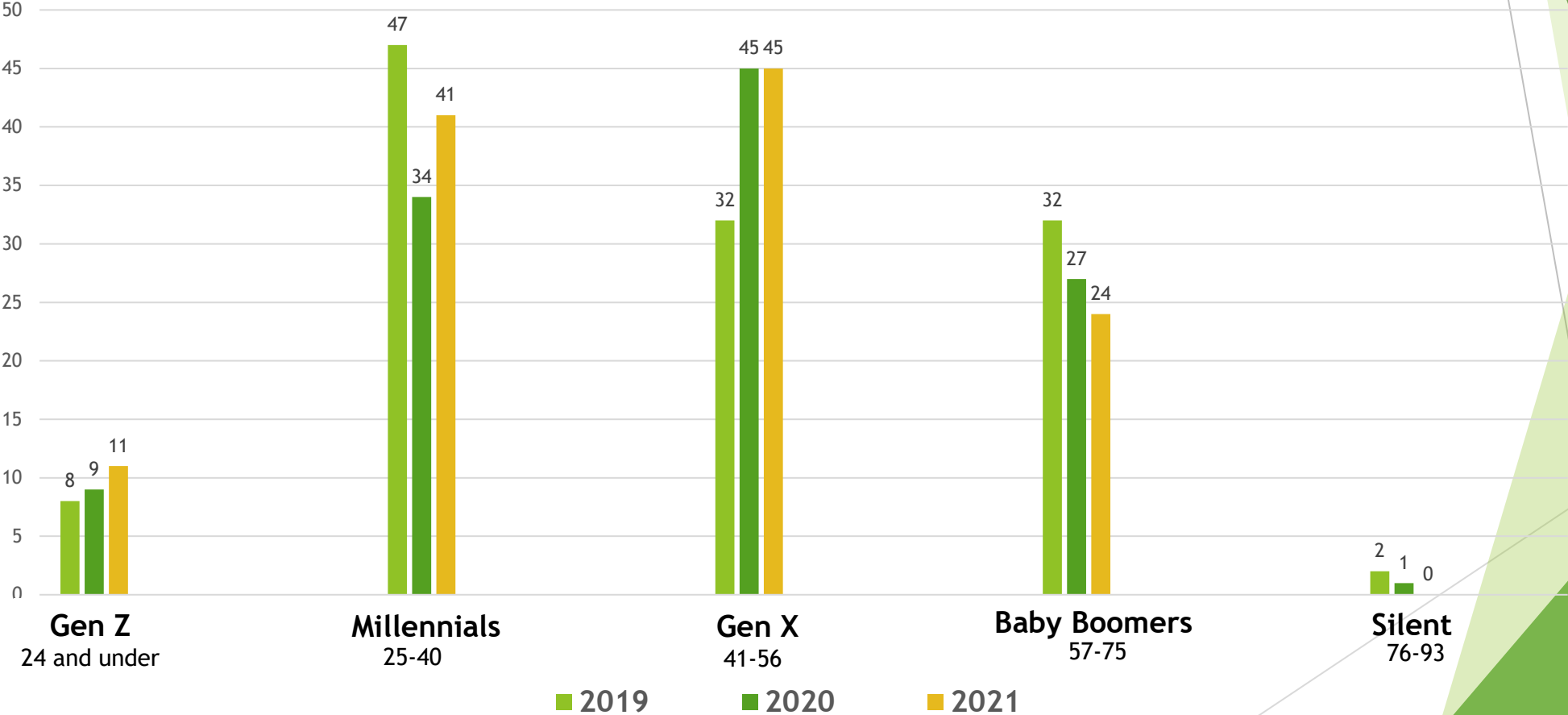
# Demographics - As of 7/1/2021

## CITY DEMOGRAPHICS



# Demographics - As of 7/1/2021

## GEUS DEMOGRAPHICS





# Additional Demographics – all employees

## ▶ Breakdown by Sex:

- ▶ Male: 287 (73%)
- ▶ Female: 105 (27%)

## ▶ Breakdown by Race:

- ▶ American Indian: 2 (.5%)
- ▶ Asian/Native Hawaiian: 3 (.5%)
- ▶ Black: 37 (9%)
- ▶ Hispanic: 53 (14%)
- ▶ White: 296 (76%)

# Retirement Eligible - As of 7/1/2021

***CITY: 52 employees - 18.77%***

*(18 for age qualification and 34 for service qualification)*

***GEUS: 21 employees - 17.35%***

*(8 for age qualification and 13 for service qualification)*

***Qualifications to retire:***

***60 years of age + 5 years of service***

***OR***

***Any Age + 20 years of service***

# Health Insurance (Medical)

- ▶ Blue Cross Blue Shield became Health Insurance Carrier January 2020
- ▶ Three plan offerings through BCBS - HDHP (129), Base (213), Buy Up (13)
- ▶ HDHP Employer contribution is \$750.00 for Employee Only and \$1,500.00 for Employee + Family
- ▶ Base offers \$1,500.00 deductible and Buy Up offers \$500.00 deductible
- ▶ Loss Ratio (to date) is 73.80%
- ▶ Will receive a renewal in September for 2022 - will probably see an increase due to large claims, specialty drugs and employees putting off procedures during COVID

# Health Insurance (Dental)

- ▶ Blue Cross Blue Shield became our Dental provider January 2020 - bundled with Medical to get some cost breaks
- ▶ One plan offering for all employees
- ▶ Loss Ratio (to date) is 67.41%
- ▶ Renewal will be in September for 2022 plan year

# TMRS

► Contribution for 2021

11.60%

► Contribution for 2022

11.80%

# Focus in 2020-2021: COVID -19 (City & GEUS)

- ▶ City was open and operating the entire time.
- ▶ 351 employees were affected by COVID in some way - that is 85% of our workforce during this time (Mid-March 2020 - Present).
- ▶ 90 tested positive (22% of our workforce), several hospitalized and one died.
- ▶ Time spent counseling and providing direction to employees on what to do in their personal situation.
- ▶ Kept up to date on CDC guidelines/state guidelines - attended numerous conference calls. Provided direction/guidance to leadership.
- ▶ Drafted policies to be in compliance with direction from all levels of government.

# Focus for 2021 - 2022

- ▶ Completion of remaining manuals
- ▶ Payroll/HRIS system - more efficient, easier to use, provides for easy open enrollment, self-service, move away for all the paper that HR pushes
- ▶ Develop new processes as the Employee Landscape is changing - hiring, retention, rewards and recognition

**QUESTIONS**

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the frame, creating a modern, layered effect against the white background.