

# City of Texas City Human Resources Department Annual Report

January 1-December 31, 2024

Presented by: Jennifer Price, Director of Human Resources



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## **City of Texas City**

### Our Mission

The mission of the City of Texas City is to serve and benefit our citizenry equally and fairly by providing professional, dependable services oriented toward enhancing the quality of life for our customers, improving our community, protecting our environment, and instilling pride in our employees. We will accomplish these goals through people, policies, and procedures that inspire caring, responsive, and quality public service.

## **Human Resources Department**

### Our Mission

The Human Resources Department strives to provide support and the highest degree of service regarding employment, benefits, compensation, and safety.



# Our Core Values and Guiding Principles

Accountability	Communication	Confidentiality	Diversity
Empathy	Ethics	Fairness	Inclusion
Integrity	Positivity	Professionalism	Respect

# Who We Are..



Jennifer Price  
Director of Human Resources



Anete Martinez  
Benefits Coordinator



Susan Sensat  
Training and Workers Comp Coordinator



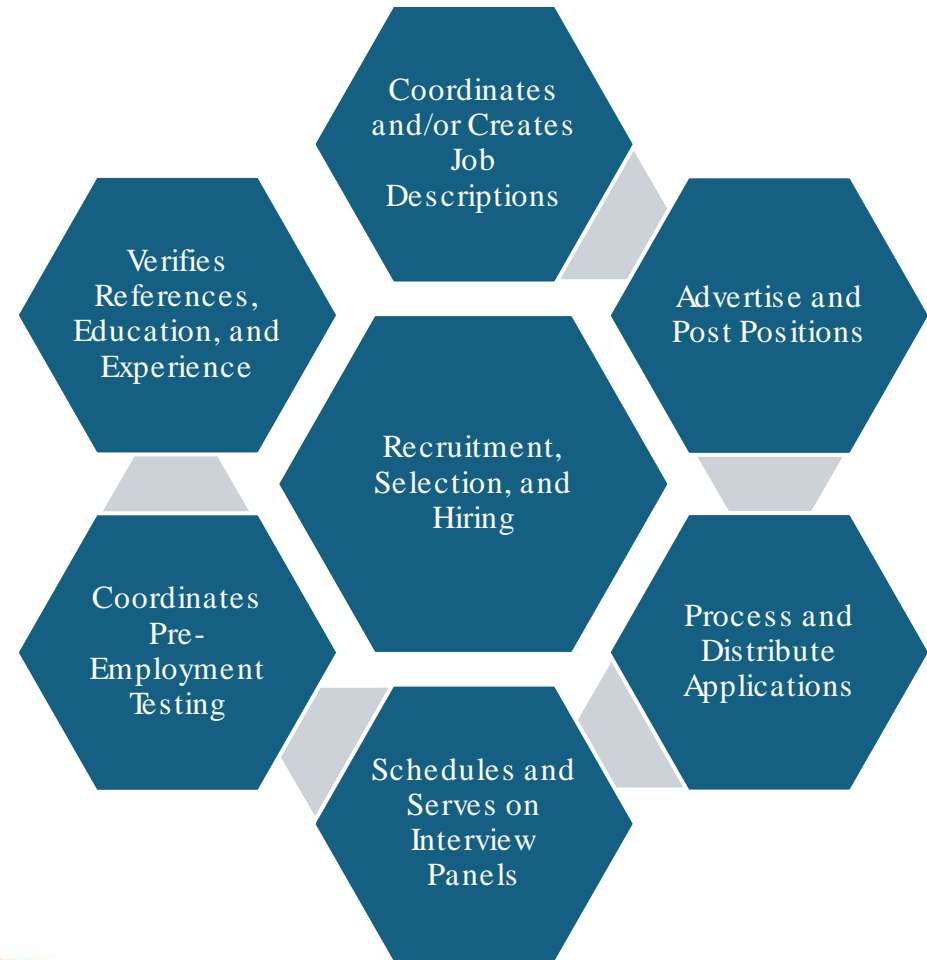
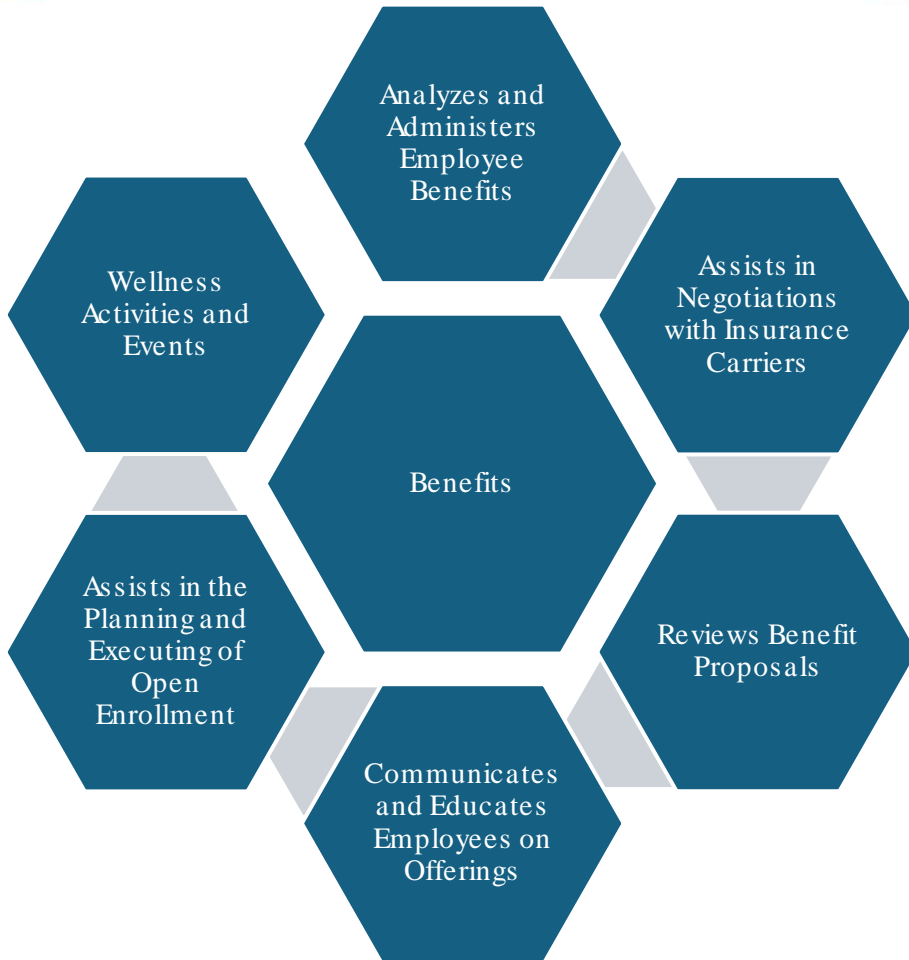
Human Resources Specialist  
Civil Service



Human Resources Generalist



# What We Do...



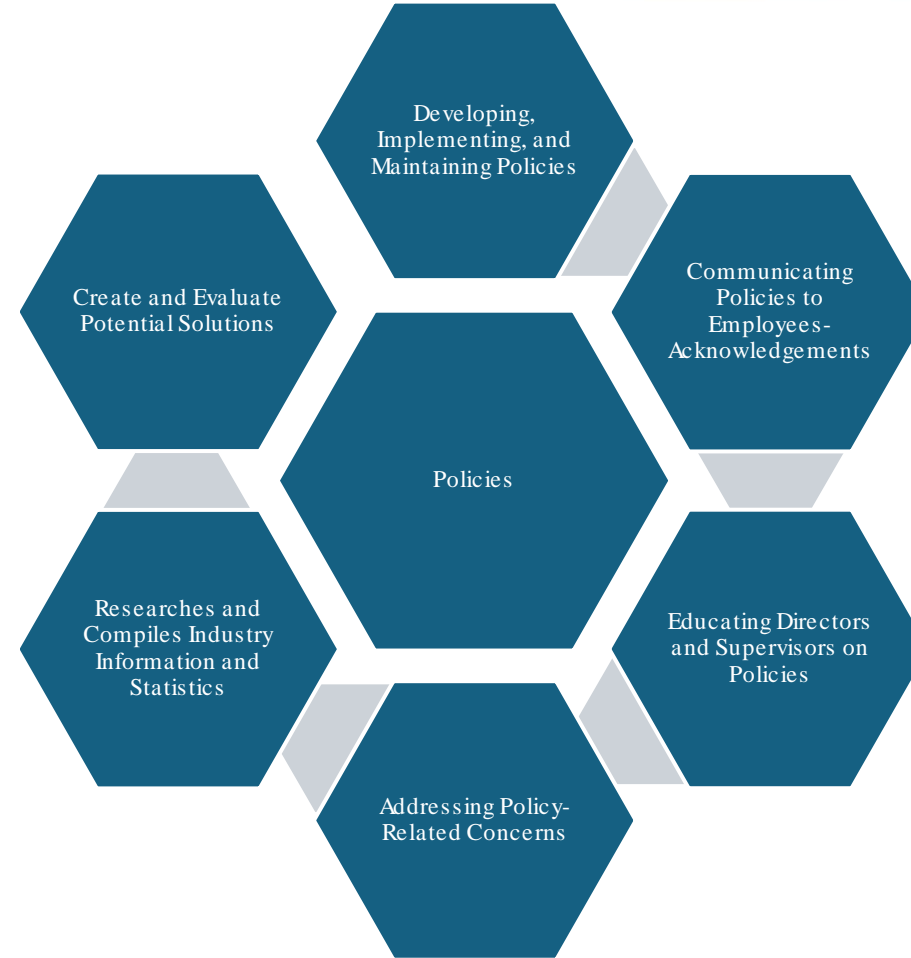
# What We Do...



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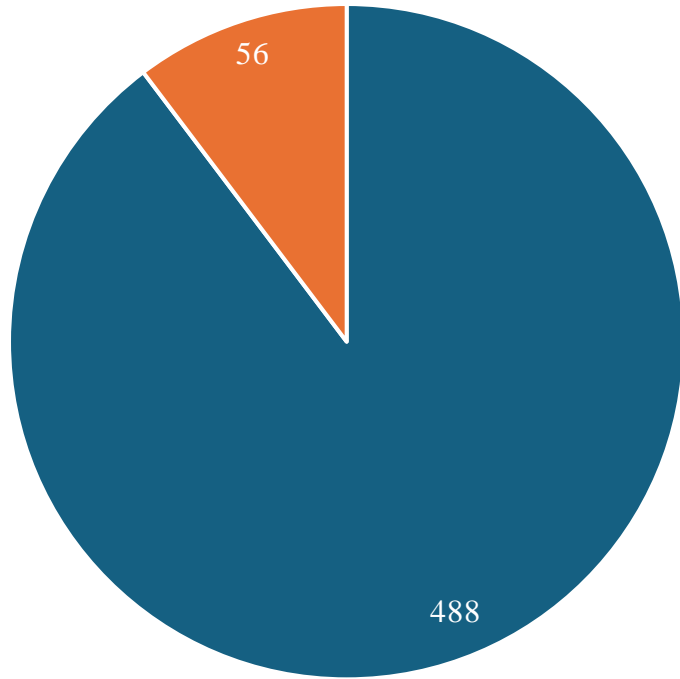
# What We Do...



# Employee Snapshot..

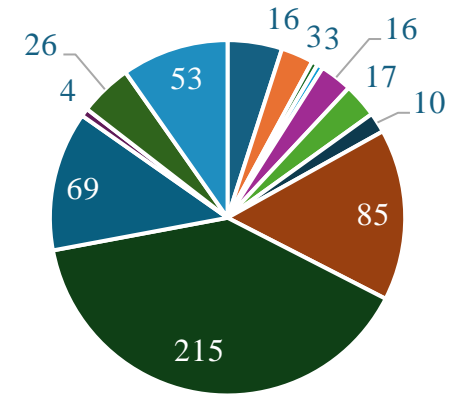


## Employees by FTE Status – 544 Total



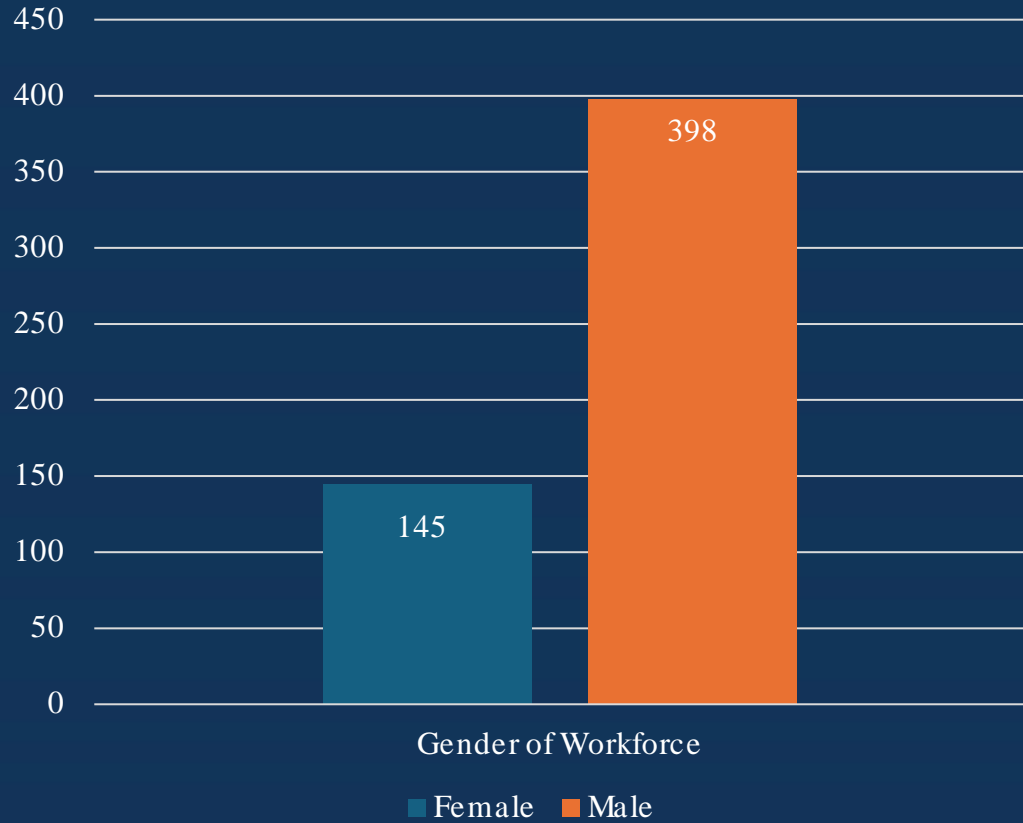
■ Full Time ■ Part Time

## Employees by Department



- Administration, IT, Legal, Purchasing
- Community Development
- Inspections & Planning
- Municipal Court
- Public Safety
- Pump Stations
- Sewer, WWIP, Water, Water Distribution
- Golf
- Animal Control
- Library
- Parks & Recreation
- Public Works
- Sanitation

# Employee Snapshot..



Age Group	Female	Male	Total
Under 30	34	93	127
30-39	28	103	131
40-49	29	75	104
50-59	35	85	120
60-69	17	38	55
70+	3	4	7
Totals	146	398	544

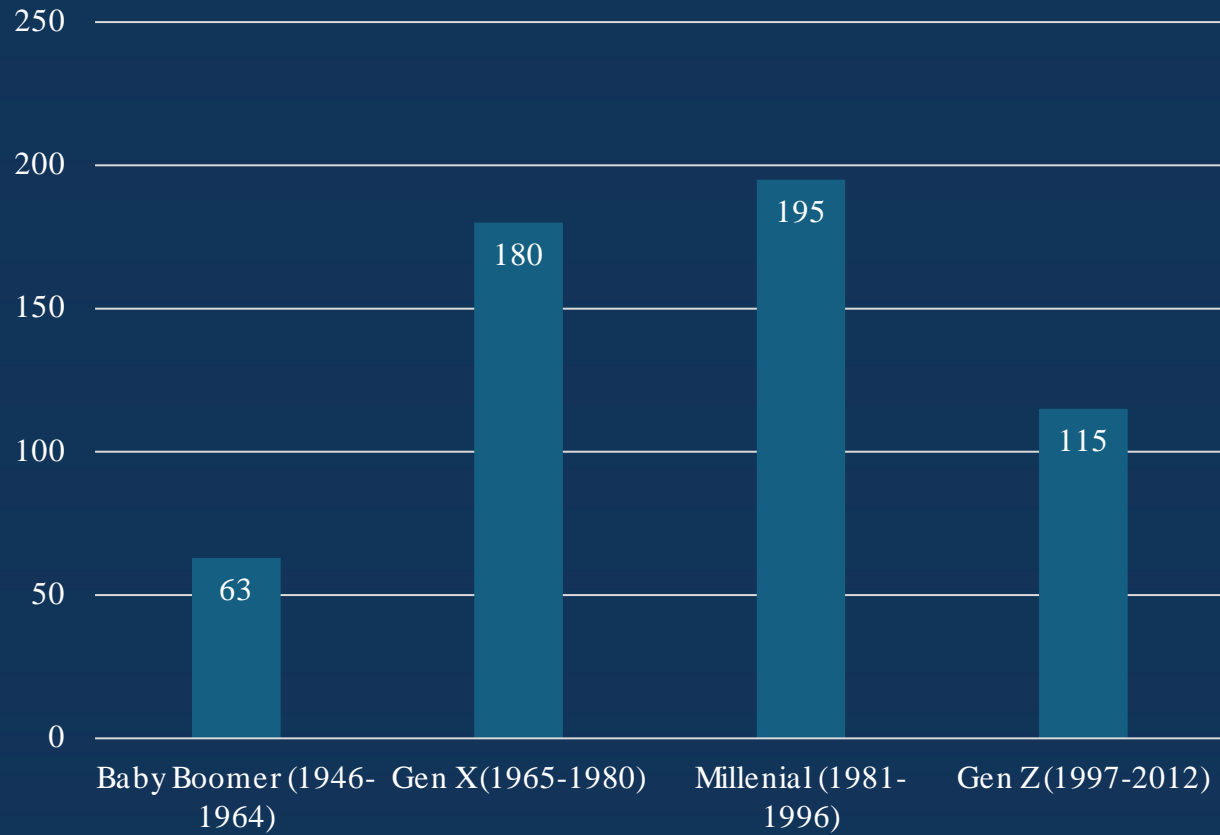


# Employee Snapshot..

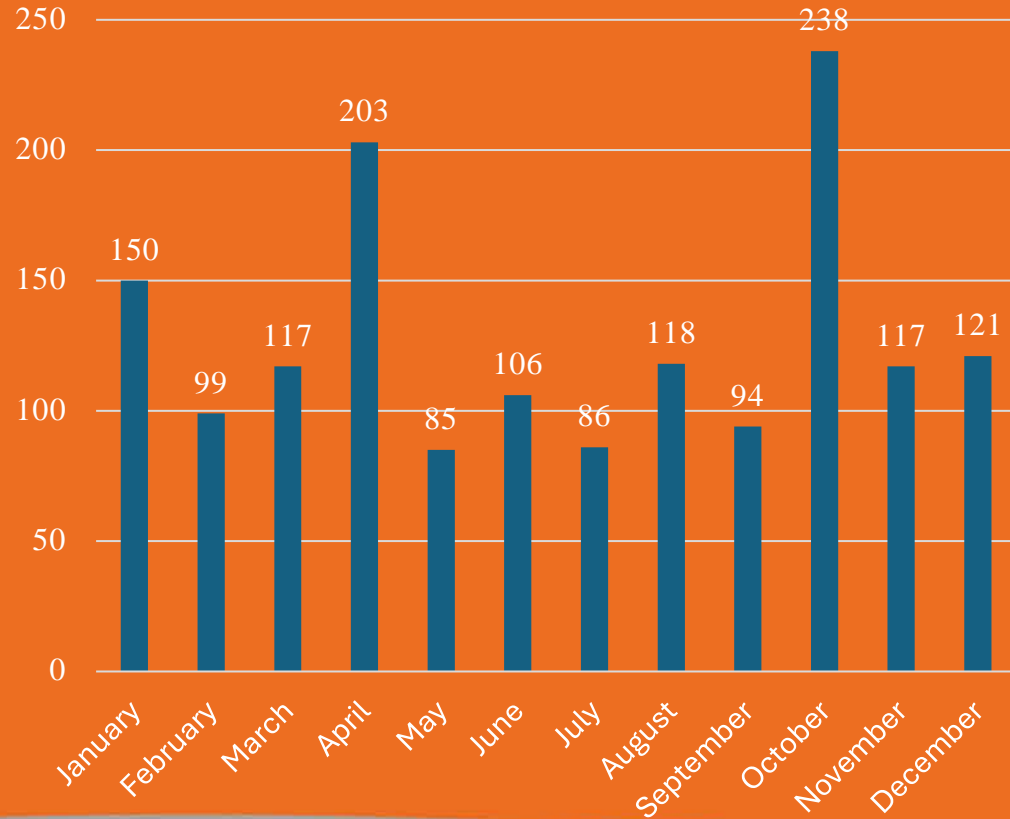


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## Generations in the Workplace

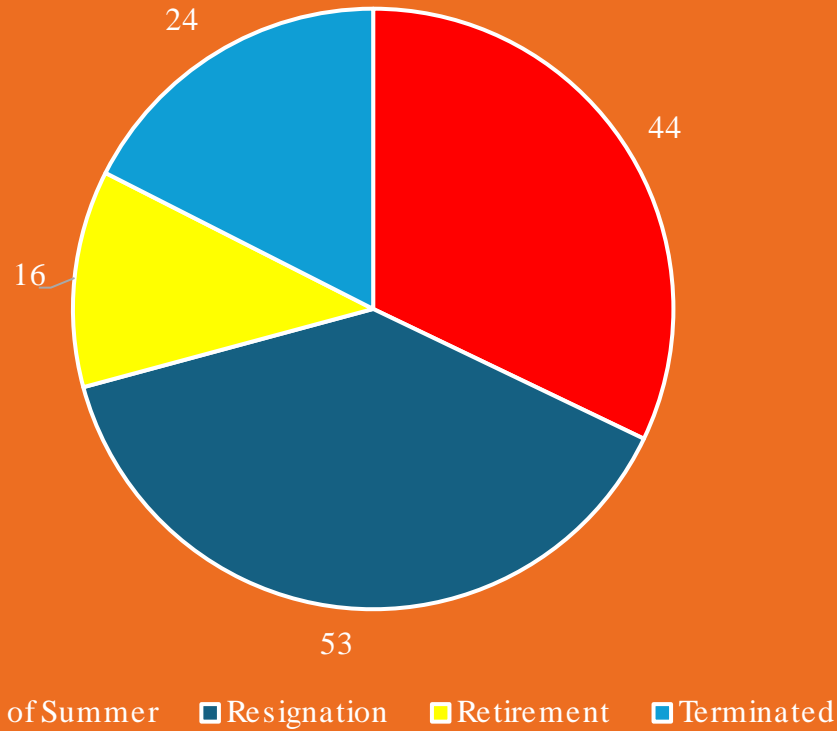


## Applications Received and Processed 2024 - 1,534 Total



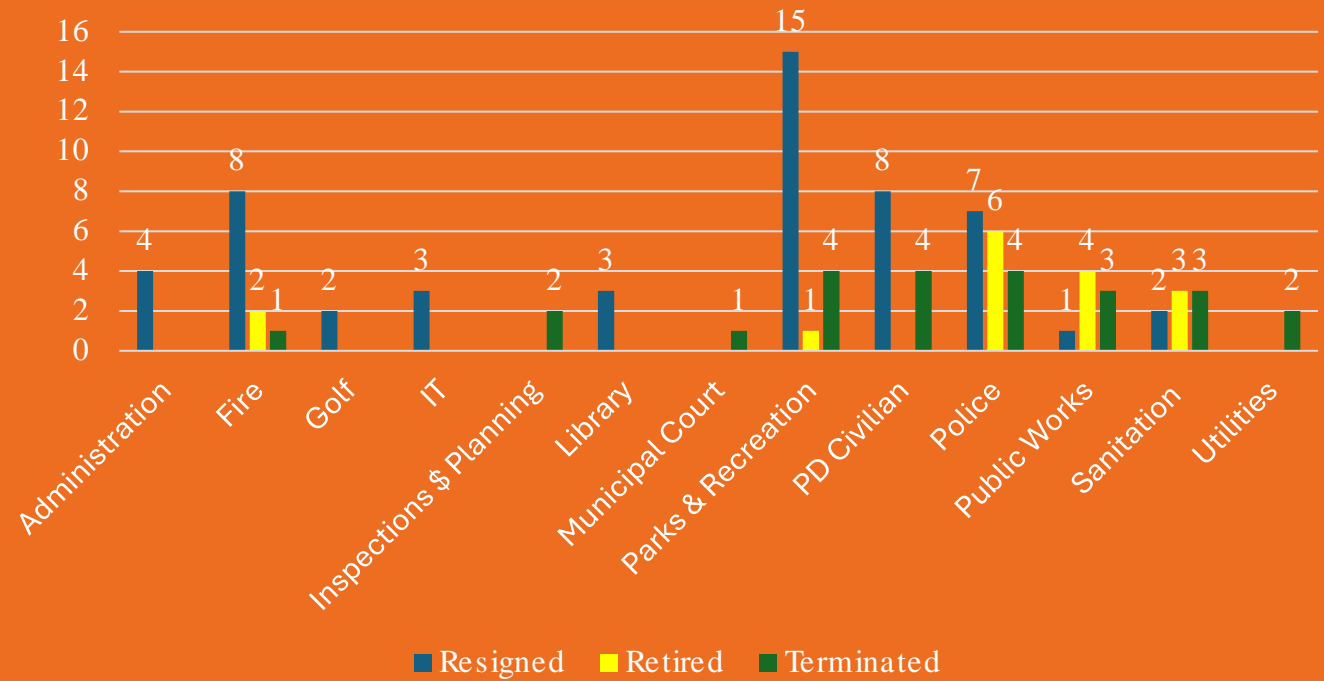


## Terminations 2024 – 137 Total



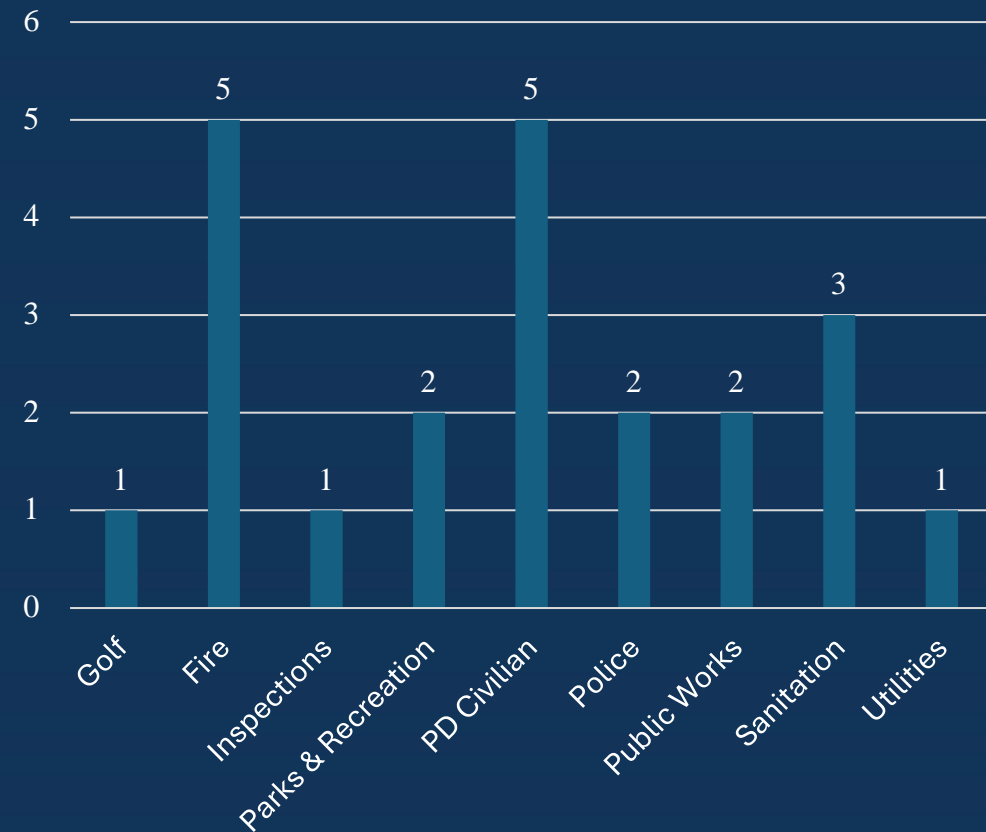
## Terminations by Department

\*Does not include "End of Summer" Employees.





### New Hire Turnover by Department\*



15.2% Overall  
Turnover Rate



23.6% New  
Hire Turnover  
Rate

\*Of these New Hire Turnover #'s, 10/22 were terminated and not eligible for rehire.

452

- Total Employees in TMRS

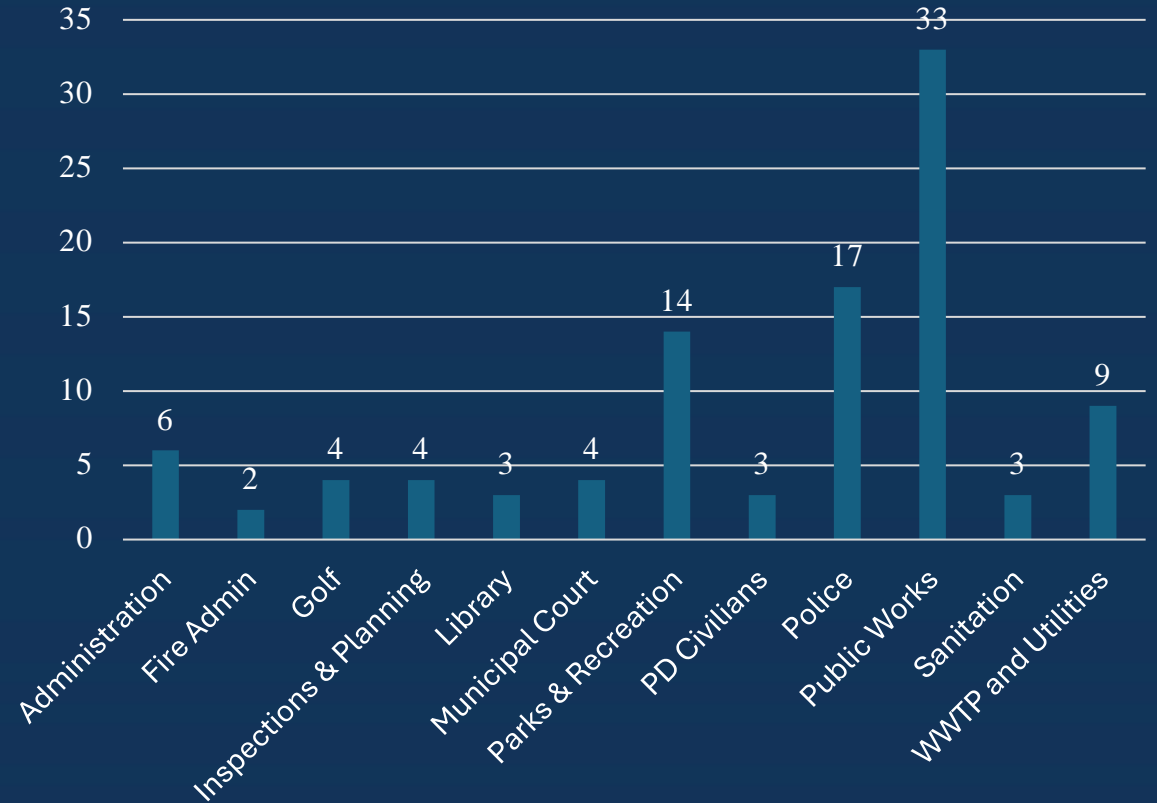
102

- Employees Eligible to Retire 12/31/2024

206

- Employees Eligible to Retire 12/31/2030

TMRS Retirement Eligible by Department



87

- Total Active Employees in Fire Pension

2

- Active Employees Eligible to Retire 12/31/2024

13

- Employees Eligible to Retire 12/31/2030

Current Age	Years of Service as of 12/31/2024						Total
	0-4	5-9	10-14	15-19	20-24	25+	
Under 30	32	-	-	-	-	-	32
30-39	18	11	6	2	-	-	37
40-49	-	1	6	7	-	1	15
50-59	-	-	-	2	-	1	3
60-69	-	-	-	-	-	-	-
70+	-	-	-	-	-	-	-
Total	50	12	12	11	-	2	87



# Some Highlights from 2024..



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City of Texas City Employee Advocate Call Center - January 2024

Launched an Employee Benefits Satisfaction Survey – March 2024

Employee Health and Safety Fair – May 2024

Provided Employees a Medicare Resource through Insurance Broker – July 2024

Held the first City of Texas City Wellness Expo

- Biometric Screenings with Quest
- Skin Cancer Screenings with SkinIO
- Mobile Blood Drive
- Flu Vaccines
- Chair Massages from Zeel
- Introduced a new financial wellness benefit, FinPath
- Introduced the new online enrollment system, Benefit Connector (paid for by a new insurance vendor through a tech subsidy!)
- Gave away HelloFresh meal boxes to employees (shipped to their home)
- Gave away wellness boxes from BunnyJames
- **All of this was FREE for employees**

# New Insurance and Benefits for 2025..



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## Blue Cross Blue Shield of TX

- Medical and Pharmacy

## United Concordia

- Dental

## VSP

- Vision

## Mutual of Omaha

- Basic Life, AD&D, Voluntary Life, Long Term and Short-Term Disability

## Deer Oaks

- Employee Assistance Program

## FinPath

- Financial Wellness Benefit

## These are staying the same..

### Zero Health

- Medical Benefits at \$0 to Employee

### Allstate-Loomis

- GAP Coverage

### Health Savings, Flex Spending, etc.

- WEX

### Voluntary Benefits (Accident, Hospital, etc.)

- Cigna



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Questions?

Thank you Mayor, Commissioners, Fellow  
City Staff, and Community Members!