

# City of Texas City Human Resources Department Annual Report

January 1-December 31, 2025

Presented by: Jennifer Hendershot, Director of Human Resources



*Texas City*  
EST. 1911



## **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.*

# Who We Are..



Jennifer Hendershot  
Director of Human Resources



Anete Martinez  
Benefits Coordinator



Susan Sensat  
Training and Workers Comp Coordinator



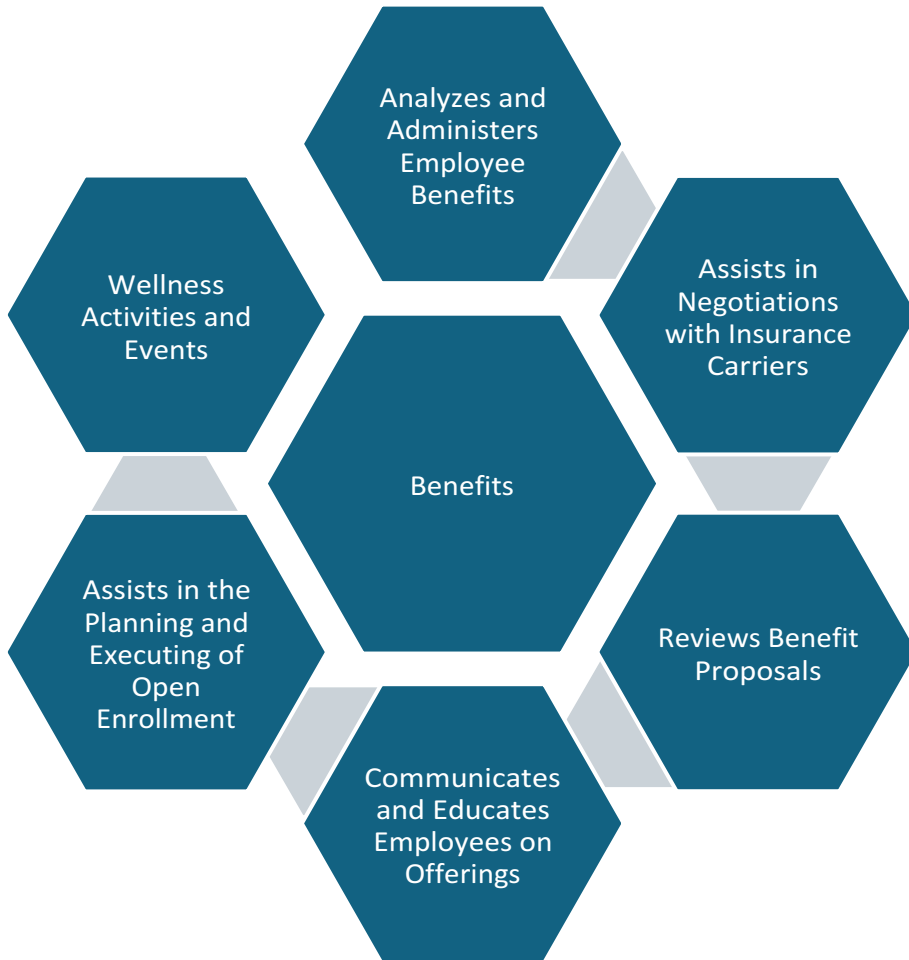
Lita Ramos  
HR Specialist-Civil Service



Audrey Solomon  
HR Manager



# What We Do...



# What We Do...



*Texas City*  
EST. 1911



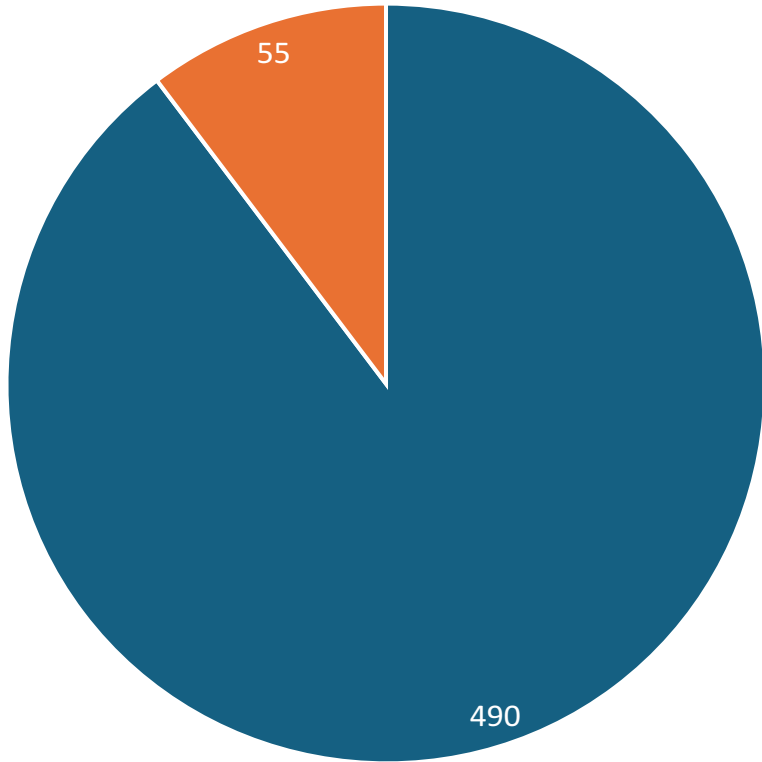
# What We Do...



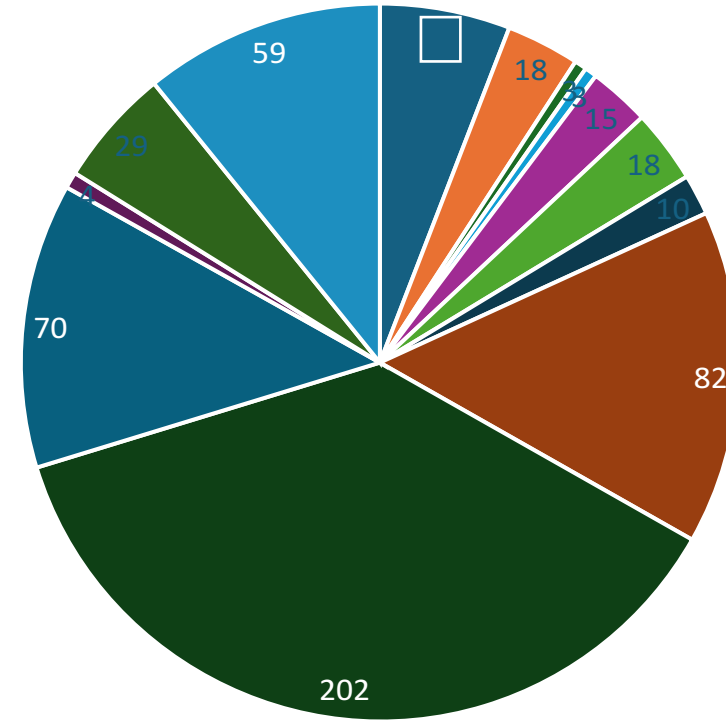
# Employee Snapshot..



### Employees by FTE Status – 545 Total

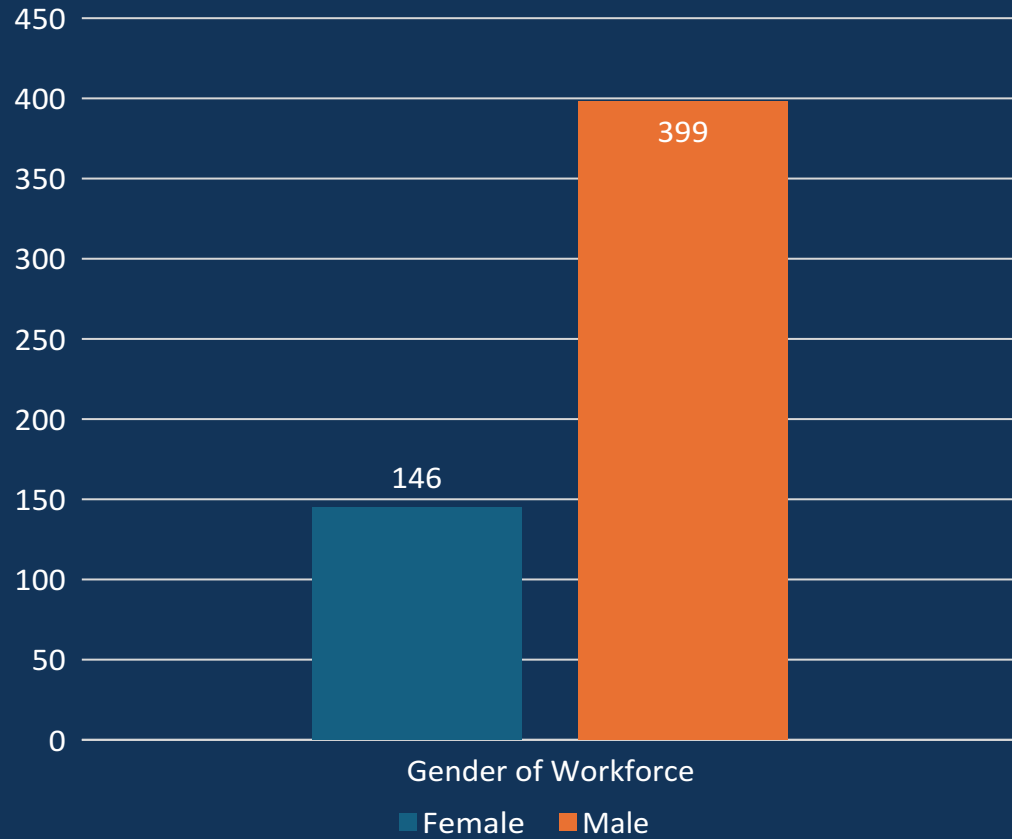


### Employees by Department



■ Full Time ■ Part Time ■ Administration, IT, Legal, Purchasing ■ Golf ■ Community Development ■ Animal Control ■ Inspections & Planning ■ Library ■ Municipal Court ■ Parks & Recreation ■ Public Safety

# Employee Snapshot..



Age Group	Female	Male	Total
Under 30	32	98	130
30-39	30	100	130
40-49	36	72	108
50-59	26	79	105
60-69	18	46	64
70+	4	4	8
Totals	146	399	545

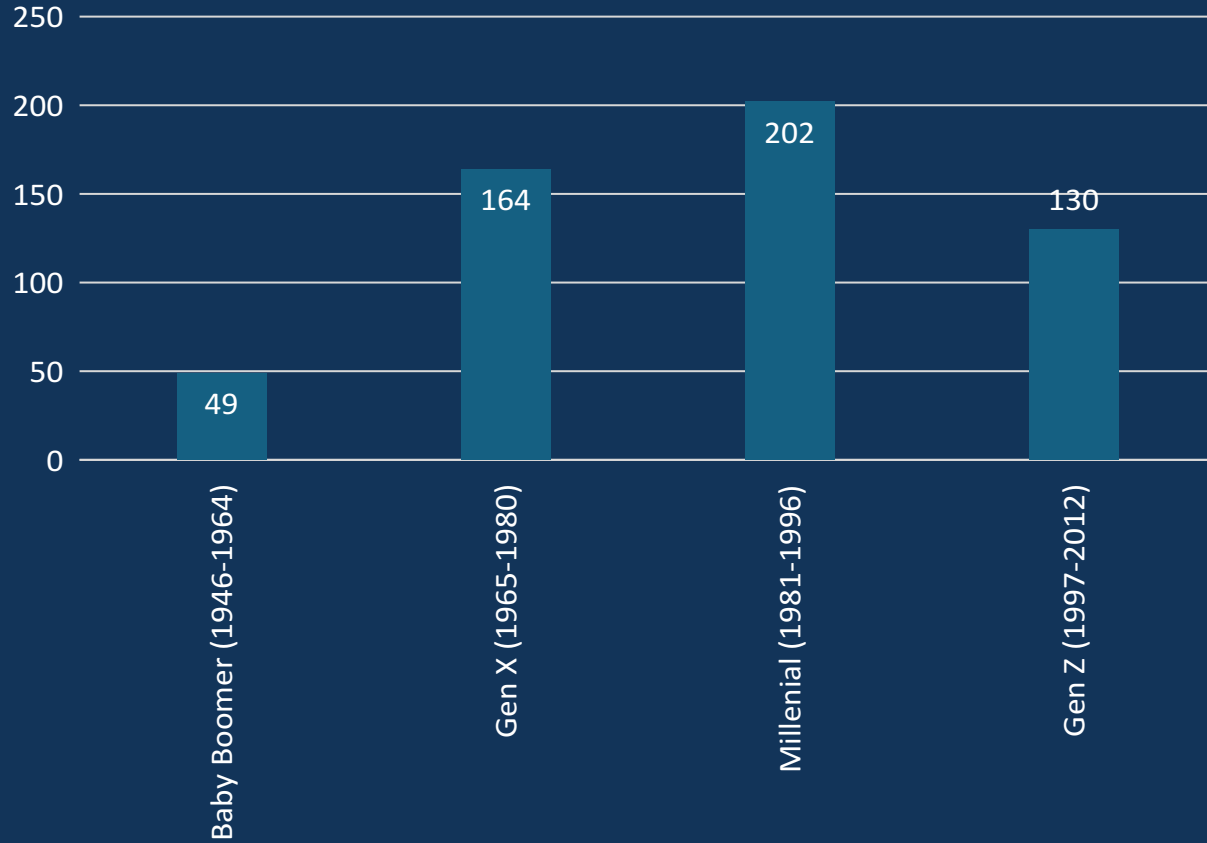




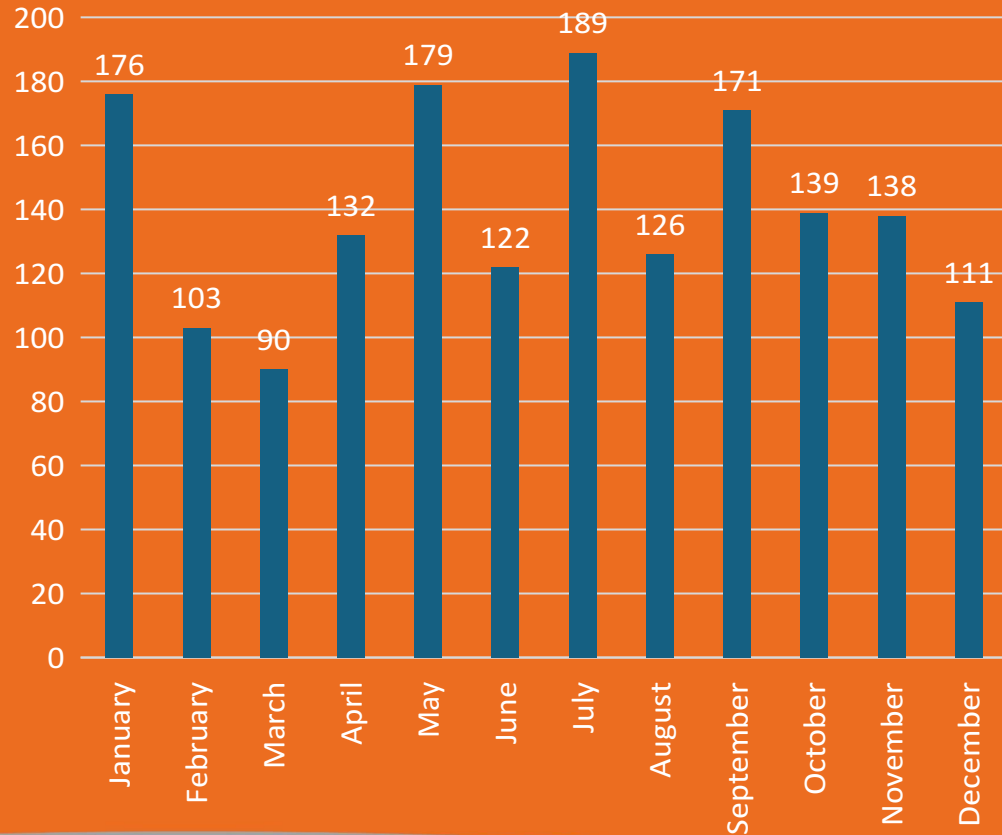
# Employee Snapshot..



## Generations in the Workplace

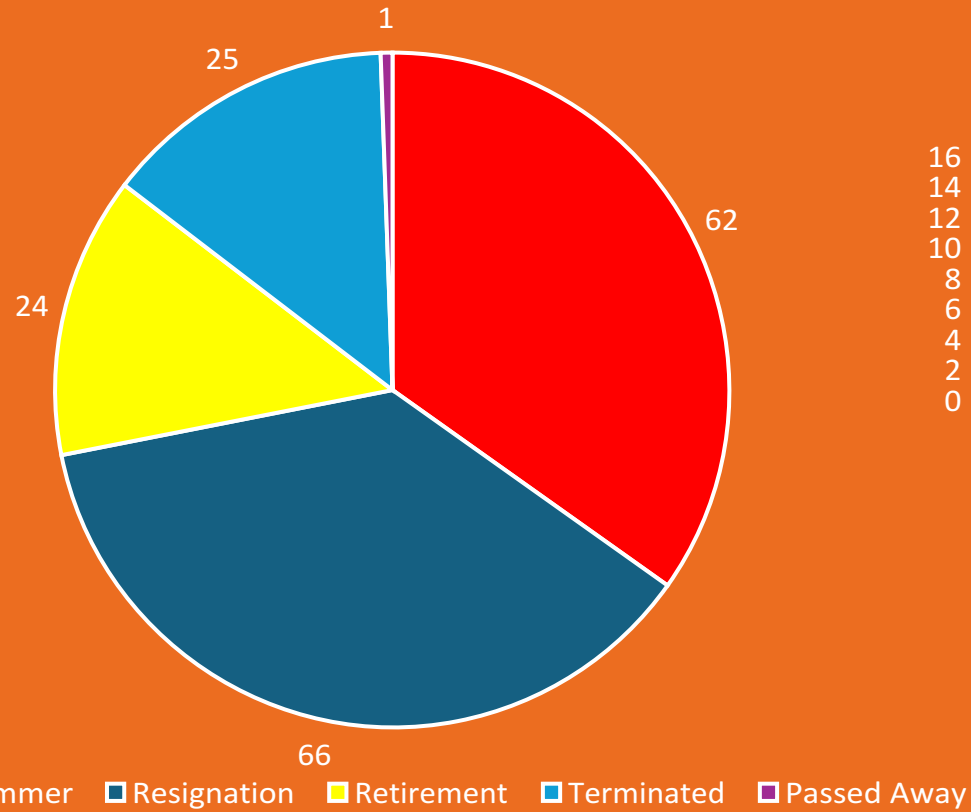


## Applications Received and Processed 2025 - 1,676 Total



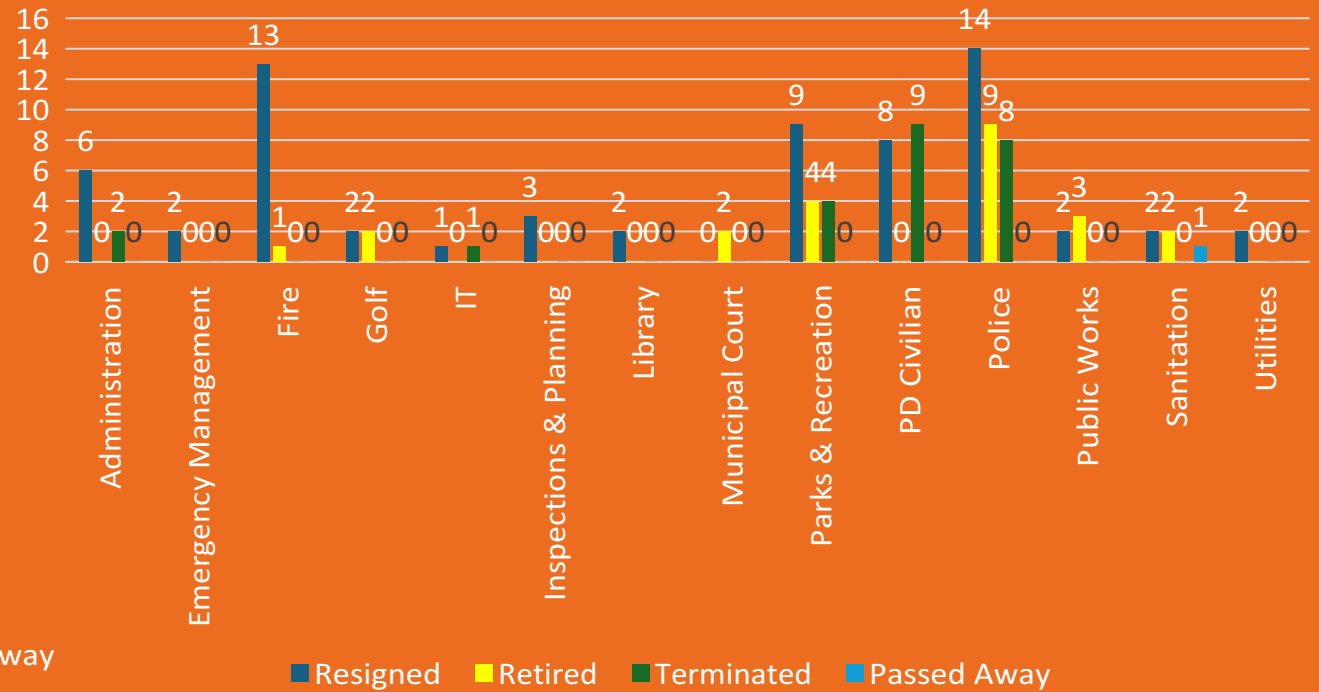


### Terminations 2025 – 178 Total



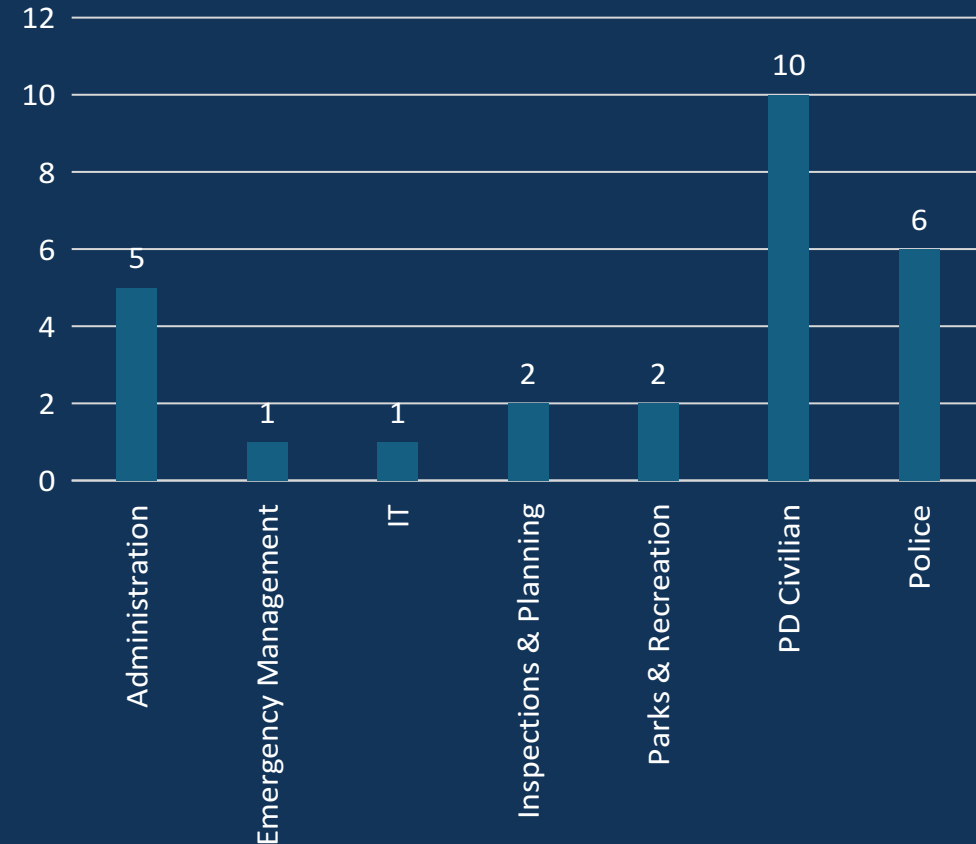
### Terminations by Department

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





### New Hire Turnover by Department\*



21.2% Overall  
Turnover Rate



24.8% New  
Hire Turnover  
Rate

\*Of these New Hire Turnover #'s, 13/27 were terminated and not eligible for rehire.

450

- Total Employees in TMRS

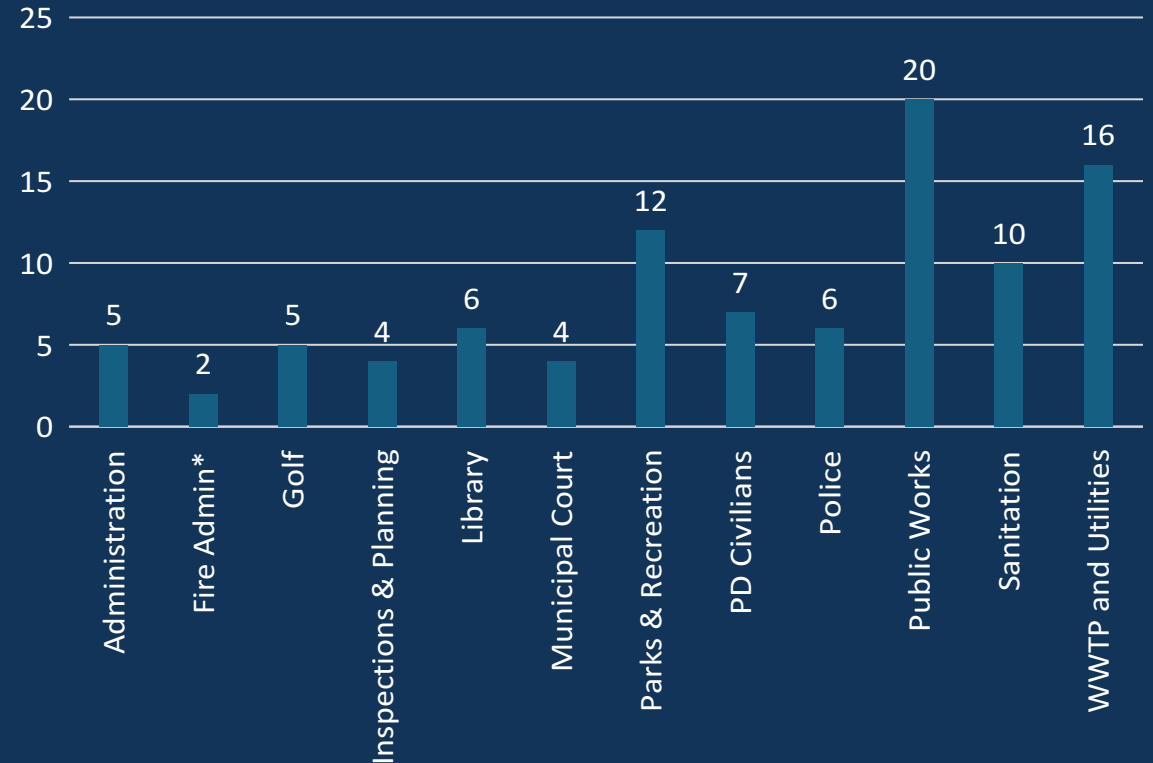
97

- Employees Eligible to Retire 12/31/2025

179

- Employees Eligible to Retire through 12/31/2030

TMRS Retirement Eligible by Department  
As of 12/31/2025



89

- Total Active Employees in Fire Pension

2

- Active Employees Eligible to Retire 12/31/2025

16

- Employees Eligible to Retire through 12/31/2030

Current Age	Years of Service as of 12/31/2025						Total
	0-4	5-9	10-14	15-19	20-24	25+	
Under 30	37	-	-	-	-	-	37
30-39	8	15	7	2	-	-	32
40-49	-	1	6	8	-	1	16
50-59	-	-	-	3	-	1	4
60-69	-	-	-	-	-	-	-
70+	-	-	-	-	-	-	-
Total	45	16	13	13	-	2	89



# Some Highlights from 2024..



*Texas City*  
EST. 1911

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 2026..



*Texas City*  
EST. 1911

## 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..

Blue Cross  
Blue Shield of TX  
(Medical and Pharmacy)

Zero Health  
(Medical Benefits at \$0  
to Employee)

WEX  
(Health Savings, Flex  
Spending, etc.)

Cigna  
(Voluntary Benefits:  
Accident, Hospital, etc.)





*Texas City*  
EST. 1911

Questions?

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