



Human Resources

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Introduction

The Human Resources department responsibility is to ensure that all employees feel valued and included in the workplace.

We will briefly review HR's focus this coming year, to work towards a more diverse, inclusive work environment and create a culture of equity and belonging.

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Agenda

- ▶ 2023 Area of Focus
- ▶ Demographic Review
- ▶ Tenure Review
- ▶ Turnover Review
- ▶ Summary

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2023 Areas of Focus



**OPEIU and Trades
union contract
negotiations**

OPEIU expires: **06/30/2023**

Trades expires: **05/31/2023**



**Increase pay
transparency**



**Create a new
performance
evaluation system**



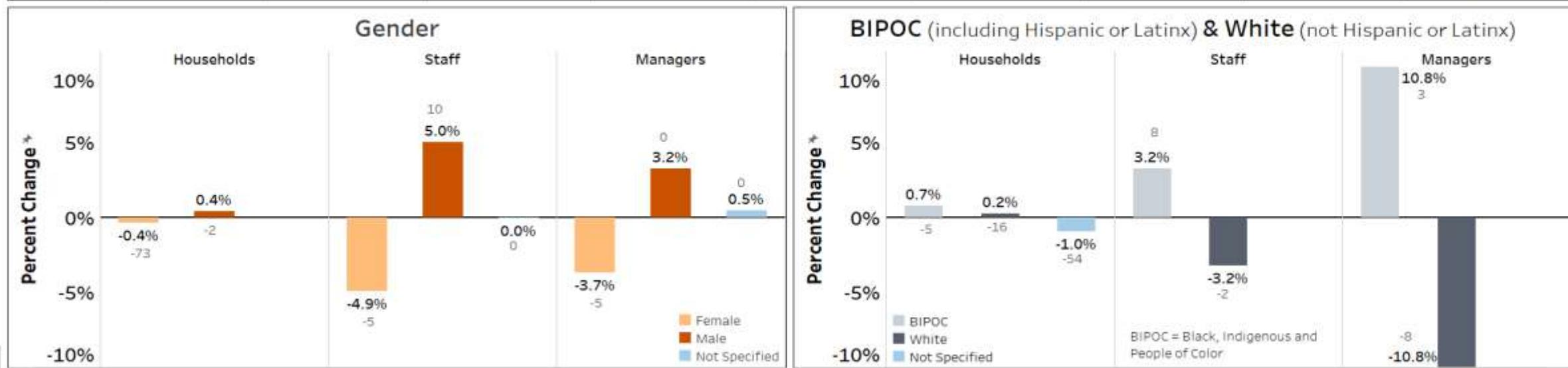
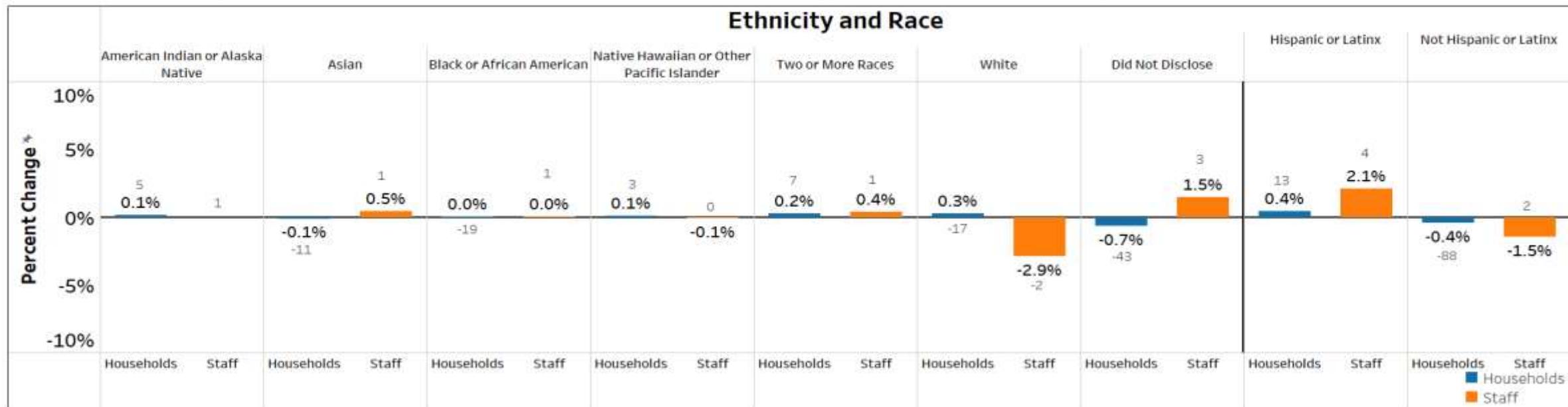
**Review and update
all HR policies**



**Increase employee
engagement**

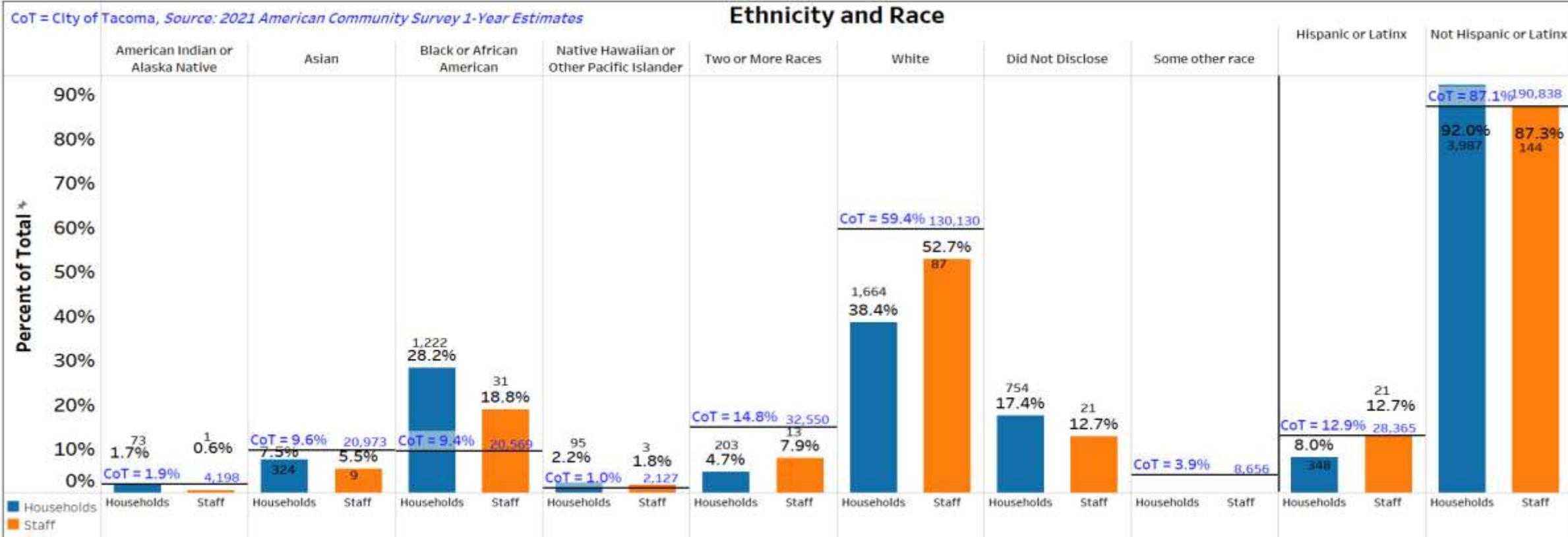
Demographics Review

2022-2021 Change in Tacoma Housing Authority Demographic Breakdown Absolute percentage change

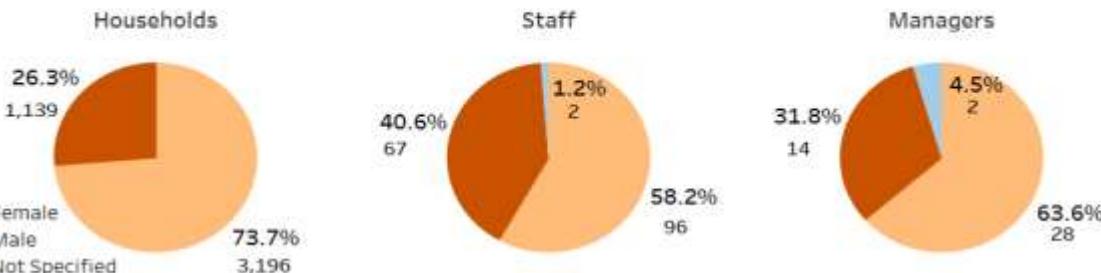


2022 Tacoma Housing Authority Demographic Breakdown As of December 2022

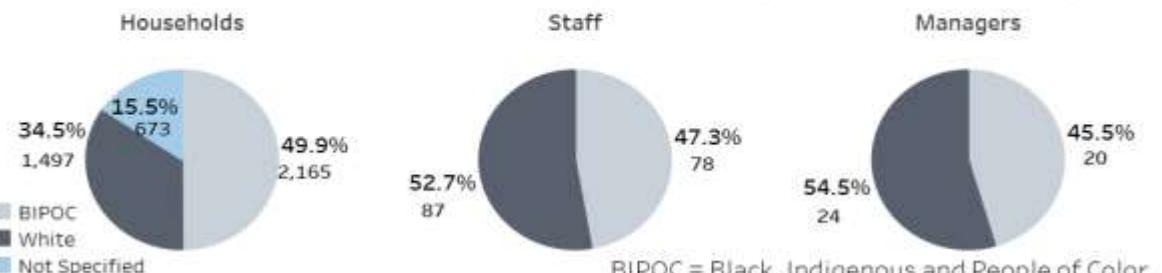
CoT = City of Tacoma, Source: 2021 American Community Survey 1-Year Estimates



Gender

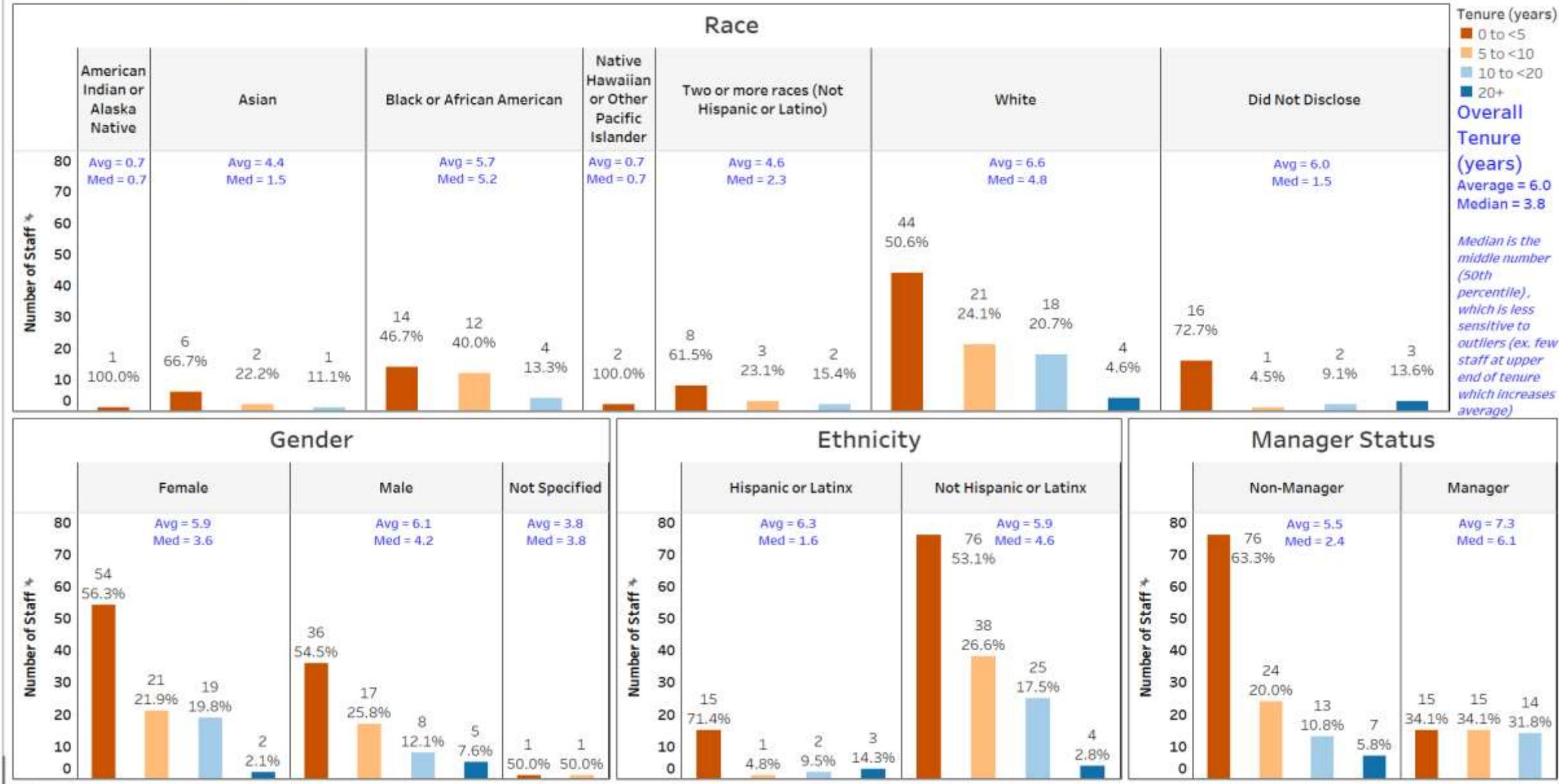


BIPOC (including Hispanic or Latinx) & White (not Hispanic or Latinx)



Tenure Review

Tacoma Housing Authority Staff Tenure January 2023



Turnover Review

2022-2021 Tacoma Housing Authority Employee Turnover In Turnover Count sheets, n = # group turnover, % = group turnover rate



Summary

We are committed to making THA a great place to work. Our plan to implement a series of changes this next year, will be designed to improve employee engagement, promote fairness and equity and help achieve our agency wide goals.

Lastly, these changes will help to create a more positive and supportive work environment for our employees.

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Thank you

