



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

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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



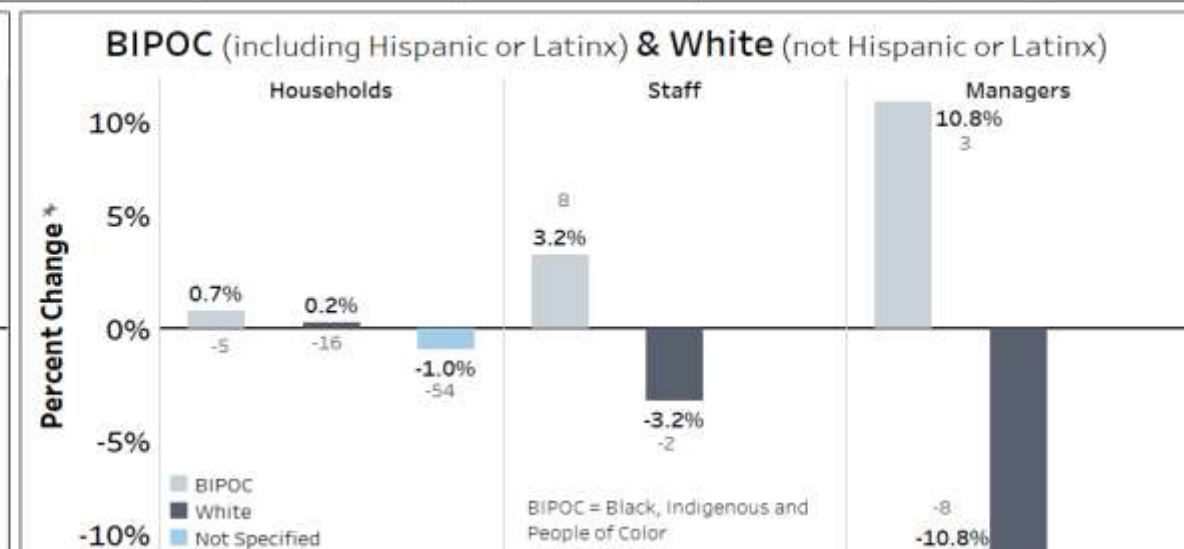
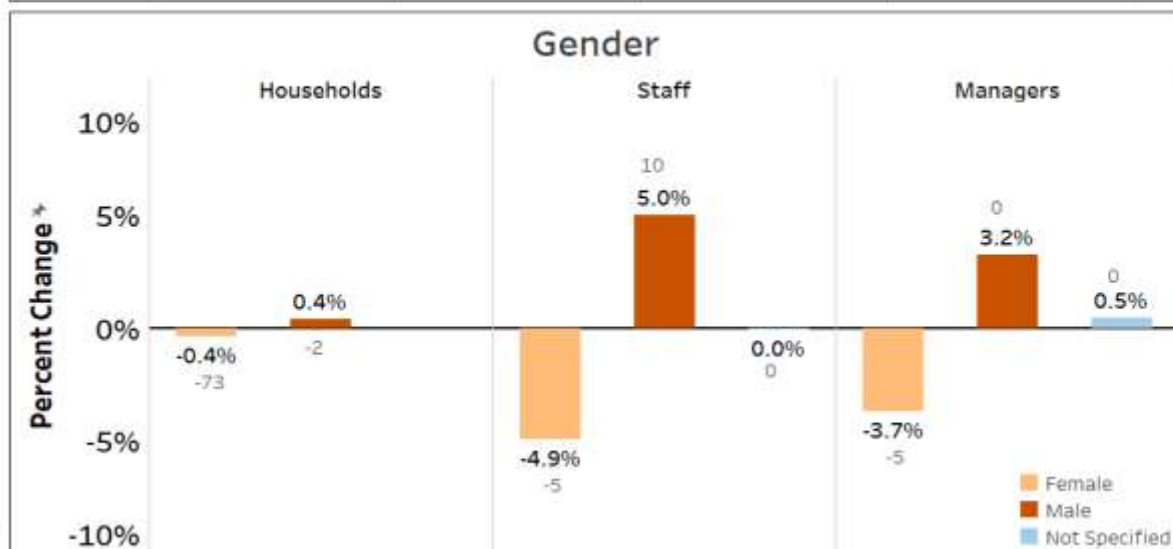
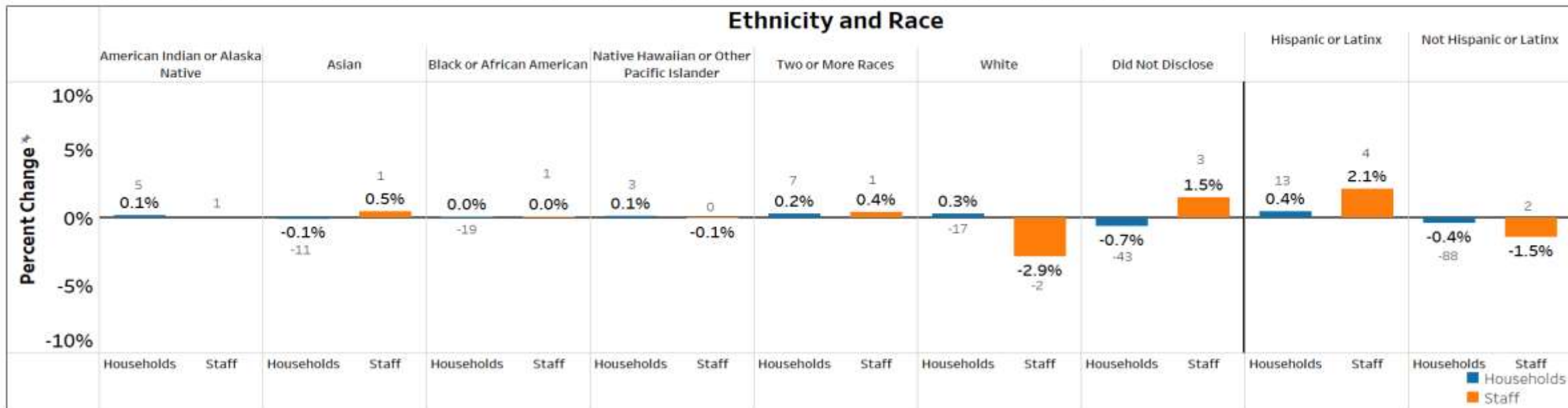
Review and update all HR policies



Increase employee engagement

Demographics Review

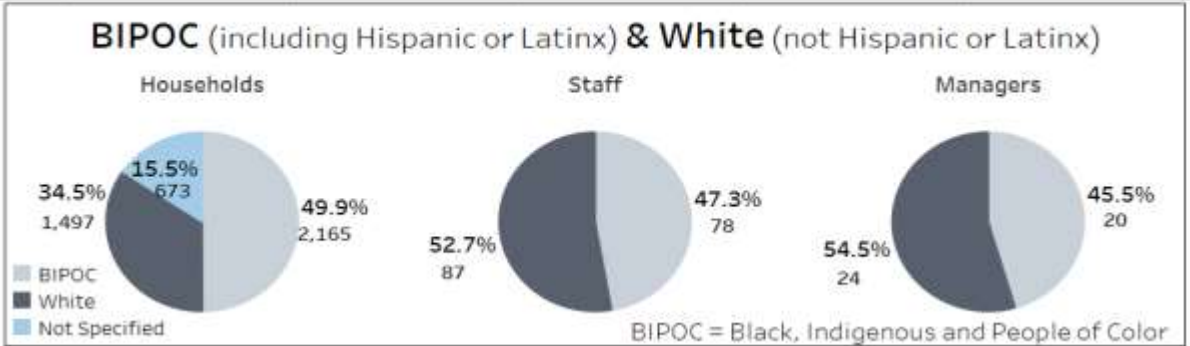
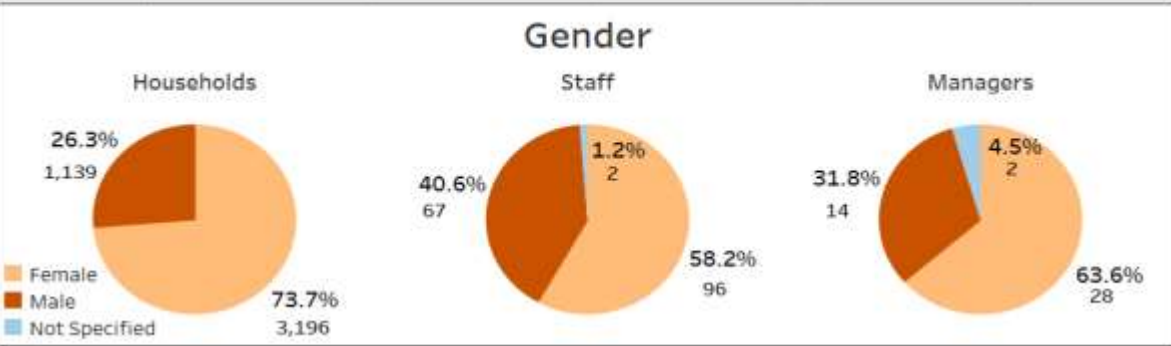
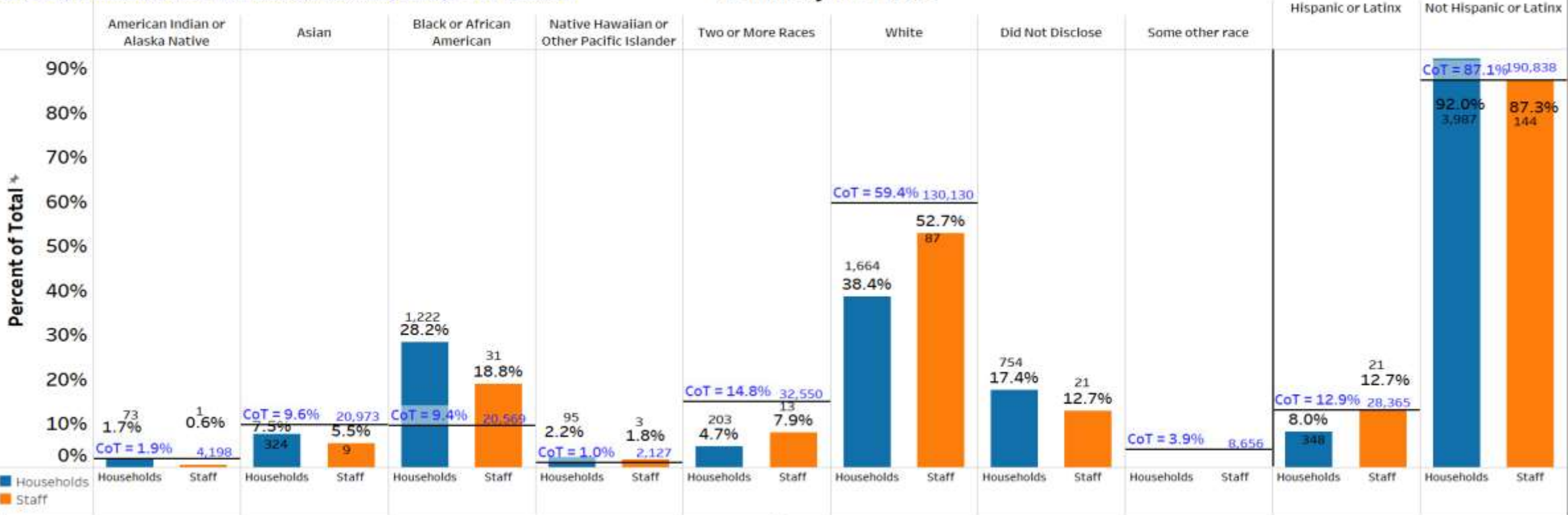
2022-2021 Change in Tacoma Housing Authority Demographic Breakdown Absolute percentage change



2022 Tacoma Housing Authority Demographic Breakdown As of December 2022

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

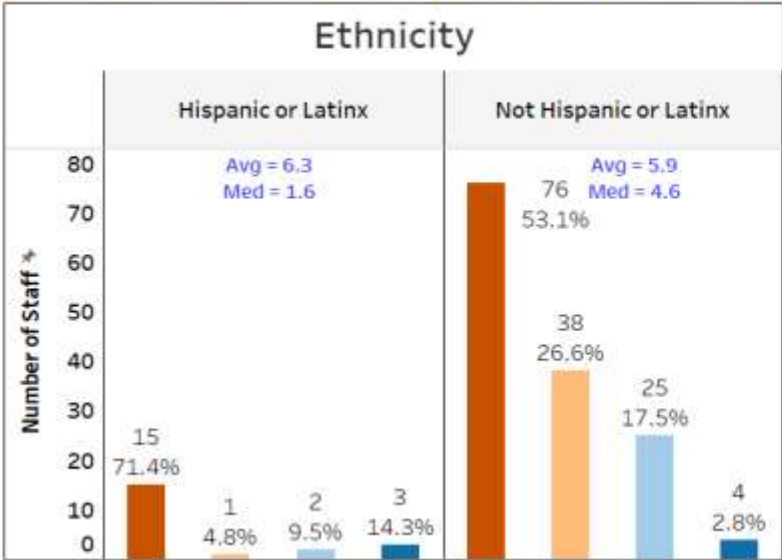
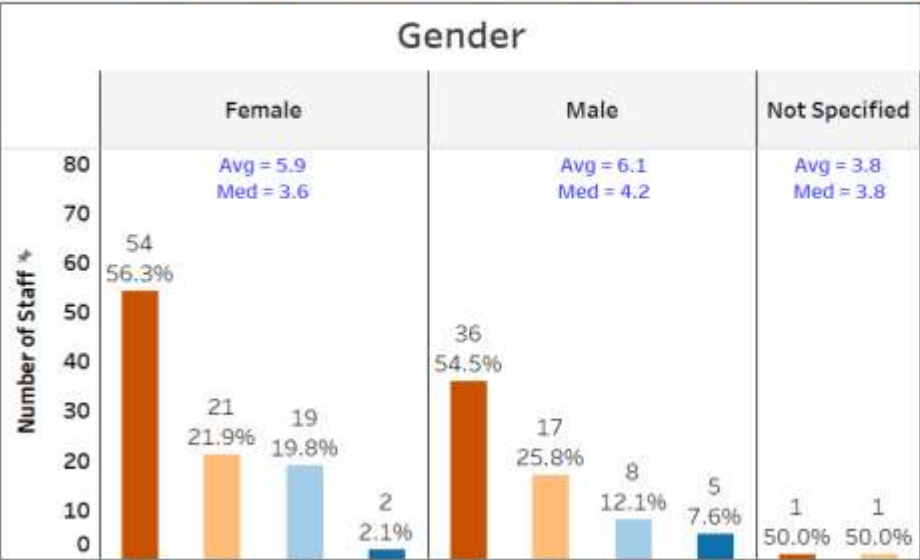
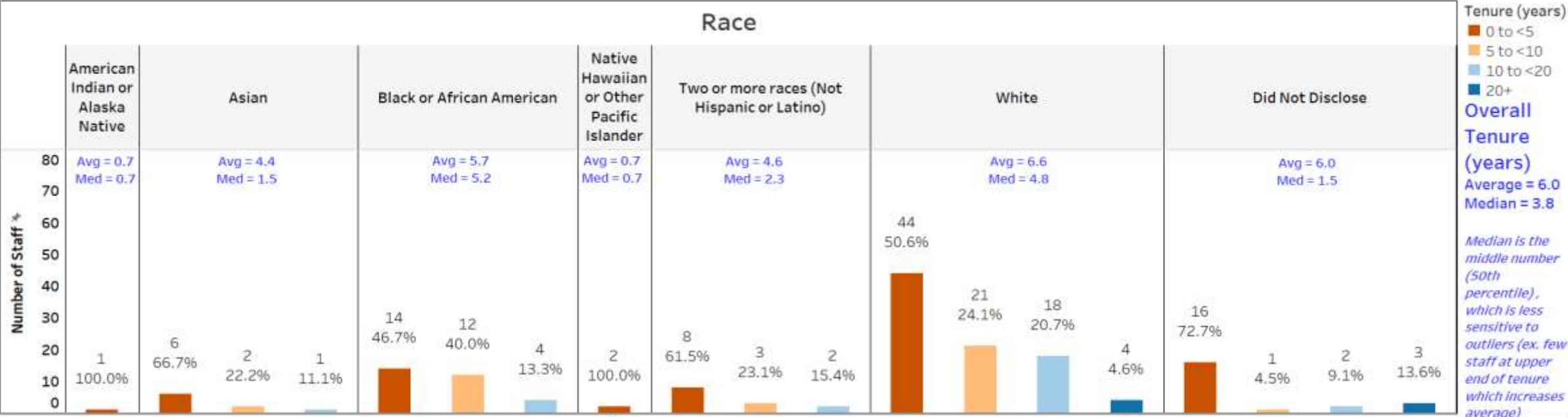
Ethnicity and Race



BIPOC = Black, Indigenous and People of Color

Tenure Review

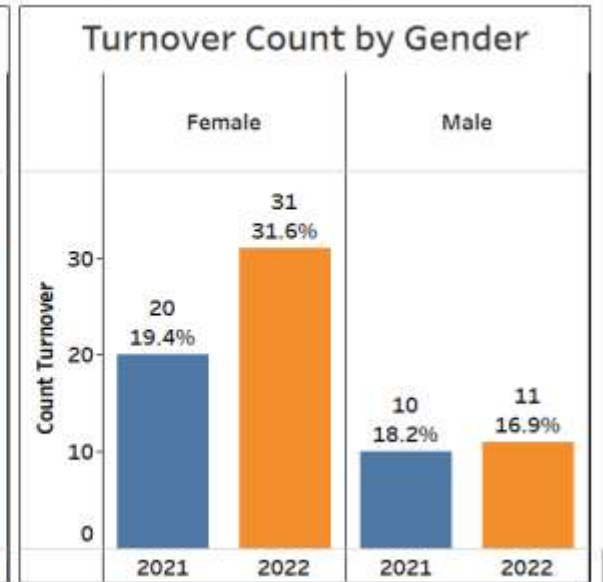
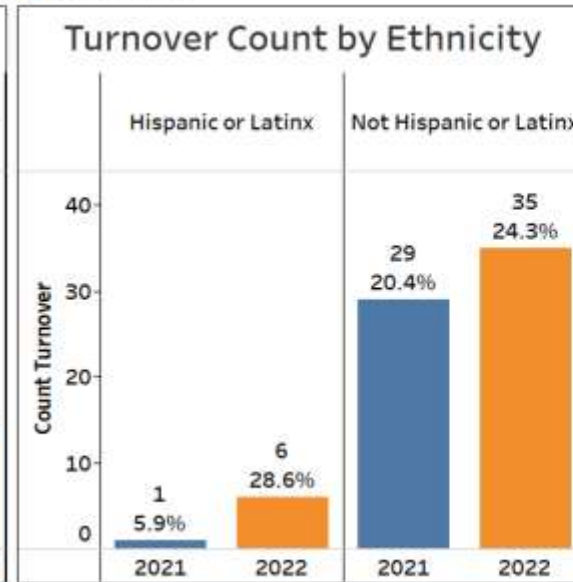
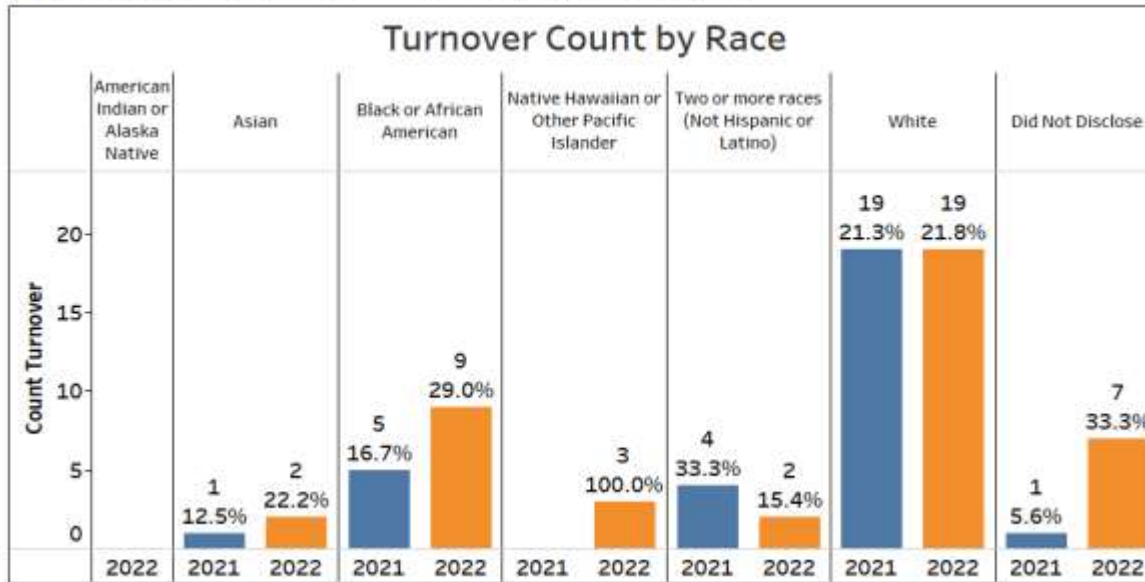
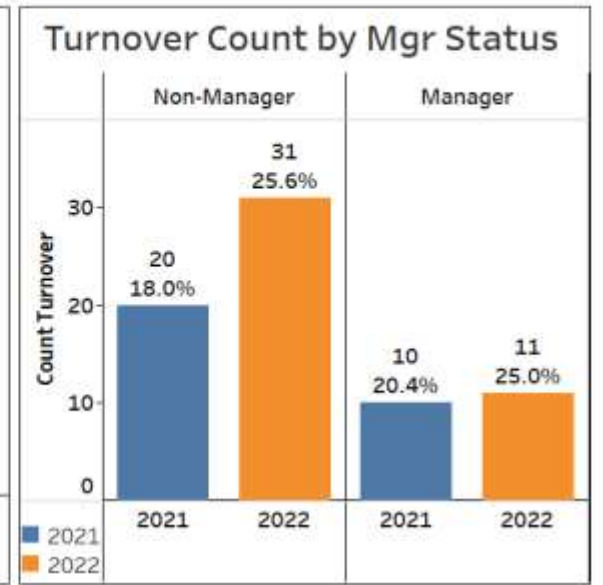
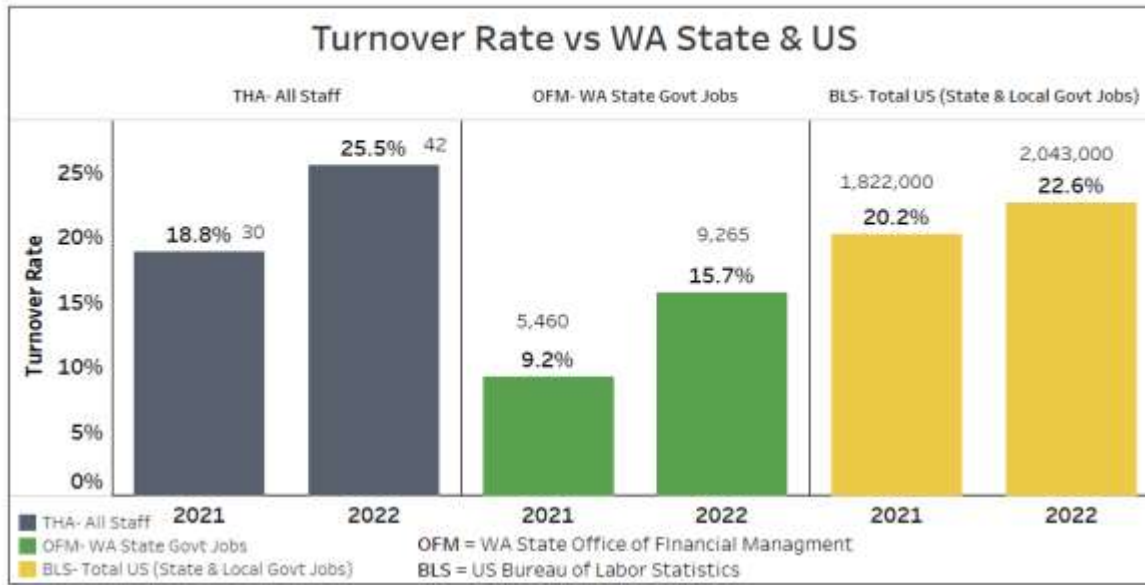
Tacoma Housing Authority Staff Tenure January 2023



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.



Thank you

