

Kenosha County Board of Supervisors

RESOLUTION NO. _____

Subject: Resolution Regarding the Reorganization of the Division of Human Resources			
Original <input checked="" type="checkbox"/>	Corrected <input type="checkbox"/>	2nd Correction <input type="checkbox"/>	Resubmitted <input type="checkbox"/>
Date Submitted: April 5, 2018		Date Resubmitted:	
Submitted By: Division of Human Resources			
Fiscal Note Attached <input type="checkbox"/>		Legal Note Attached <input type="checkbox"/>	
Prepared By: Robert J. Riedl		Signature:	

WHEREAS, Kenosha County has engaged HR Value Partners to evaluate and make recommendations for the improved performance and efficiency of the Kenosha County Division of Human Resources; and

WHEREAS, HR Value Partners has recommended a reorganization which includes two HR generalists be added to the Human Resources Staff, and

WHEREAS, the Finance/Administration Committee has considered the recommendations of HR Value Partners;

NOW, THEREFORE, BE IT RESOLVED, that the Kenosha County Board of Supervisors adopts the HR Value Partners Human Resources reorganization proposal (attached hereto); and

BE IT FURTHER RESOLVED, that the administration is instructed and authorized to take those steps necessary to carry out the intent of this resolution and implement the HR Value Partners Human Resources reorganization proposal.

Finance/Administration Committee:

Aye No Abstain

☐ ☐ ☐

Terry Rose, Chairman

☐ ☐ ☐

Ron Frederick, Vice Chairman

<div><div></div><div>Daniel Esposito</div></div>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<div><div></div><div>Jeff Gentz</div></div>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<div><div></div><div>Ed Kubicki</div></div>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<div><div></div><div>Rick Dodge</div></div>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<div><div></div><div>Greg Retzlaff</div></div>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Kenosha County

HR Future State

April 5, 2018

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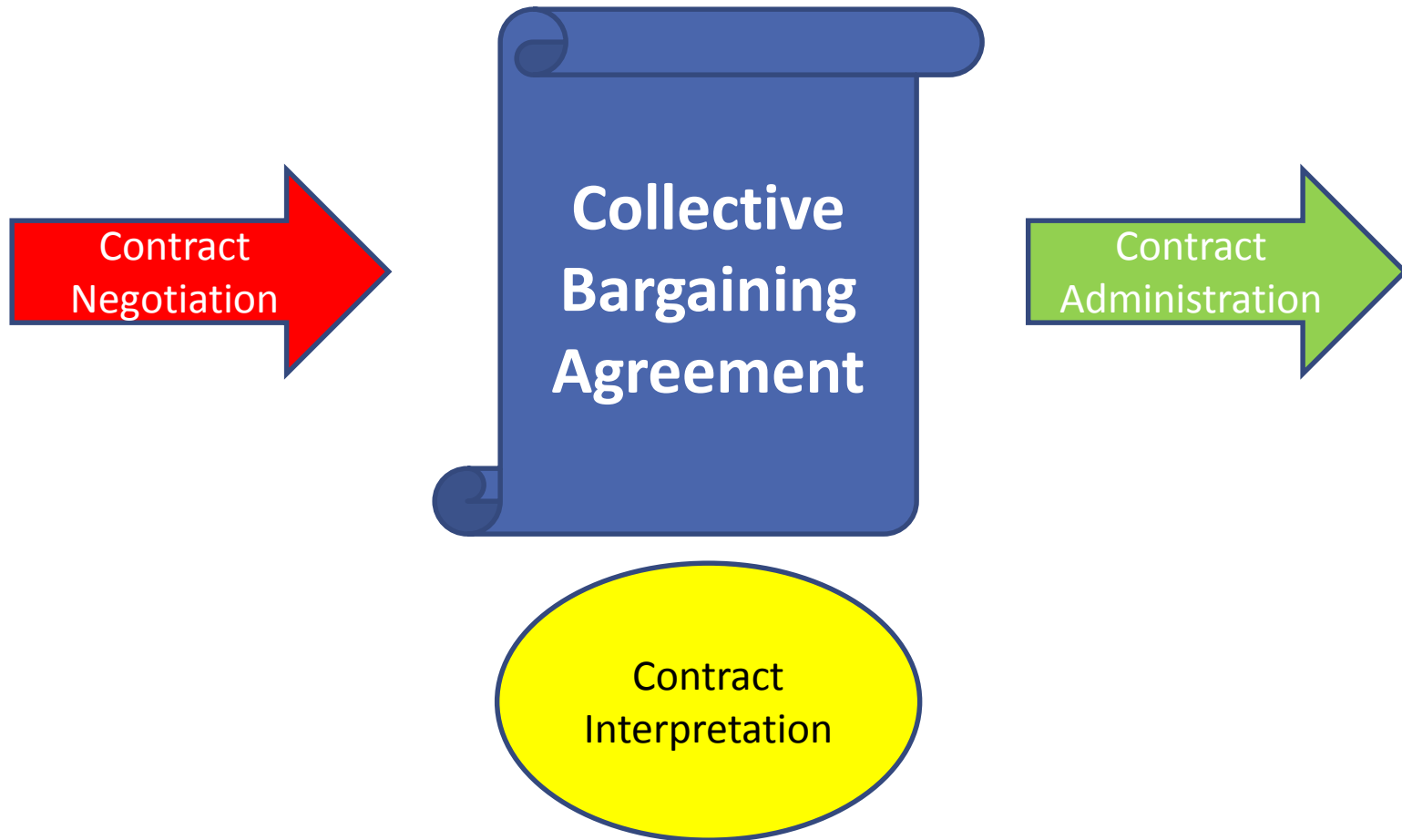


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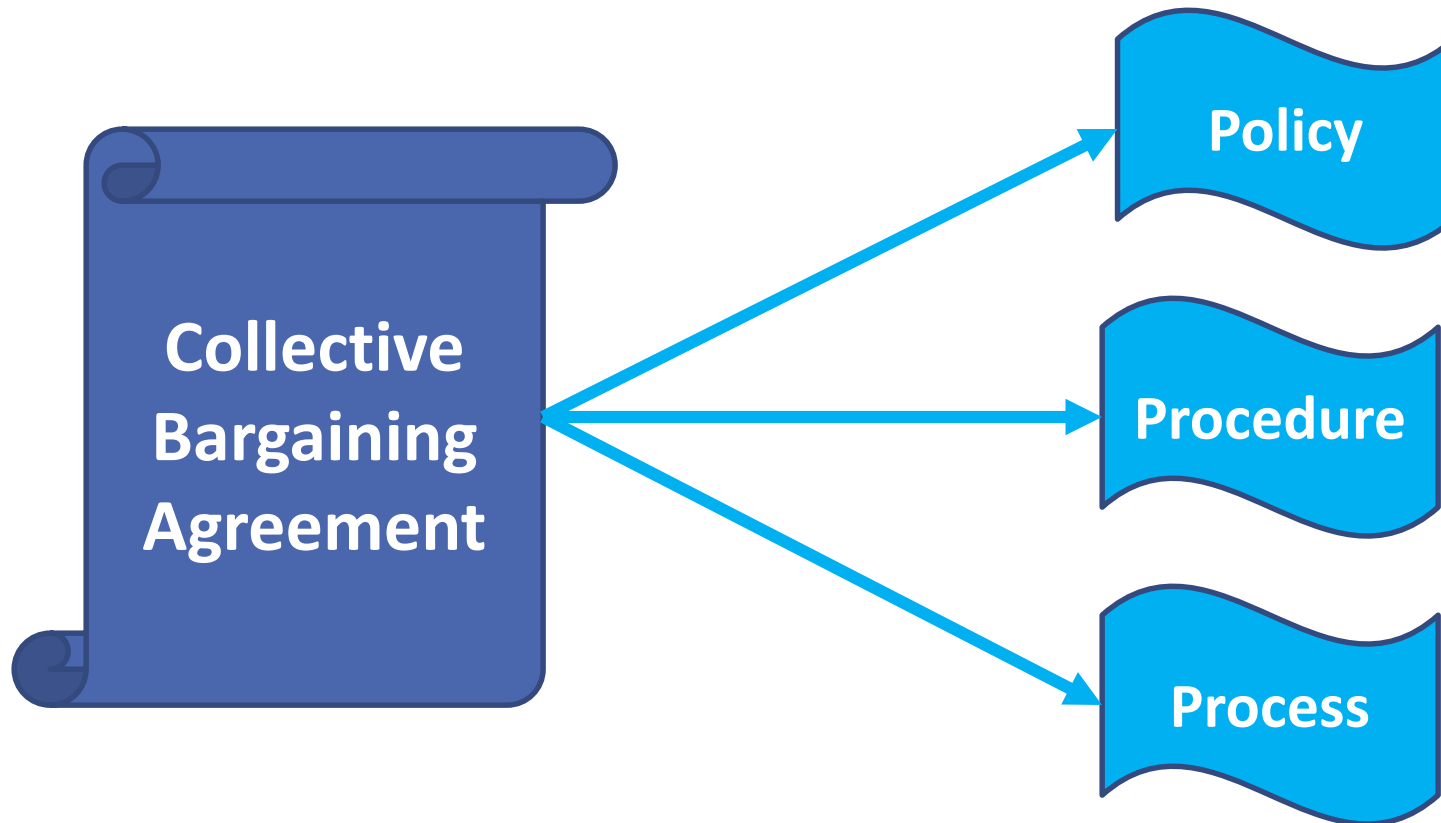


Review of Current State

Primary HR Concerns, Pre Act 10



Act 10



Current State





County Leadership Feedback

Leadership Feedback

- HR gets high marks for responding when called upon
- The future of the county requires HR to be more proactive
- Particularly with regard to:
 - Attracting talent (Employer of Choice)
 - Consistent employee experience
 - Onboarding/Orientation
 - Performance management
 - Staffing recommendations
 - Etc.
- Leadership recognizes that the current structure and staffing level simply will not support this



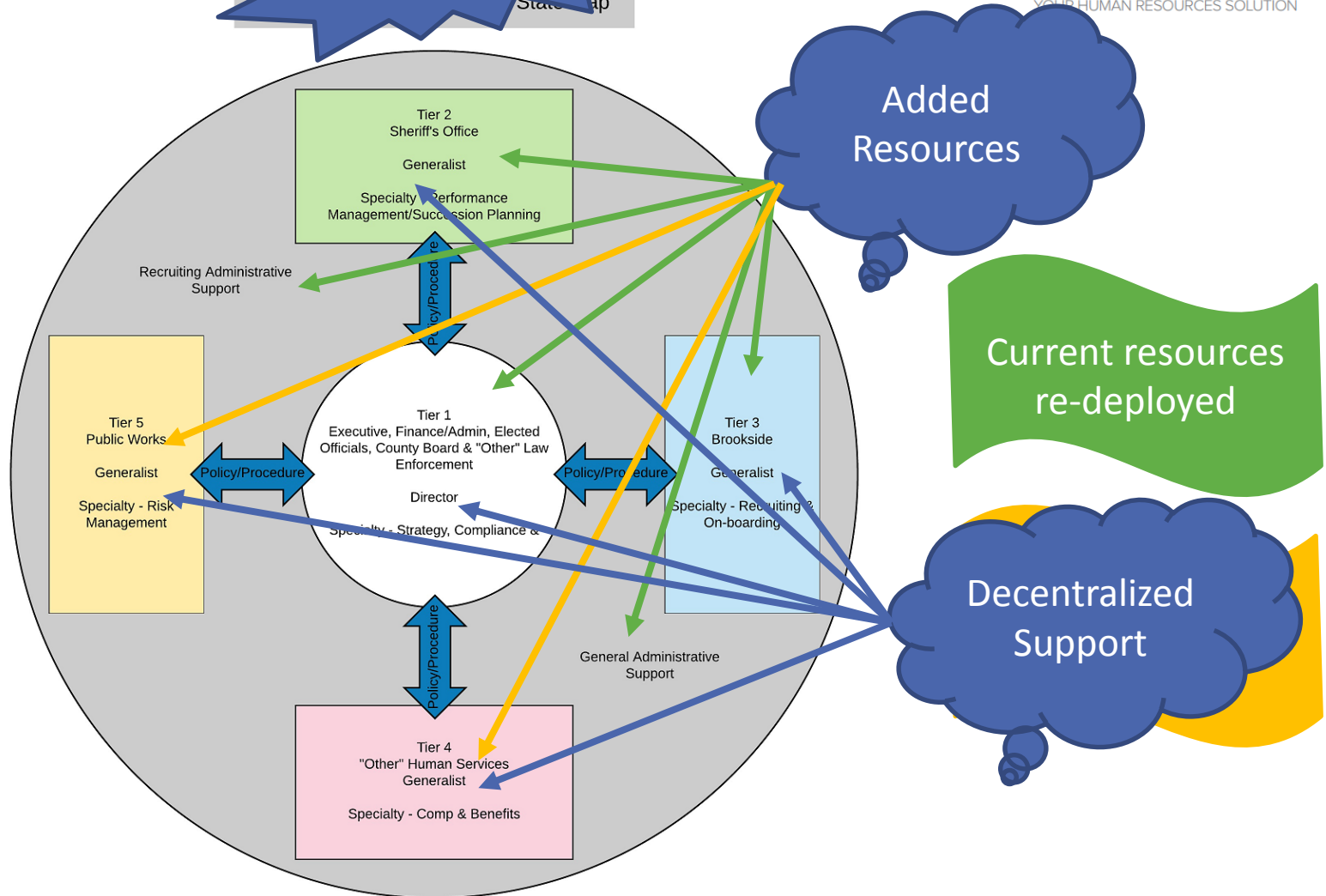
HR Structure

Future State

Future State Foundations



HR VALUE PARTNERS, LLC
YOUR HUMAN RESOURCES SOLUTION



Decentralized Support



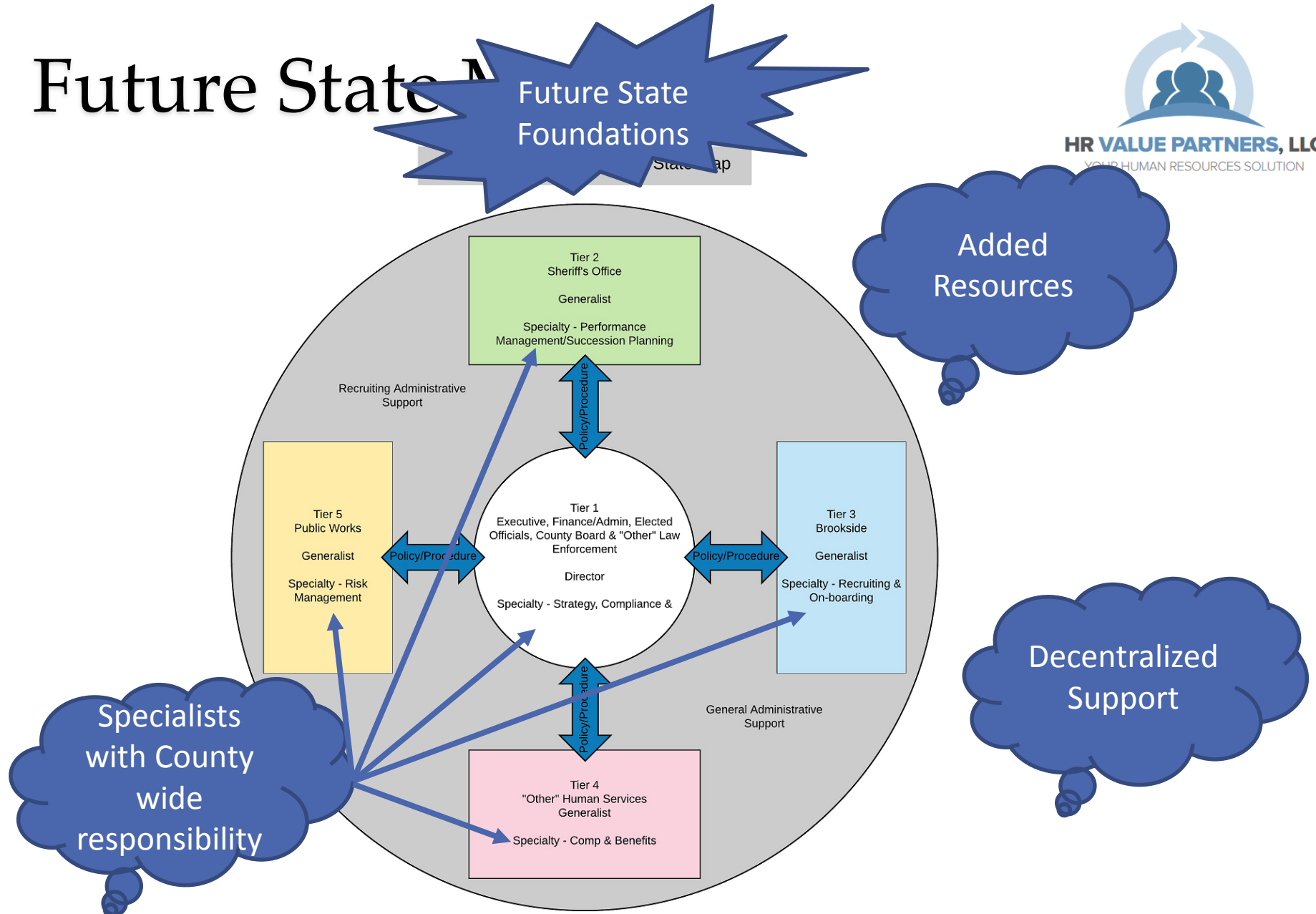
- Each tier has unique challenges/needs
- Matrix reporting structure (solid line to HRD, dotted line to Tier leadership)
- Each generalist charged with
 - Representing needs of their tier to the central HR function
 - Handling all aspects of HR for their tier (recruiting, onboarding/orientation, performance management, disciplinary action, comp/benefits, etc.)

Future State

Future State Foundations



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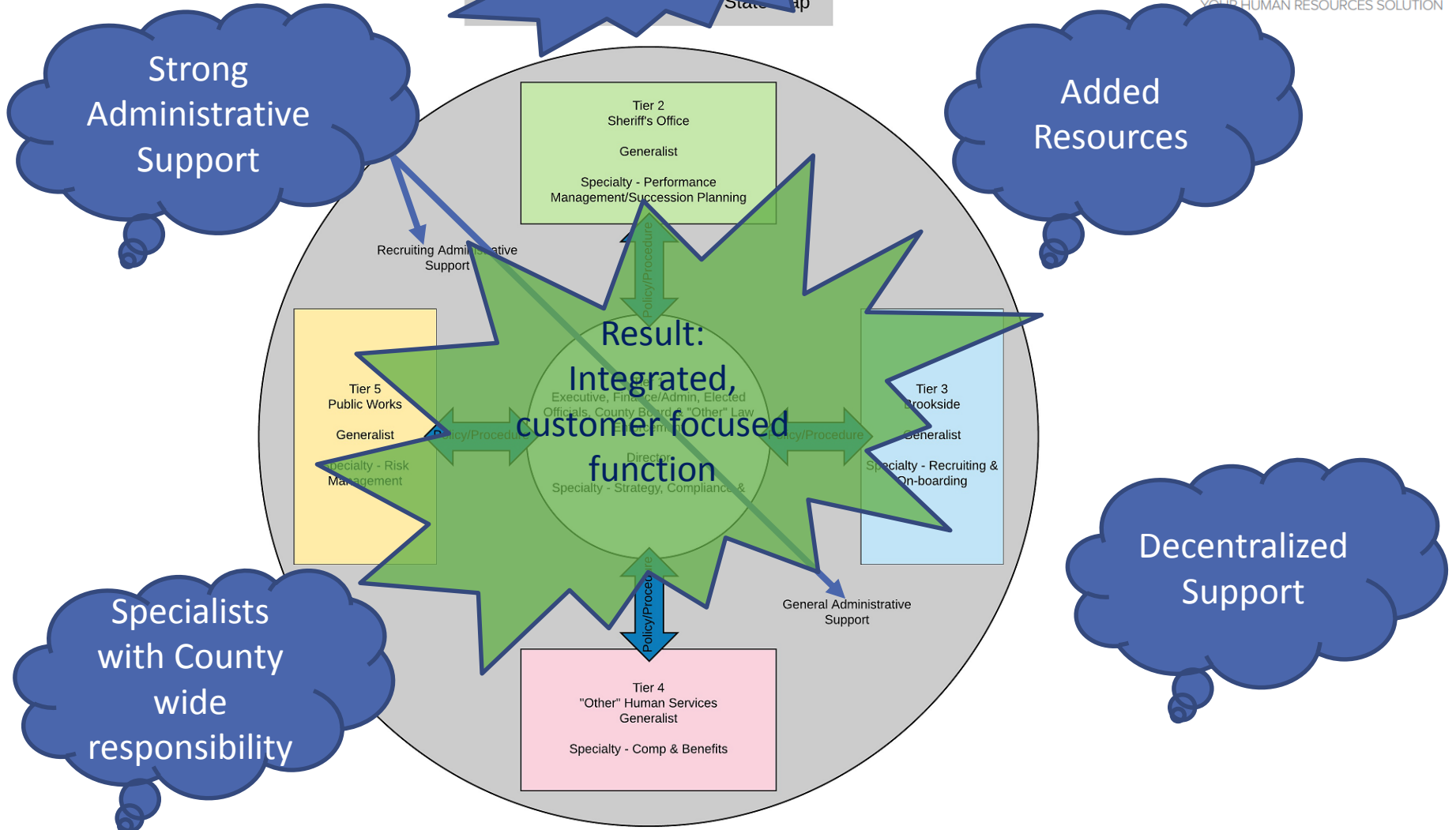
- Specialists with a County wide focus
 - Each generalist will have an area of specialty which they will champion County wide
 - Strategy, Compliance
 - Performance Management & Succession Planning
 - Recruiting & Onboarding
 - Compensation & Benefits
 - Loss Prevention/Risk Management
 - Specialist works with all generalists to develop policies/procedures which reflect needs of every tier

Future State

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Questions/Feedback



Thank you