

# FY 2018 Transparency Report

Winnebago County Administration



## Human Resources

Kim Ponder, Director of Human Resources

**Associated Budget Funds**

14000 General Fund

The Winnebago County Human Resources Department provides employment, compensation, benefit, and labor contract administration, among other services to County-wide departments and certain intergovernmental partners.

For more information, please visit [www.wincoil.us - Departments - Human Resources](http://www.wincoil.us - Departments - Human Resources).

### 4th Quarter Highlights

Participated in the Community National Night Out Program; Attend Two Job Fairs; Participated in the implementation, testing and training of the position control and automated electronic requisition project.

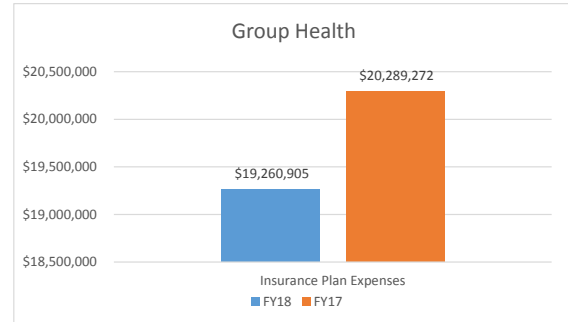
### 1st Quarter Preview

Geo fence recruiting will be implemented; Online Training Software demonstration and implementation will be complete; Comp Time Policy implementation will be rolled out.

#### HR Department Metrics

October 1 - September 30

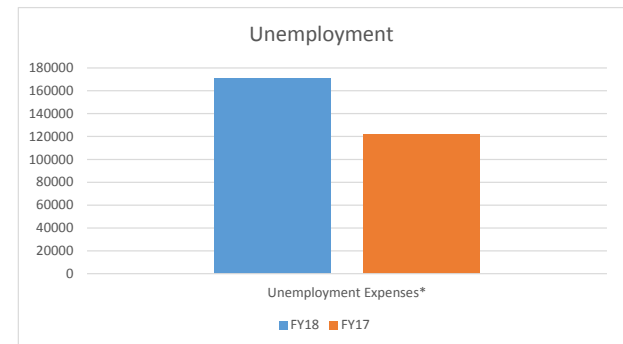
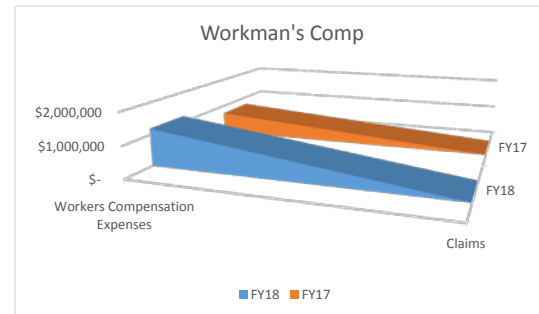
	4th QTR YTD	4th QTR YTD
	FY18	FY17
<b>Personnel</b>		
Full-Time Employees	5	5
Full-Time Overtime Hours	18.5	0
Interns (non-volunteer)	0	0
Average years of service	10.7	9.0
<b>Services</b>		
Payroll changes processed	10410	7314
Employees trainings administered	68	*n
Employees on-boarded	192	209
Employees off-boarded	4	*n
Code Hearing violations processed	672	422



#### County-Wide Metrics

October 1 - September 30

	4th QTR YTD	4th QTR YTD
	FY18	FY17
<b>Personnel/Staffing</b>		
Full-Time Employees	1122	1201
Part-Time Employees	117	98
Interns (non-volunteer)	5	0
Total	1244	1299
<b>Group Health Insurance</b>		
Insurance Plan Expenses	\$ 19,260,905	\$ 20,289,272
Employees Carrying Coverage	1014	1133
Wellness Clinic Visits	3388	3486
<b>Workers Compensation</b>		
Workers Compensation Expenses	\$ 1,191,758	\$ 713,942
Claims	84	99
<b>Liability</b>		
Liability Expenses	\$ 286,974	\$ 380,799
Claims	51	41
<b>Compliance</b>		
Hot Line Complaints	2	27
EEOC/Human Rights Filings	0	1
AFSCME Bargaining Grievances	6	11
Employee Complaints	6	16
<b>Other</b>		
Leaves of Absence	176	195
Unemployment Expenses*	\$ 171,364	\$ 122,110
Labor Turnover	6.01%	0.8%



\*n- newly tracked metric

\* = may not include most recent quarter activities due to ongoing processing; calculation is based on statistics available at the time of publication