

FY 2019 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.

1st Quarter Highlights

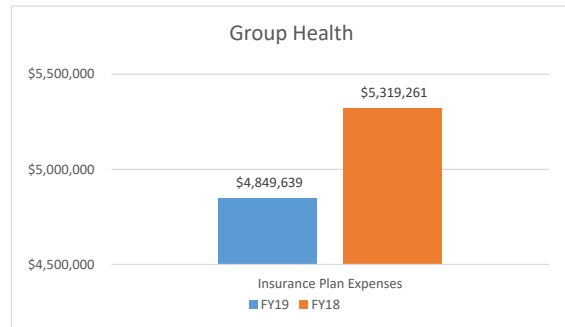
* Managed/Organized the filling of three Executive/Management level positions (Supervisor of Assessments, State's Attorney, and River Bluff Nursing Home Director of Nursing) * Settled the AFSCME Circuit Clerk's bargaining contract for 2017-2021 * Accomplished the 2019 Open Enrollment process for the Group Health Insurance Plan * Conducted Discrimination/Harassment; Ethics and Business Conduct; Workplace Bullying Training. (200+ staff trained / 30+ hours of training conducted) * Participated in two community job fairs * Sustained all Human Resources functions for River Bluff Nursing Home * Geo-fencing Program fully implemented. Payroll changes processed variance is due to cleanup of inactive employees' direct deposit information (2203)

2nd Quarter Preview

*RFP for the Winnebago County Wellness Center * Spring Internship Job Fair *Comp Time Policy Implementation * Sustaining all Human Resources function for River Bluff Nursing Home/Training new Human Resources Representative for River Bluff Nursing Home

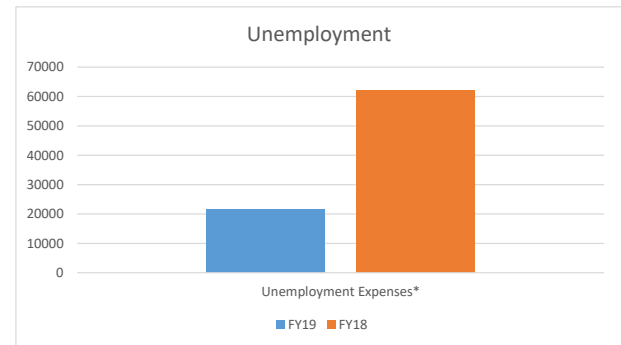
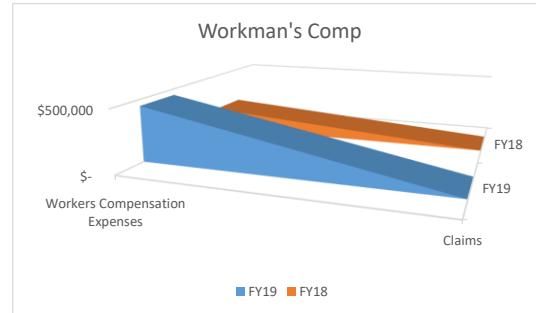
HR Department Metrics

	October 1 - September 30	
	1st QTR YTD	1st QTR YTD
Personnel	FY19	FY18
Full-Time Employees	5	5
Full-Time Overtime Hours	0	6.5
Interns (non-volunteer)	0	*n
Average years of service	13	12.0
Services		
Payroll changes processed	1881	4203
Employees trainings administered	135	0
Employees on-boarded	71	22
Employees off-boarded	2	0
Code Hearing violations processed	281	150



County-Wide Metrics

	October 1 - September 30	
	1st QTR YTD	1st QTR YTD
Personnel/Staffing	FY19	FY18
Full-Time Employees	1145	1182
Part-Time Employees	131	107
Interns (non-volunteer)	0	*n
Total	1276	1289
Group Health Insurance	FY19	FY18
Insurance Plan Expenses	\$ 4,849,639	\$ 5,319,261
Employees Carrying Coverage (current & retirees)	1032	1101
Wellness Clinic Visits	1211	1455
Workers Compensation	FY19	FY18
Workers Compensation Expenses	\$ 449,252	\$ 179,433
Claims	19	17
Liability	FY19	FY18
Liability Expenses	\$ 106,277	\$ 64,776
Claims	9	8
Compliance	FY19	FY18
Hot Line Complaints	3	0
EEOC/Human Rights Filings	0	1
AFSCME Bargaining Grievances	1	3
Employee Complaints	1	1
Other	FY19	FY18
Leaves of Absence	86	53
Unemployment Expenses*	\$ 21,582	\$ 62,229
Labor Turnover	6.06%	4.5%



*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

FY 2019 Transparency Report

Winnebago County Administration

Human Resources

Kim Ponder, Director of Human Resources



Associated Budget Funds

14000 General Fund