

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.

2nd Quarter Highlights

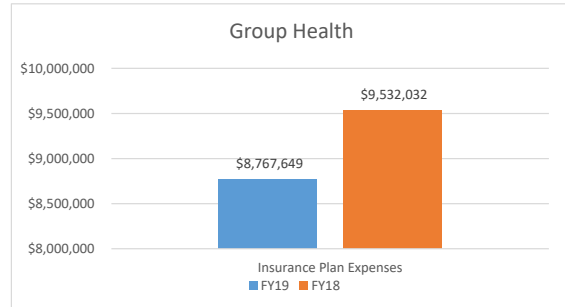
RFP for Wellness Center; NIHP review; Travelers review; 3 staff members attended Active Shooter training; Personnel Requisition training for Public Defender's and County Clerk's offices; Participated in United Counties Council of Illinois survey; Continued Ethics training at River Bluff Nursing Home; Created and distributed ID Badges with new branding; Participated in 2 job fairs (nursing & internship); Assisted several departments with interviewing and new hire paperwork; Participated in 14 hours of union negotiations.

3rd Quarter Preview

2019 Service Awards; Wellness Center conversion from OSF to Swedish American; Complete 6 month training for RBNH Human Resources representative

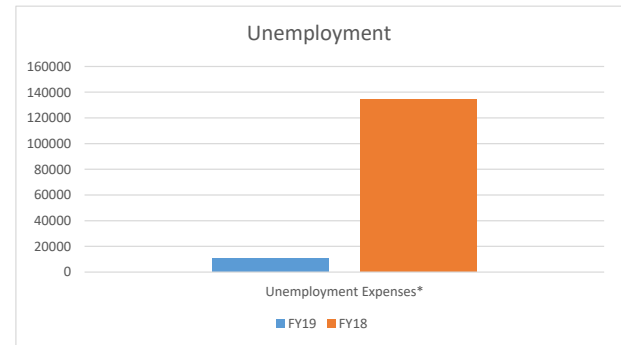
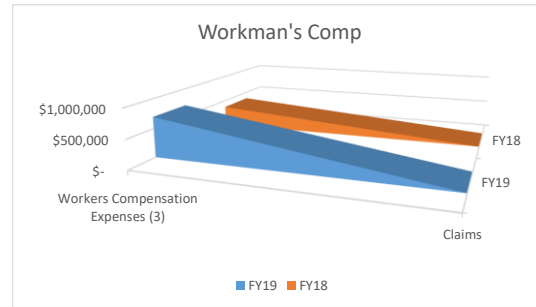
HR Department Metrics

	October 1 - March 31	
	2nd QTR YTD	2nd QTR YTD
	FY19	FY18
Personnel		
Full-Time Employees	5	5
Full-Time Overtime Hours	0	18.5
Interns (non-volunteer)	0	0
Average years of service	9.8	*n
Services		
Payroll changes processed (1)	3589	6370
Employees trainings administered	139	*n
Employees on-boarded	136	55
Employees off-boarded	0	*n
Code Hearing violations processed (2)	469	275



County-Wide Metrics

	October 1 - March 31	
	2nd QTR YTD	2nd QTR YTD
	FY19	FY18
Personnel/Staffing		
Full-Time Employees	1123	1142
Part-Time Employees	103	116
Interns (non-volunteer)	0	*n
Total	1226	1258
Group Health Insurance		
Insurance Plan Expenses	\$ 8,767,649	\$ 9,532,032
Employees Carrying Coverage	1001	1064
Wellness Clinic Visits	1880	2296
Workers Compensation		
Workers Compensation Expenses (3)	\$ 698,152	\$ 365,932
Claims	40	37
Liability		
Liability Expenses	\$ 190,330	\$ 136,052
Claims	38	28
Compliance		
Hot Line Complaints	7	4
EEOC/Human Rights Filings	0	1
AFSCME Bargaining Grievances	2	7
Employee Complaints	3	2
Other		
Leaves of Absence	122	84
Unemployment Expenses*	\$ 10,595	\$ 134,508
Labor Turnover (all)	12.89%	4.6%



*n- newly tracked metric

(1) = Payroll changes processed variance is due to cleanup of inactive employees' direct deposit information (2203)

(2) = Second Code Hearing person out on Leave of Absence. HR did both court hearings for the month.

(3) = Claim payouts (from previous year) processed at beginning of fiscal period

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