



Human Resources Advisory Committee Annual Update

Presented to the Mecklenburg
Board of County Commissioners
September 18, 2018

2018 HRAC Update

HRAC Value Proposition

- Human Resources (HR) are the most critical resource for any organization
- HR policy makes the difference between an organization's success and failure
- The county HR team relies on HRAC for advice and counsel
- HRAC provides access to real time expertise across the spectrum of the HR discipline



2018 HRAC Update

HRAC Selection Process

- HRAC modified the selection process for membership:
 - We request a resume from the applicant
 - A committee member meets with applicant to discuss level of interest, committee mission, experience and availability
 - Findings are summarized for the full committee which votes on whether or not to recommend the candidate to the BOCC



2018 HRAC Update

Committee Profile

Name	Employee Relations	Compensation	Talent Devel'm't	Benefits	HR Generalist	Talent Acquisition	Policy	Other	Company Profile
Deanna Baumgardner	X		X ²	X		X		X ³	Small/ LLC Owner
Cezanne Cody			X					X ⁵ , X ⁸	
Jennifer Golynsky	X	X	X	X	X	X	X	X ¹ X ² X ⁸	Medium/Consulting
Carole Isom-Barnes			X				X	X ⁷	Small/ LLC Owner
Michelle McNulty	X	X ¹⁰	X						Medium/Private
Dru Meier					X				Small/Law Firm
Jacqueline Moss, Vice Chair	X	X	X		X	X	X	X ¹ , X ⁵ X ⁶ , X ⁷	Fortune 500/Private
Christine Schmid			X ¹	X ⁴	X	X			Medium/Private
Jeremy Stephenson, Chair	X						X		Law Firm
Larry Valenti			X	X				X ⁷ , X ⁹ X ⁵ , X ⁶	Large/Utility
¹ Emp Engagement ² Perf Mgmt ³ Compliance ⁴ Ben Admin ⁵ Operations ⁶ HR Info Tech ⁷ HR Analytics ⁸ Change Mgmt ⁹ Acquisitions ¹⁰ Administration									



2018 HRAC Update

HRAC Engagement & Value-Add

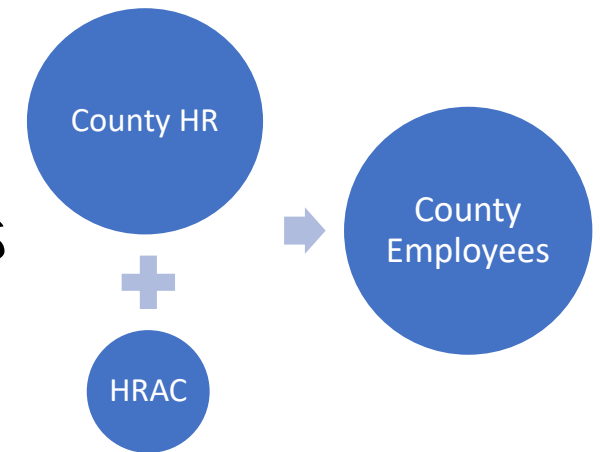
- FY18 HR Strategy & Workplan
- Wellness Initiatives
- Family Leave Proposal
- Sexual Harassment Policy
- Leadership Initiatives & Strategic Plan
- Branding & Marketing Strategy for Talent Acquisition



2018 HRAC Update

Looking Forward.....

- We met with new HR director and are looking forward to working with her to accomplish her vision
- The County has an excellent HR team that brings forward thoughtful and professional work
- County HR along with the HRAC provide employees with the best possible resources



2018 HRAC Update

Introducing the HRAC Committee

- **Jennifer Golynsky**, MPA, SPHR, SHRM-SPC, CHRS is the Director of Human Resources for WK Dickson & Co., Inc, a community infrastructure consulting firm. Jennifer is responsible for all facets of HR including employee relations, benefits, compensation, recruiting, professional development and policy.

Jennifer also has her Six Sigma Green Belt and LEAN training, which allows her to participate in strategic planning and project management .
- **Christine Schmid**~ With over 10 years of combined HR experience, I am currently the HR Generalist with Smith Turf & Irrigation, the largest Toro Distributor in the nation. My concentration includes managing the overall Talent Acquisition role for 3 DC's and 21 branch locations across NC, SC, VA an TN. I'm also involved in onboarding, benefit administration, and employee engagement.
- **Dru Meier** has over twenty years of HR management experience & holds both SPHR & SHRM-SCP certification. She is also a licensed Registered Nurse and worked in nursing management prior to beginning her HR career. Dru is currently the Director of HR for the Law Offices of Michael A. DeMayo.
- **Deanna Baumgardner, PHR, SHRM-CP**, President/Owner, Employers Advantage, LLC
Through Employers Advantage LLC, Deanna provides small businesses with a viable option for Human Resources support that fits the specific needs of a small business and non-profits. We provide a full spectrum of HR related services ranging from recruiting, hiring and onboarding, performance management, employment regulations compliance and employee relations to benefit design and separation of employment
- **Dr. Carole Isom-Barnes** is the President and CEO of Xperience Leadership, LLC, a business management and leadership development organization. She has supported many Fortune 100 companies, as well as government agencies, and their employees in strategically exceeding their capacity and organizational performance.



2018 HRAC Update

Introducing the HRAC Committee con't

- **Mrs. Cezanne Cody**, MBA, SPHR
Currently an HR and Operations Leader responsible for employee engagement and change management. Solid leader in performance goal creation, incentive management, and leadership development. Strong focus on the Partnership with Senior Executives to create, implement and enforce HR employee policies.
- **Jacqueline Waites Moss**, MBA and Vice Chair, is currently the owner of Teachable Moments Plus which she founded in 2016 upon retiring from a 32 year career in Human Resources. On the trajectory towards her final role as CHRO with Toshiba Global Commerce Solutions, she worked across the HR functions including Talent Acquisition, HR Analytics and Research, Diversity, Compensation, Industrial Relations, Employee Relations, HR I/T, Talent Mgmt, Employee Engagement. and HR Corp Policy
- **Michelle McNulty** is the HR Manager for Project Resources Group. Although talent acquisition is her largest responsibility across 23 states, she is also responsible for employee relations, compensation & benefits administration, and employee engagement. She has been working in Human Resources since 2012.
- **Jeremy A. Stephenson**, Attorney and Committee Chair, For the last 19 years, Jeremy has counseled and defended employers in wide ranging employment liability matters. He is past president of CASHRM and Government Affairs Director of NCSHRM.
- **Larry Valenti**, SPHR, GPHR, SHRM-SCP has over 30 years of experience managing and consulting in a wide variety of HR functions in both the non-profit and Fortune 500 corporate environments. During his career at Duke Energy, he has rotated through several HR functional areas including HR Operations, Benefits and Talent Retention. He is currently a member of the HR Vendor Management and Project Governance team at Duke Energy. He is currently the 2018-2019 President of North Carolina SHRM, the statewide level organization for SHRM, representing 19 local professional HR chapters and approximately 7,000 SHRM members in North Carolina
- **Maggie Giraud**, Human Resource Generalist with strong management orientation and experience in employee relations, recruitment and retention, employee training, benefits administration, change management, performance management, conflict resolution, progressive discipline, salary administration, and payroll. Key participant in strategic decision-making processes with senior management. Proven skills in complaint investigation to thwart legal action. Experience in department start-ups, restructuring, and multi-unit operations. Native fluency in Spanish and English. *

*HRAC Newest Member

