



# Human Resources Assessment

## Update on Recommendations and Findings

Jerry Nordstrom  
*Director, Business Operations*

# Onboarding/Offboarding Project

One of three Agency-wide Initiatives for 2023

- **Established Action Teams**

- NeoGov Team
- System/Technology Team
- Recruitment Team
- Internal Transfer/PAF Team

# Status of Key Recommendations

- **Keeping our current staff**

- HR Staffing and Recognition of existing expertise
- Retention Bonuses for key BH areas
- Work arrangements flexibility
- Adjustment of existing pay for retention of BH positions
  - Counselor I, II, III Therapist & Sr. Therapist

# Status of Key Recommendations

- **Attracting new staff**

- Implemented and refined use of Sign-on bonuses
- Enhanced Recruitment tools through social media and advertising
- Additional Recruiting capacity
- Revised compensation philosophy for key positions

# Status of Key Recommendations

- **Technology and process improvements**

- NeoGov Onboard Pilot
- RequestIT 2.0
- Active participation in ERP Assessment project
- People Strategy

# Questions





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3010 Grand Avenue, Waukegan, Illinois 60085  
(847) 377-8000  
[health.lakecountyil.gov](http://health.lakecountyil.gov)



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