

1

# HUMAN RESOURCES

## ABOUT US

**MISSION**  
Human Resources recruits talented, career-minded leaders; supports employee development; builds trust; celebrates teamwork; and works with integrity and clear communication.

**VISION**  
If we are successful, Kitsap County will be a trusting & competitive organization that employs and develops the most effective, professional & friendly staff available.

**VALUES**  
We make decisions out of a sense of fairness and we will remember the “Human” part of HR. We focus on the needs of our customers and work to earn their trust. We do the right thing, no matter who is involved. We are relentlessly positive.

2

# HUMAN RESOURCES

## MEET OUR TEAM

Human Resources proudly serves the Kitsap County community with 14 FTE and a supported employee.

### LEADERSHIP TEAM

- Denise Greer, Director
- Carol Mackie, Talent & Community Engagement
- Keri Sieckowski, Operations & Strategic Initiatives



9/9/2025

3

3

# HUMAN RESOURCES

## CORE FUNCTIONS



### EMPLOYEE & LABOR RELATIONS

Provide consultation and advice to leadership; address and resolve workplace issues using equitable policies and practices; manage labor negotiations and contract administration.



### BENEFITS, LEAVE & WELLNESS

Deliver comprehensive benefits, leave, and holistic wellness programs that reflect our values care and inclusivity while maintaining fiscal responsibility.



### TALENT & ENGAGEMENT

Recruit and retain talented employees who serve the County's mission to promote its residents' health, safety, and wellbeing. Engage with employees and the community.



### POLICY & PROCEDURE

Develop, update, and enforce workplace policies, procedures, and legal requirements through Personnel Manual and regulatory updates.



### CLASSIFICATION & COMPENSATION

Ensure an equitable, competitive, and sustainable compensation system that attracts and retains talent through merit-based and legally defensible practices.



### LEARNING & DEVELOPMENT

Enhance development, performance, and satisfaction to retain a skilled, adaptable, and productive workforce that supports Kitsap's long-term success.

9/9/2025

4

4

# HUMAN RESOURCES

## ACCOMPLISHMENTS

### Finalized 2025 collective bargaining agreements, began 2026 negotiations

- Incorporated improved medical benefit plans
- Completed Compensation Study implementation

### Completed four executive level recruitments

- Community Development Director
- Juvenile Detention Director
- Public Works Director
- Assistant County Administrator

### Enhanced Learning & Development Program

- Launched Supervisor Essentials course
- Creation of progressive Leadership Series
- Emerging Supervisors course

### Incorporated HR Processes into Workday

- JDXpert integration
- HR forms

9/9/2025

5

5

# HUMAN RESOURCES

## GOALS 2026



### 1. Evaluate Reclassification of Program Series positions

Study more appropriate alignment of job families within the Program Series to enable proper classification and compensation.

### 2. Enhance the Talent and Community Engagement Program

Launch the Pathways Program, increasing community outreach to educate and attract interest in public service. Promote and enhance volunteer opportunities, community engagement, and employee engagement.

### 3. Continued Expansion of the Learning & Development Program

Launch the Leadership series and Emerging Supervisor course to foster employee development and succession opportunities. Evaluate coordinated training structures to ensure effective offerings responsive to employee and community needs.

### 4. Develop an improved employee performance evaluation/management process

Utilize Workday programs to incorporate competencies, goals, and feedback into the performance management and annual evaluation process.

9/9/2025

6

6

# HUMAN RESOURCES

BUDGET SUMMARY	
Net elimination from supplies/ services budget line items	(\$) -
Position elimination from a reclass/reorganization, FTE reduction	(\$) 68,854 - 1 Office Support Specialist; + extra help funds; Reclass HR Consultant
New revenue or increased revenues as a result of a specific management action	\$
Total fiscal impact	(\$) 68,854

\*Fiscal impact target – (\$) 68,854

9/9/2025

7

7



8





9



10



11



12





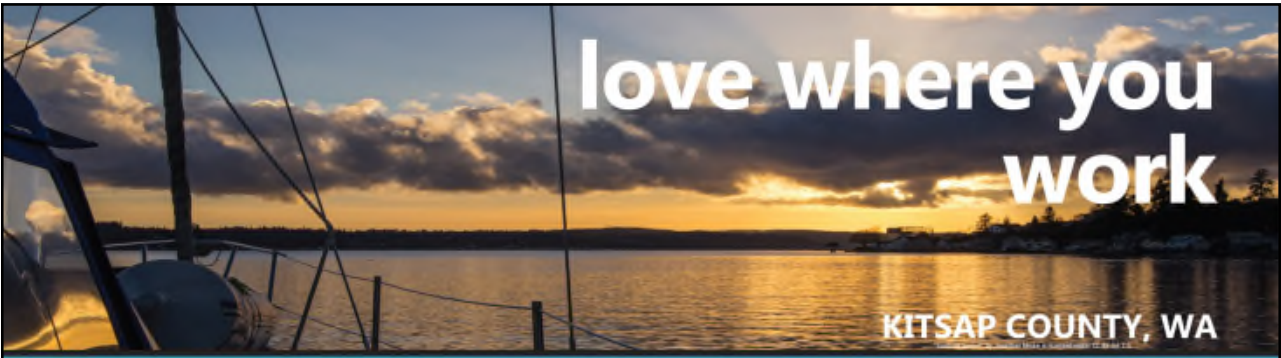
13



14




15



love where you work


KITSAP COUNTY, WA

# THANK YOU!



**Denise Greer**  
Director, Human Resources  
[dgreer@kitsap.gov](mailto:dgreer@kitsap.gov)  
360.337.5555  
[WWW.KITSAP.GOV](http://WWW.KITSAP.GOV)

Scan the **QR code**  
for our  
newsletter/website!



9/9/2025

16

16