

LAURA INGEGNERI, SPHR, PSHRA-SCP, SHRM-SCP

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An award-winning Human Resources Executive with over 30 years of experience and expertise in Recruitment, Assessment, Interviewing, Hiring, Termination, Progressive Discipline, Workplace Investigations, Harassment, Discrimination, Retaliation, Employee/Labor Relations, Policy, Procedure, and Employee Handbooks, Performance Management, and Public Sector practices.

EXPERIENCE

HR ExecPro, LLC

Founder/Managing Director | 2019-present

Provide human resources consulting services including:

- Serving as an expert witness for plaintiffs and defendants in employment issues involving research, analysis, summary report, and testimony.
- Conducting workplace investigations and preparing investigative reports.
- Assisting with recruitment and selection processes.
- Coaching executives during career transitions.
- Event hotel/venue sourcing and contract negotiating.

City of Buckeye, Arizona | 800 employees | Team of 10

Interim Human Resources Director | 2023-2024

While recruitment for permanent position was occurring, provided interim Human Resources Director services for City including leading the HR team, assisting with complex employee relations issues, and providing benefits consultation.

Maricopa County, Arizona | 14,000 employees | \$227 million budget | Team of 110

Human Resources Director/CHRO | 2021-2023

Provided full realm of HR services for workforce of 14,000 employees across 52 diverse departments. HR services included Payroll, Employee Relations, Compensation, Classification, Benefits, Wellness, Employee Development, HRIS.

- Transitioned entire workforce to Workday for timekeeping, payroll, onboarding, performance management, recruitment, employee development, and benefits. The new system replaced four systems.
- Led the inaugural Maricopa County Community Expo and Career Fair at Chase Field. The event was attended by 2,295 people resulting in 98 job offers and won a National Association of Counties (NACO) award.
- Led efforts to provide additional benefits including backup care for children/elders and near-site, 24/7 childcare center for County employees.

City of Peoria, Arizona | 1,200 employees | \$15 million budget | Team of 22

Human Resources Director | 2015-2019

Deputy Human Resources Director | 2013-2014

Responsible for all HR functions for the City including HR strategy, employee and labor relations, classification and compensation, benefits, talent acquisition, employee development, wellness, safety, workers compensation.

- Led six Director level recruitment and selection processes including Police Chief, Public Works Director, IT Director, Water Services Director, Economic Development Director, and Neighborhood and Human Services Director averaging 40 days from announcement to appointment.
- Revised hiring process, onboarding, and new employee orientation to increase operational efficiencies.
- Spearheaded City Manager and City attorney recruitments, appointments and annual evaluations working closely with the City Mayor and City Council.

Independent HR Consultant/Contractor | 2012-2013, 2015

Provided various HR consulting services including policy and procedure development, recruitment, onboarding, and other HR related projects for Iridium Satellite Services, Valley Metro and Elsner HR.

Arizona Department of Corrections | 10,000 employees | \$25 million budget | Team of 600

Division Director, Support Services | 2009-2012

Responsible for managing employee programs (employee relations, HR, organizational development including pre-service and in-service training) and inmate programs (religious services, work programs, addiction and treatment services, and education including functional literacy, special education and GED).

- Reduced length of recruitment process for Correctional Officer positions resulting in vacancy rate below 2% - the lowest in 20 years.
- Implemented transition program for 600 employees involved in largest Reduction in Force in history of State Government resulting in placement of all employees and zero grievances.

Arizona Department of Administration | 40,000 employees | Team of 130

Deputy Director, Human Resources | 2002-2009

Led the decentralized HR Satellite Offices in the six largest state agencies (Corrections, Transportation, Economic Development, Revenue, Health Services, and Juvenile Corrections) and the decentralized units for employee relations, staff development/training and work/life serving the small to medium sized agencies.

- Implemented automated system for I-9 compliance for all state employees.
- Developed and implemented monthly programs for HR professionals throughout state government costing \$92 per employee with overall satisfaction for each program averaging 7.0 out of 8.0.
- Develop and implemented programs directed toward assisting HR professionals in professional development resulting in an increase in the number of HR professionals in State Government with SPHR/PHR certification by 650%.

Arizona Department of Corrections | 10,000 employees | \$2 million budget | Team of 70

Personnel Services Bureau Administrator | 2000-2002

Managed HR operations for the agency including recruitment, selection, employee relations, retirement, employee drug testing, operations, file maintenance, and HRIS.

Arizona Department of Corrections | 10,000 employees

Recruitment and Retention Administrator | 1999-2000

Managed the Recruitment Unit for Selection and Hiring (RUSH) which was charged with the recruitment and selection of over 1,000 Correctional Officers annually and the Employee Relations Unit which was charged with providing advice and consultation to agency management and employees on employee-related issues.

Arizona Department of Corrections | 10,000 employees

Executive Administrator | 1997-1999

As member of Executive Team, led staff providing total quality management, employee relations, equal employment opportunity, employee and inmate grievance, and inmate appeal services to the agency.

Arizona Department of Corrections | 10,000 employees

Employee Relations Administrator | 1994-1997

Managed employee relations for the agency and provided advice and consultation to management and employees on employee-related issues.

Arizona Department of Corrections | 10,000 employees

Selection and Testing Specialist | 1992-1994

Managed the testing component of the agency's promotional program including developing written exams, oral board exams, and assessment centers.

Arizona Department of Corrections | 10,000 employees

Executive Staff Assistant | 1990-1992

Reporting to the Assistant Director of Human Resources/Development, provided support services including administering selection processes for high level management positions, i.e., Warden, Assistant Director, Deputy Warden.

Arizona Department of Corrections | 10,000 employees

Staffing Analyst | 1988-1990

Managed the agency's promotional program including administering selection processes for correctional positions.

EDUCATION/CERTIFICATIONS

Bachelor's Degree, Business Administration, Ottawa University: 1997

Senior Professional in Human Resources Certification (SPHR): 2000-present

The Senior Professional in Human Resources (SPHR) is the senior-most human resources certification for those who have also demonstrated a strategic mastery of the HR body of knowledge. Certification results after successful completion of an exam. Regular recertification is required.

Public Sector Human Resources Association, Senior Certified Professional (PSHRA-SCP, formerly IPMA-SCP): 2007-present

The PSHRA Senior Certified Professional (IPMA-SCP) designation is for public sector human resources professionals who have reached the manager, director, senior management, or executive level in their profession. Certification results after successful completion of an exam. Regular recertification is required.

Society for Human Resource Management, Senior Certified Professional (SHRM-SCP): 2015-present

SHRM Senior Certified Professional (SHRM-SCP) are HR professionals who develop strategies, lead the HR function, foster influence in the community, analyze performance metrics, and align HR strategies to organizational goals. Certification results after successful completion of an exam. Regular recertification is required.

AWARDS/ACKNOWLEDGEMENTS

Arizona Society for Human Resource Management (AZ SHRM):

- **Lifetime Achievement Award (2016)** *The Lifetime Achievement Award is given annually to a HR professional or business leader who has distinguished her/himself throughout their career through publications, instruction, career achievement, corporate or business achievement, and/or education/certifications. A HR professional or business leader who demonstrated years of public support of the profession through volunteer leadership through various appropriate boards, volunteer leadership through various programs/projects, holding public office and supported HR related initiatives and/or significant contributions made to promote/support the HR professional/leader.*

- **Professional Excellence (2010)** *The Professional Excellence Award is given annually to a HR professional who led at least one outstanding project during the year that significantly impacted the HR community as a whole. Awardees are individuals with outstanding records of contribution of the HR profession and must have contributed their time and efforts free of personal gain.*
- **Leader of the Year (2007)** *The Volunteer Leader of the Year Award is given annually to a HR professional who has served an inordinate number of hours on numerous committees and boards and must have displayed leadership qualities throughout the year. Awardees are individuals with outstanding records of contribution to the HR profession and must have contributed their time and efforts free of personal gain.*

State of Arizona:

- **Arizona Department of Administration – Public Service (2007)** *The Public Service Award was for public service activities outside the regular job duties.*
- **Arizona Department of Administration – Recognition Award (2008)** *Recognition award for leadership in automating the I-9 process for State Government employees.*
- **Arizona Department of Administration – Team of the Year Award (2006)** *The Team of the Year award was for service relating to obtaining employment for Hurricane Katrina victims.*
- **Arizona Department of Corrections – Meritorious Service (2000 and 1986)** *Meritorious Service Awards were given for service greatly exceeding the normal demands of the agency.*
- **Arizona Department of Corrections – Recognition Award (1997)** *Recognition award for accomplishments as the first member of the Corrections Officer Retirement Plan Local Board.*
- **Governor’s Office – Recognition Award (1990)** *Recognition award for successes as part of the Hiring Process Task Team – a team of eight individuals who redesigned the State Service Hiring Process. Developed and implemented Director Development Plan for high performing managers.*

COMMUNITY/PROFESSIONAL INVOLVEMENT

- **Founder, HR Executive Summit and Retreat (2015-2024)** *This event was designed for the heads of HR in small, medium and large-sized businesses. As the founder and manager, I identified the venue, negotiated the contracts, determined agenda, selected speakers, and invited attendees.*
- **Appointed Member, City of Scottsdale Judicial Appointments Advisory Board (2021-2023)** *This seven-member board is responsible for making advisory recommendations to the City Council regarding the appointment and reappointment of full-time city judges. Using merit-based criteria, we recommended the best-qualified individuals to become city judges and advised the City Council about retaining city judges.*
- **Appointed Member, Arizona Commission for Judicial Performance (2012-2019)** *The commission is an independent state commission in Arizona established by the Arizona constitution. It was created to conduct periodic performance reviews of appointed judges and to set standards for judicial performance including whether judges can apply the law fairly, treat people with respect and manage a courtroom.*
- **Elected State Council Director-Elect/Director, Arizona SHRM State Council (2009-2012)** *The mission of the State Council is to promote the educational and other non-profit purposes of the Society for Human Resource Management (SHRM) by providing support and leadership to Arizona SHRM members and chapters.*
- **Appointed Member, City of Scottsdale Personnel Board (2003-2009)** *The Personnel Board hears appeals submitted by city employees relating to dismissal, demotion or suspension and submits recommendations to the City Manager.*
- **Appointed Member, Corrections Officer Retirement Plan Local Board (1990-1997)** *The Local Board determines eligibility for membership, retirement, and survivor benefits.*