

# COCHISE COUNTY LEGACY PROJECT

HUMAN RESOURCES & RISK  
MANAGEMENT DEPARTMENT

## HISTORY



“Public Programs, Personal Service”

## HUMAN RESOURCES & RISK MANAGEMENT DEPARTMENT HISTORY (THEN & NOW)

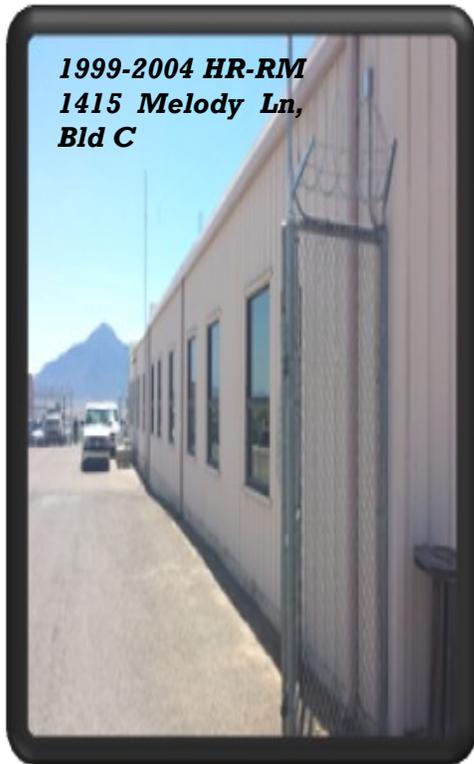


THEN: In 1996, The “Department of Personnel Management” was changed to “Human Resources & Risk Management”.

May 26, 1995: Position Control System in place with the final implementation July 1, 1995.

February 5, 1999: Formal New Employee In-processing day was implemented. “Recently, we have had some difficulties in coordination with departments regarding the proper procedures to hiring new employees”, said Mike Holland, former HR Director. July 12, 1999 was the first day of this revamped, updated and more formal In-processing and New Employee Orientation (“NEO”).

NOW: Based on years of legislative changes dating back to the 1930’s, Human Resources & Risk Management administers mandatory employment laws to protect workers in relationship to workplace conditions (OSHA), approved unpaid time for personal or family care (FMLA), discrimination laws (EEOC), workers compensation, reasonable accommodations (ADA), etc. along with updated internal Merit System Rules, Human Resources Policies and employee programs.



Human Resources and Risk Management was originally located on the 3<sup>rd</sup> floor of 4 Ledge Ave in Old Bisbee.

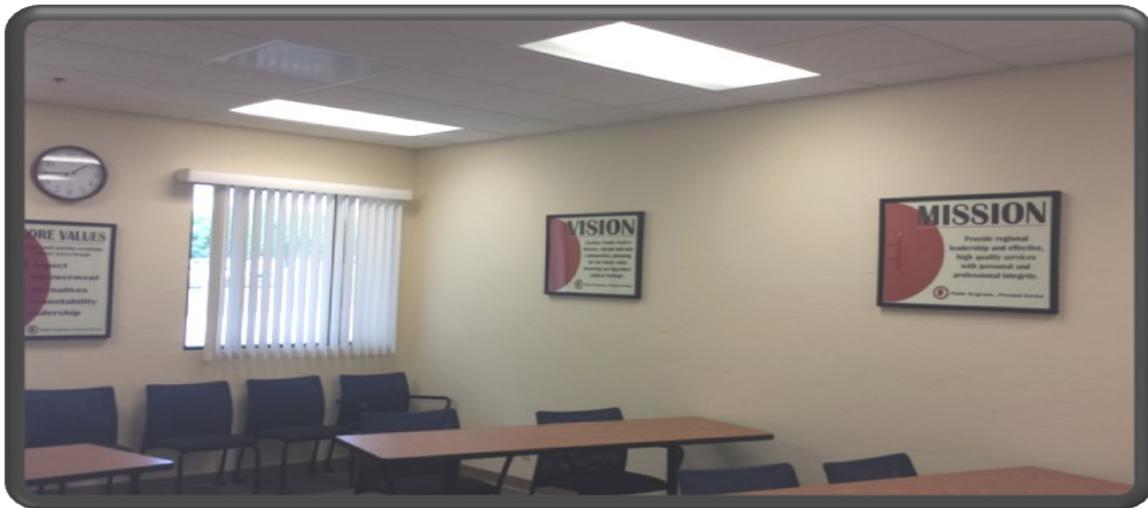
In 1999, the Human Resources & Risk Management Department moved to what is now the Facilities Department at 1415 Melody Lane, Building C.

In 2004, Building F became what is now the “HOME” of Human Resources & Risk Management.



## **VISION**

**COCHISE COUNTY FOSTERS DIVERSE,  
VIBRANT AND SAFE COMMUNITIES,  
PLANNING FOR THE FUTURE WHILE  
HONORING OUR LEGENDARY  
CULTURAL HERITAGE.**



## **CORE VALUES**

**COCHISE COUNTY PROVIDES  
EXCEPTIONAL CUSTOMER SERVICE  
THROUGH**

**R** ESPECT  
**E** MPOWERMENT  
**A** LTERNATIVES  
**A** CCOUNTABILITY  
**L** EADERSHIP

## **MISSION**

PROVIDE REGIONAL LEADERSHIP AND EFFECTIVE, HIGH QUALITY SERVICES WITH PERSONAL AND PROFESSIONAL INTEGRITY.

## **COCHISE COUNTY HUMAN RESOURCES & RISK MANAGEMENT DIRECTORS**

JULIE K. MORALES	FEB 2008 - CURRENT
KENNETH W. WALLACE	SEPT 2003 – JULY 2007
MIKE L. HOLLAND	OCT 1998 – JULY 2003
MARY J. FINCH	APR 1996 – AUG 1998
ARNOLD RODRIGUEZ	SEPT 1994 – JAN 1996
MORRISON L. GILBERT	JANUARY 1991 - 1994



COCHISE COUNTY  
HUMAN RESOURCES &  
RISK MANAGEMENT DEPARTMENT

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