

# COCHISE COUNTY LEGACY PROJECT

## *HUMAN RESOURCES AND RISK MANAGEMENT DEPARTMENT*

### *STAFF*



*“Public Programs... Personal Service”*

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# HUMAN RESOURCES AND RISK MANAGEMENT

The modern history of Human Resources starts with the British Industrial Revolution, when factories hired thousands of workers and many entrepreneurs discovered that satisfied employees were more efficient than the rest of the workforce. Employers introduced programs for employees to increase their comfort and satisfaction, and the government began to introduce fundamental human rights and work safety legislation.

At the beginning of the 20th century, many organizations launched Personnel Management programs and departments. The transition to early HR Management began in the late 20th century. Cochise County transitioned its own Personnel Department to Human Resources in 1996. Today, HR departments are responsible for services such as social and workplace safety programs, employee related issues, and compliance with legal requirements.

Cochise County's Human Resources Department affects Recruitment and Staffing, Compensation and Benefits, Training and Development and Leadership Development. Its staff of seven administers these important directives for Cochise County and its staff of over 800 people.

Information for this article was sourced from  
[creativehrm.com/hr-management-history.html](http://creativehrm.com/hr-management-history.html)

# HUMAN RESOURCES AND RISK MANAGEMENT

## *CURRENT STAFF*

Julie Morales, HR Director

Date of Hire: 12/28/1994

When Julie started with Cochise County, Human Resources was known as the "Personnel Department." Having been here from the moment this department was officially recognized as presently named, she has participated directly in its development within Cochise County and witnessed how far the Human Resources field has evolved on the local and national stage. Julie's deep experience has been shaped by an extensive career path. Starting as an HR Clerk, over the years she has also held the titles of HR Assistant, HR Representative, HR Analyst, and Acting Director before becoming Director in 2008. Julie's story is one example of many within Cochise County of the mutual rewards that can arise between a dedicated employee and a committed employer. She is the longest-tenured Director of Human Resources.

Nadia Delgado, Administrative Aide

Date of Hire: 02/12/1996

Nadia began her County employment with the Sheriff's Office in 1996 as a Clerk and moved to Human Resources in 2005. To the public, who visit our reception area for job applications and information, Nadia may be the most recognizable face of the HR team. She is also often the first person to handle staff and public inquiries and visits. Given the knowledge she's accumulated from her years in Human Resources, Nadia knows or can provide the answers to many of the questions that come before her and thereby expediently address many HR concerns at the initial point of

Chris Mullinax, Safety/Loss Control Analyst  
Date of Hire: 09/09/1996

Chris is now in her twentieth year as the Safety/Lost Control Analyst for Cochise County and we're lucky to have had her steady hands guiding our way through trainings, risk management, crisis management, and more, so capably and so consistently. Chris's influence and awareness extend to all areas of the County, not only in documenting and achieving the best potential outcome for Cochise County from accidents or incidents, but also in training and minimizing the risk of future dangers. It's a significant responsibility, but Chris has proved herself up to the task.



Cochise County Human Resources and Risk Management Department  
(l to r): Pete Campbell, Kelley Jones, Sharon Gould, Julie Morales, Wendy De La Cruz, Chris Mullinax, Nadia Delgado

Wendy De La Cruz, Benefits Coordinator  
Date of Hire: 01/20/2004

Wendy joined Cochise County with the Health Department as a Clerk II in Sierra Vista. She soon transferred to Human Resources as a Clerk II in September 2004. Wendy promoted to HR Representative March 2005, and from July 2007 she was our acting Benefits Coordinator until October 2007, when she was officially promoted to the position. As our only Benefits Coordinator, Wendy is instrumental in providing essential services to our employees. While it's difficult to be singlehandedly responsible for the benefits of over 800 people, Wendy enjoys the unique position of being able to positively impact each employee's life.

Kelley Jones, HR Analyst  
Date of Hire: 08/16/2004

Kelley Jones had over 15 years of experience in Human Resources administration when she joined Cochise County Human Resources in 2004 as an HR Administrative Assistant. In May, 2008, she was promoted to her current position of HR Analyst. Although her position requires a specialty in Employee Relations, Kelley is well-versed in all aspects of our HR operations, including the department's budgets, policy administration, agenda items and recruitment. She has been our HR Project Manager for the County's internal enterprise system, New World, since 2009. She has become an invaluable asset to Cochise County in the field of unemployment and her expertise has kept the County compliant in unemployment integrity and low reimbursing premiums.

Sharon Gould, Temporary Clerk III  
Date of Hire: 09/08/2015

Sharon moved to Cochise County from Texas in May 2015, bringing with herself over 20 years experience in office operations and administration, including bookkeeping, payroll, purchasing and inventory. She enjoys the adjustment to Arizona living, loves working with Cochise County and hopes to attain a regular status position within the County.

Pete Campbell, HR Analyst  
Date of Hire: 12/14/2015

HR's newest staff, Pete is enjoying his time with Cochise County and the HR team, and looking forward to the learning still ahead. He notes that in Human Resources, there is much more than meets the eye, even for someone well acquainted with HR in the private sector. "In government the responsibility to one's internal and external customers is greater, and it is crucial to have highly trained and developed HR support. I'm proud to be surrounded by and learning from the skilled professionals in Cochise County's Human Resources Department."

In Memory of  
Mary J. Finch  
1950 – 1998



**COCHISE COUNTY  
HUMAN RESOURCES AND  
RISK MANAGEMENT  
DEPARTMENT**

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