



# Shared Services ALLIANCE

## HUMAN RESOURCES

The SSA HR team partners with districts and organizations across Ohio to strengthen human capital systems, ensure compliance, and build people strategies that drive organizational success.

### COMPENSATION & BENEFITS ANALYSIS

- Comprehensive salary studies benchmarked to regional data
- Strategic recommendations for board presentations
- Collective bargaining analysis & positioning
- Equitable, sustainable compensation design

### AUDITS & COMPLIANCE

- HR process audits identifying compliance gaps
- Strategic plans & implementation roadmaps
- State & federal employment law guidance
- Public records, licensure & evaluation support
- Legislative monitoring for HR impact

### ORGANIZATIONAL DEVELOPMENT

- Capacity planning & workload balancing
- Role clarity & accountability structures
- Hiring projections & scalable onboarding
- PD on HR topics, culture & retention

Executive Director Ryan Pendleton

 216-225-8548  [ryan.pendleton@escneo.org](mailto:ryan.pendleton@escneo.org)



### POLICY DEVELOPMENT & ORGANIZATIONAL SUPPORT

- HR policy development & interpretation
- Workplace investigations & conflict resolution
- Hiring, onboarding & retention guidance
- Consulting on operational HR issues

### DATA ANALYSIS & STRATEGIC PLANNING

- Board-ready analytic reports & presentations
- HR metrics for strategic decision-making
- Human capital & workforce planning support
- Surveys, onboarding programs & recruitment tools

### SYSTEMS & OVERSIGHT

- Standardized templates, workflows & documentation
- Centralized tracking for executive updates
- Communication protocols with district clients
- Project coordination from start to completion

HR Strategy Consultant Gretchen Lawn

 440-821-7790  [gretchen.lawn@escneo.org](mailto:gretchen.lawn@escneo.org)