



**SUGAR
HOUSE
PARK**

Sugar House Park Authority

3383 South 300 East, Salt Lake City, UT 84115
ph. 365-468-7275 fax. 385-468-1855

www.sugarhousepark.org

June 6, 2019

Richard Snelgrove, Chair
Salt Lake County Council
2001 South State Street N2-200
Salt Lake City, UT 84114-4575

Dear Councilman Snelgrove,

This is a request for the Salt Lake County Council to approve the appointment of Sarah Sherer to the Sugar House Park Authority (SHPA) Board.

A vacancy on the board was created by the expiration of the second term of board member Elizabeth MacGregor. Applicants for the position were recruited, and six selected applicants were interviewed in SHPA's May 2019 meeting. After discussing the qualifications of all applicants, the SHPA Board selected Ms. Sherer to fill the position. She is eminently qualified, and her knowledge, energy, and skill will be invaluable to the work of the SHPA Board.

Attached for your reference is Ms. Sherer's resume.

This appointment is subject to review and approval by Salt Lake County Council. The SHPA Board respectfully requests your approving vote.

Thank you for your attention to this request.

Sincerely,

George Sumner
Treasurer



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Sarah Sherer

Constituent Information

Name	Sarah Sherer	Contact Record Type	Applicant
Middle Initial		Account Name	
Title		Status	
Council District	1	Gender	Female
# of Board Memberships	0	Ethnicity	
Qualifications	SHPA interviewed eight applicants to fill the position left by Ms. MacGregor's departure. Impressed by Sarah's process orientation, her appreciation of stakeholder input and her commitment to inclusiveness and listening, SHPA unanimously chose her.		
Member Id		Comments	
		Other	

Contact Information

Send mail to		Mobile	
Home Phone		Other Phone	
Phone		Business Phone	
Fax		Business Fax	
Email		Business Email	
Mailing Address		Other Address	
Created By	Boards and Commissions Liaison, 5/18/2019 11:11 AM	Last Modified By	Boards and Commissions Liaison, 5/18/2019 11:11 AM
Description			

Activity History

Email: Application Successfully Submitted

Related To	APP00004729
Task	✓
Due Date	5/18/2019
Assigned To	Boards and Commissions Liaison
Last Modified Date/Time	5/18/2019 11:11 AM
Comments	To: com
	CC:
	BCC:
	Attachment: --none--
Subject:	Application Successfully Submitted
Body:	Thank you for your submission. We appreciate your interest in Salt Lake County's Boards and

Commissions process. We have received your application and are submitting it for review and consideration to the appropriate board coordinator. We will be in contact with you shortly for the next steps involved in the selection process. If you are selected for an interview, you can expect a phone call from the Board Coordinator.

Thank you, again, for your interest in serving. We do appreciate the time you invested in this application.

Regards,

Salt Lake County Boards & Commissions

boards@slco.org

Applications

APP00004729

Board Sugar House Park Authority Board of Trustees

Date 5/18/2019

Notes & Attachments

Sarah E Sherer Resume.pdf

Type **Attachment**

Last Modified **Boards and Commissions Liaison**

Description

[View file](#)

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Sarah E Sherer

Strategic senior business leader who is passionate about creating an organizational focus on employees, driving necessary change, implementing best practice, and forming a cohesive and engaging culture among the organization. Skilled facilitator and collaborator achieving mutual successful outcomes while partnering with other leaders.

Experiences & Accomplishments

University of Utah Hospitals and Clinics is a 574 hospital bed healthcare system which comprises of four academic hospitals, 12 community clinics, and several specialty care centers such as the Moran Eye Center, Diabetes Center, and several others. With nearly 12,000 employees and more than 1400 staff physicians, the healthcare system has been ranked in the top 10 in quality for the past eight consecutive years by the University Healthcare Consortium amongst other healthcare systems.

University of Utah Hospitals and Clinics

Director of Employee Relations and HR Compliance

January 2012- Present

- Reports directly to the Chief Human Resources Officer and oversees the Employee Relations, Leave Management, Performance Management, and HR Compliance division responsible for over 12,000 employees.
- Collaborates with Executive leadership, Nursing Executive Council, Ambulatory Leadership Council, Operations Council to execute both HR and organizational initiatives, get buy-in and feedback. Examples of successful partnerships are the creation and implementation of an on-line license compliance portal, performance management system, career ladders, kronos upgrade implementation, retention strategies and compensation/payroll practices.
- Co-designed and rolled out current PTO model from a traditional vacation/sick/personal day and had successful implementation in less than six months. Produced an enriched benefit package including employer paid LTD, which increased retention and recruitment efforts and reduced "sick" days on critical clinical areas.
- Led a team to create and implemented integrated processes for leave administration, clinical license tracking, exclusions compliance, and clinical competency assessment. On-line systems created a cost savings of roughly \$150,000 first year.
- Designed and implemented organizational annual employee performance evaluation program. Created on-line in house system and educated leaders system-wide. Integrated behavioral standards and essential functions, as well as measurements for organizational goals. Allowed the ability to ensure 100% compliance rate and drive engagement with dialogue opposed to feedback approach. In-house savings of \$480,000 opposed to using outside vendor.
- Expertise with DNV and ISO requirements as well as Joint Commission for accreditation bodies. Able to examine current processes and implement ideas to create efficiencies. Currently holds accreditation chapter leader position.
- Coach all levels of leadership in consistency and behaviors with their interactions with staff, and partner with them to ensure that their actions are aligned with the organizational goals and strategy as well as create employee engagement.

- Ensure that risk is minimal in regards to corrective action and assure the institution is abiding by both federal and state laws, thus creating a safe and cohesive work environment.
- Oversee budget and financial responsibility for my division within Human Resources.
- Analyze workforce trends to assess strategies for recruitment and retention of high performers. Work closely with compensation to create pay and benefit strategies that will attract the right employee.
- Re-designed benefit plan in order to be more competitive. Sat on RFP panel in determination of LTD/STD provider, which will work in conjunction with current leave management team.
- Integrated CMS requirements for CPOE for all necessary clinical staff within a nine month timeframe. Organization was seeking 30% of all staff to be credentialed within timeframe, team was able to produce 85% credential staff. This resulted in significant funding as well as avoidance of any on-going penalty fees.
- Will be implementing a Paid Parental Leave program, July 2019

Sr. Employee Relations Consultant

April 2010- January 2012

- Provided team development for Executive leadership team and several leadership teams throughout the system utilizing the Strength Finder model.
- Analyzed and delivered key metrics of employee performance evaluations to Executive leadership team.
- Maintained portfolio of employees across healthcare network in areas of Finance, Supply Chain, Radiology, Huntsman Cancer Hospital, Moran Eye Hospital, Neurosciences, Behavioral Health, Rehab Services, and Specialty Clinics.
- Consulted with department leadership with respect to the development, interpretation and application of employee relations and other associated policies, practices and procedures.
- Researched, identified and interpreted current and emerging employee relations issues.
- Strategically consulted with leadership on identifying and managing potential employment risks.
- Provided guidance and coaching to all levels of management in addressing complex performance issues and preparing effective performance improvement documents, misconduct letters and termination documentation, as necessary.
- Analyzed data and evaluated the effectiveness of current procedures and practices, made recommended changes based on findings.
- Collaborated with management in determining employee training and development needs.
- Spoke to compliance certifying entities such as The Joint Commission, CARF, and other accreditations for the hospital in regards to Human Resource compliance.
- Partnered with other Human Resource Areas to provide best service for customers.

Employee Relations Consultant

September 2009-April 2010

Human Resources Generalist

July 2007-Sept 2009

Origin 3

HR Manager

October 2006-July 2007

- Implemented Recruitment and Selection strategies, grew company from 18 employees to 42 during current employment
- Managed all Medical and Dental benefits for employees along with all COBRA claims, FMLA, and LOA, as well as created and monitored compensation pay practices.
- Created and continually updated company policies.
- Acted as business partner between company owners/management and employees.

- Engaged employees in professional development as well as personal development trainings.
- Provided coaching to employees in performance reviews which are conducted every 30-90 days dependent on employee

Intermountain Healthcare

Trainer in Organizational Effectiveness

June 2003-October 2006

- Coordinated and maintained portfolio of managers and supervisors throughout the state of Utah and Idaho.
- Created Resident Tracking Survey to assist McKay Dee and LDS Hospital.
- Assisted with management development courses and coaching sessions.
- Member of the Education Council which implemented company-wide initiatives for 26,000 employees.
- Member of the Education Committee who developed and organized IHC Educator Summit with 275 clinical educators
- Responsible for Organizational Effectiveness Team Annual Report.
- Assisted Vice President of Human Resources restructure performance 360 evaluations on mid to senior management.
- Researched Nursing Shortage report for the State of Utah for the next 20 years for VP of Organizational Development.

Education

Southern New Hampshire University

Masters of Science Human Resource Management

Westminster College of Salt Lake City

Bachelors of Science emphasis in HR Management

Psychology Minor, Honors LE

Certifications

SPHR

SHRM-SCP

Awards/Committees/Community

2012 UUHC Starfish Excellence Award Recipient

2010, 2011 UUHC Staff Excellence Committee Chair

2012, 2013 Utah Association of Healthcare Human Resources, President-Elect

2014, 2015 Utah Association of Healthcare Human Resources, President

2016 Guest Lecturer, MHA program, University of Utah School of Business

