

# Megan L. Hodgson, MBA, SHRM-CP

Stanwood, WA 98292 |

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## Key Strategic Human Resources Competencies

- Leadership, Team Building & Conflict Resolution
  - Strategic Planning of HR Initiatives
  - Project Development, Execution & Monitoring
  - Labor & Employee Relations Strategy
  - Compensation and Benefits Design & Development
  - Recruitment Strategy & Workforce Assessment
  - Effective Communication & Creative Problem Solving
  - Employee Training Program Design & Development
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## PROFESSIONAL EXPERIENCE

**City of Marysville** | Marysville, Washington

**Director, Human Resources** | October 2022 – Present

- Direct oversight and responsibility for human resources team of 5 professionals and leading human resources strategy for municipality with 350 employees and five collective bargaining agreements.
- Partnered with Executive Leadership to develop and set organizational strategic priorities and refresh of the City's Mission, Vision and Values.
- Serve as trusted advisor to executive leadership and leadership team to navigate complex employee relation and labor relation matters while assessing and managing organizational risk.
- Serve as lead representative for labor relations with Teamsters Local #763, chairing Joint Labor Management Committee, facilitating the grievance process, and conducting impact bargaining with operational changes.
- Successfully implemented process modernizations to include a redesign of the hiring and onboarding process, optimizing existing technology to reduce the time to complete the selection and onboarding process for new employees.
- Oversaw the successful implementation of electronic performance evaluations contributing to more comprehensive performance development and tracking.
- Created professional development opportunities including the City of Marysville's Mentoring Program, Readership Group, and Summer Intern program.
- Serve as chair for City Employee Wellness Committee and Diversity, Equity, and Inclusion (DEI) Committee.

**Island Health** (*formerly Island Hospital*) | Anacortes, Washington

**Manager / Director, Human Resources** | January 2021 – April 2022

**HR Business Partner** | January 2018 – January 2021

**Recruiter** | July 2015 – January 2018

- Direct oversight and responsibility for human resources team of 5 professionals and leading human resources strategy for public hospital district with 760 employees and three collective bargaining agreements.
- Partnered with Senior Leadership Team to develop and set annual organizational goals.
- Key member of organization's rebranding team to include development of new purpose, organization values and focus areas leading efforts for reshaping organization's culture and aligning goal setting with people strategies.
- Developed annual HR department budget and prepared monthly variance reports, remaining within established budget.
- Successfully led the implementation of COVID 19 vaccination mandate, negotiating key MOUs with two labor unions, guiding leadership strategy and reasonable accommodation process with affected employees.
- Developed negotiation strategy for SEIU collective bargaining and serve as first chair with legal counsel in negotiations process.
- Served on WSNA negotiations team and led implementation of contract changes.

- Served as joint-chair for WSNA Nurse Conference Committee and SEIU Labor Management Committee to collaboratively address operational concerns with key labor and management leaders.
  - Implemented new innovative shift schedules in multiple departments with negotiation of key MOUs with two labor unions and employee-led bargaining team and collaboratively structured team rebid process.
  - Completed two restructures of the leadership’s organization structure in twelve months as a result of new Chief Executive Officer onboarding.
  - Completed market wage analysis and advocated for the implementation of mid-year market wage increases for multiple employee groups to support recruitment and retention.
  - Contributed to successful launch of new rural clinic on Orcas Island by ensuring effective recruitment, onboarding, training and integration of personnel.
  - Created and championed employee retention campaign “Grateful for You” to include retention bonus resulting in reduction of employee turnover.
  - Developed proposal to implement multi-position sign on bonus and relocation incentives to support critical recruitment needs.
  - Served as trusted advisor to senior leadership and leadership team to navigate complex employee relation matters while assessing and managing organizational risk.
  - Led the redesign of HR team structure resulting in the creation of new senior-level positions designed to support implementation and achievement of people-related goals.
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## OTHER EXPERIENCE

### **Whidbey General Hospital**

HR Coordinator

**July 2012 – July 2015**

*Coupeville, Washington*

### **Adventist Health – Central Valley Network**

Recruiter

**September 2010 – July 2012**

*Hanford, California*

### **Whidbey General Hospital**

HR Assistant

**December 2007 – September 2010**

*Coupeville, Washington*

## EDUCATION & CERTIFICATION

**Master’s Degree, Business Administration with HR Concentration** | Columbia College | Dec 2019

**Bachelor’s Degree, Business Administration with HR Concentration** | Columbia College | May 2010

**Society of HR Management, SHRM-CP** | Expires April 2024