

Mark C. Gregersen

Consulting Areas: Labor Relations and Human Resources

Experience

Mr. Gregersen has many years of local government human resource management and labor relations experience in the states of Wisconsin, Nevada and California. His experience includes management of all human resource management functions: classification and compensation, recruitment and selection, training and organizational development, workers compensation and risk management, labor relations, payroll and benefits administration; and equal employment opportunity. His labor relations experience is extensive having negotiated over 50 labor contracts which included representing employers in the impasse processes of mediation, fact-finding and binding interest arbitration. He is also a talented and dynamic trainer.

Some of Mr. Gregersen's experience includes:

- Comprehensive collective bargaining experience including formulating bargaining strategies, drafting contract language, chief management negotiator, and preparing and presenting interest arbitration cases;
- Preparing and presenting rights arbitration cases;
- Investigation of employee discrimination and harassment claims including recommendation of appropriate remedies to operating departments;
- Application of computer and web-based technology human resource management solutions in the areas of recruitment and selection, performance management, and benefits administration;
- Design and management of fringe benefit programs including flexible compensation and self-funded medical programs;
- Classification and compensation studies including use of the Hay Guide Chart-Profile Method of job evaluation;
- Design and management of compensation programs including performance-based salary administration systems and other variable compensation programs;
- Creation of comprehensive management training and development programs; and
- Rebuilding human resource management delivery systems for public employers.

Related Experience

Prior to joining the firm, Mr. Gregersen held the following high profile positions: Director of Labor Relations, City of Reno, Nevada; Director of Human Resources, City of Reno, Nevada; Director of Human Resources, City of Vallejo, California; Assistant County Manager, Washoe County Nevada; Director of Human Resources, City of Sunnyvale, California, and Director of Human Resources, Napa County California.

Education

University of Wisconsin-Oshkosh (MBA)

University of Wisconsin-Madison (BBA)

Memberships

California Public Employer Labor Relations Association
(CalPELRA)

International Public Management Association-Human
Resources (IPMA-HR)

Society for Human Resource Management (SHRM)