Cherie Peltz, MPA, PHR
Human Resource Professional
☎(734) 363-3258 ❖ ✉welch2cm@cmich.edu

Work Experience

Acadia Healthcare — April 2025- Current
Sr. Human Resource Business Partner

Scope: Strategic HR leader supporting organizational growth through JVs, Acquisitions, and DeNovo launches. Lead HR integration, workforce readiness, and compliance from deal close through accreditation (Joint Commission/CARF). Train and onboard HR Directors, drive cultural alignment, and implement scalable HR practices to ensure operational success in new markets.

Responsibilities:

- Serve as strategic HR partner to the Growth Team, supporting Joint Ventures (JV), Acquisitions, and DeNovo site launches**,** ensuring operational HR readiness from deal close through accreditation.
- Lead onboarding and integration of HR Directors (HRDs) **for** newly acquired or launched entities, providing targeted training on organizational policies, compliance, talent strategy, and accreditation readiness.
- Developed and delivered compliance-focused training programs and onboarding materials for new HR Directors, ensuring alignment with regulatory standards across JV, Acquisition, and DeNovo growth channels.
- Act as the HR integration lead post-transaction, collaborating cross-functionally with Legal, Compliance, Operations, and Clinical teams to ensure alignment with organizational standards and regulatory bodies **(e.g.,** Joint Commission, CARF**).**
- Provide change management and organizational design expertise to support leaders during transitional phases, including restructuring, cultural integration, and leadership onboarding.
- Monitor HR compliance and workforce readiness milestones aligned to accreditation timelines; proactively identify and resolve issues to maintain project momentum.
- Coach and mentor new HRDs in leadership development, employee relations, and performance management strategies aligned with corporate values and operational goals.
- Partner with Talent Acquisition and Total Rewards to ensure the delivery of competitive offers and consistent employee experience across new markets.
- Lead HR due diligence for prospective partnerships and acquisitions, identifying risk areas and mitigation strategies in collaboration with Legal and Compliance teams.
- Report key HR metrics and milestones to senior leadership, supporting executive-level decision-making and strategic planning for growth initiatives.

Acadia Healthcare — September 2022- April 2025
Sierra Tucson
Director of Human Resources

Scope: Provided Human Resource support for a Residential Facility, 2 Out Patient facilities in Arizona, 1 Outpatient site in Texas, Business Office Facility, and support for 2 facilities in the middle of closure. Managed a team of 5 to support talent acquisition, benefits, leave management, employee relations, employee retention, and strategic human resource operations.

Responsibilities:

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- Contribute as a strategic partner in the accomplishment of departmental business strategies and plans through initiatives that attract and retain talent, develop employees and leaders and align organizational goals and objectives.
- Lead and manage full cycle talent acquisition to include sourcing, job postings, resume screening, interview coordination, extending offers of employment and completing necessary paperwork.
- Strategize and lead retention efforts including action planning and employee engagement.
    - Provide consultation to management on staffing, compensation, benefits, training and development, budget, position control and employee relations.
    - Work in conjunction with leadership to create a positive work culture.
- Provide support and guidance to facility management and employees with a focus on consistent employment practices.
- Develop, manage and administer various human resource plans and procedures for all facility personnel.
- Timely initial and on-going verification of licenses including background, driving record, professional and other checks as designated by accrediting agencies and state regulations. Assure necessary action taken expeditiously if policy standards are not met.
- Provide guidance on interpretation of policies and procedures while serving as known expert in subject matter with a broad knowledge and understanding of HR functional areas.
- Work with managers to resolve and prevent employee relations issues by coaching and training.
- Ensure complete and consistent Human Resources documentation, including but not limited to documentation of disciplinary actions and training compliance.
- Handle complex and sensitive employee relations and human resources issues that have organizational impact or legal ramifications.
- Advise managers on performance management, workforce planning and compensation.
- Provide staff management to include hiring, development, training, performance management and communication to ensure effective and efficient department operation.

Northwest Fire District December 2021- September 2022
Human Resource Services Manager

Scope: Provided human resource support for union employees at 11 stations plus the Administration office. Managed a team of 3 that supported all human resource functions.

Responsibilities:

- Plan, develop, and manage the administration and operations of all aspects of Human Resource Services.
- Develop and improved cooperative and collaborative partnerships throughout the District to provide a positive workplace culture.
- Prepare, submit, and manage an annual operating budget for human resource operations; monitor and maintain control over expenditures.
- Identify and ensure compliance with legal requirements and government reporting regulations affecting human resource functions.
- Partner with the District's broker, management, labor, and the HRS team in planning, negotiating, overseeing, and implementing employee benefit programs including, but not limited to health, dental, vision, life, long-term disability, short-term disability and supplemental insurances.
- Oversee the pension programs (PSPRS and ASRS); stay abreast of pension requirements.

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- Develop, review and revise human resource policies and procedures to ensure alignment with District practices; make recommendations to management regarding development, revision, implementation, and communication of policies as needed.
- Monitor the administration of the classification and compensation plan to assure compliance with policies and procedures.
- Partner with District's compensation and benefits consultants and District stakeholders to research, analyze, and prepare reports to make recommendations regarding classification, compensation, and benefit programs.
- Facilitate all aspects of the full-cycle recruitment, selection processes, and onboarding.
- Advise all levels and provide support during workplace investigations ensuring adherence to District policies/procedures and local, state, and federal employment laws.

Valor Health
Human Resources Director March 2021 – December 2021
Human Resources Manager February 2020-March 2021

Scope: Supported 3 businesses at 4 different locations as the only human resource employee for all businesses.

Responsibilities:

- Reduced turnover rate by 14% within one year by increased organizational culture activities, effective communication, and coaching leadership, as necessary.
- Wrote and implemented pandemic related policies and procedures.
- Ensured compliance for all pandemic related federal and state regulations.
- Promoted after 1 year to Human Resources Director for outstanding performance, dedication, and willingness to take on additional tasks.
- Project manager for implementation and training for online training system (HealthStream).
- Project manager for implementation and training for new HRIS/payroll system (Paylocity).
- Researched, coordinated, and implemented a 401k.
- Responsible for planning, coordinating, managing, and directing all activities and programs relating to the recruitment, selection, retention, orientation, and employee engagement.
- Acts as an advocate for organization personnel and collaborates with other Managers and Directors on Human Resources related issues.

Wayne County Community Mental Health Authority February 2017 – February 2020
Development Centers
HR Specialist & Benefits Coordinator

Scope: Provided human resources support for 11 different mental health programs at 3 different locations.

Responsibilities:

- Managed the full-cycle recruitment, hiring and retention of staff for all Mental Health Programs.
- Completed background checks on potential and current employees.
- On-boarded new hires and transfer employees.
- Developed and maintained job descriptions.

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- Completed all CARF and DWCMHA compliance of personnel files, and accomplished 100% of the audits with zero deficiencies.
- Assisted with health and safety initiatives.
- Managed all employee training to satisfy agency compliance.
- Led implementation efforts of Kronos benefit platform.
- Assisted with implementation for Relias training system.
- Built relationships with employees and management to improve retention.
- Completed Exit Interviews and utilized the data to improve agency procedures, communication, and employee happiness.
- Directed and lead the new hire orientation process.
- Participated in the planning, development, and evaluation of agency programs.
- Managed all aspects of employee benefits, Workman's Compensation, and FMLA, while remaining compliant to all state and federal laws.
- Serve as an active member of agency council and helps to fulfill initiatives

Software skills

Microsoft Office, UKG, Kronos, EPIC, Donation Tracker, Paylocity, iSolved, InCode, Tyler Technologies

Education

SHRM – SCP — June 2025
PHR Certification — May 2019

Capella University — December 2015
M.P.A. Management and Leadership

Central Michigan University — May 2011
B.S. of Psychology