

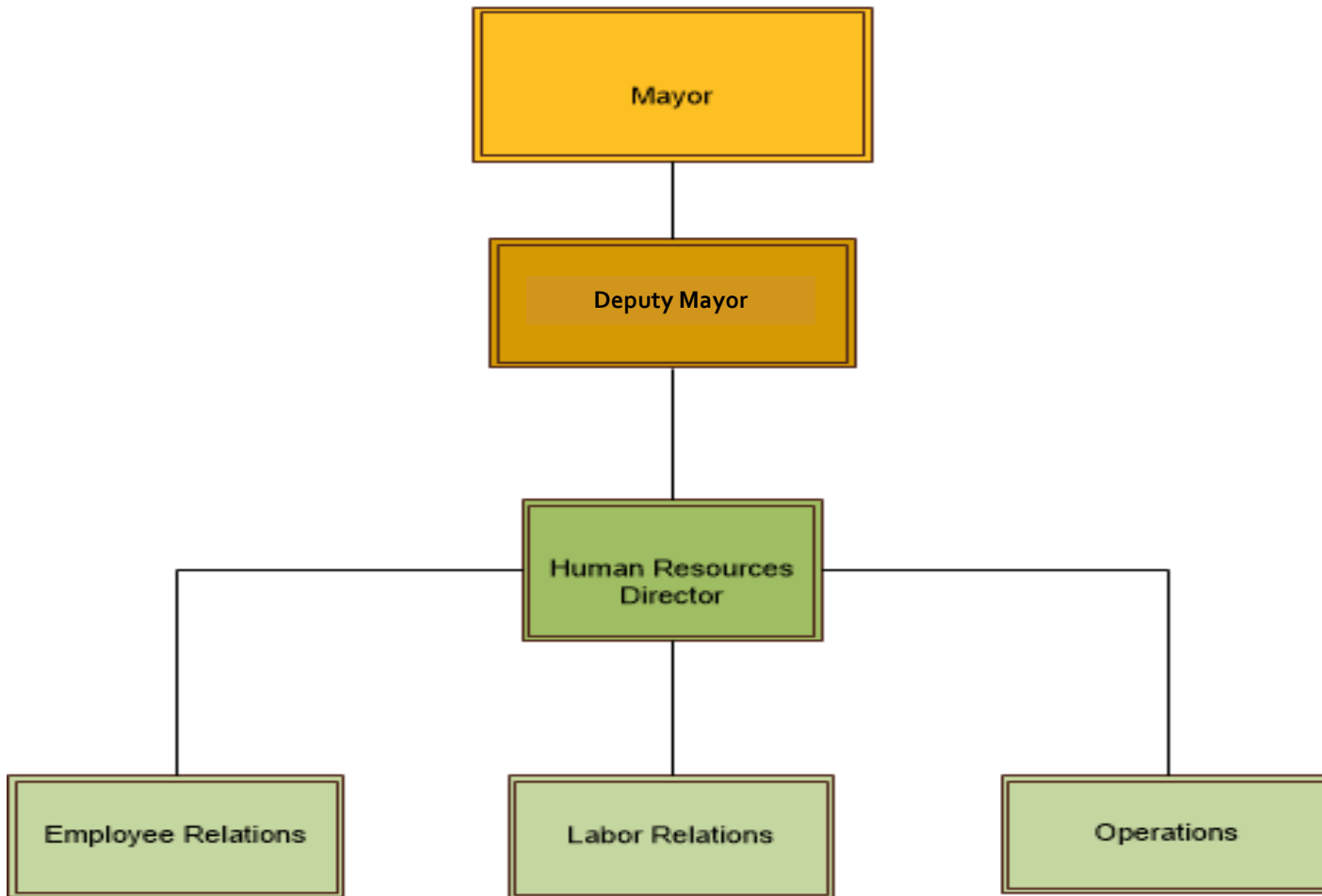
HUMAN RESOURCES

FY21 BUDGET

May 4, 2020



HR ORGANIZATIONAL CHART



Employee Relations

Consists of Civil Service and Compliance & Training

- This functional area is responsible for all discipline and grievances
- Eligibility selection, consulting and technical support to those Metro agencies with positions governed by the Civil Service Board
- MTU - Metro Training University
- Managing compliance with ADEA, ADA, Civil Rights Act Title VII, Civil Rights Act (1991), COBRA, FLSA, FMLA, HIPAA, USERRA
- Investigating Ethics Tipline complaints assigned to HR



Labor Relations

Consists of Labor Relations Team and HR Information Systems

- This functional area is responsible for all union contract negotiations
- Collective bargaining with unions and implementation of Collective Bargaining Agreements
- Providing administrative support for the Ethics Commission
- Maintaining and documenting all personnel action (from hire to termination)



Operations

Consists of Administration, Benefits, Health & Safety, and Talent & Retention

- Managing health care benefits and wellness programs to maintain Metro as an employer of choice while being cognizant of employer-based costs
- Safety oversight and training, environmental testing, and guidance/training on regulations determined by OSHA
- Providing equitable hiring, compensation, and support to LMG



Human Resources

QUESTION AND ANSWER

May 4, 2020



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