

HUMAN RESOURCES

FY18 BUDGET



May 10, 2017

HR MANAGEMENT TEAM

J. P. Hamm, Director

- ❖ BA, Washington & Lee
- ❖ JD, U of L
- ❖ SHRM-SCP, IPMA-SCP
- ❖ 21 Years in Law & HR
 - ❖ Partner, Stites & Harbison PLLC
 - ❖ Executive Director of Human Resources – Commonwealth of Kentucky

Penny Wales Bland, Assistant Director for Labor Relations

- ❖ BS, Business Administration, U of L
- ❖ BSBA, Computers & Information Systems, U of L
- ❖ 16 Years in Business Management, Technology/Systems Analysis, HR Information Systems & Labor Relations
 - ❖ U of L
 - ❖ City of Louisville
 - ❖ Metro Government



HR MANAGEMENT TEAM

Ernestine Booth-Henry, Assistant Director for Operations

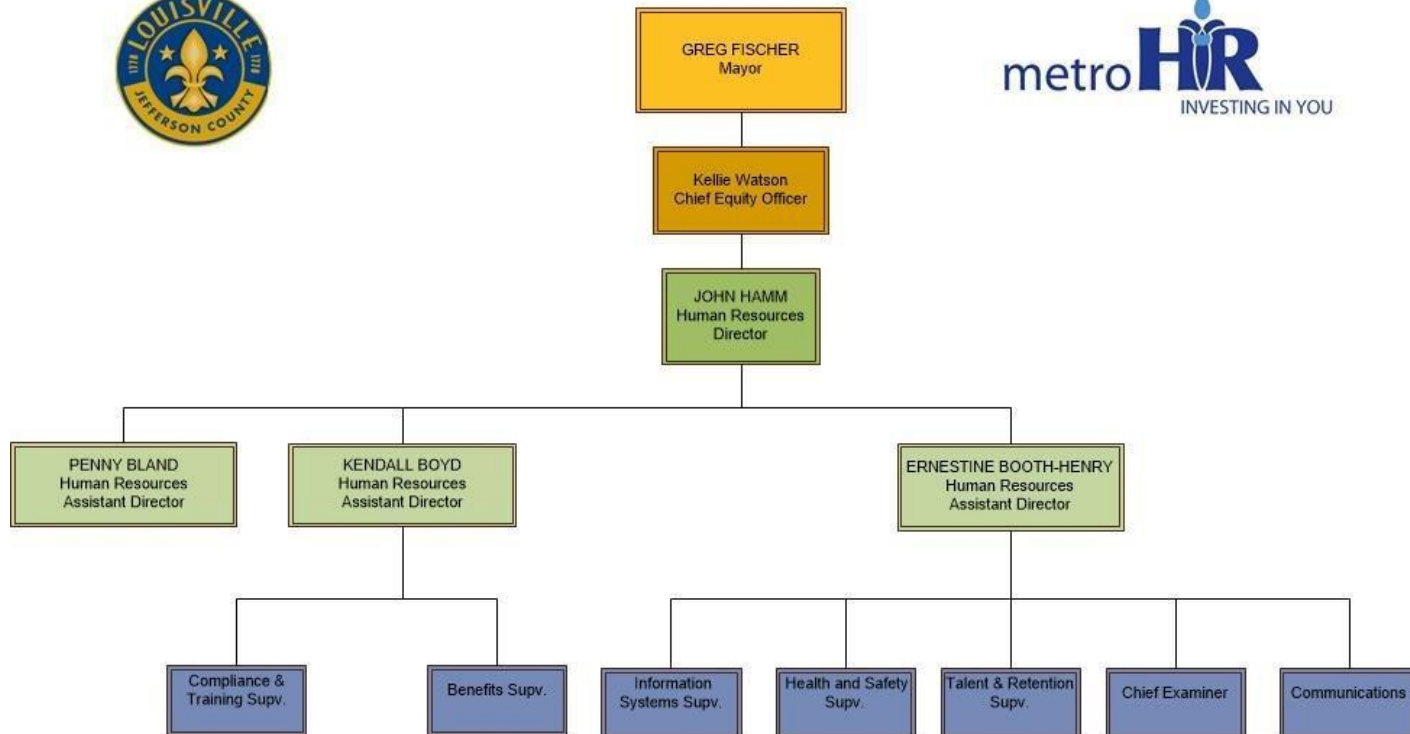
- ❖ **BA, Political Science & Justice Administration, U of L**
- ❖ **BS, Computer Engineering & Computer Science, U of L**
- ❖ **MEng, Computer Engineering & Computer Science, U of L**
- ❖ **Balanced Scorecard Professional**
- ❖ **PMP, PMI**
- ❖ **8 Years in Project Management & HR**

Kendall Boyd, Assistant Director for Labor & Employment Compliance

- ❖ **BA, Political Science, Central State University**
- ❖ **JD, University of Akron Law**
- ❖ **MBA, University of Akron**
- ❖ **11 Years in Law & HR**
 - ❖ **Terre Haute, IN**
 - ❖ **Vigo County, IN**
 - ❖ **Jefferson County Attorney's Office**
 - ❖ **Metro Government**



HR ORGANIZATIONAL CHART



HR SUCCESSES IN FY17

- ❖ **Implemented Online Hiring Center, allowing departments and HR to track the hiring process to track the hiring process in real-time**
- ❖ **Worked with departments to improve application processes to reduce hiring time and applicant communication**
- ❖ **Developed a digital submission and approval process for Classification & Compensation requests**
- ❖ **Continued employee satisfaction and growth in use of the Wellness Center**
- ❖ **Implemented industrial hygiene tracking system**
- ❖ **Increased offerings and enhanced training programs for safety and Metro Training University**
- ❖ **Enhanced the New Employee Onboarding experience**
- ❖ **Developed electronic employee performance reviews and exit surveys**



LOOKING AHEAD TO FY18

- ❖ **Review and revise HR's Strategic Plan**
- ❖ **Continue promoting HR as a True Business Partner for Operations**
- ❖ **Maximize Technology to Develop More Digital Functions**
- ❖ **Create Comprehensive Employee Performance Program – Onboarding to Appraisals to Exit Interviews**
- ❖ **Establish Equitable Processes in Employee Relations as part of HR's Position Reporting to the Chief Equity Officer**



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