

HUMAN RESOURCES

FY19 BUDGET



May 9, 2018

HR MANAGEMENT TEAM

J. P. Hamm, Director

- ❖ BA, Washington & Lee
- ❖ JD, U of L
- ❖ SHRM-SCP, IPMA-SCP
- ❖ 22 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
- ❖ 17 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

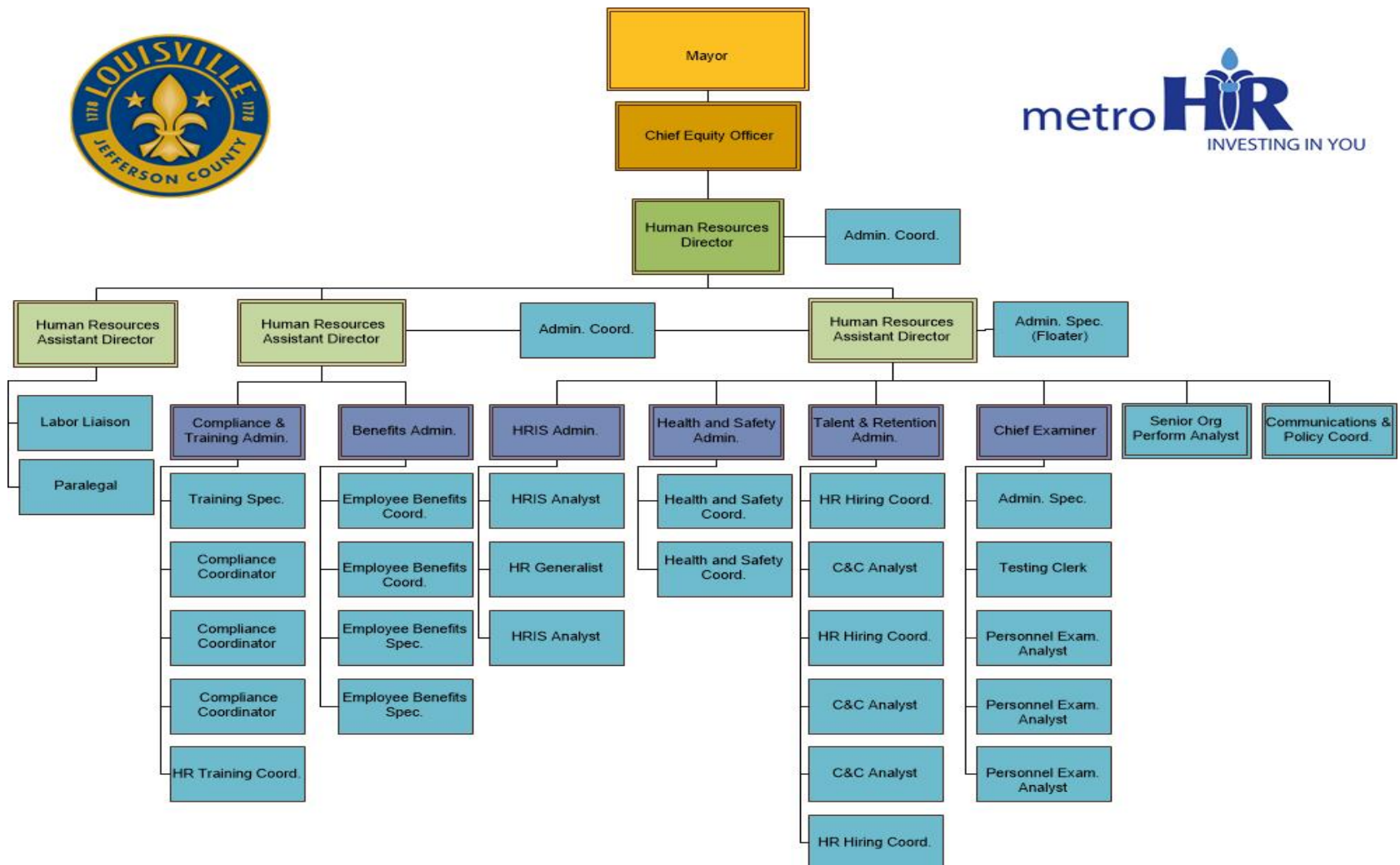
- ❖ BA, Political Science & Justice Administration, U of L
- ❖ BS, Computer Engineering & Computer Science, U of L
- ❖ MEng, Computer Engineering & Computer Science, U of L
- ❖ Balanced Scorecard Professional
- ❖ PMP, PMI
- ❖ 9 Years in Project Management & HR

Adrienne Henderson, Assistant Director for Labor & Employment Compliance

- ❖ BA, Political Science, UK
- ❖ JD, U of L
- ❖ MSM, Indiana Wesleyan University
- ❖ 15 Years in Law and HR
 - ❖ Social Security Disability Determinations
 - ❖ State Transportation Cabinet
 - ❖ Kentucky Commission on Human Rights
 - ❖ Commonwealth Attorney's Office



HR ORGANIZATIONAL CHART



HR SUCCESSES IN FY18

- ❖ Implemented an electronic tracking system for the Division of Health & Safety's training
- ❖ Completed placing all employees on bi-weekly pay cycle
- ❖ Completed five (5) major public safety promotional exams and hired seven (7) new recruit classes for Police, Fire, and Corrections
- ❖ Continued employee satisfaction and growth in use of the Wellness Center
- ❖ Began development of new training program for departmental HR Representatives and redesigned HR Rep meeting with emphasis on training
- ❖ Developed SOP for catastrophic injuries
- ❖ Improved efficiency of the leave management process through education and enhanced communication



LOOKING AHEAD To FY19

- ❖ **Maximize Technology to Convert to Electronic Processing**
- ❖ **Establish Equitable Processes in Employee Relations as part of HR's Position Reporting to the Chief Equity Officer**
- ❖ **Revise HR Personnel Policies and Develop Plan for Educating Employees on Policy**
- ❖ **Negotiate seven union contracts scheduled to expire in FY19 (one of these already in negotiation)**
- ❖ **Strategic plan and LouieStat**
- ❖ **Continue to build upon the success of the Wellness Center as an employee asset**



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