

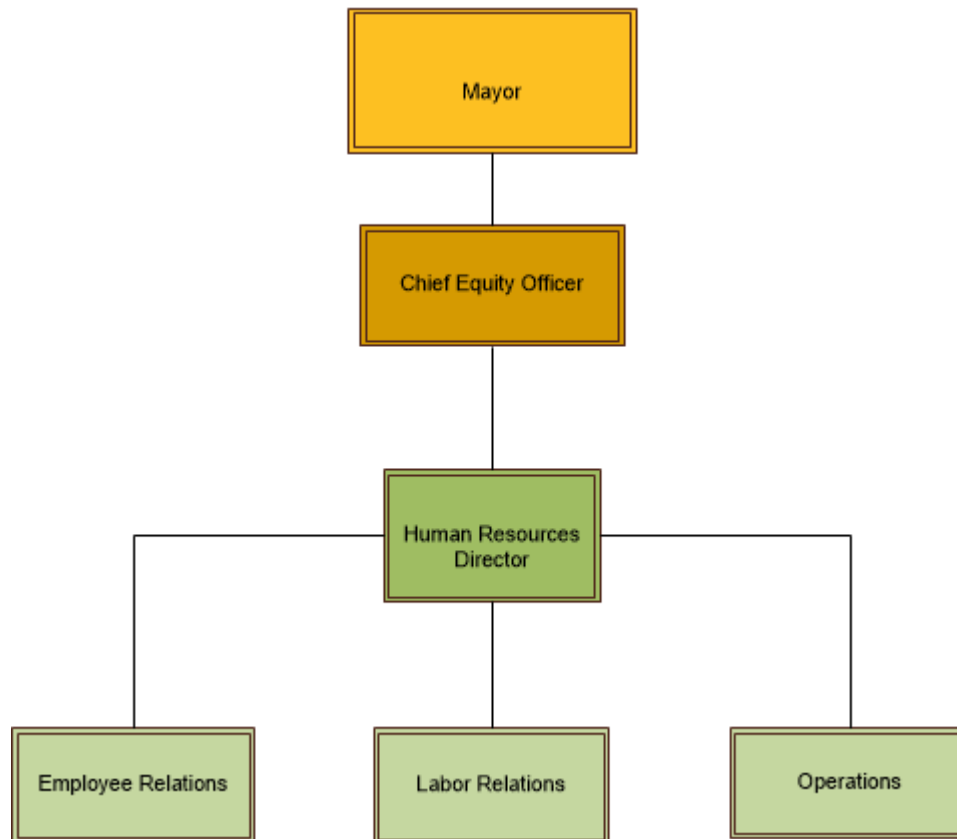
HUMAN RESOURCES

FY20 BUDGET



May 6, 2019

HR ORGANIZATIONAL CHART



Employee Relations

Consists of Benefits and Compliance & Training

- This functional area is responsible for all discipline and grievances
- Managing health care benefits and wellness programs to maintain Metro as an employer of choice while being cognizant of employer-based costs
- 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

- 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



Operations

Consists of Administration, Civil Service, Health & Safety, Information Systems, and Talent & Retention

- Eligibility selection, consulting and technical support to those Metro agencies with positions governed by the Civil Service Board
- Safety oversight and training, environmental testing, and guidance/training on regulations determined by OSHA
- Maintaining and documenting all personnel action (from hire to termination)
- Providing equitable hiring, compensation, and support to LMG



Human Resources

QUESTION AND ANSWER



May 6, 2019