

Focus Teams	HR: Manager	Risk Mgmt: Manager	Labor Relations: Manager	County Counsel
Recruitment & Selection	Recruiting & Retention: Sr./Principal HR Analyst, Technician: Classification and compensation	Sr. Risk Analyst: Consult on classifications, physical requirements of positions, pre-employment screening	Labor Relations Manager: Meet and Confer issues, classification and compensation	Consultation & advice
Performance	Sr./Princ. HR Analyst (for mgmt), Technician (for employees): Performance evaluation, employee complaints, interactive process, fit for duty	Sr./Principal Risk Analyst, Technician: Threat Assessment Team, disability management, leave management, interactive process	Labor Relations Manager: EEO officer, grievances, Civil Service Commission	Consultation & advice Defense
Benefits contracts & administration	Technician: Benefits administration, employee assistance with benefit programs	Sr. Risk Analyst: Negotiate & administer contracts with benefit providers and TPA's; HPAC representation	Labor Relations Manager: Meet and Confer issues,	Consultation & advice
Training	Sr. HR Analyst, Technician: Employee orientation Organizational development Sexual harassment	Sr. Risk Analyst: Mandatory training, including safety, loss prevention, and privacy	Labor Relations Manager: Meet and Confer issues	Consultation & advice
Systems	Sr. HR Analyst: HR/Payroll system, records management	Risk Manager	Labor Relations Manager: Meet and Confer issues	Consultation & advice
Liability	HR manager	Liability: Sr Analyst	Labor Relations Manager: Meet and Confer issues	Consultation & advice Defense
Labor Relations	HR Manager: Strategy development	Risk Manager: Strategy development	Labor Relations Manager: Labor Contract Negotiations	Consultation & advice
Disability Management	Technicians: Employee Assistance	Sr. Risk Analyst: Manage TPA contract & claims	Labor relations Manager: Meet and Confer issues	