



MANAGER OF LEAVE PROGRAMS

JC: 000291
PB: 9
FLSA: Exempt

BU: 95 (NR)
Created: July 2019

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

Under general direction, manages and oversees the operations and activities of the District's leave management programs; develops Districtwide leave management strategies, including researching, developing, identifying and defining best practices for leave programs; and performs other duties as assigned.

CLASS CHARACTERISTICS

This is the full-scope managerial level classification responsible for managing the districtwide leave management program. Classifications at this level typically independently represent the organization, are subject matter experts possessing highly specialized knowledge, and are responsible for a specialty program area that has a major impact on the organization. This classification is distinguished from the Manager of Absence Management Programs in that the latter is responsible for the management and administration of the District's absence management program including developing Districtwide absence management strategies, including researching, developing, identifying and defining best practices for absence mitigation, and developing return to work incentives.

REPORTS TO

Director of Human Resources

EXAMPLES OF DUTIES— *Duties may include, but are not limited to, the following:*

1. Manages and oversees the District's leave management programs; provides oversight of operations, activities, strategies, goals and reporting.
2. Serves as project lead for special projects involving multiple departments.
3. Oversees decision-making, process and policy development, interpretation of Federal and State laws, union agreements, and standard practices.
4. Conducts process improvements and implements new systems for transition from one vendor to another.

Manager of Leave Programs

Page 3

5. Investigates violence in the workplace claims, trauma response claims and other situations.
6. Conducts hearing to remove employees from service via a non-discipline separation hearing.
7. Manages and participates in the development and implementation of goals, objectives, policies and priorities for assigned programs; recommends and administers policies and procedures.
8. Coordinates activities between departmental divisions to ensure efficiency and effectiveness of service departmental operations; monitors delivery methods and procedures; recommends, within departmental policy, appropriate service and staffing levels.
9. Conducts a variety of organizational studies, investigations and operational studies; recommends modifications to assigned human resources services programs, policies and procedures as appropriate.
10. Plans, directs, coordinates and reviews the work plan for assigned staff; assigns work activities, projects and programs; reviews and evaluates work products, methods and procedures; meets with staff to identify and resolve problems.
11. Selects, trains, motivates and evaluates assigned staff; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination procedures.
12. Oversees and participates in the development and administration of the Department's strategic and operational goals and objectives, and associated budget requirements; participates in the forecast of funds needed for staffing, equipment, materials and supplies; monitors and approves expenditures; implements adjustments.
13. Interprets District policies and procedures for employees; explains programs and resolves issues.
14. Serves as the liaison with other divisions, departments and outside agencies; negotiates and resolves sensitive and controversial issues.
15. Monitors developments and legislation related to assigned area of responsibility; evaluates impact upon District operations; recommends and implements equipment, practice and procedural improvements.
16. Serves as staff on a variety of boards, commissions and committees; prepares and presents staff reports and other necessary correspondence; provides oversight of Violence in Workplace Committee, Ergonomics And other committees.
17. Attends and participates in professional group meetings; stays abreast of new trends, legislation and innovations in the field of personnel services/human resources management.
18. Responds to and resolves difficult and sensitive citizen inquiries and complaints.

QUALIFICATIONS

Knowledge of:

- Public Employees Retirement Law and Public Employees Medical and Hospital Care Act
- Operational characteristics, services and activities of a comprehensive human resources program including workforce development, human resources information systems, absence management, employee assistance and benefits, and compensation and classification programs
- Principles and practices of human resources program development and administration
- Methods and techniques of implementing effective, benefits, employee services, absence management, workforce development and related programs in a cost-effective manner that is also responsive to the needs of the larger organization
- Principles and practices of contract administration
- Principles and practices of budget preparation and administration
- Principles of supervision, training and performance evaluation
- Related Federal, State and local laws, codes and regulations

Skill/Ability in:

- Overseeing and participating in the management of a comprehensive human resources program
- Selecting, supervising, training and evaluating staff
- Participating in the development and administration of division goals, objectives and procedures
- Overseeing the work of contracted consultants and plan administrators
- Preparing and administering large program budgets
- Preparing clear and concise administrative and financial reports
- Managing large-scale projects
- Overseeing the maintenance of District personnel files and records
- Analyzing problems, identifying alternative solutions, projecting consequences of proposed actions and implementing recommendations in support of goals
- Researching, analyzing and evaluating new service delivery methods and techniques
- Interpreting and applying Federal, State and local policies, laws and regulations
- Communicating clearly and concisely, both orally and in writing
- Establishing and maintaining effective working relationships with those contacted in the course of work

MINIMUM QUALIFICATIONS

Education:

Possession of a Bachelor's degree in Business Administration, Human Resources, or a related field from an accredited college or university.

Experience:

Five (5) years of experience in workers compensation, leave management, human resources or related experience.

Substitution:

Additional professional experience as outlined above may be substituted for the education on a year-for-year basis. A college degree is preferred.

WORKING CONDITIONS

Environmental Conditions:

Office environment; exposure to computer screens.

Physical Conditions:

May require maintaining physical condition necessary for walking, standing or sitting for prolonged periods of time.

BART EEO-1 Job Group: 0500 – Executives/Managers
Census Code: 0136 – Human Resources Managers
Safety Sensitive: No