

Human Relations and City Management

Discussion Scenarios

The following scenarios will be used to facilitate discussion regarding the relationships between HR and management. How could/should the City Manager and HR work together to alleviate any escalation of the following situations. This is not a test. There are no right or wrong answers.

- Budget cuts mean 10 positions must be eliminated. How do you plan, decide which ones, identify which individuals will be laid off?
- Employee A walks into HR and says she has reported to her supervisor for years that she was being sexually harassed by the municipal judge (the mayor's best friend), but the supervisor never did anything about it. Now her supervisor wants to promote Employee B over her, and she's upset both about the harassment and because she didn't get the promotion. Employee A tells HR, "I don't want to file a complaint -- I'm just venting!!"
- Employees and citizens complain that a City employee is posting face book messages that are critical of another City employee's work. What issues arise and what steps should you and HR take? What about if the face book messages are critical of City management?