



Missouri Highways and Transportation Commission Policies

Category: ADMINISTRATIVE SETTLEMENTS
Subcategory: Employees

AUTHORITY TO APPROVE AND EXECUTE ADMINISTRATIVE SETTLEMENTS - EMPLOYEES

Executive Committee

For purposes of this policy the term Executive Committee includes the individuals who fill the positions of Director, Deputy Director/Chief Engineer, Assistant Chief Engineer, Chief Safety and Operations Officer, Chief Administrative Officer, and Chief Financial Officer.

Equal Employment Opportunity and Civil Rights Conciliation or Settlements: Prior to a complaint being filed in federal court, a petition being filed in state court, or a notice of public hearing being issued by the Missouri Commission on Human Rights, conciliation agreements and settlement agreements with the Missouri Commission on Human Rights and/or the Equal Employment Opportunity Commission, and/or employees regarding Equal Employment Opportunity and Civil Rights charges or complaints may be executed by any member of the Executive Committee.

Employment Grievances: Settlements as a result of employment grievances filed through MoDOT's internal grievance process, except those where the employee requests a whistleblower hearing, may be executed by any member of the Executive Committee.

Effective Date: May 3, 2019

Supersedes Policy Dated: November 7, 2013

Last Reaffirmed:

Date of Origin: June 5, 1987

Related Commission Actions: June 5, 1987-EEO and Civil Rights; January 12, 2011-EOD; April 3, 2012-EOD; November 7, 2013 – Comprehensive Policy Review; May 3, 2019 – Comprehensive Policy Review.