

Management Committee

Meeting date: May 14, 2014

For the Metropolitan Council meeting of May 28, 2014

Subject: **Approval of Changes to Metropolitan Council Employees in the Workplace Policies**

District(s), Member(s): **All**

Policy/Legal Reference: **4 – Employees in the Workplace**

Staff Prepared/Presented: **Marcy Syman, Director of Human Resources, 651-602-1417**

Division/Department: **Human Resources**

Proposed Action

That the Metropolitan Council approve changes to the Metropolitan Council Employees in the Workplace Policies listed below.

Background

Policies must be presented to the Council for approval and adoption.

Rationale

These policies have been in place since 1998. The Human Resources department is working to review and update all “Employees in the Workplace” policies and procedures in the next two years. These policy changes updates language to reflect our current understanding of the guiding principles used to improve and integrate compensation, benefit programs, performance management and organized labor relations. These policy changes do not indicate a marked shift in course from the past.

[Policy 4-3 Compensation](#)

[Policy 4-4 Benefits](#)

[Policy 4-7 Performance Management](#)

[Policy 4-8 Organized Labor Relations](#)

Funding

Not Applicable

Known Support / Opposition

None known