

Management Committee

Meeting date: August 13, 2014

For the Metropolitan Council meeting of August 27, 2014

Subject: **Approval of changes to the 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. These policies were brought to the Management Committee on May 14, 2014. The Management Committee asked that they be sent out for wider input and comment, which has been done. No changes were suggested.

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