



Information Report for the Human Resources Committee

Human Resources Blueprint

March 2014



Purpose

Provide a 3-year blueprint for the Airports Authority's Office for Human Resources.



HUMAN RESOURCES BLUEPRINT



PLANNING

WORKFORCE

BUSINESS STRATEGY

TALENT STRATEGY

Pay for Performance

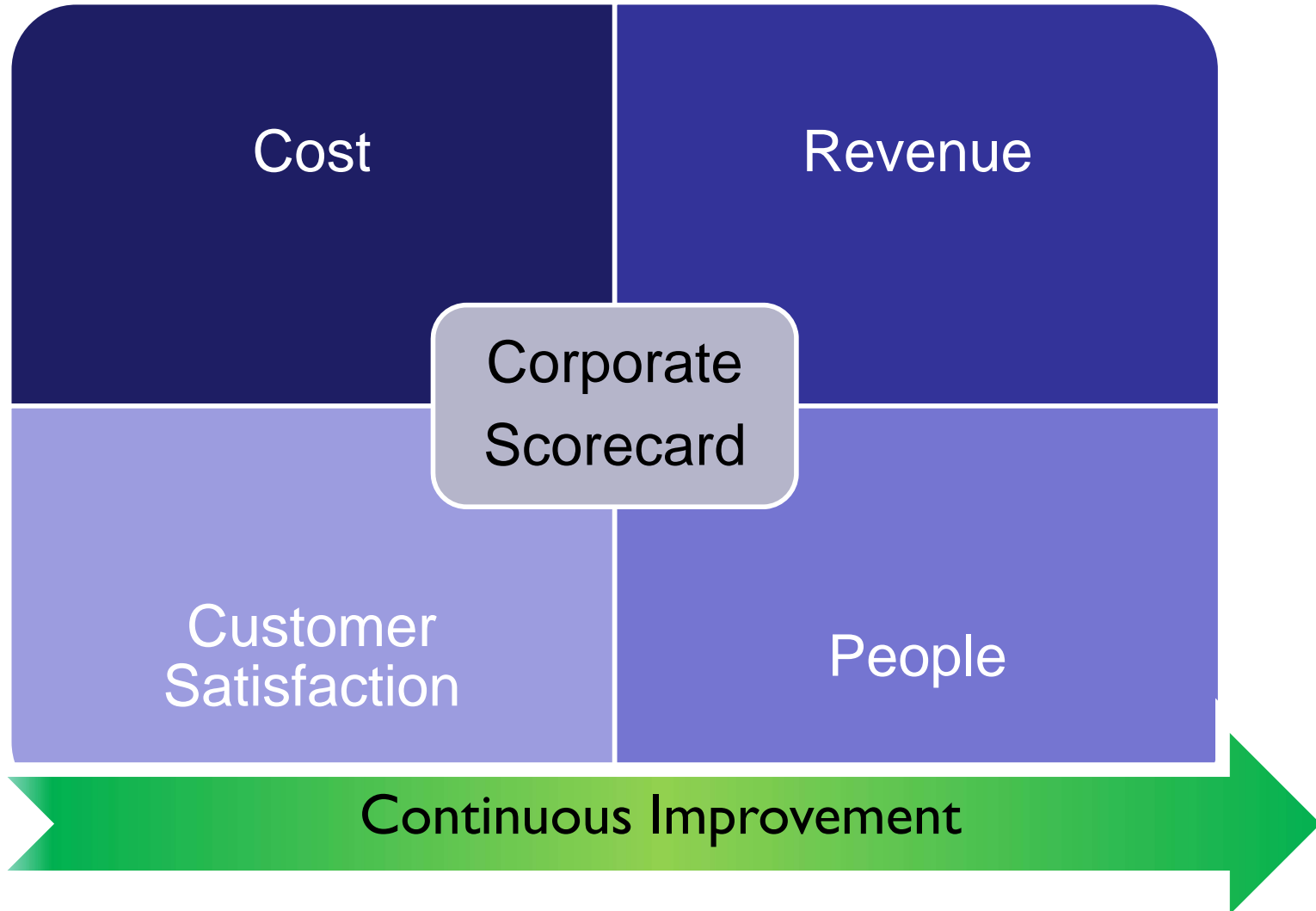
Talent

Benefits

Organization Structure and Workforce Planning



Pay for Performance (PFP)

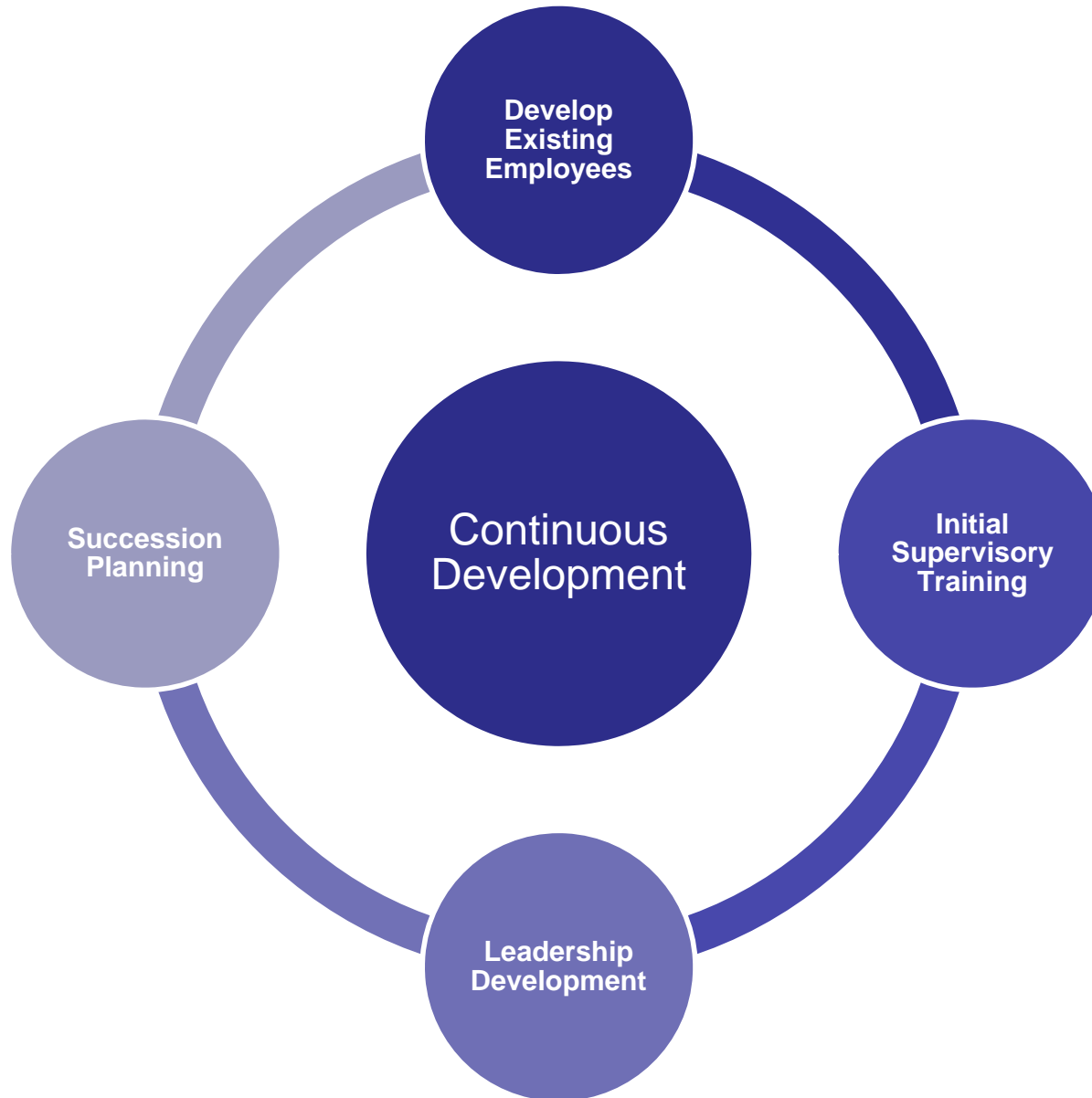




Pay for Performance

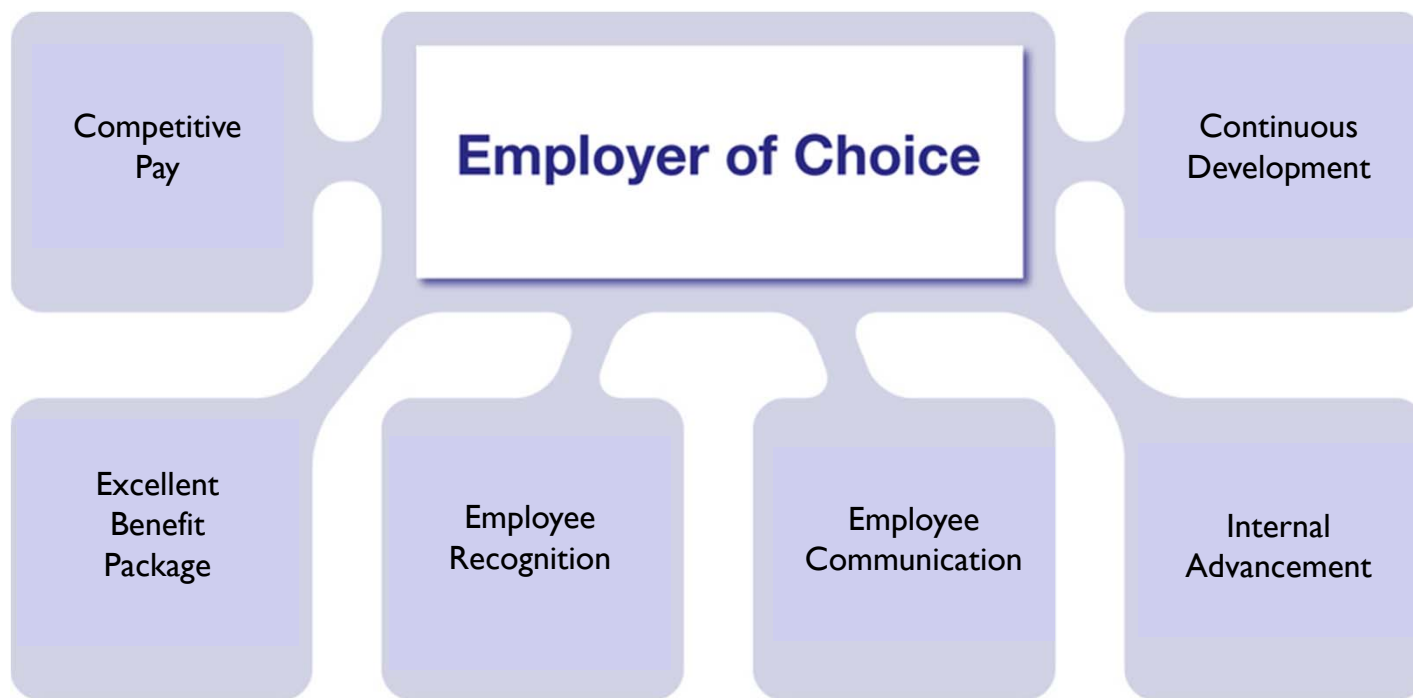
- Create a clear vision for the entire organization
- Create a corporate focus and align organization to achieve goals
- Ensure goals are easily communicated and understood by all employees

Leadership & Talent Development





Retention





Benefits

Rebidding Benefit Programs

- Healthcare Plans
- Retirement Plans
- Insurance Plans
- Voluntary Benefit Programs



Manage Benefits

- Cost effective benefits
- Best market value
- Take advantage of marketplace improvements
- Funding Status
- Plan for the Future
 - Affordability
 - Compatibility
 - Sustainability



Organizational Framework

Structure

- Align organization with business strategy
- Create a structure for revenue generation
- Restructure
 - IT to leverage technology for results
 - Acquisition Workforce



Organizational Framework

Staffing

- Review and adjust staffing accordingly
- Review in-house vs. contract staffing
- Improve processes for timely hiring
 - E-Recruiting
 - Skill Specific



Organizational Framework

Workforce Planning

- Determine future skill requirements
- Skills Assessment and Gap Analysis
- Begin to close the Gap



Policies

- Revising Policies to meet business needs
 - e.g. Hiring, Training, Compressed Work Schedule, and Fair Labor Standards Act
- Proposing and Implementing New Policies
 - e.g. Compensation and Benefits, Conduct and Discipline, Performance Appraisals
- Monitoring compliance with mandated laws and regulations



Labor

Collective Bargaining

Bargaining Unit	Re-Negotiation
AFGE Local 2303	2014
IUPA Local 5004	2014
AFGE Local 1118	2015
IAFF Local 3217	2015
CWA	2016

Adherence to Labor Code and Agreements

Employee Communications

- Inform, educate and recognize employees
- Increase employee access to information
 - Intranet
 - Social Media
 - Monitors
 - “On Good Authority Express”
 - Special event bulletins
 - Face to Face e.g. Employee Luncheons, Manager Forums, VP Town Halls, etc.



Employee Engagement



HIGH PERFORMING ORGANIZATION



Ronald Reagan Washington National Airport



Dulles Corridor Metrorail Project



Dulles Toll Road



Washington Dulles International Airport



METROPOLITAN WASHINGTON
AIRPORTS AUTHORITY