



New HR Director

Bill McLeod

New HR Director Brings 30 Years' Experience to MTA

By BILL HEARD, Editor

(Oct. 2, 2002) During a 30-year career in personnel administration and labor relations, Bill McLeod has sat on both sides of the table. He's been a union representative and a member of management teams.

Now, as MTA's new director of Human Resources, McLeod will concentrate on improving his department's service to employees and department managers. And, he brings to the job an appreciation of working in and with a unionized workforce.

McLeod, who reports to Administration Executive Officer Carolyn Flowers, sees three immediate priorities before him. The first is to greatly expand bus operator recruitment.

"That, obviously, is key for this agency," he says, noting that MTA's bus fleet is expanding and that employees who begin as bus operators often move on to become rail operators and transportation operations supervisors, or into jobs in scheduling or division management.

Better define opportunities

Non-represented jobs also will receive attention. "We're going to study MTA job categories and better define job opportunities for our non-represented employees," says McLeod.

Employee classifications, some of which he believes have too many levels, will be rewritten to better define career paths. Some steps in the recruiting and promotion processes probably can be eliminated or fine-tuned.

McLeod intends to work closely with Organizational Development and Training to ensure that employees understand what education or training they may need for promotion. "We need to do a better job of showing employees that there are jobs they can promote into through a selection and testing process."

Finally, he wants to streamline Human Resources processes for such purposes as requisitioning a new job position. "By improving our processes through some reengineering, we can really be of assistance to the departments."

Overall, says McLeod, "I want to work with the people in HR to provide the very best customer service and to energize the department. Whatever we do in HR has to support the strategic objectives of the organization."

Native of Los Angeles

A native of Los Angeles who grew up in La Puente, McLeod, 54, began his career with a public sector union, the California State Employees Association. During his nine years with CSEA he served, among other positions, as business agent and operations division administrator, directing field representatives, handling public relations and running bargaining unit elections, among other responsibilities.

Later, he served as employee relations officer for Yolo County, Calif., as human resources manager for the Sacramento County public works agency and for the East Bay Regional Park District in Oakland. He was director of labor relations for San Joaquin County and served as director of personnel for the City of Oceanside before joining MTA.

McLeod earned bachelor's and master's degrees in political science from Cal State LA and holds a Senior Professional in Human Resources certification. He is a graduate of Harvard University's Trade Union Program and of the Executive Management Program at the University of California, Davis.

McLeod's main interests are reading – history and detective novels – and the theater. He

attends theater in Los Angeles and has traveled frequently to London the past 10 years for the theater season. He rides the Metro Red Line to work each day.

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