

# S T A F F N O T I C E



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Distribution: WMATA Senior Management

Since coming to Metro, I have shared with all employees my priorities of safety, reliability and putting our financial house in order. On financial accountability, I recently realigned the senior management team to improve performance and to focus on achieving these priorities. Additionally, as part of the Customer Accountability Response (CARE) initiative released in March, an assessment was conducted to identify non-essential vacant positions, as well as positions that are redundant and/or are no longer deemed critical to Metro's core business interests.

In order to operate in a businesslike manner and achieve cost savings as we enter FY17 on July 1, and to prepare for the FY18 operating budget, positions must be eliminated. I have directed the elimination of a total of about 500 positions over the next several months.

Effective today, the Office of Management and Budget (OMBS) will provide department heads with a list of non-safety critical, non-essential vacant positions that are being eliminated.

Human Resources is currently revising outdated policies and processes that guide the reduction of staff in positions that are no longer deemed critical to Metro's business interests. That review will conclude shortly, at which time redundant and other positions not deemed essential to Metro's core business will be identified for elimination.

Once identified, those positions that are currently occupied by incumbents will be eliminated through the appropriate process. In the case of represented positions, Labor Relations will work with department heads to ensure proper notifications and adherence with collective bargaining agreements. Human Resources will work with department heads to implement the administrative process necessary to notify non-represented personnel of impacts to their positions.

While I recognize that it will take several months to complete those processes, it is important that we give employees as much notice as possible, as well as work to maximize cost savings from redundant and non-essential business functions.

Thank you for your active support in making Metro more fiscally accountable to our customers and stakeholders.

Paul J. Wiedefeld  
General Manager and  
Chief Executive Officer