

LLOYD GRANT, JR.

**Public Transportation
Experience:**

- 2007–Present **Vice President and Deputy Director, MCTS**
Responsible for directing all administrative and operating departments for transit system. Serves as Equal Employment Opportunity Officer, Disadvantaged Business Enterprise Officer and chief negotiator for labor contract negotiations.
- 2005 – 2007 **Disadvantaged Business Enterprise Officer, MCTS**
Served as the Managing Director's liaison on in-house oversight of Disadvantaged Business Enterprise Program resulting in increased coordination and collaboration with County officials to maximize inclusion of DBEs in contracting opportunities at MCTS. Assessed budget and expenditures for subcontracting opportunities resulting in a substantial increase in the overall spending level with minority and women-owned businesses.
- 1998 – 2007 **Director of Labor Relations & Affirmative Action, MCTS**
Directed and administered the labor relations activities of the transit system including mediation, grievance handling, arbitration, contract negotiations and labor disputes. Served as chief negotiator and spokesperson on major issues affecting labor-management relations. Provided direct oversight of employment activities to ensure policies, practices and procedures did not adversely impact minorities and women. Responsible for development of supervisory training programs on State and Federal employment and civil rights law. Prepared annual affirmative action plan and worked with all operating departments on outreach, recruitment and goal attainment resulting in broader span of qualified minority and female representation throughout the organization as well as five percent increase in minority representation and nine percent increase in female representation in supervisory and managerial job positions. Conducted and coordinated internal investigation of employee discrimination complaints, and acted as management representative on external discrimination complaints with State and Federal administrative agencies.
- 1993 – 1998 **Manager of Labor Relations, MCTS**
Developed transit system's Labor Relations Department resulting in centralized coordination of all labor relations activities. Served as management's representative at the final internal step of grievance procedure. Promoted harmony and cooperation between management, employees and unions about matters affecting policy, employee relations and labor contracts resulting in 50 percent reduction in grievances. Monitored application of labor contracts by line management for consistency and uniformity resulting in avoidance of erosion in management rights and avoidance in the creation of unintended past practices. Directed and counseled all managerial personnel as needed in the application and interpretation of labor contracts, side agreements, grievances and management policies. Created and developed electronic grievance data base system to provide centralized recordkeeping, and effective and efficient process for locating and retrieving historical records.

**Public Transportation
Experience Continued:**

- 1989 - 1993 **Manager of Safety, MCTS**
Directed and developed workplace safety program to ensure compliance with local, State and Federal laws. Interacted with government officials and agencies including OSHA, EPA, and DNR. Conducted safety audits and initiated corrective actions as necessary. Initiated safety incentive programs resulting in 60 percent reduction in on-the-job accidents.
- 1987 - 1989 **Manager of Technical Services, MCTS**
Served as Chief Engineer. Developed comprehensive preventive maintenance program for 535 bus fleet comprised of 12 different bus and engine manufacturers. Provided engineering advice and assistance in troubleshooting and resolving technical problems resulting in improved fuel and oil consumption, increased miles between service delays, and nearly 95% efficiency in bus preventative maintenance inspection and repair work. Coordinated new bus purchase program including specification development, on-site and post-delivery inspection, and warranty administration. Planned, directed, coordinated, and reviewed work plan for assigned staff; assigned work activities, projects and programs; reviewed and evaluated work products, methods and procedure. Established collaborative working relationship with suppliers and bus manufacturers resulting in faster response time to service and bus warranty repair needs.
- 1985 - 1987 **Administrative Assistant, MCTS**
Assisted Managing Director and Deputy Director in gathering data and preparing reports for governing committee and officials. Interacted with all administrative and operating departments within MCTS as executive liaison. Served as administrative assistant for the MCTS Director of Transportation and Director of Maintenance evaluating programs, policies and procedures, investigating and responding to inquiries of customers and the general public. Conducted a variety of operational studies recommending modifications and/or changes to policies, practices and procedures.

Education: MBA, 2008, Public Administration, Concordia University Wisconsin.
Certificate in Labor Management Relations, 1985, Marquette University.
BS, 1979, Mechanical Engineering, Marquette University.

**Professional
Affiliations:**

Member, Transit Labor Exchange
Member, American Public Transit Association
Member, Conference of Minority Transportation Officials
Member, Sigma Phi Delta Alumni Engineering Association
Past Member, Nicolet High School Multi Ethnic Parent Association
Board of Directors, Milwaukee Transport Services, Inc.
Past Board of Directors, Transport Employees Mutual Benefit Society
Past President, Wisconsin Inroads Alumni Association
Past Board Member & Treasurer, African American World Cultural Center