

EXPERIENCE **SUMMARY**

R o n a l d L . J o h n s o n M A

I am a Conflict Resolution / Human Resources professional with a Master's degree in Alternate Dispute Resolution, and over 25 years' experience with public and private sector organizations. I am a qualified Hearing Officer, Arbitrator, and Mediator.

I have a Hearing Officer contract with the Texas Workforce Commission (TWC). The Administrative Hearings are based upon the denial of vocational rehabilitation benefits and child care services. I also hear vocational rehabilitation benefit denial appeals for the State of New Mexico. Another Hearing Officer contract is with the City of Austin where I conduct Administrative Hearings for twelve City departments. Full and fair hearings are required while maintaining appropriate conduct and decorum. Decisions are issued between 5 – 30 days after the hearing's conclusion, containing findings of fact and conclusions of law. I have been a Hearing Officer since 2003.

I am currently the substitute Hearing Officer for parking violations in the City of Fort Worth. My experience conducting Personnel Administrative Hearings for cities includes both Austin, Texas and Albuquerque, New Mexico. I have had previous contracts with both to conduct Personnel Grievance Hearings for employee appeals of adverse action or termination.

My expertise also includes 6 published labor arbitration awards for grievance appeals filed under the labor agreement between AFSCME, AFL-CIO Council 18, Local 2499 and Bernalillo County, N.M.

Additionally, I have a contract with the U.S. Department of Justice (ATF) for conducting Administrative Hearings associated with the revocation of federal firearm licenses, or the denial of licensure. These Hearings require application of the provisions contained in the Gun Control Act of 1968, and other federal statutes.

I serve on the Ethics Board for the City of Denton which is responsible for hearing and ruling on alleged ethical violations of elected officials and employees.

My Mediation contract with the U.S. Postal Service has been in place since 1998. I conduct mediations associated with informal complaints of discrimination – alleged violations of Title 7, The Civil Rights Act of 1964.

I also currently serve as a Discrimination Complaint Mediator for the Texas Workforce Commission. I mediate disputes between complainants, and employers alleged to have discriminated, again based upon one or more of the Title 7 protected classes.

I have previously served as the liaison between a U.S. Treasury Department Bureau and Members of Congress, with responsibility for conflict resolution and the coordination and adjudication of constituent concerns.

There is further significant experience in a wide range of activities including the investigation of EEO discrimination complaints, conducting employee conflict interventions, anger management counseling, serving both as a union and management grievance representative, negotiating labor contracts (for union and management,) designing and presenting specialized employee and management development courses, and conducting organizational assessments.

I have also been a federal executive having managed a human resource function with 3 subordinate levels of management spanning over 128 employees.

I have a Bachelor's Degree in Interdisciplinary Human Resources Studies, and a Master's Degree in Alternate Dispute Resolution - both from Wayne State University in Detroit, Michigan.

RONALD L. JOHNSON

Mediation Fee Schedule

Mediation (4 hours):

The fee is \$800.00

The additional fee(s) for Mediations lasting longer than four (4) hours at the mutual request of both parties will be negotiable.

