**VIRGIL “TODD” MORROW**

*USDA FS Employee Relations Specialist*

Todd has more than 20 years combined experience in leading diverse interdisciplinary teams, program management, personnel administration, training, and policy and procedure development. He holds a Master of Science Degree in Human Resource Management with an Organizational Leadership graduate certificate through Chapman University. He also has a Bachelor of Science Degrees in Psychology and Sociology from Maryland University. Furthermore, Todd is a trained Mediator through The Justice Center of Atlanta, Inc. He has attended numerous Department of Defense (DOD) Leadership Courses during his +20 years as a Midlevel Manager of Air Traffic Controllers, to include DOD Employee’s in the Bargaining Unit. Moreover, he has taken the L-381 Leading Interdisciplinary Teams course at McClellan WFTC when he worked for CA Bureau of Land Management.

As a Federal Employee Relations Specialist, he provides advice and counsel to line/staff officers, and managers and supervisors for Eldorado National Forest, Lake Tahoe Basin Management Unit, Regional Office Fire and Aviation Management units in the areas of performance and conduct related matters. Essentially, he evaluates problem situations and recommends viable options to address a wide range of difficult problems such as leave and attendance, misuse of government equipment/vehicles/credit cards, positive drug tests, and sexual harassment/misconduct/other issues affecting a healthy work environment, hardship transfers, workplace violence, employment suitability, and medical conditions /reasonable accommodation requests. He prepares responses to agency grievances and OIG hot line complaints. In addition, he works with Labor Relations Specialist regarding grievances and information request. He offers key staff guidance to address problems and concerns within the organization, and develops recommendations and alternative solutions to minimize and resolve disputes while maintaining or promoting a healthy and positive work environment. He has also participated in agency all employee meetings as well as Forest Leadership Team meetings to get a better understanding of the field’s needs. Subsequently, he authored and implemented a R5 Employee Relations Hypothetical Case Supervisory Development Course.

As a USDA credentialed Personnel Misconduct Investigator, he has been assigned as an investigator to look into matters that require a formal administrative investigation. He also serves as an Agency Technical Representative for EEO Mediations and MSPB/EEOC proceedings. Albeit Todd started his Forest Service career on December 9, 2009 – he’s been involved in hundreds of Employee Relations related cases during that time.

For more information visit the R5 Human Resource Service Team web site at: <http://fsweb.r5.fs.fed.us/unit/hr/> or contact Todd at 707-562-9152 or via e-mail at [vmorrow@fs.fed.us](mailto:vmorrow@fs.fed.us)