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**LANE TRANSIT DISTRICT  
BOARD OF DIRECTORS  
HUMAN RESOURCES COMMITTEE**

**September 15, 2003  
12 p.m.**

**LTD CONFERENCE ROOM  
3500 E. 17<sup>th</sup> Avenue, Eugene  
(in Glenwood)**

*Public testimony will not be heard at this meeting*

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**AGENDA**

Page No.

- I. CALL TO ORDER
- II. ROLL CALL  
Gaydos (Chair) \_\_\_\_\_ Ban \_\_\_\_\_ Gant \_\_\_\_\_
- III. INTRODUCTION – Human Resources & Risk Management Director  
Mary Neidig
- IV. APPROVAL OF MINUTES—March 31, 2003
- V. WORK SESSION:
  - A. Labor Relations – Preliminary Discussion
  - B. Arbitrator Decision
  - C. General Manager Evaluation
    - 1. Tool and participants
    - 2. Review goals and objectives
    - 3. Review GM employment agreement
  - D. Committee Work Plan
- VI. SCHEDULE NEXT MEETING
- VII. ADJOURNMENT

Deleted: <#>INTRODUCTION OF HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR MARY NEIDIG¶

Deleted: <#>Review 2002-03 Goals and Objectives for General Manager (attachment)¶

# **GM Goals and Objectives 2002-2003**

Approved by Board of Directors February 19, 2003

## **Strategic Planning**

Objective: Improve LTD planning processes

Goals:

- Update LTD's strategic plan (including process for reviewing and updating annually)
- Create quarterly Board study sessions that focus on strategic issues (brainstorming policy, projects, funding, legislation, etc.)

## **Labor Relations**

Objective: Improve relationship between LTD leadership and employees

Goals:

- Develop improved relationships with ATU leadership, through regular meetings and exchange of information
- Build on the team theme through specific activities, improving morale and connectivity with LTD employees
- Develop a sound strategy for the next contract negotiations (2004)

## **Community Relations**

Objective: Improve image of LTD in the community

Goals:

- Expand community outreach and education efforts
- Utilize the Board more in advocacy building and outreach efforts
- Develop and communicate clear messages around LTD projects and initiatives

## **Organizational Performance**

Objective: Improve LTD operational performance

Goals:

- Develop performance standards that are valid and can communicate the District's efficiency and effectiveness
- Continue to refine LTD's practices and services, through specific activities, to improve resource allocation and attain higher system performance
- Create and distribute an annual organizational performance report

### **Financial Management**

Objective: Maintain and improve sound fiscal management

Goals:

- Propose specific strategies for increasing LTD's revenues
- Manage the fiscal resources of the District through the recession with minimal damage
- Initiate LTD's application for New Start funds for BRT

### **Capital Programs and Projects**

Objective: Advance capital programs and projects

Goals:

- BRT Phase I under construction
- BRT Phases II & III planning moving forward
- BRT vehicles under contract
- Springfield Station under construction
- Complete design & engineering on fleet building expansion; begin construction
- New forty-foot buses delivered and in service
- AVL/APC/CAD in service on part of fleet
- Purchase RideSource facility/complete design & engineering