

MINUTES OF DIRECTORS MEETING

LANE COUNTY MASS TRANSIT DISTRICT

ADJOURNED MEETING

April 10, 1979

Pursuant to notice given to the Register Guard and the Springfield News on March 27, 1979, an adjourned meeting of the board of directors of Lane County Mass Transit District was held at the City Hall, Eugene, Oregon, on April 10, 1979 at 6:00 p.m.

Present:

Richard A. Booth, Secretary  
Jack J. Craig  
Daniel M. Herbert, Vice President  
Kenneth H. Kohnen, President, presiding  
Ted Langton, Treasurer  
Glenn E. Randall  
Carolyn Roemer  
Tim Dallas, General Manager pro tem  
Mavis Skipworth, Recording Secretary

BUDGET COMMITTEE APPOINTMENT: Mr. Kohnen submitted a nomination of William Edom for appointment to the Budget Committee to complete the term from April 10, 1979 to December 31, 1981 of the position vacated by the resignation of Robert Moulton. Upon motion by Mr. Randall, seconded by Mr. Booth, the board unanimously approved the appointment of Mr. Edom.

MOTION  
VOTE

DISCUSSION FOR RECRUITMENT AND SELECTION PROCESS FOR GENERAL MANAGER: Mr. Kohnen said in response to board instruction at the last meeting to prepare a proposed process for filling the position of general manager, he was presenting a proposal which included several basic questions which needed to be answered prior to publication and distribution of a job announcement brochure.

Mr. Kohnen said a determination should be made as to the scope of the search, whether it should be widespread or confined to the west coast, limited to people with transit experience, or other special qualifications.

MOTION

Mr. Herbert moved for the search to be conducted nationwide and Mr. Langton seconded the motion.

Mr. Randall suggested that someone qualified could be found within the eleven western states as travel expenses could be excessive and too many applications could be received if advertised throughout the country. Mr. Booth said he was in agreement but felt the options should be kept open if there were an outstanding applicant available elsewhere.

VOTE

The question was put on Mr. Herbert's motion and it carried with favorable vote by Booth, Craig, Herbert, Kohnen, and Roemer, and opposed by Randall.

Mr. Randall said he would suggest recruitment be confined to the transit community. Mr. Booth said any qualified administrator should be considered as he believed a good professional manager could learn the transit business fairly quickly.

MOTION  
VOTE

Mr. Langton moved that the search not be limited to the transit community and Mr. Booth seconded the motion. The motion carried with favorable vote by Booth, Herbert, Kohnen, Langton, Randall and Roemer; Craig dissenting.

Discussion followed on the basic minimum qualifications that should be required for applicants and the value that should be placed on requiring a college degree. When asked to express his opinion, Mr. Dyer suggested listing as requirements a college degree, two years of transit experience, four years of management experience, or a combination thereof. Mr. Booth said he believed requirement of a college degree should be omitted and Mr. Randall agreed, stating that emphasis should be placed on transit and management experience.

Mr. Craig moved that the requirements include a college degree or equivalent with two years of transit service and four years of public management experience. Mr. Dyer cautioned that the board should seek upper levels of management to deal with budget policy, labor relations, and such. Mr. Craig's motion failed for lack of a second.

MOTION

Mr. Herbert then moved that staff prepare for board review the wording that a college degree is preferred but not required, omit any reference to transit service, and require a minimum of four years upper level management experience in the public sector. Mrs. Roemer seconded the motion.

AMEND  
MOTION  
VOTE

Mr. Craig stressed the importance of knowledge about transit service. Mr. Herbert moved to amend the motion to include that transit experience would be preferred but not required. Mr. Craig seconded the motion and it carried unanimously.

Ms. Loobey spoke of the delay in publication if a reworded proposal were brought to the next meeting and Mr. Randall suggested the staff write the proposal and submit it for publication.

AMEND  
MOTION  
VOTE

Mr. Herbert moved to amend the motion for the staff to prepare the job announcement and submit it for publication. Mrs. Roemer seconded the motion and it carried unanimously.

Mr. Herbert spoke of the importance of considering only upper level management applicants with experience in the public sector. Mr. Booth said he believed experience could be gained without having previously worked in the public sector. Mr. Craig said the position is quasi-governmental and an understanding of local government was of high priority.

AMEND  
MOTION  
VOTE

Mr. Herbert moved to amend the motion to add "suitable equivalent", and the motion was duly seconded, carrying unanimously.

VOTE  
MOTION  
VOTE

The question was put on the main motion for the job announcement brochure to include "college degree and transit experience preferred but not required, minimum of four years upper level management experience in the public sector; or suitable equivalent; job announcement brochure to be prepared by staff and submitted for publication." The main motion as amended carried unanimously.

MOTION  
VOTE

Mr. Craig moved to list the current position salary. Mr. Herbert seconded the motion and it carried unanimously.

Mr. Randall moved to approve the remaining information presented by staff. Mr. Craig seconded the motion and it carried unanimously.