

MINUTES OF DIRECTORS MEETING
LANE TRANSIT DISTRICT
SPECIAL BOARD MEETING/"LISTENING" SESSION

Wednesday, November 2, 2005

Pursuant to notice given to *The Register-Guard* for publication on November 1, 2005, and distributed to persons on the mailing list of the District, the Board of Directors of the Lane Transit District held a special meeting on Wednesday, November 2, 2005, beginning at 10 a.m., in the Bascom Room of the Eugene Public Library, 100 West 10th Avenue, Eugene. No quorum was present.

Present: Gerry Gaydos, President, presiding
Dave Kleger, Treasurer
Dean Kortge
Jo Sullivan, Clerk of the Board/Minutes Recorder

Absent: Susan Ban, Vice President
Debbie Davis
Mike Eyster
David Gant, Secretary

CALL TO ORDER – Mr. Gaydos called the meeting to order at 10:15 a.m. Only Mr. Kleger and Mr. Gaydos were present at this time. Mr. Kortge arrived a little later and then excused himself at 11 a.m. to attend another meeting. There were 11 represented and 2 administrative employees present at the meeting. Those present were Bus Operators Carl Faddis, Carla Aguilar, Mel Aguilar, Dan Dreier, Bill Hallmark, Fred Pearson, Nikki Hess, Roxie Moore, Melinda Raven, Dave Barton, and Tim Leberman; Graphic Artist Hannah Bradford; and Accessible Services Manager Terry Parker.

EMPLOYEE LISTENING SESSION – to hear employee input on the Board's HR Strategic Plan, *Looking to the Future*

Mr. Gaydos thanked everyone for being present, saying that the listening session was important both to LTD as an organization and to the Board members. He thought that the Board would try to hold additional sessions in the future, and said that the Board hoped for a better understanding of the issues. He explained that the Board's position was not one of doing the day-to-day operations of the District. Rather, the Board hired and oversaw the performance of the general manager, and it was the general manager's job to implement policy.

Mr. Gaydos said that the purpose of the *Looking to the Future* draft document, from the Board's perspective, was to say that the employees are important, and it was equally important to have these kinds of policies in place, and then to review with the general manager whether or not those policies were implemented. He added that it was the Board's job to set the policy, make priority decisions, and make the financial decisions to ensure that the money was there to allow those priorities to occur.

Mr. Gaydos said that it was the employees' job in the listening sessions to provide input and feedback on the draft HR strategic plan, *Looking to the Future*. The real goal, he said, was to understand if the draft plan made sense to the employees and to listen to anything else that was on the employees' minds. Mr. Gaydos wanted to make sure that everyone understood the roles of the Board, the general manager, and the employees, which he called the most essential role of implementing what LTD does. As a volunteer, Mr. Gaydos could have meetings, listen, and make the best decisions he could make. The Board wanted to listen to the employees, and hoped that setting and implementing the goals in the draft plan would be a collaborative effort.


Mr. Kleger said that there were three legal requirements that the Board had to live with. The first was to provide transportation services to citizens who did not have cars. The second was to provide transportation services that invited people to leave their cars at home and take the pressure off the public infrastructure and the air shed. The third was to obey all the laws of all jurisdictions impacting LTD whether they were contradictory or not.

The employees present then provided some feedback on the draft *Looking to the Future* document, and expressed opinions about various aspects of work and communication at LTD. The Board members present heard substantial input from the employees, including regarding the general manager's performance and other areas of concern about the District.

Mr. Kleger stated his opinion that a change in leadership would not make much difference. He said that he would not want to go through the expense of an executive search, especially since most of the decisions he had heard people complaining about were made before Mr. Hamm was hired. He said that major decisions took a long time to implement, and that the run-time schedule had been deteriorating partly because of population and traffic increases and no effective means to increase funding. He said that the bottom had fallen out of the local economy a few months after Mr. Hamm began working at LTD, and the revenue stream dropped by close to 20 percent within 30 days. LTD had managed to avoid laying off any represented employees, but 14 others were laid off, including half the planning department, which he thought was part of the reason that planning was not functioning as well as it did in the past. He said that the Board had tried to restore some of what was lost.

Mr. Gaydos said that the Board would continue listening to employee input. He noted that LTD had received a number of awards for a variety of things during the past four years, and those kinds of things had to be balanced with other input. He said that the Board's responsibility was to listen to everything and it was everyone's responsibility to help ensure an inclusive culture and spirit. He said that the Board, as volunteers, were focused on doing the best job they could, and he was confident that employees were doing the best job they could. There were some things that could change easily and some that could not, and the Board and employees should work together to help each other be as strong as they could be. He encouraged employees to ask when they didn't understand why some things were done the way they were, such as the removal of shelters, so that they could understand the issues and be part of the process, in order to help improve the culture of inclusiveness.

ADJOURNMENT: Mr. Gaydos and Mr. Kleger thanked the employees for their input. The meeting ended at 12:50 p.m.


Board Secretary

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