

MINUTES OF HUMAN RESOURCES COMMITTEE MEETING
LANE TRANSIT DISTRICT BOARD OF DIRECTORS

January 17, 2006

Pursuant to notice given to *The Register-Guard* for publication on January 13, 2006, and distributed to persons on the mailing list of the District, a meeting of the Lane Transit District Board of Directors Human Resources Committee was held at 7:30 a.m. on January 17, 2006, in the District's conference room at 3500 E. 17th Avenue, Eugene.

Present:

Gerry Gaydos, Chair
Susan Ban
Mike Eyster
Ken Hamm, General Manager
Mark Pangborn, Assistant General Manager
Mary Neidig, Director of Human Resources and Risk Management
Andy Vobora, Director of Marketing and Communications
Jo Sullivan, Clerk of the Board/Minutes Recorder

CALL TO ORDER: The meeting was called to order at 7:35 a.m. by Committee Chair Gerry Gaydos. All were present.

EXECUTIVE SESSION PURSUANT TO ORS 192.660(2)(d): Mr. Eyster moved and Ms. Ban seconded that the Board move into executive session pursuant to ORS 192.660(2)(d), to conduct deliberations with persons designated by the governing body to carry on labor negotiations. The motion carried unanimously and the executive session began at 7:37 a.m. Labor attorney and designated negotiator Jackie Damm was present for this discussion with the Board. Matt Cooper of *The Register-Guard* was allowed to remain for this discussion and was reminded not to report on anything he heard during the executive session.

RETURN TO REGULAR SESSION: The Committee returned to open session at 8:40 a.m.

EXECUTIVE SEARCH PROCESS: The Committee briefly discussed the draft search process as discussed at the Board's December strategic planning work session. Ms. Neidig reported that she had researched some executive recruitment firms and that there were four or five firms with extensive experience in executive searches for transit, with good contacts in the industry. She said that if the Board proceeded at that time with the search, there could be a limited request for proposals (RFP). If the process were delayed, the RFP process did not have to begin yet. Mr. Gaydos thought that the current timeline, with the RFP process in January, was unrealistic. Ms. Neidig asked what piece of the search process she should begin working on. Mr. Gaydos said that the Committee should talk with the full Board and suggested doing so at the February Board meeting. The Committee agreed to give a brief report at the January 18 meeting.

NEXT MEETING: Mr. Gaydos suggested that at the next HR Committee meeting, the Committee could discuss the next steps, including a longer-term versus short-term interim general manager, or whether to recruit externally or internally. Ms. Neidig also placed the LTD pension plan costs on the agenda for the next meeting. The Board Finance Committee

was discussing the costs for the FY 2006-07 budget, and was looking to the HR Committee regarding policy questions. Briefly, Mr. Pangborn explained that this discussion would include what the pension issues were and how that fit with what was happening with the budget. The Finance Committee would be discussing different financial scenarios for the unfunded liability in the pension plans. Ultimately, any decision would be made by the full Board.

ADJOURNMENT: The meeting was adjourned at 8:55 a.m.

Approved January 24, 2006

/s/ Jo Sullivan
Recording Secretary