

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

March 28, 2006

Pursuant to notice given to *The Register-Guard* for publication on March 25, 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 4 p.m. on March 28, 2006, in the District's conference room at 3500 E. 17th Avenue, Eugene.

Present:

Susan Ban
Mike Eyster
Gerry Gaydos, Chair
Mark Pangborn, 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 4:10 p.m.

MOTION **APPROVAL OF MINUTES:** Mr. Eyster moved approval of the January 24, 2006; February 14, 2006; and February 28, 2006, HR Committee meetings. Ms. Ban seconded, and the minutes
VOTE were approved by unanimous vote.

BOARD HR PLAN, LOOKING TO THE FUTURE: Ms. Neidig reported on progress made in various aspects of the plan. She noted a change to Goal 8 to make it sound less punitive, in response to the Committee's last discussion. She discussed a table that showed the activities that had occurred. The table listed the goal, action taken, status of the goal, staff role, and Board role. The Committee reviewed the plan goal by goal.

Mr. Eyster thought that employees should be asked for feedback again before the plan was taken back to the Board. The Committee thought that the plan should be taken to the Board to approve any substantive changes in the plan. It was thought that some new strategies or actions could be developed as a result of the communications assessment process.

Mr. Gaydos said that the "Board will support diversity" goal did not seem strong enough for him. He thought it would be nice for more Board members to attend the IDEC training. He suggested that the Board should establish a policy, and suggested reviewing the Girl Scouts statement and others. He said that LTD should recognize it is doing a good job and be a leader in diversity training.

Ms. Ban mentioned the Sea Cadets, a group she had talked about at the last meeting. She said this was an activity group for middle school students to create an interest in being ship captains. She wondered if something similar could be done for buses, and thought that the Center for Alternative Transport could be a partner.

Mr. Gaydos thought that community activities and training could be folded in to the Board's role.

The Committee did not want to review the plan again before it went to employees for additional input.

Mr. Gaydos wondered if there should be an employee role, which could be broadened from "design and provide" to "design, provide, and participate in."

PROJECT UPDATES: The Committee received an update on proposed training, employee awards ceremonies, and the status of the Maintenance director position. Mr. Vobora briefly discussed the communications audit process, as well.

Training for Labor Management Committee: Ms. Neidig and ATU Executive Board Officer Carol Allred were to meet with consultant Kevin Boyle that week, and had examples of training materials. He had proposed one set of training with the Labor Management Committee and would propose expanding who would attend the skill-building pieces, so that a larger group from administration and ATU employees would be building a common skill set.

Mr. Gaydos said he was still troubled by the capital versus operating agreement regarding EmX. He thought there were drivers who still did not believe in EmX. He said he thought LTD was building EmX service for the community, but also for the drivers and to provide a better way to provide service. Mr. Vobora said that the internal EmX Committee went on an EmX tour and came back excited about the project. Mr. Gaydos said that this was his point, and he expressed the need to do more of that kind of tour for employees before the soft opening of EmX.

Mr. Eyster wondered if it would be possible to cycle most of the bus operators through the EmX tour. Ms. Ban agreed that it was worth some investment to do more of that.

General Manager Contract and Evaluation Process: Mr. Gaydos said that the Committee was waiting for the attorneys to complete working on Mr. Pangborn's employment contract. It would then be reviewed by the HR Committee and go to the full Board for formal approval. Mr. Gaydos asked for some information on comparable salaries to discuss at the next meeting.

Assistant General Manager: Mr. Gaydos noted that Linda Lynch, who had been named "interim" assistant general manager, would be retiring in September, and asked about the transition plan. He also asked if this was an essential position. Ms. Neidig replied that staff were trying to make the hiring process fit with the process to hire the director of Maintenance. She explained that staff were looking at combining the assistant general manager with the government relations role held by Ms. Lynch.

Role of Board President: Mr. Gaydos thought it was important for the organization think through the role of the president and officer selection. He noted that often the position rotates, and said that he would feel better if LTD had a process or policy. He suggested that the Board Communication and Process Committee could discuss this.

NEXT MEETING: It was agreed that a special meeting would be scheduled, possibly by conference call, if the general manager's employment agreement was completed before the next regularly scheduled meeting.

ADJOURNMENT: The meeting was adjourned at 5:30 p.m.

Recording Secretary