

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

December 11, 2007

Pursuant to notice given to *The Register-Guard* for publication on December 6, 2007, 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 Tuesday, December 11, 2007, in the District's conference room at 3500 E. 17th Avenue, Eugene.

Present:

Michael Dubick
Mike Eyster
Gerry Gaydos, Chair
Mark Pangborn, General Manager
Mary Adams, Director of Human Resources and Risk Management
Jo Sullivan, Clerk of the Board/Recording Secretary

CALL TO ORDER: Mr. Gaydos called the meeting to order at 4:01 p.m.

MOTION **APPROVAL OF MINUTES:** Mr. Dubick moved that the minutes of the November 27, 2007, HR Committee meeting be approved as amended. The motion was seconded by Mr. Eyster and approved 3 to 0.

EXECUTIVE SESSION: Mr. Eyster moved that the Board meet in Executive Session pursuant to ORS 192.660(2)(i), to evaluate the work-related performance of the general manager. Mr. Dubick seconded, and the motion carried by unanimous vote. General Manager Mark Pangborn and Director of Human Resources Mary Adams were present for this discussion with the Committee, which began at 4:02 p.m.

RETURN TO OPEN SESSION: The executive session ended at 4:10 p.m.

COMMITTEE RECOMMENDATION FOR GENERAL MANAGER'S COMPENSATION: The Committee noted that there would be an opportunity to make a public statement about the general manager's performance following the executive session at the December 19 Board meeting.

MOTION It was moved that the Board HR Committee recommend to the full Board of Directors that the Board approve a one-time contribution of \$10,000 to the general manager's retirement plan, in recognition for his outstanding performance during the past year.

VOTE Mr. Eyster seconded, and the motion carried by unanimous vote (3:0).

COMMITTEE RECOMMENDATION FOR GENERAL MANAGER'S GOALS AND OBJECTIVES: The Committee discussed draft goals for the General Manager, with three main categories: 2008 One-year Goals; Manage the District's Strategic Work Plan—External; and LTD Organizational Performance—Internal. Some wording changes were made, and one goal was added regarding Mr. Pangborn playing a larger role in becoming “the face of LTD.”

MOTION Mr. Eyster moved that the Committee approved the goals of the general manager as amended, for recommendation to the full Board of Directors. Mr. Dubick seconded the motion.

VOTE There was no further discussion, and the motion carried by unanimous vote.

NEXT MEETING: The next meeting will be scheduled as the need arises.

ADJOURNMENT: There was no further discussion, and the meeting was adjourned at 4:18 p.m.

Recording Secretary

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Approved 3/19/08