

General Manager Executive Search – Update

Board Work Session, February 2, 2022



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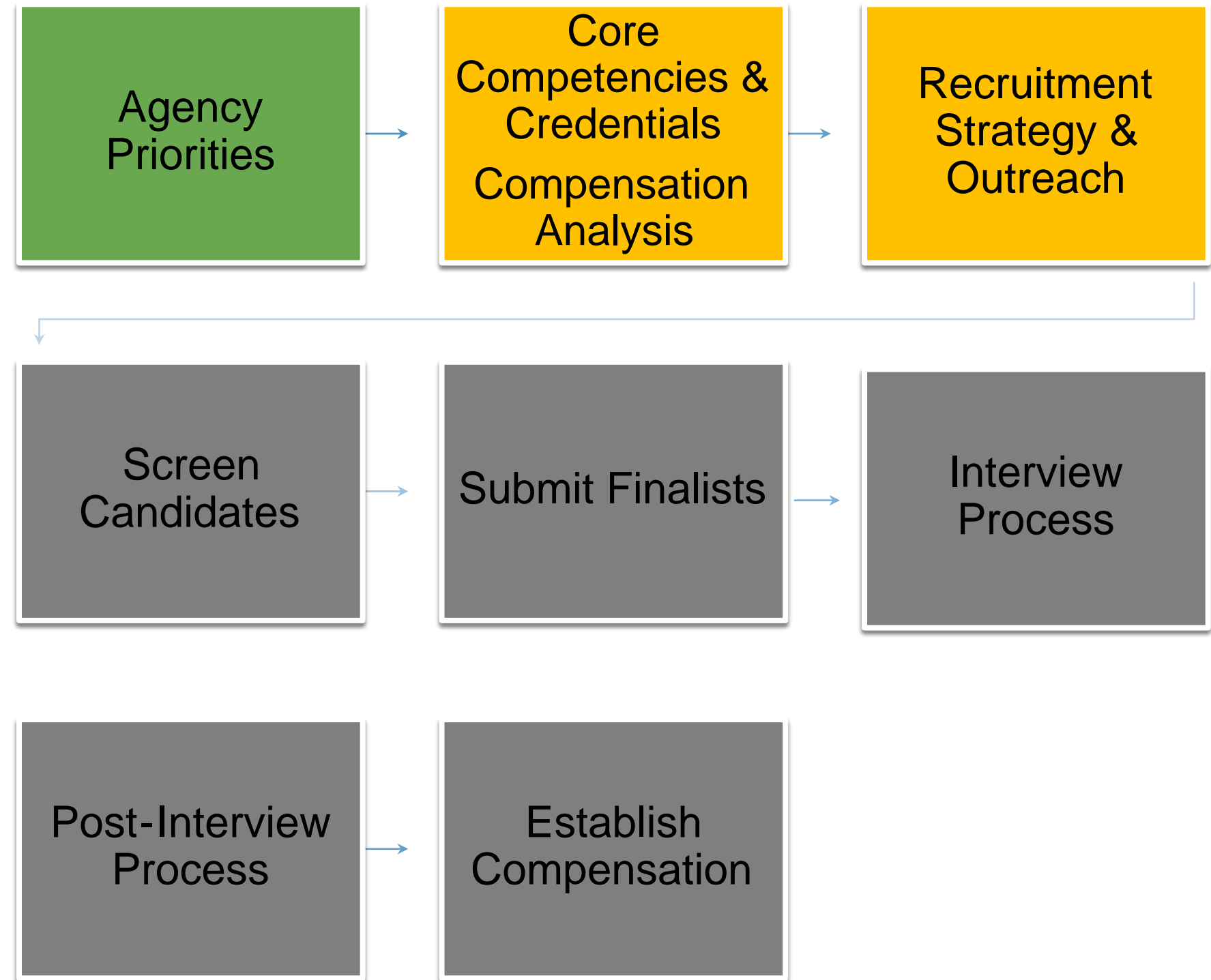
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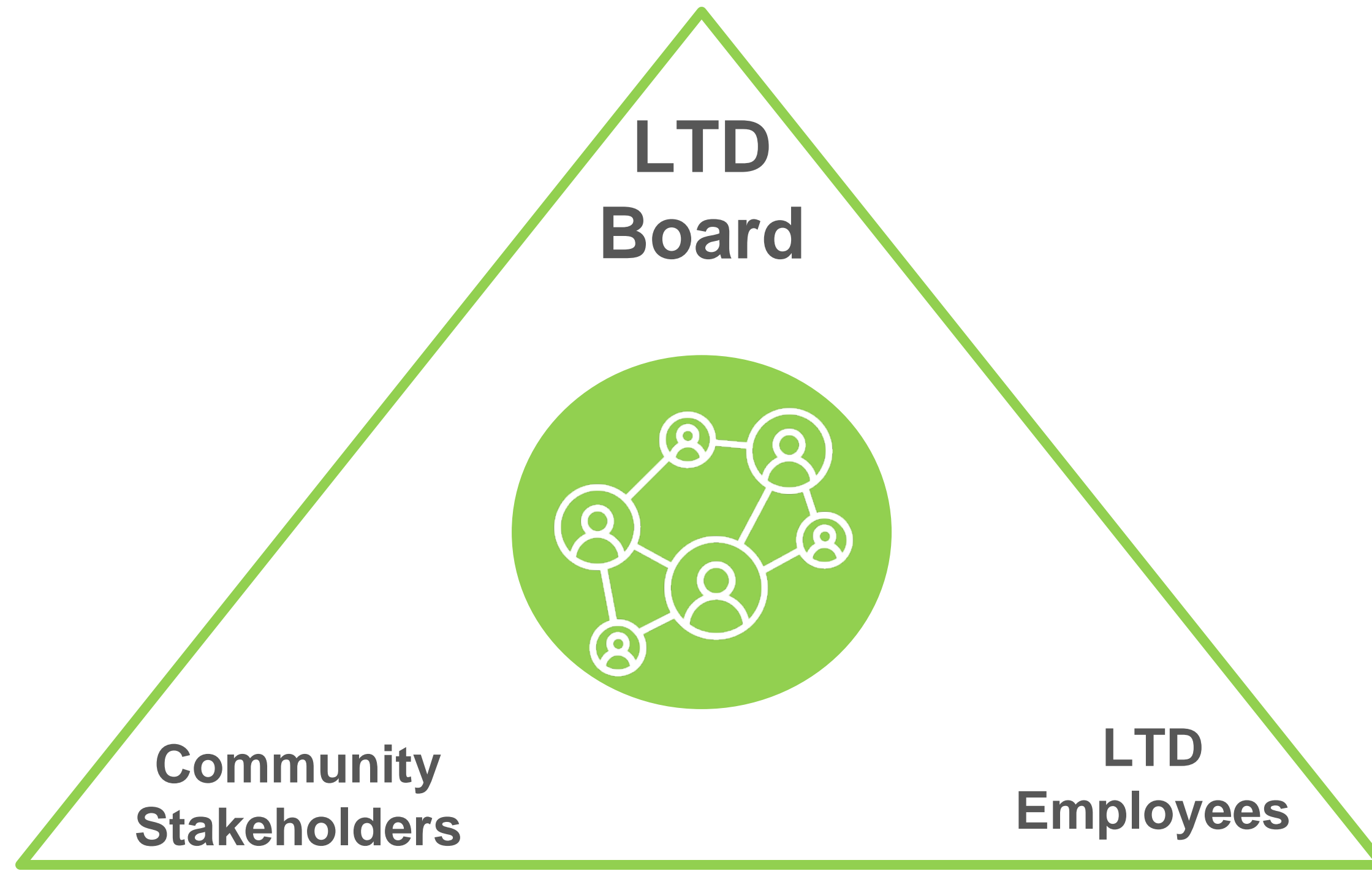
Project Overview & Approach

Our approach to recruitment of qualified candidates ensures that we achieve alignment with Executive Management in order to deliver the most suitable individuals with the right mix of experience and skills.



Core Competencies

Recap: Informing the Job Description



Summary of Stakeholder Engagement Sessions: Key Attributes

- Engaging
- Collaborator
- Authentic
- Flexible/Adaptable
- Strong communicator
- Effective change management leader
- Community Leader
- Strategic thinker
- Respectful
- Strong sense of community value
- Passionate about transportation and what it could be in the future

01.25.2022 Stakeholder Engagement Sessions

Attendees: Mayor, Congress, City Manager,
Community Director

Engagement Sessions = 11

Core Competencies

Employee and Stakeholder Input Summary



01.18.2022 Survey Totals
 Employee = 58
 Stakeholder = 51

The above references key words defining the characteristics of the next GM/CEO from Stakeholders and Employees via survey. The majority identified communication as the top skill of the next GM/CEO.

Job Description

Job Description: Key Themes

- Passion for mobility and public transportation
- Proven commitment to diversity, equity, and inclusion in policy and practice
- Strong ability to Communicate at all levels
- Ability to drive and lead change
- Strong collaborator within community engagement and board of directors
- Someone who is adaptable and flexible
- Background with urban experiences
- Strong Leadership experience/background
- Engagement within the community
- Has to understand how to manage/direct up as well as back down to community, employees etc.
- Knows how to manage and support board of directors
- Must be prepared to be the face of the district upholding a certain standard
- Engaging but also authoritative
- Organized, thoughtful, good listener, engaging
- Previous experience managing a large budget; public money etc.
- Proven experience with multi-jurisdiction communication and partnerships
- Ability to communicate effectively
- Has worked within a medium sized community
- Maintaining and forming relationships at all levels of the organization and the community
- Forward-thinking ability to see the big picture

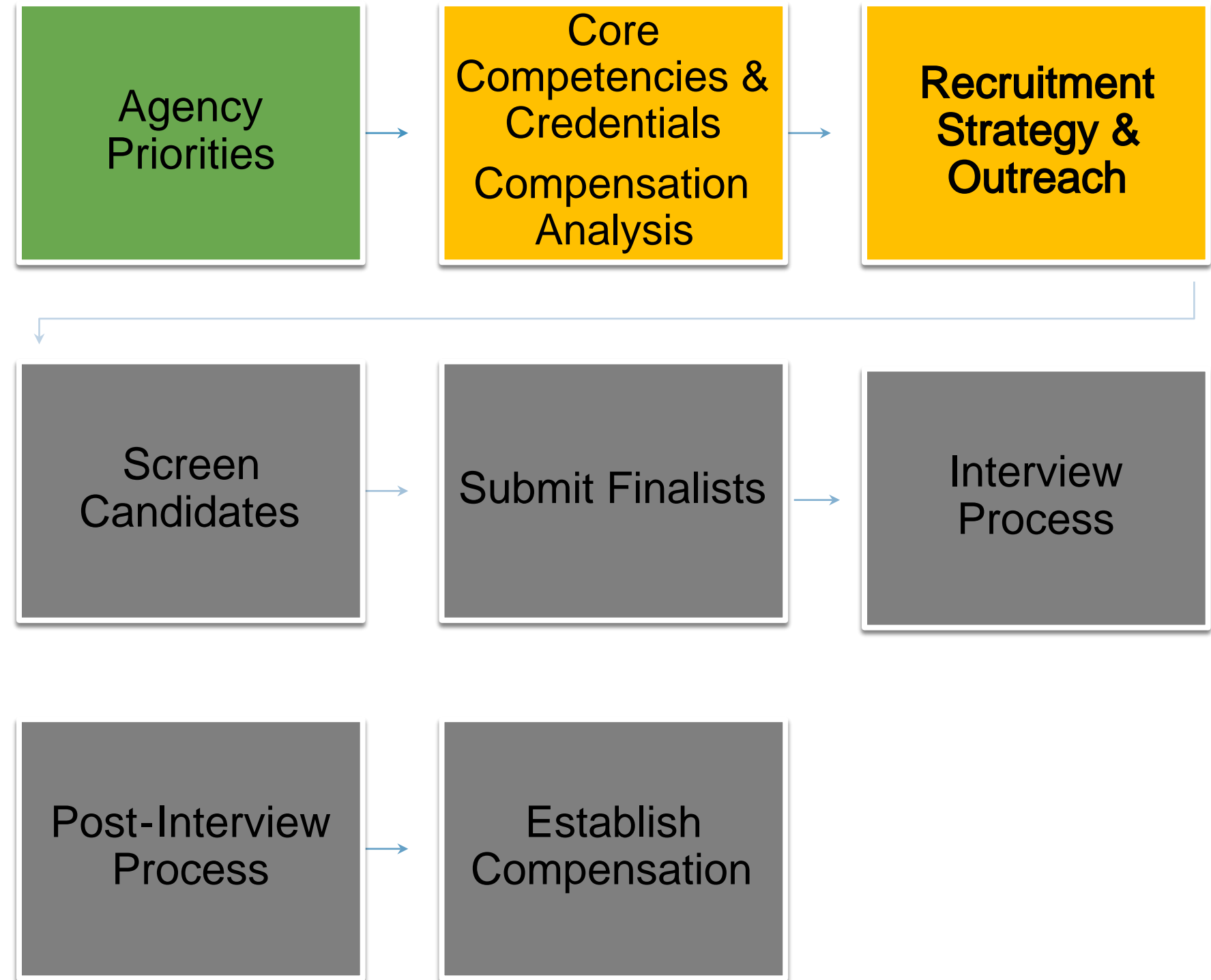
Recruitment Strategy

Recruitment Strategy

Personal Relationships: TransPro's proven relationships and reputation within the public transportation industry (both public and private) will yield numerous potential candidates.

Social Networks: We also leverage talent pipelines and industry referrals through our extensive social networks.

Strategic Advertisement: We also strategically advertise in appropriate Settings including: Indeed, LinkedIn Transit Talent, Mass Transit, and TransPro Careers Page. We will also explore regional networks such as the Oregon Transit Association and the Association of Oregon Counties



General Manager Compensation Analysis 2022

Revisit: Determining General Manager Compensation

Understand Reasonable Base Compensation

Compare to Previous Compensation Model

Establish Expectations for Next GM Compensation:
What will candidates expect?

Revisit: Board Compensation Philosophy

Base Compensation Consistent with Market



Market of the subject matter

~~Market of public sector/nonprofits in the region~~

Market of private sector organizations in similar subject

Attract and retain high quality talent

*Removed from comparatives at
January 5, 2022 Board Work Session*



Determining Base Compensation

- ① Identify Public Transit Peer Organizations
- ② Private Sector Transportation Organizations
- Regional and National

Determining Base Compensation

1 Identify Public Transit Peer Organizations

Low	Average	High	Outlier*
\$165,821	\$197,763	\$284,079	\$394,829
	LTD Interim GM		

*Outlier value not included in average calculation.

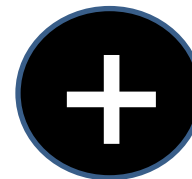


Determining Base Compensation

2 Private Sector Transportation Organizations *- Regional and National*

**Standard Starting Base
Compensation**

\$150,000



**Benefits and Incentive
Compensation**

General Scale for Salaries

\$180,000

\$220,000

Compensation Range Recommendation

\$170,000



\$220,000

**Establish Base
Compensation in
Salary Negotiation**



**Establish Benefits and
Incentive
Compensation**

Next Steps

January

Final Job Description
Marketing Plan

February

Initiate Recruitment
Post Position

Questions?