



LANE TRANSIT DISTRICT BOARD OF DIRECTORS COMPREHENSIVE & ACCESSIBLE TRANSPORTATION COMMITTEE

Tuesday, January 18, 2022 1:00 p.m. – 3:00 p.m.

VIRTUAL MEETING

Zoom details for viewing and public participation provided on the web calendar at www.LTD.org.

Watch live (viewing only no participation) via: https://metrotv.ompnetwork.org/

AGENDA

Table with 4 columns: ITEM, Time, Page. Includes items like CALL TO ORDER, ROLL CALL, PRELIMINARY REMARKS FROM THE CHAIR, ANNOUNCEMENTS AND ADDITIONS TO AGENDA, and AUDIENCE PARTICIPATION.

<u>ITEM</u>	<u>Time</u>	<u>Page</u>
VI. ITEMS FOR ACTION - None		
VII. ITEMS FOR BOARD RECOMMENDATION - None		
VIII. ITEMS FOR INFORMATION/DISCUSSION		
A. RIDESOURCE OPERATIONS ANALYSIS: <i>Materials Included</i> [Hart Migdal, John Ahlen] <b>Action Needed:</b> None. Information Only	1:15 p.m.	3
B. DEVELOPING LTD'S SERVICE RESTORATION STRATEGY: <i>Materials Included</i> [Tom Schwetz] <b>Action Needed:</b> None. Information Only	1:40 p.m.	11
C. GENERAL MANAGER RECRUITMENT PROCESS: <i>Materials Included</i> [Mark Johnson, Consultant] <b>Action Needed:</b> None. Information Only	2:15 p.m.	21
X. FUTURE MEETING AGENDAS		47
<i>Attached is a calendar of Action or Information items that will be included on the agenda for future meetings.</i>		
XI. ADJOURNMENT	3:00 p.m.	
<i>To request a reasonable accommodation or interpreter, including alternative formats of printed materials, please contact LTD's Administration office no later than 48 hours prior to the meeting at 541-682-5555 (voice) or 7-1-1 (TTY through Oregon Relay).</i>		



## AGENDA ITEM SUMMARY

<b>DATE OF MEETING:</b>	January 18, 2022
<b>ITEM TITLE:</b>	RIDESOURCE OPERATIONS ANALYSIS
<b>PRESENTER:</b>	Hart Migdal, Development Planner; John Ahlen, Accessible Services Specialist
<b>DIRECTOR:</b>	Cosette Rees, Director of Customer and Specialized Services
<b>ACTION REQUESTED:</b>	None. Information Only

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**PURPOSE:** To provide preliminary information on the upcoming RideSource Operations Analysis and get feedback to inform scoping and community engagement efforts for the project.

**ROLE:** As an advisory committee to the Board of Directors, the committee's role in this instance is to obtain information for a future recommendation to the Board.

**COMMITTEE COMMUNICATION:** This is the first time that the committee is receiving information about the RideSource Operations Analysis. CATC received an update on the Strategic Business Plan rollout from LTD Development Planner Kim Le in October, 2021. The RideSource Operations Analysis is a tactic from the work plan to implement the District's Strategic Business Plan.

**PUBLIC COMMUNICATION:** This is the first public communication.

**STRATEGIC BUSINESS PLAN:** The District's FY22-24 Strategic Business Plan has five strategic areas of focus. These include 1) Customer Satisfaction 2) Employee Engagement 3) Community Value 4) Financial Health 5) Sustainability. Each of these priorities has tactics, milestones, and performance measures to ensure achievability and accountability. All District projects and matters brought before the Board align with one of these five strategic areas of focus.

This agenda item aligns with the strategic area of: Community Value.

**DESCRIPTION:** This project will launch what is intended to benefit cycle of focused RideSource evaluations and analyses. The work of this project will form a foundation for future iterations and development of RideSource mobility services.

In late 2022, it is expected that a consultant will be procured to evaluate RideSource, which will include identifying challenges, and exploring opportunities to improve the quality and efficiency of transportation services available to older adults and people with disabilities. Expected key outcomes include: 1) public involvement plan, 2) baseline analysis of RideSource service delivery, operations, and performance, 3) review of key challenges and comparison with peers/best practices, 4) program evaluation framework 5) exploration of selected strategic questions or concepts determined by technical analysis and stakeholder engagement during the project. 6) formal final report summarizing consultant findings and recommendations. Staff will present an overview of the drafted goals and objectives of the study and gather feedback from the committee to inform the development of a scope of work and public involvement plan for the project.

**BACKGROUND:** The Comprehensive Operations Analysis (COAs) launched in 2018 was primarily focused on evaluating fixed-route services. As a component of the first COA, consultants performed a technical analysis of RideSource services and performance. The RideSource Operations Analysis is envisioned as an expansion on that effort which will deliver a focused comprehensive evaluation.

**CONSIDERATIONS:** N/A.

**ALTERNATIVES:** N/A.

**NEXT STEPS:** Progress updates at regular CATC meetings and further engagement with committee members will occur depending on committee feedback, the project timeline, and the public involvement plan created as a 1<sup>st</sup> task of the project. A consultant is expected to be procured and begin work on the project Q2 (October-December 2022) of FY23.

**SUPPORTING DOCUMENTATION:** N/A

**PROPOSED MOTION:** N/A.



# RideSource Operations Analysis (ROA)





# Why do an operations analysis?

- *Connecting Our Community*
- Ask: how can RideSource/LTD allocate resources to serve the greatest good for older adults and people with disabilities?
- Ask: what measures should RideSource/LTD prioritize to improve our performance?



# LTD Strategic Business Plan

## 2022-2024 Lane Transit District Strategic Business Plan

The Strategic Business Plan (SBP) focuses Lane Transit District on the most important outcomes to deliver. It bridges LTD's mission, vision, and values to our day-to-day operations.

**MISSION:** Connecting our community.

**VISION:** In all that we do, we are committed to creating a more connected, sustainable, and equitable community.

**VALUES:** Respect, Integrity, Innovation, Equity, Safety, Collaboration

For the next three years, LTD will focus our priorities on five strategic areas, each with measurable success outcome definitions as outlined below:

### CUSTOMER SATISFACTION

Our goal is to deliver outstanding customer service that increases the willingness of our customers to recommend our services to others.



A Net Promoter Score of 55%.

### EMPLOYEE ENGAGEMENT

Our goal is to attract and retain a high quality workforce through high levels of employee engagement.



An Employee Engagement Score of 65%\*.

### COMMUNITY VALUE

Our goal is to provide strong value to the community through the services we offer, whether or not they use our services directly.



Establishment of a baseline for the percentage of the community that believes we provide value and improve 5%.

### FINANCIAL HEALTH

Our goal is to maintain LTD's strong financial position to sustain our operations for the future.



Achievement of 3-year rolling financial plan targets.

### SUSTAINABILITY

Our goal is to do our part to preserve and protect the environment through a reduction in greenhouse gas emissions.



A reduction in Greenhouse Gas Emissions of 70%.

\*The Employee Engagement Score will be a composite of three key indicators of engagement from the Employee Survey: understanding of how employee performance is linked to LTD's success, agreement that LTD leadership is invested in employee success, and agreement that employees are provided the tools needed to work successfully.



## 2022-2024 Lane Transit District Strategic Business Plan

### Work Plan Tactics

Tactics are the major projects or work activities that we will undertake to succeed in each of the strategic areas of focus.

### CUSTOMER SATISFACTION TACTICS

- Measure customer satisfaction – Fixed route
- Measure customer satisfaction – Paratransit
- Improve trip efficiencies & performance – RideSource
- Maintain on-time performance – Fixed route
- Conduct courtesy training for operations/public safety
- Enhance customer convenience
- **Comprehensive operations analysis – RideSource**
- Establish baseline analysis of equity of LTD services

### EMPLOYEE ENGAGEMENT TACTICS

- Manage employee turnover
- Implement workforce diversity initiatives
- Conduct internal customer survey
- Conduct employee events
- Provide development opportunities
- IT process improvement
- Continuous improvement program
- IT task scheduling communication
- Succession planning

### COMMUNITY VALUE TACTICS

- Conduct comprehensive operations analysis
- Create sustainable services stability fund
- Strengthen & streamline vendor & partner relations
- Ensure diversity equity inclusion participation in bidding opportunities
- IT disaster recovery & resiliency
- Communications: LTD as transportation leader
- Establish community partnerships for talent pipeline

### FINANCIAL HEALTH TACTICS

- Develop IT hardware/software replacement plan
- Define financial forecasting model
- Assess & evaluate long-term financial stability
- Increase operational efficiency

### SUSTAINABILITY TACTICS

- Electronic records management
- Fleet procurement plan
- Achieve sustainability certifications

### Performance Metrics

Prioritizing what to measure enables us to produce results that matter towards achieving our goals.

### CUSTOMER SATISFACTION METRICS

- Overall customer satisfaction
- Overall net promoter score
- Customer impression of on-time performance
- Actual on-time performance
- Customer impression of safety & security
- Accidents per 100,000 miles
- Customer impression of bus operator courtesy
- Bus operator complaints per 100,000 boardings

### EMPLOYEE ENGAGEMENT METRICS

- Employee net promoter score
- Employees understand how their performance is linked to LTD's success
- Employees agree leadership is invested in their success
- Employees agree they are provided with the tools needed to work successfully
- Internal customer satisfaction

### COMMUNITY VALUE METRICS

- Community perception of LTD value
- Community partner perception of LTD as trusted leader
- Access to frequent transit (total population)
- Access to frequent transit (minoritized population)

### FINANCIAL HEALTH METRICS

- Operating cost per boarding
- Maintenance cost per mile
- Vehicle hours per labor hour

### SUSTAINABILITY METRICS

- Greenhouse gas emission reduction
- Fleet transitioned to electric
- Renewable fuel consumption
- Overall ridership increase

**For more information, visit:**

[www.ltd.org/strategic-business-plan](http://www.ltd.org/strategic-business-plan)





# RideSource includes:



- **ADA Paratransit**
- **Non-Emergent Transportation (NEMT)**
- Behavioral Health Transportation
- Crucial Connections
- DD53 Work Trips
- Mobility Management
- Pre-School Transportation
- Shopper Shuttle
- Travel Training
- Transit Hosts
- Veterans Transportation
- Volunteer Escort
- and more



# Key Outcomes for the ROA:

- Public involvement plan,
- Baseline analysis of RideSource
- Key challenges, peers/best practices
- Program evaluation framework
- Strategic questions and/or concepts
- Formal final report



# Stakeholder involvement, questions, comments,





## AGENDA ITEM SUMMARY

**DATE OF MEETING:** January 18, 2022

**ITEM TITLE:** DEVELOPING LTD'S SERVICE RESTORATION STRATEGY

**PREPARED BY:** Tom Schwetz, Director of Planning and Development

**DIRECTOR:** Mark Johnson, Interim General Manager

**ACTION REQUESTED:** Committee Discussion

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**PURPOSE:** Provide the Committee with an overview of the issues underlying the development of LTD's service restoration strategy.

**ROLE:** As an advisory committee to the Board of Directors, the committee's role in this instance is to obtain information for a future recommendation to the Board.

**COMMITTEE COMMUNICATION:** This is the first communication on this item.

**PUBLIC COMMUNICATION:** This is the first public communication.

**STRATEGIC BUSINESS PLAN:** The District's FY22-24 Strategic Business Plan has five strategic areas of focus. These include 1) Customer Satisfaction 2) Employee Engagement 3) Community Value 4) Financial Health 5) Sustainability. Each of these priorities has tactics, milestones, and performance measures to ensure achievability and accountability. All District projects and matters brought before the Board align with one of these five strategic areas of focus.

This agenda item aligns with the strategic areas of: Community Value, Employee Engagement, Customer Satisfaction, Financial Health, and Sustainability

**DESCRIPTION:** Similar to what many other transit agencies in the Northwest have been experiencing for several years, LTD is now facing challenges in its ability to hire enough bus operators. LTD's ability to increase service for the remainder of FY 22 and beyond will depend on the ability to hire enough bus operators.

Looking forward, ridership changes will be affected by the impacts of increasing numbers of workers who will be working in hybrid arrangements. In that context, the success in LTD's efforts to restore service effectively will depend on both operational and ridership demand factors.

**BACKGROUND:** At the beginning of the pandemic period in late March 2020, LTD's average weekday ridership had dropped from 36,000 to 10,000 – a decline of 72%. At that time, service was reduced to 54% of pre-Covid levels. Weekday average ridership stabilized over the course of the pandemic at 12,000.

This pattern continued until the middle of September 2021 when the combination of high school and UO students returning to campus increased average weekday ridership by 33% to 16,000. While this is a significant increase in ridership over the average ridership experienced during the pandemic, it is still only 44% of LTD's pre-pandemic ridership levels.

This increase in ridership coincided with a 50% increase in LTD's service from the low in March 2020. LTD is currently operating at 80% of pre-Covid service levels. Future increases in service will be constrained by LTD's ability to hire additional bus operators. Service may also be affected by possible hybrid work patterns that might affect how people use transit to commute to work.

Staff will provide a more detailed presentation on both operations and ridership outlooks at the Board meeting.



**CONSIDERATIONS:** N/A

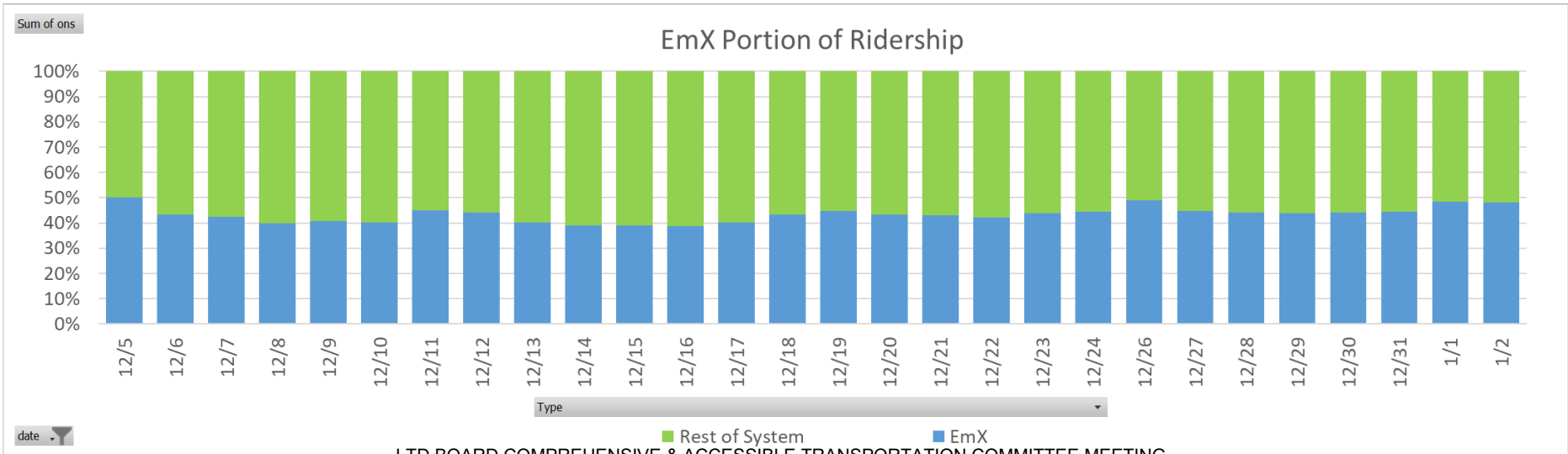
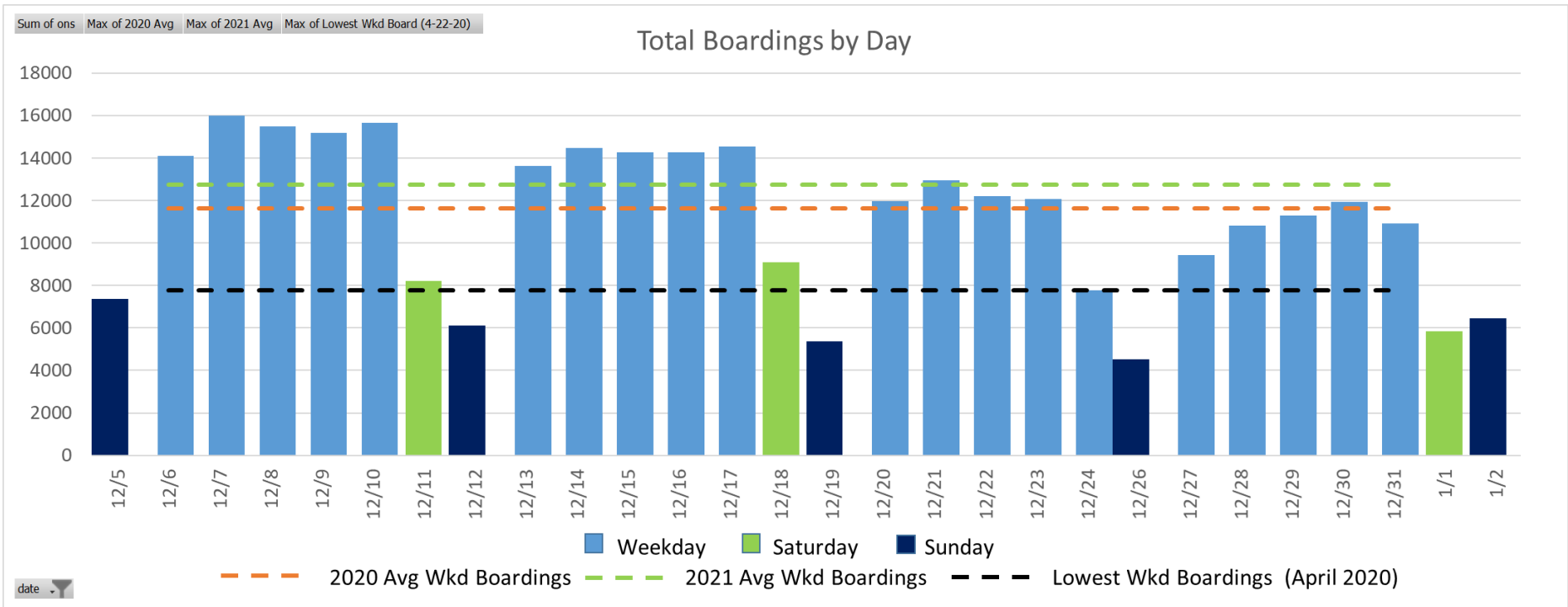
**ALTERNATIVES:** N/A

**NEXT STEPS:** N/A

**SUPPORTING DOCUMENTATION:**

- 1) COVID-19 Report Jan 3 - 2022
- 2) COVID-19 Report Sep 7 - 2021

**PROPOSED MOTION:** N/A



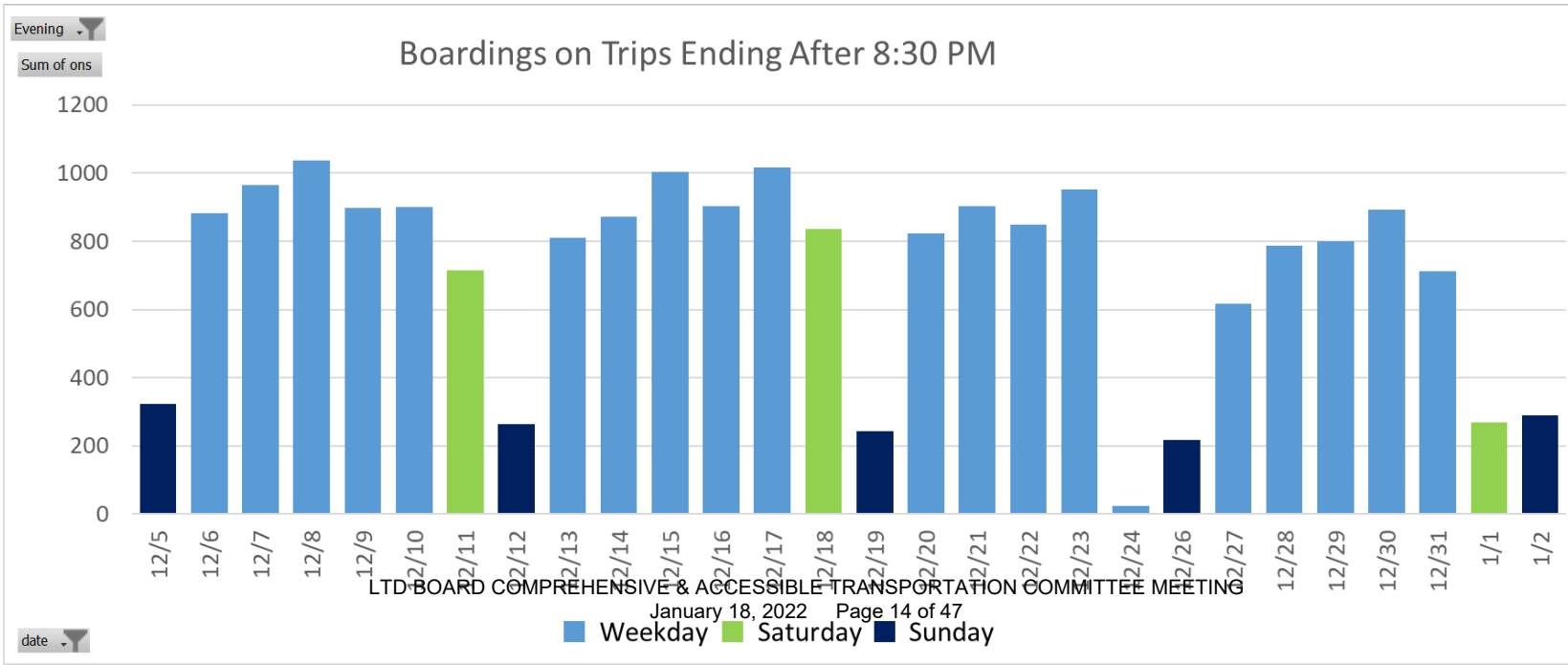
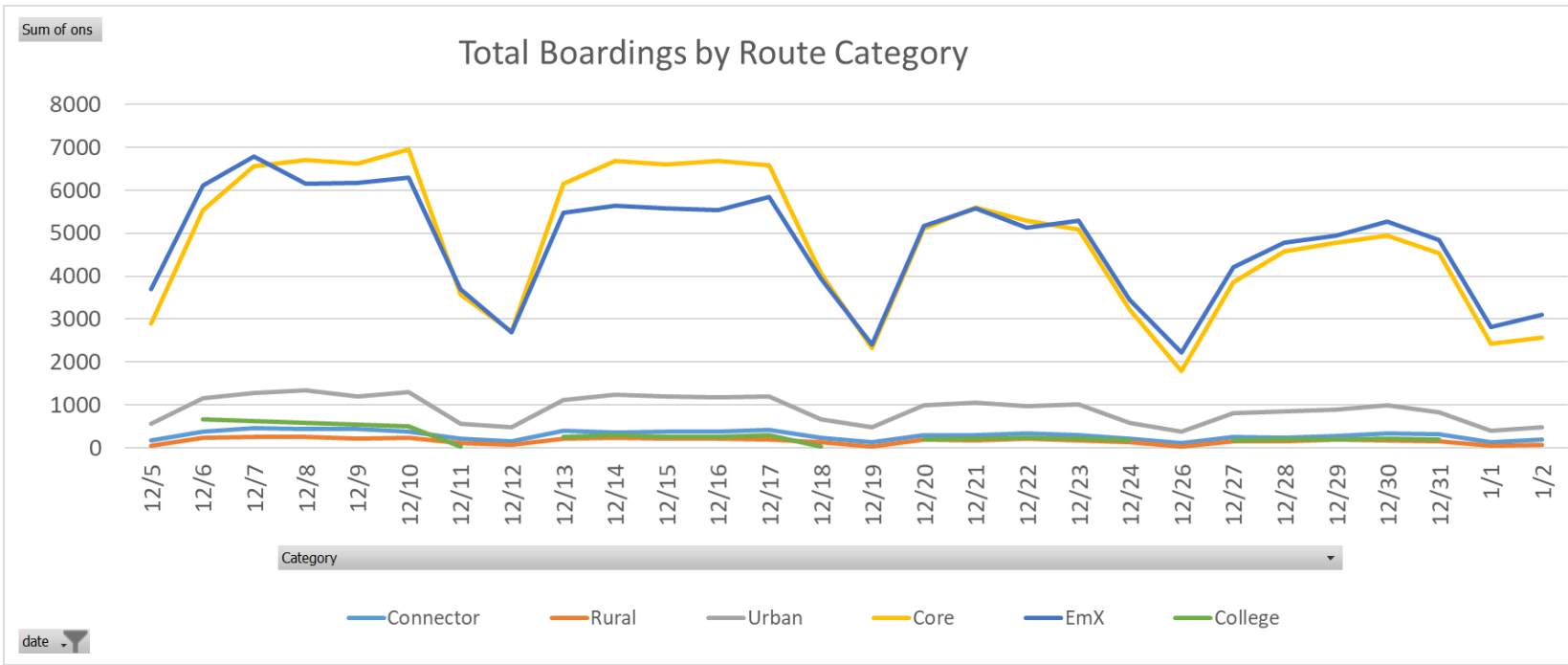
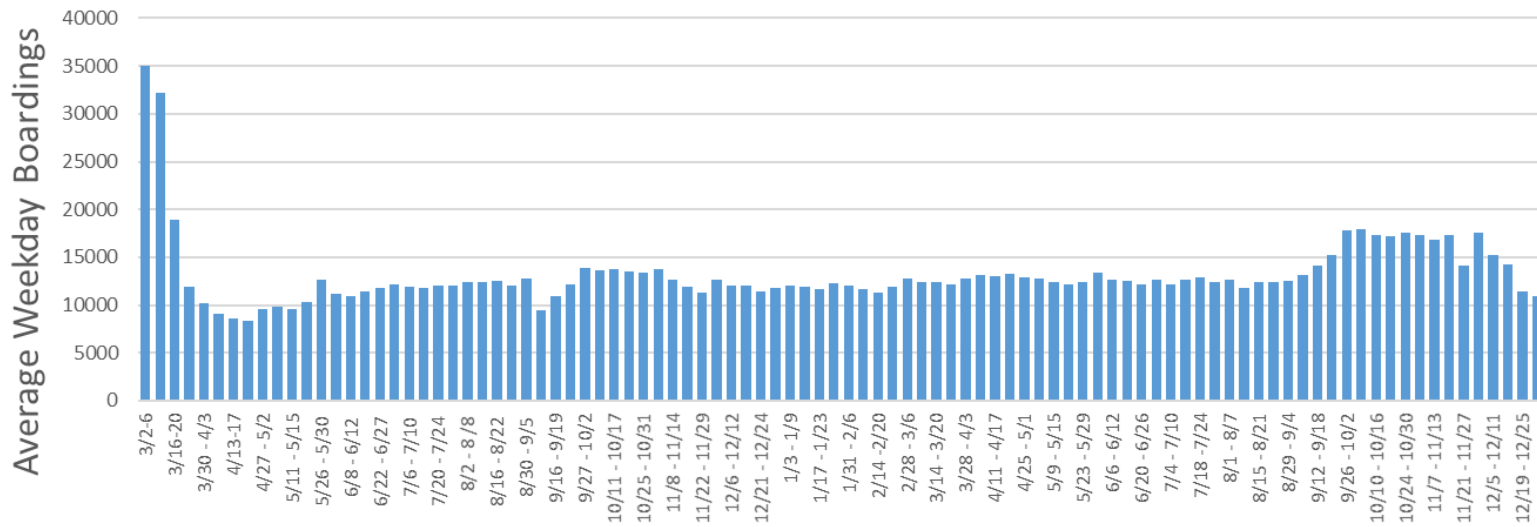
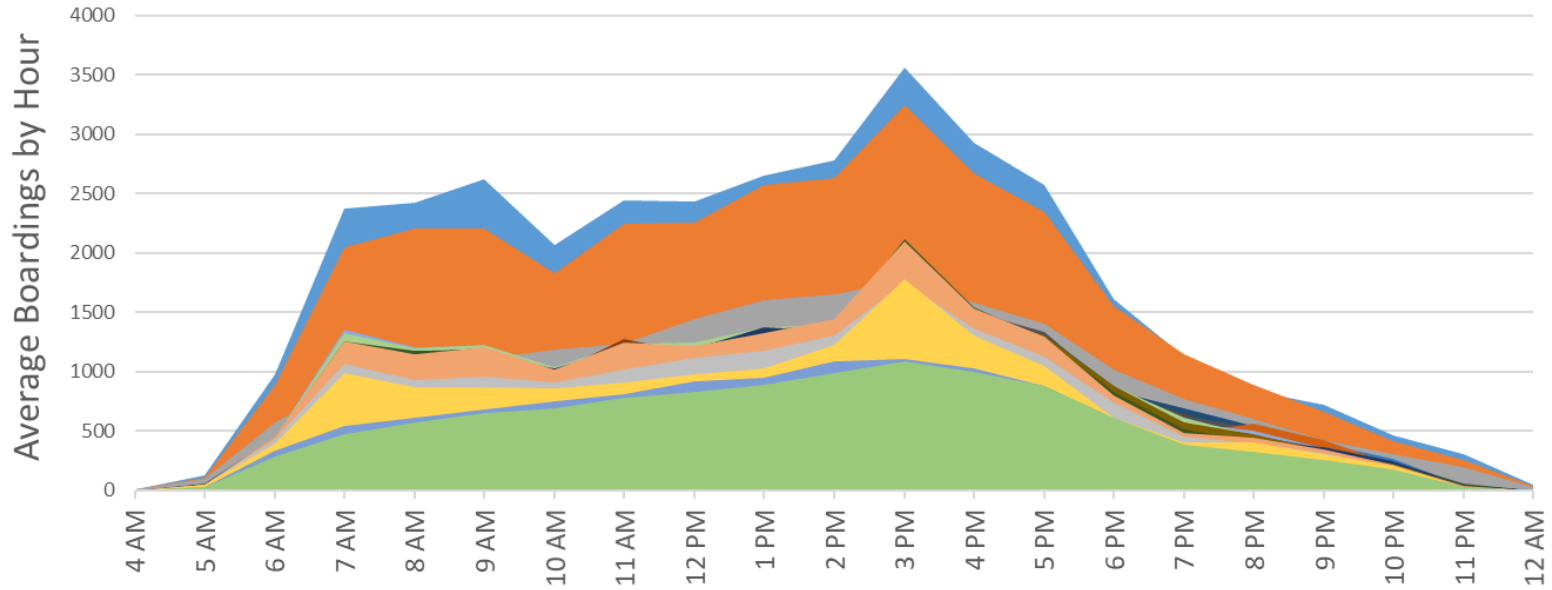
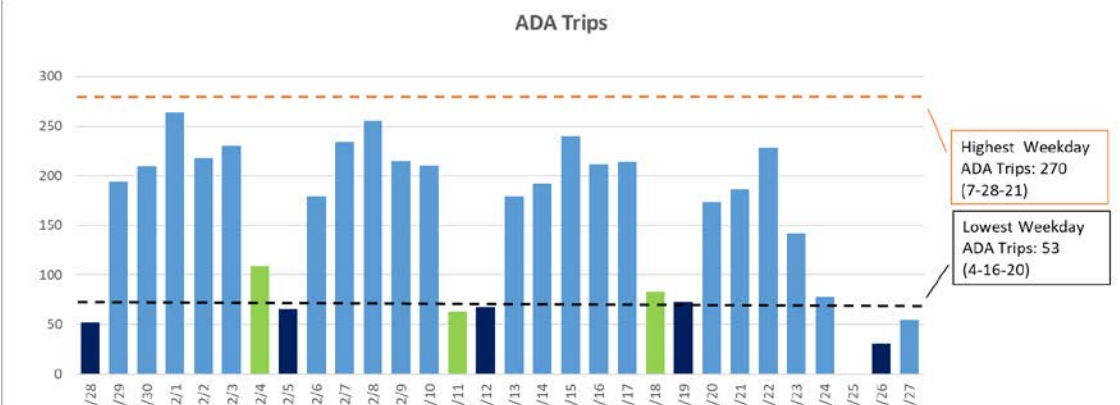
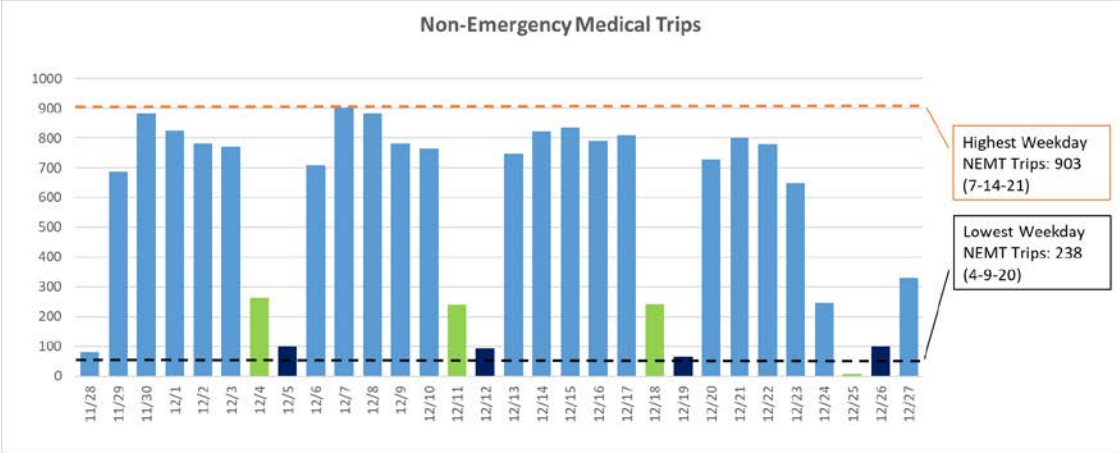
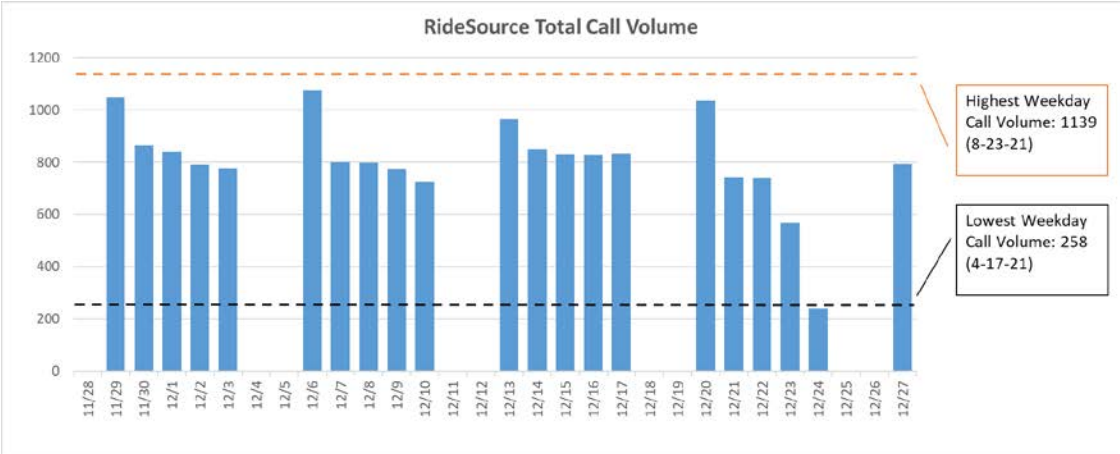
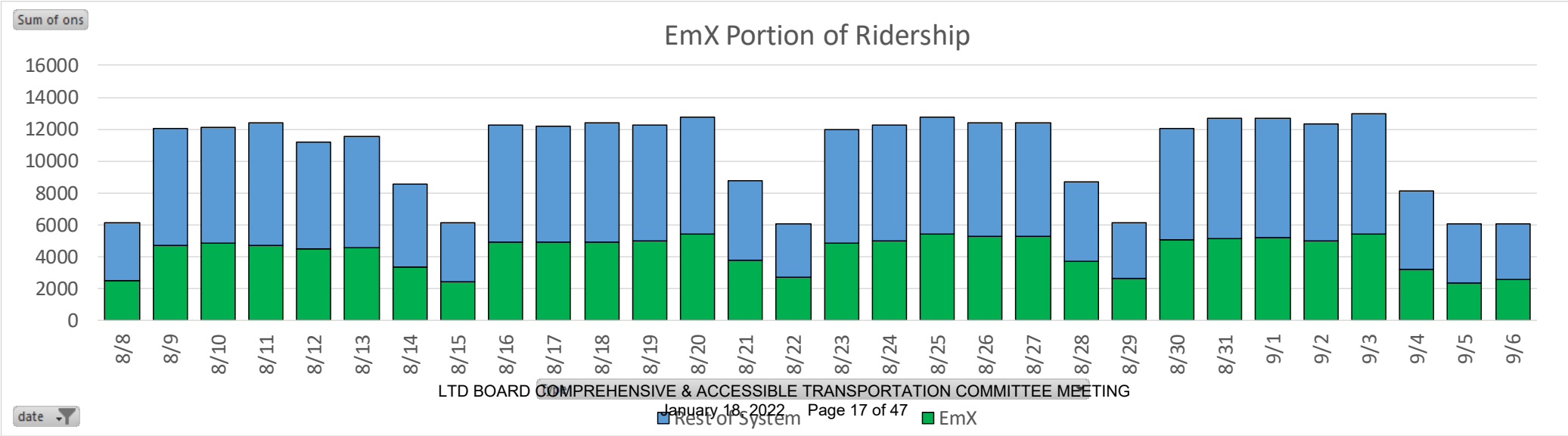
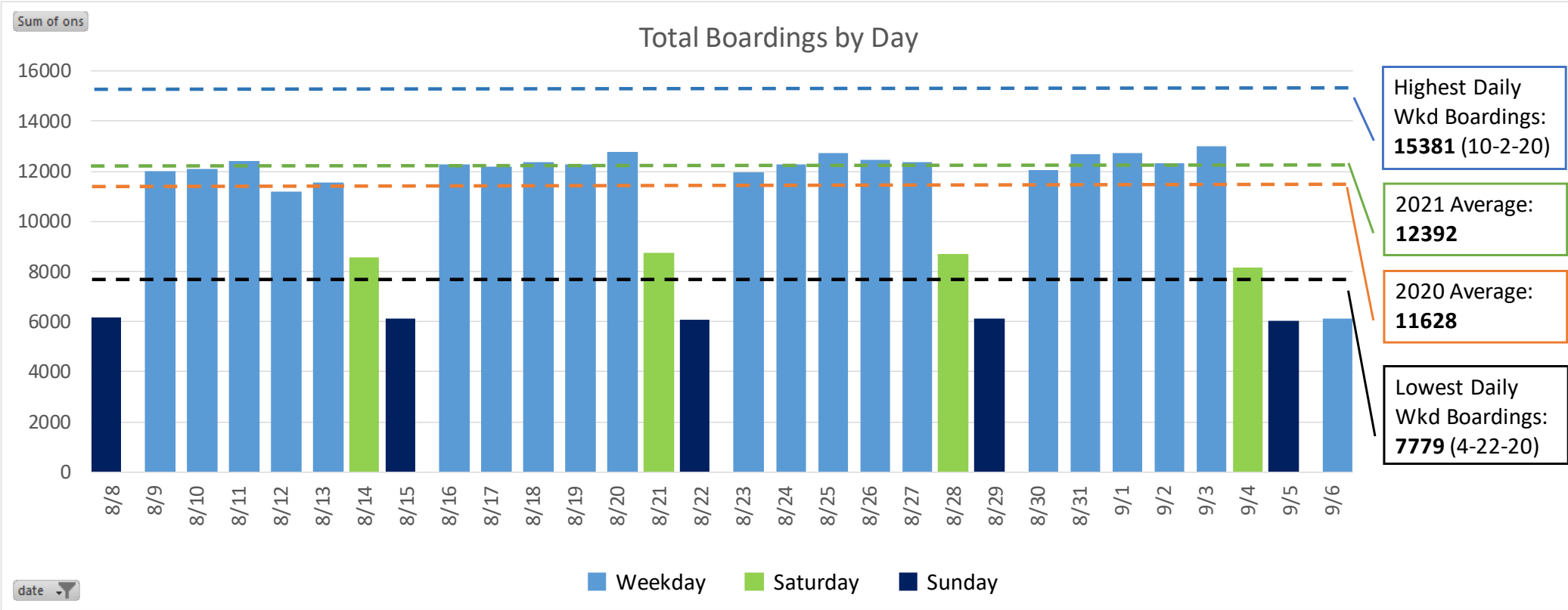




Figure 4 - Average Weekday Boardings by Hour and Average Daily Boardings









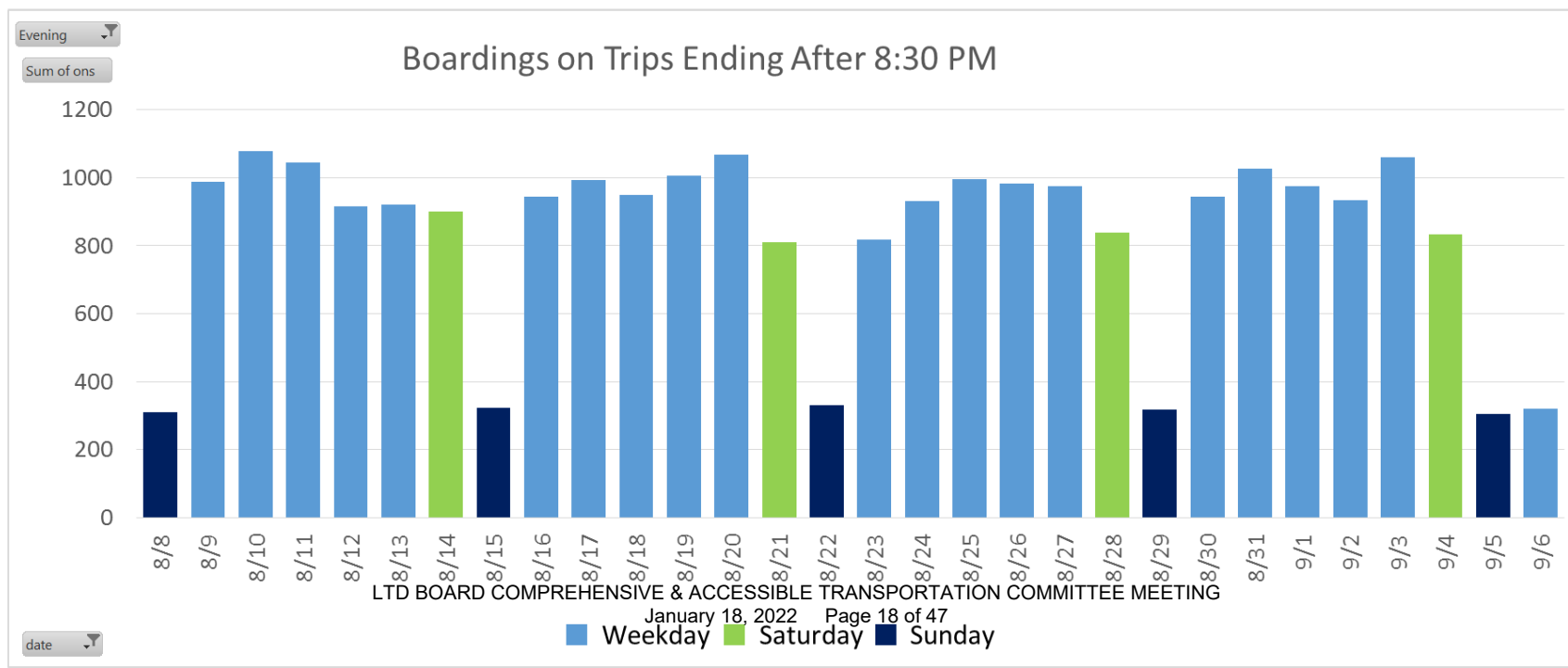
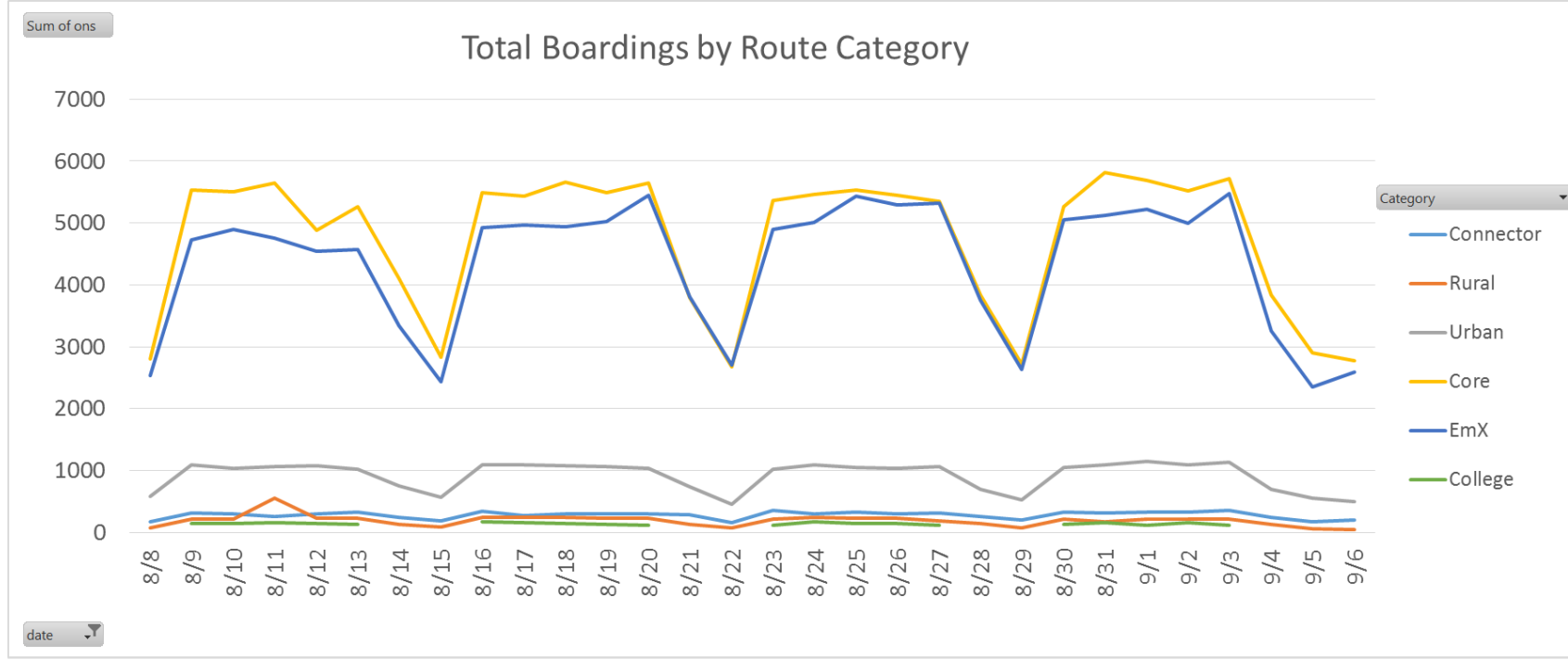
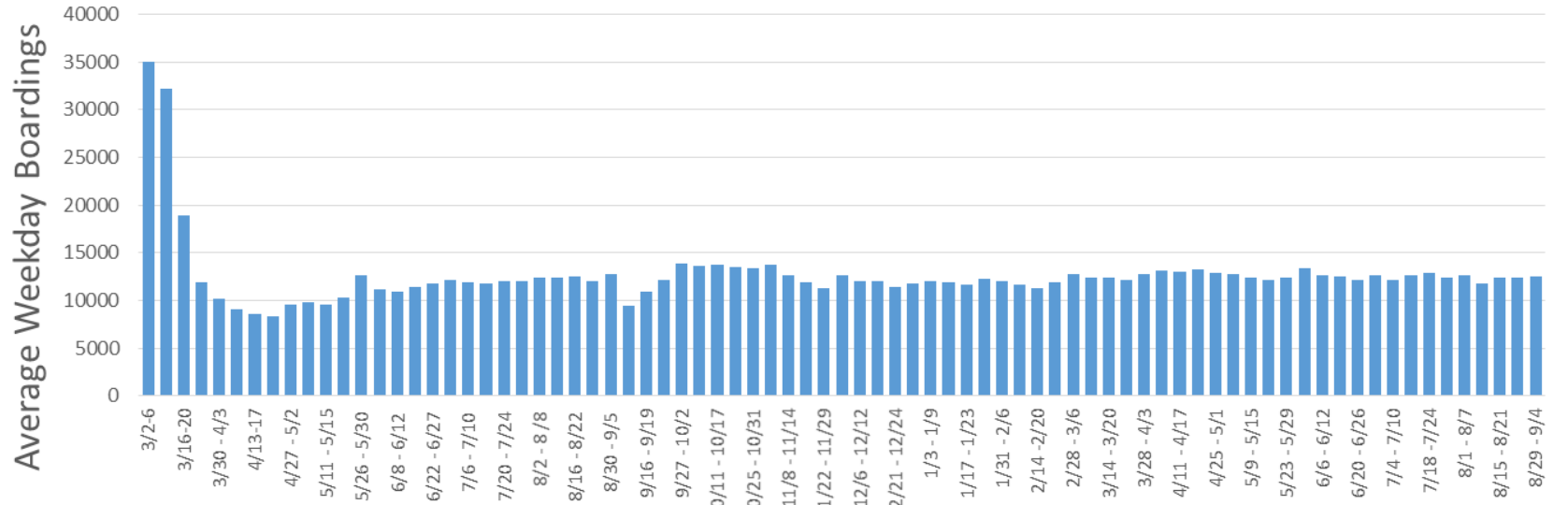
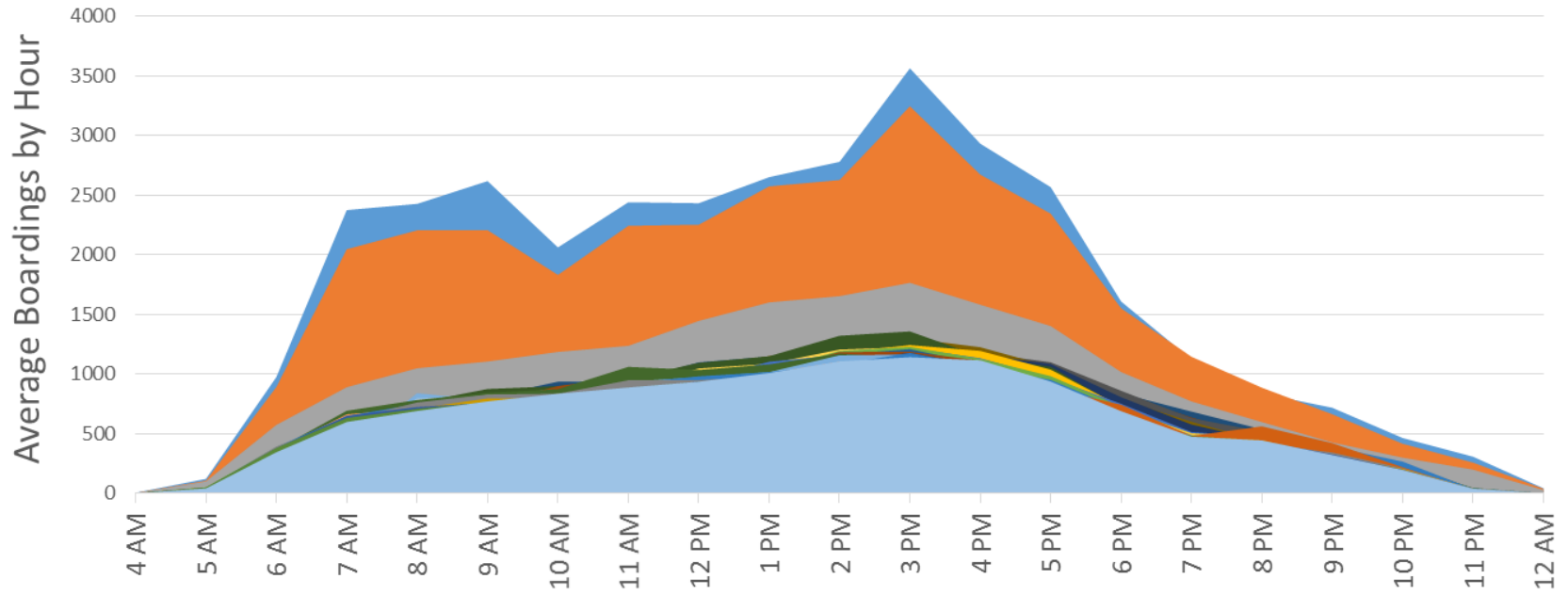
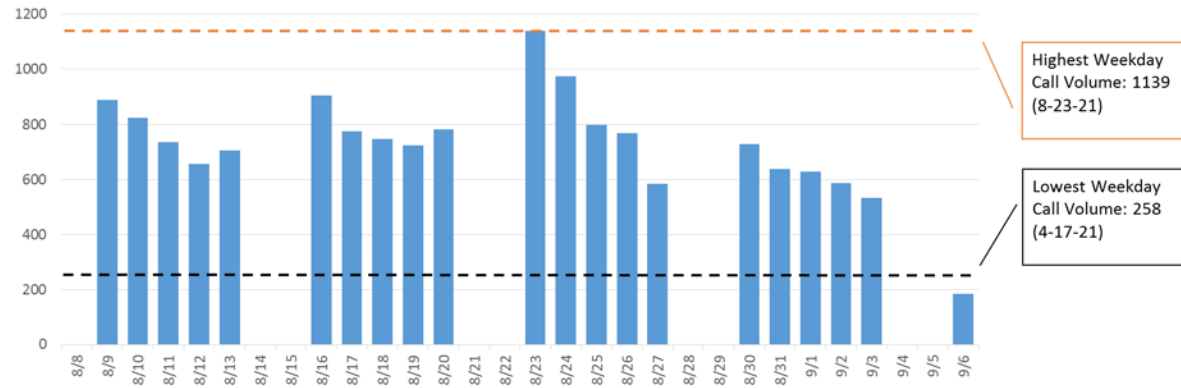


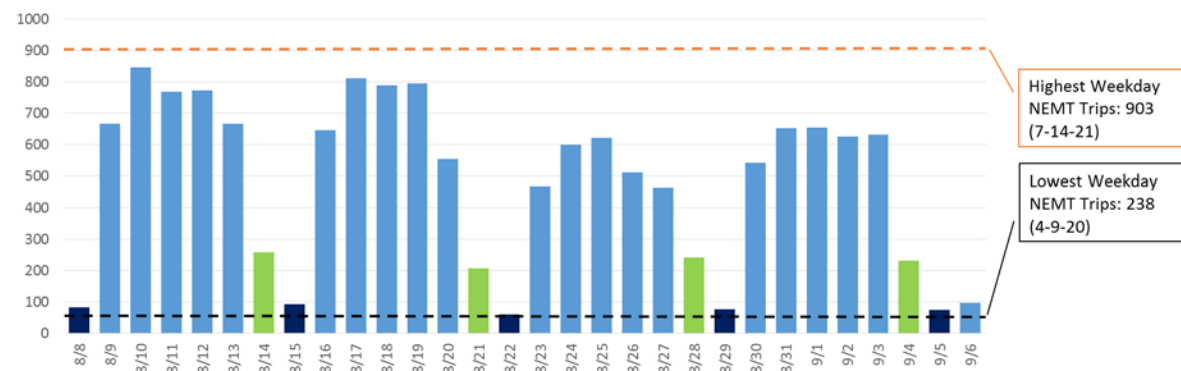
Figure 4 - Average Weekday Boardings by Hour and Average Daily Boardings



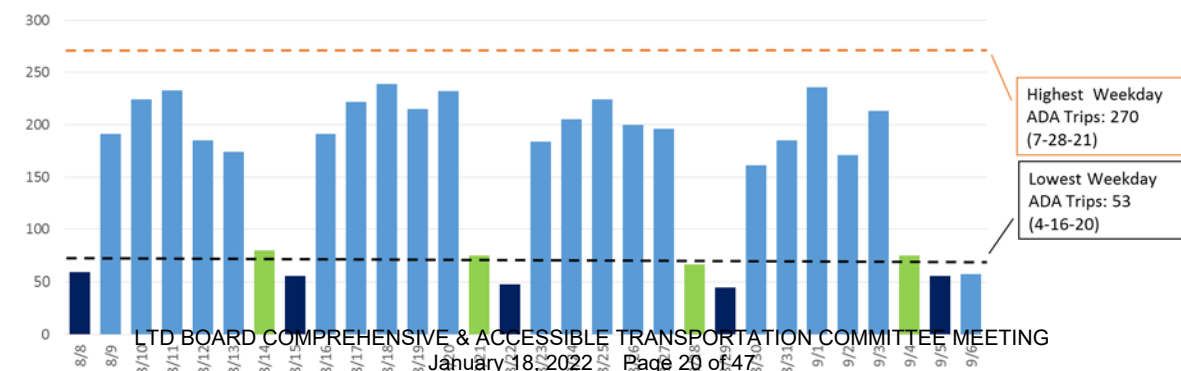
### RideSource Total Call Volume



### Non-Emergency Medical Trips



### ADA Trips





## AGENDA ITEM SUMMARY

<b>DATE OF MEETING:</b>	January 18, 2022
<b>ITEM TITLE:</b>	GENERAL MANAGER RECRUITMENT PROCESS
<b>PREPARED BY:</b>	Mark Johnson, Interim General Manager
<b>DIRECTOR:</b>	NA
<b>ACTION REQUESTED:</b>	Information and Discussion

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**PURPOSE:** To update the Board on progress on the General Manager recruitment process, including public outreach plan and survey results.

**ROLE OF THE BOARD:** The Board's role in this instance is to perform their statutory requirement of hiring a general manager.

**BOARD DIRECTIVE ALIGNMENT:** Pursuant to ORS 267.135(1) the board shall appoint a general manager on the basis of the qualifications of the general manager with special reference to the actual experience in or knowledge of accepted practices in respect to the duties of the office of the general manager. A general manager shall hold office for an indefinite term and may be removed by the board only by an affirmative vote of a majority of the members.

**COMMUNICATION:**

- At its August 4, 2021, Board meeting, the Board adopted resolution no. 2021-08-04-040 appointing Mark Johnson, the current Assistant General Manager, as the Interim General Manager beginning on September 7, 2021 and until a new general manager is hired. At this meeting, the Board directed staff to bring the matter of the recruitment process for a new general manager back for discussion at the September 15, 2021, regular Board meeting.
- At the September 15, 2021, regular Board meeting the Board directed staff to schedule a presentation from the potential General Manager recruitment consultant. The presentation was scheduled for a special Board meeting on October 6, 2021.
- At the October 6, 2021, special Board meeting, the consultant provided the requested presented to the Board and the Board agreed to move forward with utilizing the consultant to do a nationwide search for a new General Manager.
- At the November 3, 2021, Board work session, the Board received an overview of the recruitment process and proposed timeline.
- At the December 1, 2021, Board retreat, the consultant took the Board through an exercise to determine the expectations, competencies and values for the new general manager to inform the development of the updated job description.
- At the January 5, 2022, Board work session, the Board received a presentation on core competencies, understanding base compensation, the current (interim) general manager compensation structure, and next steps.

**DATES PRESENTED TO THE PUBLIC:**

- A survey was sent to nearly 400 community members and to employees.
- There have been several zoom meetings led by TransPro with community leaders and two meetings with employees (directors and staff).
- More meetings are being scheduled and more than 80 community members have been invited to participate.

**STRATEGIC BUSINESS PLAN:** The District's FY22-24 Strategic Business Plan has five strategic areas of focus. These include 1) Customer Satisfaction 2) Employee Engagement 3) Community Value 4) Financial Health 5) Sustainability. Each of these priorities has tactics, milestones, and performance measures to ensure achievability and accountability. All District projects and matters brought before the Board align with one of these five strategic areas of focus.

This agenda item aligns with the strategic areas of: Customer Satisfaction, Employee Engagement, & Community Value.

**DESCRIPTION:** One of the primary roles of the Board of Directors is to hire and manager the Districts general manager. This agenda item summarizes the hiring process to date and will provide the committee with latest presentation that the Board of Directors received at its January 5 work session.

**BACKGROUND:** Since its formation in 1970 LTD has employed 6 general managers. Most recently, the last general manager served for just under 6 years with a resignation effective September 7, 2021. To support the transition between the previous general manager and the next general manager, Mark Johnson, assistant general manager, was appointed as the District's interim general manager. Mark Johnson served as the assistant general manager beginning in 2016. A former bus operator, Johnson has served in various leadership and management capacities during a career spanning nearly 40 years. He has been at LTD for 23 years, where he has served as the District's Assistant General Manager, Director of Operations and Customer Service, and Director of Transit Operations. Prior to LTD, Johnson was the Assistant Manager of Operations at Pierce Transit in Tacoma, Washington. He is a graduate of the University of Washington and Tacoma Community College.

The Board has engaged in discussion regarding the general manager recruitment process since August 2021.

**CONSIDERATIONS:** N/A

**ALTERNATIVES:** N/A

**NEXT STEPS:** The Board and its committees will continue to receive updates on the status of the recruitment process at their future meetings. Community outreach will continue to progress and the Board will make decisions on the final position description and salary at meetings over the coming months.

Once a profile for the next GM is created and the job description is approved and is posted, a news release will be distributed to industry and local media announcing the search and providing a link to the job description. It will also be posted on the LTD employment website. As a pool of final candidates are identified, the candidates will meet with community members and employees. Board members will be involved in every step of the executive search.

**SUPPORTING DOCUMENTATION:** N/A

**PROPOSED MOTION:** N/A



# General Manager Executive Search – Update

Board Working Session, January 5, 2022



DRAFT INTENDED FOR DISCUSSION ONLY

LTD BOARD COMPREHENSIVE & ACCESSIBLE TRANSPORTATION COMMITTEE MEETING  
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# Contents

## Core Competencies

- *Employee and Stakeholder Input*

## Understanding Base Compensation

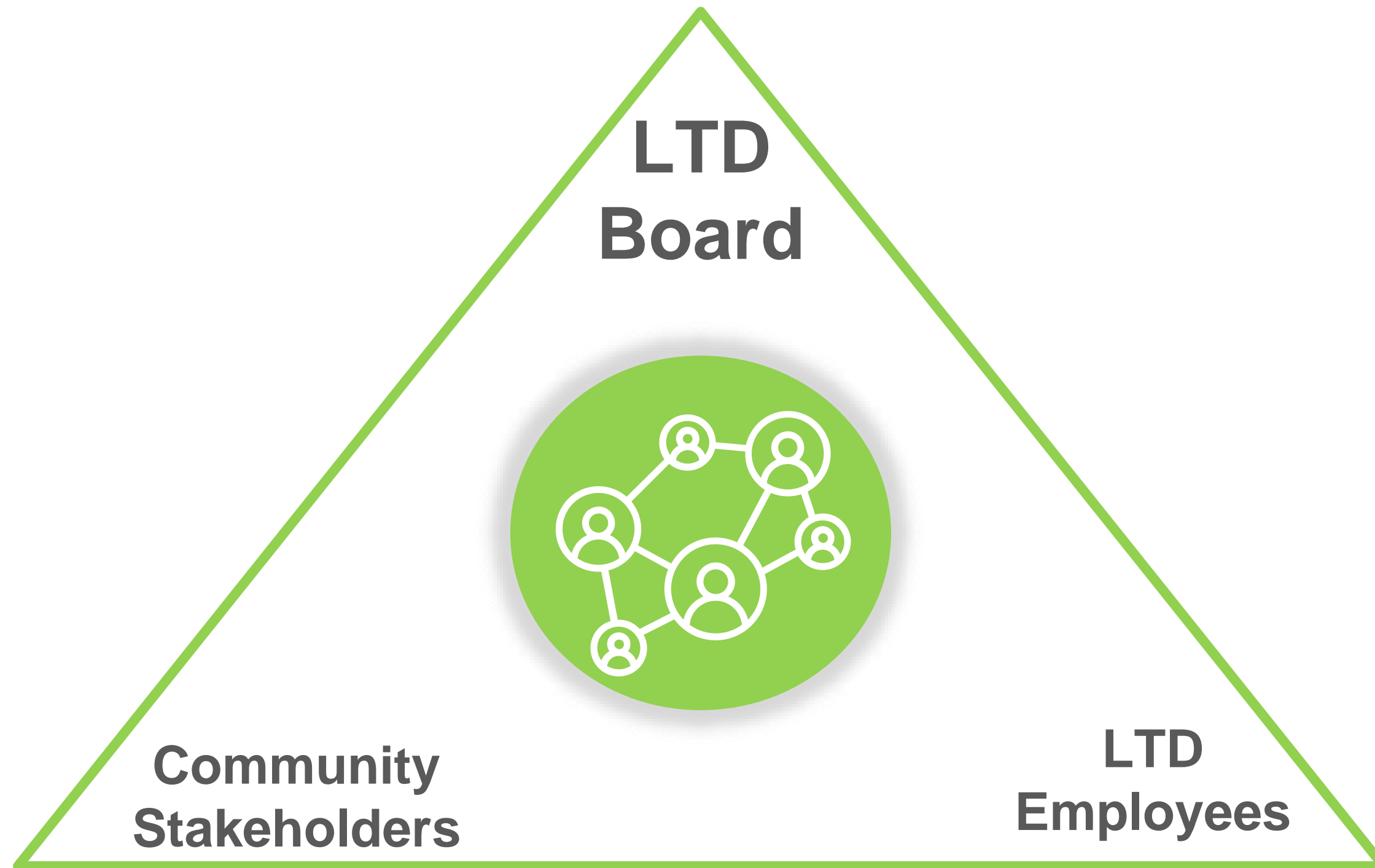
- *General Manager Compensation Analysis, 2022*

## Current (Interim) General Manager Compensation Structure

## Next Steps

# Core Competencies

# Recap: Informing the Job Description



# Revisit: Board Input

## General Manager

### LOOKING FOR

#### Captain



A Captain is a problem solver who likes change and innovation while controlling the big picture.

[Learn More](#)

#### Persuader



A Persuader is a risk-taking, socially poised and motivating team builder.

[Learn More](#)

#### Strategist



A Strategist is results-oriented, innovative and analytical with a drive for change.

[Learn More](#)

### THEY

#### Will be

Intense

Restless

Driving

#### Will need

Variety

Opportunities to work at a faster than average pace

Mobility

#### Will Like Hearing

Manage multiple priorities

Take the Initiative

Lead the conversation

Explore new frontiers



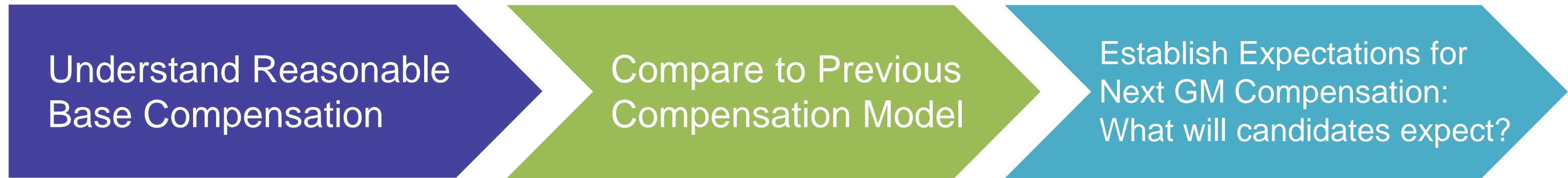
# Core Competencies

## Employee and Community Input



**01.04.2022 Survey Totals**  
 Employee = 37  
 Stakeholder = 43

# Determining General Manager Compensation



# General Manager Compensation Analysis 2022

# 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*

## Incentive Compensation Incentivize success of LTD



Tied to Organizational Success Outcomes:  
*implementation of Strategic Business Plan*

Quantifiable results - verified by 3rd party:  
*results are achievable, challenging, collaborative*

Payments pre-determined based upon achievement:  
*deliver X, be paid Y*

Over-achievement is encouraged and recognized

# Determining Base Compensation

- ① Identify Public Transit Peer Organizations
- ② Public Sector/Non-Profit Organizations  
- *OR, Lane County, and City of Eugene*
- ③ 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

\*Outlier value not included in average calculation.

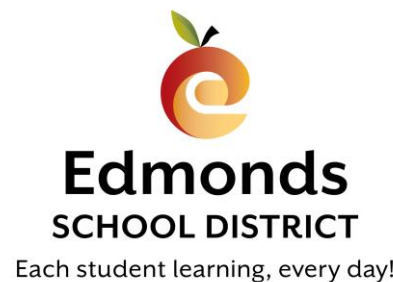


# Determining Base Compensation

2

Public Sector/Non-Profit Organizations  
- OR, Lane County, and City of Eugene

<b>Low</b>	<b>Average</b>	<b>High</b>
<b>\$115,000</b>	<b>\$215,885</b>	<b>\$310,000</b>

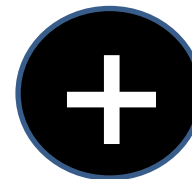


# Determining Base Compensation

## 3 Private Sector Transportation Organizations *- Regional and National*

**Standard Starting Base  
Compensation**

**\$150,000**



**Benefits and Incentive  
Compensation**

**General Scale for Salaries**

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**\$180,000**

**\$220,000**

# Current (Interim) General Manager Compensation Structure

# 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*

## Incentive Compensation

Incentivize success of LTD



Tied to Organizational Success Outcomes:  
*implementation of Strategic Business Plan*

Quantifiable results - verified by 3rd party:  
*results are achievable, challenging, collaborative*

Payments pre-determined based upon achievement:  
*deliver X, be paid Y*

Over-achievement is encouraged and recognized



# Board Compensation Philosophy

**A**

Alignment on Compensation Eligible

**B**

Determination of Base Compensation vs Incentive Compensation

**C**

Determination of Measurable Outcomes (tied to organizational success)

**D**

Communication between Board Chair/GMEC Chair & General Manager

# Objective Measurable Outcomes

## *Tied to Organizational Success Outcomes*

### **CUSTOMER SATISFACTION**

Our goal is to deliver outstanding customer service that increases the willingness of our customers to recommend our services to others.



A Net Promoter Score of 55%.

### **EMPLOYEE ENGAGEMENT**

Our goal is to attract and retain a high quality workforce through high levels of employee engagement.



An Employee Engagement Score of 65%\*.

### **COMMUNITY VALUE**

Our goal is to provide strong value to the community through the services we offer, whether or not they use our services directly.



Establishment of a baseline for the percentage of the community that believes we provide value and improve 5%.

### **FINANCIAL HEALTH**

Our goal is to maintain LTD's strong financial position to sustain our operations for the future.



Achievement of 3-year rolling financial plan targets.

### **SUSTAINABILITY**

Our goal is to do our part to preserve and protect the environment through a reduction in greenhouse gas emissions.



A reduction in Greenhouse Gas Emissions of 70%.

# Interim GM Compensation Structure

## Base Compensation Consistent with Market



\$174,729

## Incentive Compensation Incentivize success of LTD



Amount Eligible = \$25,000

\*Incentive compensation will be distributed as a *one-time payment* based on annual objective performance results, at the conclusion of the evaluation year.

# Incentive Compensation: Structure

## Incentive Compensation Eligible: \$25,000\*

\*Incentive compensation will be distributed as a *one-time payment* based on annual objective performance results, at the conclusion of the evaluation year.

**Objective Criteria:  
Success Outcomes**



Success Outcome	Goal	Weighted Goal Points	If goal achieved: amount received
Customer Satisfaction	A Net Promotor Score of 55%.	30	\$7,500
Employee Engagement	An Employee Engagement Score of 65%.	25	\$6,250
Community Value	Establishment of a baseline for the percentage of the community that believes we provide value and improve 5%.	20	\$5,000
Financial Health	Achievement of 3-year rolling financial plan targets.	15	\$3,750
Sustainability	A reduction in GHG emissions of 70%.	10	\$2,500
<b>Total</b>		<b>100</b>	<b>\$25,000</b>

# 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.





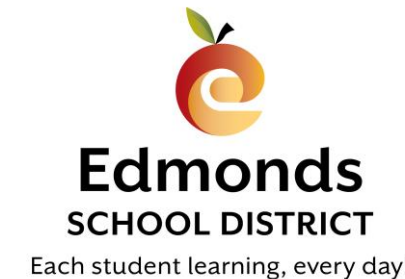
# Determining Base Compensation

2

Public Sector/Non-Profit Organizations

- OR, Lane County, and City of Eugene

Low	Average	High
\$115,000	\$215,885	\$310,000
	LTD Interim GM	



# Revisit: Determining General Manager Compensation



# Next Steps

**January**

Stakeholder Interviews  
Complete Survey  
Draft and Final Job Description  
Marketing Plan  
Post Position

**February**

Initiate Recruitment

# Questions?



# Comprehensive Accessible Transportation Committee Annual Working Agenda

Topic	Notes	Presenter	Agenda Time
<b>January 18, 2022</b> <b>Materials Deadline: January 4</b>			<b>Time (minutes)</b>
<b>Items for action:</b>			
<b>Items for Board Recommendation</b>			
<b>Items for Information/Discussion:</b>			
RideSource Operations Analysis		John/Hart	25
Developing LTD's Service restoration strategy		Tom Schwetz	45
General Manager Recruitment		TransPro	45
<b>Written Reports:</b>			
		<b>TOTAL TIME</b>	115
<b>April 19, 2022</b> <b>Materials Deadline: April 5</b>			<b>Time (minutes)</b>
Introductory Items			10
<b>Items for Action</b>			
<b>Items for Board Recommendation</b>			
<b>Items for Information/Discussion:</b>			
Input on fall bid changes		Heather Lindsey/Tom Schwetz	30
Vehicle Procurement		Matt Imlach	10
STIF/STF Update		Cosette Rees	30
Securement System Options		Matt Imlach	15
Service Policy Feedback		Kim Le	15
SBP Quarterly Update		Kim Le	15
<b>Written Reports:</b>			
		<b>TOTAL TIME</b>	125
<b>July 19, 2022</b> <b>Materials Deadline: July 5</b>			<b>Time (minutes)</b>
Introductory Items			10
<b>Items for Action</b>			
Officer Elections			
<b>Items for Board Recommendation</b>			
<b>Items for Information/Discussion:</b>			
Review previous FY ridership and service/overview of planned service changes for new FY		Tom Schwetz	20
STIF/STF Update		John Ahlen	20
SBP Quarterly Update		Kim Le	15
<b>Written Reports:</b>			
		<b>TOTAL TIME</b>	65
<b>October 18, 2022</b> <b>Materials Deadline: October 4</b>			<b>Time (minutes)</b>
Introductory Items			10
<b>Items for Action</b>			