

## MINUTES OF COMPENSATION COMMITTEE MEETING

### LANE TRANSIT DISTRICT BOARD OF DIRECTORS

May 3, 1995

The Compensation Committee of the Lane Transit District Board of Directors met on Wednesday, May 3, 1995, at 12:00 p.m. in the District conference room at 3500 E. 17th Avenue, Eugene.

Present: Rob Bennett, Committee Chair  
Thom Montgomery  
Roger Saydack  
Phyllis Loobey, General Manager  
Jo Sullivan, Recording Secretary

**CALL TO ORDER:** The meeting began at 12:10 p.m.

**ELECTION OF COMMITTEE CHAIR:** The Committee had not previously elected a chair to replace former Board member Tammy Fitch, who left the Board in November 1994. Mr. Montgomery moved that Mr. Bennett be appointed chairman of the Board Compensation Committee. Mr. Saydack seconded, and the motion carried by unanimous vote.

**EXECUTIVE SESSION PURSUANT TO ORS 192.660(1)(I):** Mr. Montgomery moved that the Committee go into Executive Session pursuant to ORS 192.660(1)(I), to evaluate, pursuant to standards, criteria, and policy directives adopted by the governing body, the employment-related performance of the General Manager. Mr. Saydack seconded, and the motion carried by unanimous vote. The Committee moved into Executive Session at 12:13 p.m.

**RETURN TO REGULAR SESSION:** The Committee returned to Executive Session at 1:10 p.m.

**COMMITTEE RECOMMENDATION FOR EMPLOYMENT AGREEMENT, SALARY, AND BENEFITS FOR FISCAL YEAR 1995-96:** Mr. Montgomery moved that the Compensation Committee recommend to the full Board a 3 percent annual adjustment to the base salary of the General Manager, effective July 1, 1995. Mr. Saydack seconded, and the motion was approved by unanimous vote.

There was some discussion about confidential information and protecting the confidentiality of persons who had provided feedback on the General Manager's performance. The Committee had broadened the scope of the evaluation process and would like the community to know that, without betraying any confidences that could take away from the validity of the evaluation input submitted in the future. It was suggested that the Committee identify the names of the individuals who were asked to provide input, keeping the evaluations themselves confidential, and make summary statements about the

input. Mr. Saydack also suggested turning over the salary comparison information it had received to the public, including the information about executive salaries at Tri-Met.

The Committee also discussed information from the APTA Compensation Salary Survey, showing transit district executive salaries for 1994. That information showed that the LTD General Manager salary was close to median for the nation.

Mr. Bennett said he would like staff and Committee member input about how to present this information to the public after a Board decision at the May meeting. He said it would be important to show carefully what the Committee had done--the process and information available to the Committee. Staff will work with the Committee members to prepare the materials for the May 17, 1995, Board meeting agenda packet.

**ADJOURNMENT:** The meeting was unanimously adjourned at 1:30 p.m.

  
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Recording Secretary