MINUTES OF
INTERURBAN TRANSIT PARTNERSHIP BOARD
October 26, 2016

ATTENDANCE

Board Members Present: Charis Austin, David Bilardello, Rosalynn Bliss, Gary Carey, Tim Cochran, Randy Gelderloos, George Heartwell, Jack Hoffman, Barbara Holt (Chair), Mark Huizenga, Stephen Kepley, Amna Seibold, Terry Schweitzer, Paul Troost, Michael Verhulst

Board Members Absent: None

Staff Present: Robin Crctthers, Rod Ghearing, Nancy Groendal, Meegan Joyce, Jennifer Kalczuk, Brian Pouget, Steve Schipper, Peter Varga (CEO), Conrad Venema, Mike Wieringa

Others Present: Josh Bocks (AECOM), Louis DeShane (ATU), Rick Grimes, Asher Lockwood (student), Watchdog Miller (citizen), Grant Pecor (Clark Hill), Mike Prenger (Rapid bus operator), Peter Ricketson (Rapid bus operator), Steffanie Rosalee (citizen), Adelyn VanTol (DAKC), Emmanuel Zavala (student), Monica Zavala (citizen)

Ms. Holt called the regular meeting of the ITP Board to order at 4:00 p.m.

PUBLIC COMMENT

Emmanuel Zavala reported on an incident he had on the bus on October 19. His student pass didn’t work in the farebox and the bus driver would not let him ride. He borrowed money from a friend to pay his fare and received a change card. He took the change card to the Rapid Information Center and was told he could not get cash for the change card. He doesn’t think this is fair. He said this isn’t the first time his student pass has not worked, but other drivers have let him ride anyway. Also, he believes that the sign about using the exact change and the rules of conduct should be more visible. They are up high inside the bus and people don’t necessarily see them. Ms. Holt suggested that Emmanuel talk with Mr. Pouget about this matter.

Louis Deshane stated that he is a Rapid bus operator. A negotiation session was held yesterday and by 8:00 a.m. the Union provided a proposal to The Rapid regarding increased member contribution to their pension in order to keep the Defined Benefit Pension Plan. He said that The Rapid refused to negotiate. The Rapid is receiving more money from the state but they are still dismantling the employees’ pension and healthcare. Hopefully The Rapid will start negotiating soon because the employees are tired of it.

Peter Ricketson mentioned the Union’s proposal regarding increased member contributions to the pension. The Rapid didn’t want to negotiate. He said that several mechanics have already left because of what is going on. There are also drivers leaving because of the high healthcare cost. They can go to work at other places with the CDL they got here and make as much or more. Some drivers will not
support the millage. He believes that even if the Union accepts the Define Contribution Plan with a contribution provided by The Rapid, the company will just pull out of it during the next contract.

Watchdog Miller stated that Rapid drivers could collect trash for $26-$31 per hour. The Rapid supervisors should keep the Route 50 buses from bunching. Mr. Heartwell stated at a past meeting that not giving administrative employees a 2% increase would be punitive and he doesn't agree. We need more buses downtown. The Rapid is wrecking the hearing of the riders. He also mentioned service off Giddings and on Fuller.

MINUTES

1. Minutes of September 28, 2016 Board Meeting:

Ms. Holt asked for corrections to the minutes. None were offered. The minutes stand approved as written.

CONSENT AGENDA

The Consent Agenda items are:

3. August 2016 Ridership and Productivity Report
4. August 2016 Paratransit Ridership Report
5. Security and Access Control Services Project
6. Purchase of 26 CNG Buses
7. Purchase of 12 Paratransit Cutaway Buses
8. 2017 Meeting Schedule

A motion was made by Heartwell, supported by Gelderloos, to approve Consent Agenda items 2-8. Motion passed unanimously.

REGULAR AGENDA

9. Revision to Board Procedures for Evaluation of the CEO:

Ms. Holt stated that the recent evaluation of the CEO conducted by the Governance Committee approved the addition of a 360 review to the CEO's contract. This was added as the fifth bullet in the “Board Procedures for Evaluation of the CEO”, which is referenced in the contract.

The change to the Board Procedures was originally recommended by the Governance Committee as “may conduct a 360 review . . . ” Following review of this item at the Performance Oversight Committee meeting, it was requested that the statement read ‘shall conduct a 360 review . . . ” Ms. Holt concurred with this change and the document was revised accordingly for the Board item.

A motion was made by Seibold, supported by Bliss, to approve the revised Board Procedures for Evaluation of the CEO to include a 360 review, including the wording change from “may” to “shall”. Motion passed unanimously.
CEO REPORT

10. **CEO Monthly Report:**

Mr. Varga informed the Board that he is going on 20 years with the agency. He plans to stay focused on the FY 2017 Work Plan. He has talked with Senator Peters’ Legislative Director about funding for the Laker Line. Appropriations has to be completed by December 8, 2016. Information will then be provided regarding grant funding for Small Starts projects. We expect a contract from FTA for the Laker Line by May 2017. Service implementation is expected in the spring of 2019. He affirmed that he will be diligent over the next year to the objectives in the Work Plan.

Mr. Varga mentioned that John Logie gave him the CEO job 20 years ago. He never actually applied for the position. There was supposed to be a national recruitment, which never happened. He stated that he is proud to serve as CEO of The Rapid.

CHAIR’S REPORT

Ms. Holt reported that the compensation study will be conducted. A consultant has been engaged. A compensation subcommittee has been appointed consisting of four Board members: Barbara Holt, Stephen Kepley, Paul Troost, Michael Verhulst, and three staff: Alan Hartley, Brian Pouget and Nancy Groendal. They have not met yet, but a kickoff meeting will be scheduled soon.

Ms. Holt noted that during discussion of the FY 2017 Work Plan and the CEO’s evaluation, comments were made regarding the Board doing a review of the governance structure. She has had conversations with some Board members in an effort to clarify and be responsive to these comments and developed a proposal to bring forward. She intends to change to a committee of the whole format to determine if that process would work. This format needs to be more fully thought out before it is implemented and there are models to reference. As she envisioned the process, it would be a commitment of one day a month, with the committee of the whole taking place right before the full Board meeting. Comments or suggestions on this change were welcomed, noting that this can be discussed again in December at committee and Board meetings. She anticipates this to start in January 2017.

In response to Mr. Bilardello, Ms. Holt stated that the Board rules/bylaws are not specific in this area and the Board can choose to revise their process without having to change the bylaws.

Mr. Varga mentioned that the governing structure has been changed three times – when we went from GRATA to ITP, when Mayor Carol Sheets was Board Chair and brought in a consultant, and more recently when we eliminated the External Relations Committee.

Mayor Bliss inquired if the Board would hire external expertise regarding governance structure. Ms. Holt stated that there will be an outside expert brought in regarding Board engagement and also for the 360 review and employee engagement study.

Mayor Bliss expressed concern about making a structure change prior to engaging a consultant to work with the Board or governance. Ms. Holt responded that professional assistance will come at some point. Going with the committee of the whole structure provides the benefit of fewer meetings.

Mayor Bliss did not see the benefit in making any change prior to bringing in a consultant expert.

Mayor Kepley explained that he believes that all Board members need to be engaged together in reviewing Board items. The current process does not allow for this. The committee of the whole allows
for all Board members to deliberate on the items together. This would save staff time and Board commitment because the committee of the whole and Board meeting would be the same day.

Mayor Huizenga suggested that the Board retreat scheduled for January 25, 2017 could be used as a time to discuss alternatives and forward ideas. We would then obtain an expert to advise the Board and then discuss the alternatives and come up with a consensus.

Ms. Holt noted that the retreat is planned for more of an interactive, team-building session. She wants to see if the committee of the whole works before we bring in the consultant. She asked for Board comments. The Governance Committee meets on November 29, and the other two committees meet on December 7.

ADVISORY COMMITTEE REPORTS

There was no one present from Consumer Advisory Committee. They are in transition since their chair, Sandra Ghoston-Jones, recently left the committee due to a new job.

EXECUTIVE SESSION – Collective Bargaining

A motion was made by Seibold, supported by Bliss, to close Regular Session of the Board and enter into Executive Session for the purpose of discussing collective bargaining issues.

A roll call vote was taken.

Yes: Austin, Bilardello, Bliss, Carey, Cochran, Gelderloos, Hoffman, Heartwell, Holt, Huizenga, Kepley, Schweitzer, Seibold, Troost, Verhulst
No: None

Motion passed unanimously (4:37 p.m.)

A motion was made by Heartwell, supported by Huizenga, to close Executive Session and open Regular Session.

A roll call vote was taken. Rosalynn Bliss and Amna Seibold left the meeting during Executive Session.

Yes: Austin, Bilardello, Carey, Cochran, Gelderloos, Hoffman, Heartwell, Holt, Huizenga, Kepley, Schweitzer, Troost, Verhulst
No: None

Motion passed unanimously (5:58 p.m.)

No action was taken coming out of the Executive Session.

There being no further business, the Board meeting was adjourned at 5:59 p.m.

Respectfully submitted,

Robin Crothers, Board Secretary