



Minutes

Meeting:	TriMet Board of Directors Regular Board Meeting	Date:	September 25, 2024
Board Members Present:	Keith Edwards Tyler Frisbee Robert Kellogg Thomas Kim LaVerne Lewis Kathy Wai	Board Members Absent:	

TriMet Board Business meetings and public forum are available via web video stream. You can access the archived meetings and materials at trimet.org/meetings/board.

President Lewis called the business meeting to order at 9:27am.

1. Committee Reports

Committee on Accessible Transportation (CAT) – Director Edwards provided a summary of the September 18 CAT meeting. At the meeting, updates were shared about the stipends now being offered to TriMet Advisory Committees. CAT was also encouraged to participate in, and share, the TV Highway Community Survey. Eileen also shared the news that the LIFT Instacart Pilot project received the Innovation Award from the American Public Transit Association. Eileen completed her presentation on the 2024 LIFT Customer Experience survey results and Pat Williams provided an update on TriMet Safety and Security Initiatives. Guy Benn provided a presentation on the TriMet Transit Oriented Development Program. The next CAT meeting will be held Wednesday, October 16.

Metro Policy Advisory Committee (MPAC) – Director Kim provided a summary of the July 24 and September 11 MPAC meetings. The Metro Policy Advisory Committee has been advancing discussions around the 2024 Urban Growth Management Decision. In July, MPAC was briefed by Metro staff on the Urban Growth Management Functional Plan amendments required by the state, and was briefed on technical updates summarizing key analyses in the draft Urban Growth Report. The committee was off in August, but resumed in early September to discuss the recently released Metro’s staff recommendations for the Urban Growth Report. With a series of conditions, their recommendation proposes a regional need for an urban growth boundary (UGB) expansion to provide land for housing and jobs and that the need should be addressed by adding the Sherwood West urban reserve to the UGB. The next MPAC meeting takes place tonight, September 25.

Transit Equity Advisory Committee (TEAC) – Director Frisbee provided a summary of the September 10 TEAC meeting. The committee discussed the upcoming Joint Transportation Committee Hearing and whether TEAC may or may not be involved. TriMet staff is working with TEAC committee members to draft a

letter in time for the Joint Transportation Committee Hearings. The committee also discussed TriMet committee stipend implementation as well as other future topics such as Forward Together 2.0, the FX System Plan and the Fare Subsidy Workgroup.

Crash Advisory Committee – Director Kellogg provided a recap of the September 9 Crash Advisory Committee meeting. At the meeting, the committee reviewed and discussed seven crashes they were assigned. Discussions suggested presentations for future meetings including TriMet process, practices and resources for trauma informed care after a crash for operators.

Finance and Audit Committee (F&A) – Director Kim provided a summary of this morning’s F&A meeting. The committee was provided an overview of the annual comprehensive financial report as well as an update on the internal audit for FY2024. The committee was also briefed on the Working Wage Agreement Resolution, which will be presented before the board later this morning.

General Manager FY24 Performance Report – President Lewis provided details on the FY24 General Manager Performance evaluation process and outcome. The performance evaluation of the General Manager is coordinated by the Board President with input from the rest of the board. Last year, the Board set the General Manager’s FY24 Performance Objectives, which was composed of 15 deliverables. Each of those deliverables had specific and measurable targets. At our July 2024 meeting, the Board heard a presentation and received a written report on the year-end status of all 15 deliverables. In addition to that information, following my assumption of duties as Board President on August 1st, I reached out to each one of my fellow board members and solicited feedback regarding the General Manger’s FY24 Performance. I prepared a detailed summary of the results of that work and feedback and it is the document contained in the board packet titled, “FY24 General Manager Performance Evaluation July 1, 2023 to June 30 2024”. Attached to the Performance Evaluation is a copy of the General Manager’s FY24 Deliverables, with the completion status of each deliverable noted in color. Some key points to highlight from the Evaluation include:

- Sam Desue has successfully met the Board’s objectives as General Manager for the business goals and deliverables outlined in the FY24 Work Plan.
- General Manager Desue’s accomplishments over the past year demonstrate his strong leadership in areas such as vision, accountability, collaboration, and adaptability, while also emphasizing diversity as a key organizational strength.
- This brought TriMet a proud moment in being honored by the American Public Transportation Association with the “Inclusive Collaboration” Award in September 2023.

Some specific examples of Sam’s exemplary performance and leadership include:

- Hiring at least 390 bus operators to assist with the Operator shortage that was identified in the preceding years;
- Increasing safety and security presence out on the system by filling 350 positions across our safety and security teams;
- Enrolling over 10,000 individuals in the low-income fare program;
- Completing a Diversity, Equity, Inclusion and Access Plan;
- The acquisition and commissioning of 24 battery electric buses; and
- The successful execution of the Capital Improvement Plan.
- These are only a few of the examples contained in the evaluation.

After completing this part of the process, I then worked with TriMet’s Executive Director of Labor Relations and Human Resources. We reviewed Mr. Desue’s performance evaluation, which indicated Mr. Desue’s

performance over FY24 was excellent. We then discussed what would be an appropriate annual merit increase for this level of performance that was consistent with TriMet's established compensation policies. You will note that the written evaluation in your board packet contains a recommendation for a 6% merit increase, to take effect September 15, 2024. This is consistent with TriMet's established compensation policies for an "Excellent" performance rating. I will be asking the Board to take action to approve the evaluation and merit increase recommendation later in this meeting, after we conclude our formal resolutions. At that time, there will also be an opportunity for board members to comment on Mr. Desue's performance in the last fiscal year. A copy of the FY24 General Manager Performance Evaluation July 1, 2023 to June 30 2024 as well as the FY24 Deliverables can be found in the meeting archives at www.trimet.org.

2. General Manager Report

July and August Ridership

Mr. Desue provided a review of July and August ridership statistics. TriMet provided about 5.7 million fixed-route transit trips in July. For August, TriMet provided nearly 5.8 million rides. Both months saw increases over the same months last year. Based on August data, we can say that TriMet's ridership has recovered to about 71% of where it was before the COVID-19 pandemic. We also made bus service updates late in August that are getting positive reviews and will likely increase ridership in the months and years ahead. The new Line 25, which serves Reynolds High School and Mt. Hood Community College, is getting great reviews. In fact, administrators at the college call it a "game-changer" for students. We made a number of adjustments to improve service for other local high schools and we're hearing those lines are working well with less overcrowding and fewer delays. A rider named David went on Facebook to talk about our new Line 40 saying "I took my first ride on the new #40 bus from Sellwood to Downtown. Love it! If you need to go downtown, or to OHSU or anywhere along Macadam, you can now get there easily and very quickly by hopping on the Line 40!" We have not seen much feedback on the new bus service that's running in place of late-night MAX service on the Blue, Red, Orange and Yellow Lines. What we have heard is that the trains still run late enough into the evening hours, to accommodate most schedules.

A Better Red

Mr. Desue provided an update on A Better Red. Late last month, FTA Acting Administrator Veronica Vanterpool joined us to celebrate the official opening of the MAX Red Line extension between Beaverton Transit Center and Hillsboro. My thanks to President Lewis and Director Thomas Kim for coming to our event at the newly renamed Hillsboro Airport/Fairgrounds MAX Station. It was a fantastic day of fanfare, speeches and moments of surprise and delight! One of our brand new Type 6 MAX trains provided a ceremonial 'first ride' on the new Red Line stretch. While elected officials and community leaders joined our celebration, riders also joined in the Better Red excitement! We set up celebration pop-ups along the new portion of the line. While the A Better Red travel bags and Red Vines for the Red Line were popular giveaways, the Type 6 squishy trains were in high demand! This day marked the conclusion of TriMet's most significant light rail project in nearly a decade! It was truly a day to remember. And let me tell you we are hearing rave reviews about A Better Red. Cutting wait times for trains in half in Washington County, from 15 to just 7 ½ minutes for most of the day every day, that's a big win for riders, and they love it!

Attitude and Awareness Survey

Mr. Desue shared that the annual Attitude and Awareness Survey was conducted in the spring of 2024. Known as the A&A, this survey is one of our best tools for understanding the community's perceptions of TriMet and our service. We received more than 4,000 valid responses this year. The General Manager then

introduced Lonny Nielsen, Director of Marketing and Business Development, as well as presenters from PRR to provide details on the survey results. A copy of the presentation can be found in the meeting archives at www.trimet.org.

Advisory Committee Stipends

Mr. Desue shared an update on TriMet advisory committee stipends. Advisory committees play a crucial role in helping TriMet shape what we do. To support committee members and acknowledge the burden that can come with their volunteer participation, we've recently launched a stipend program. Eligible members who have opted-in to the program will receive \$50 per eligible meeting they attend. Committee members are only eligible to receive a stipend if they are not being compensated by any other organization for their participation, and they cannot be a government employee. I'm very proud that we are beginning to offer this program and I want to mention we are looking at expanding this to you, our Board, for the volunteer service you provide us and our community.

Operators of the Year

Mr. Desue recognized and introduced the 2024 Operators of the Year. We announced the winners during our first-ever "Employee Choice Awards" at TriMet's Family Fun Day earlier this month. As we do each year, we are recognizing in front of the Board those operators who were selected as the best of the best. These operators earned the nomination based on their commendable job performance. But these awards are incredibly special because the winners are also chosen by their peers. TriMet's 2024 Mini-run, or Part-time bus operator of the year is Ruth Molberg. A three-time Operator of the Quarter award winner, Ruth has been with us for more than 23 years. This is actually Ruth's second Operator of the Year award, after she previously received the award in 2008. Our full-time bus winner is Operator Casey, who was unable to join us this morning. Riders and co-workers alike love Operator Casey; someone they say they can always depend on, and who brightens everyone's day. We've previously recognized this outstanding operator with our Perfect Attendance award and multiple commendations for customer service. Next, our 2024 MAX Operator of the year is Shana Peck. Shana has been with TriMet just two years but she has already shown herself to be an exemplary employee. She has perfect attendance and has already earned a Superior Performance Award. While Portland Streetcar is run by the city of Portland, the streetcar operators are TriMet employees, so this year we have expanded our Operator of the Year honors and our first-ever Streetcar Operator of the Year is David Hoerner. Since joining the Streetcar team in 2008, David has become the "go-to" person to help new employees learn the ropes and he's been a great representative for TriMet in this partnership with the City. Thank you to all our operators of the year for your commitment to your job and our riders and to the safety of our community. General Manager Desue then provided an opportunity for the operators to speak to the board and for the board to offer any comments before taking a group photo. A recording of the recognition can be found on YouTube at www.youtube.com/@trimet.

3. Consent Agenda

- Approval of Board Meeting Minutes for July 24, 2024
- Resolution 24-09-46 – Authorizing a Contract Modification with Mass. Electric Construction Company (MEC) for Construction Manager/General Contractor (CM/GC) Services for the Pioneer Courthouse Square (PSQ) Type 1 Traction Power Substation (TPSS) Replacement Project (Project)
- Resolution 24-09-47 – Authorizing a Contract Modification with KONE, Inc. (KONE) for Elevator and Lift Maintenance and Repair Services
- Resolution 24-09-48 – Authorizing a Contract Modification with Trapeze Software Group (Trapeze) for Paratransit Scheduling Software Licensing and Maintenance

Action: Director Kellogg moved for approval of the Consent Agenda. Director Frisbee seconded the motion. The motion passed with unanimous approval.

4. **Resolutions**

Resolution 24-09-49 – Authorizing the Board President, the General Manager and Chief Negotiator to Enter into a New Working and Wage Agreement with Division 757, Amalgamated Transit Union

General Manager Desue discussed Resolution 24-09-49. I am thrilled to bring the new Working and Wage agreement before you this morning. We've referred to this as a landmark agreement that brings new benefit to our union employees while bolstering TriMet's ability to expand service and improve the customer experience. I commend everyone involved in the negotiation of this contract. From the start of bargaining to ATU ratification was just about eight months, that's about half the time of the average bargaining periods for the last four contracts. This new agreement includes a 13.64% wage increase over 4-years, starting with a 4% raise this December. And that is really just the beginning. Mr. Desue then introduced Nate Holton, Director of Labor Relations, to provide a look at what is inside the agreement, including a new childcare subsidy and access to an annual tuition reimbursement. A copy of the presentation can be found in the meeting archives at www.trimet.org.

Action: Director Edwards moved for approval of Resolution 24-09-49. Director Frisbee seconded the motion. The motion passed with unanimous approval.

Resolution 24-09-50 – Authorizing a Contract Modification with Sinwaves Inc. DBA LYT for NextGen Transit Signal Priority (TSP) Implementation Services

Mr. Desue discussed Resolution 24-09-50. In June of 2021, the Board authorized a 5-year, \$3.3 million contract with LYT to implement next-generation Transit Signal Priority to improve TriMet service. TSP is vital for enhancing the speed and reliability of transit. It helps make public transportation a more competitive option in the Portland area, aligning with our shared regional goals of mobility, safety and climate resilience. TriMet's cloud-based TSP system was one of the first of its kind in North America. Launched in September 2022 with our first TriMet FX – Frequent Express—transit line, FX2-Division, TSP has been highly effective. We are now looking to further extend TSP capabilities, including on the upcoming FX service along 82nd Avenue. Mr. Desue introduced AJ O'Connor, Director of Intelligent Transport Systems, to provide an overview of the resolution. A copy of the presentation can be found in the meeting archives at www.trimet.org. The General Manager added if approved, the increased amount would bring the total contract value to \$10.3 million over 10 years. The cost of each expansion will be included in the budget for FX and Better Bus Projects. The cost of ongoing licensing will be included in the Information Technology Budget.

Action: Director Frisbee moved for approval of Resolution 24-09-50. Director Kellogg seconded the motion. The motion passed with unanimous approval.

Resolution 24-09-51 – Authorizing Contracts with Citizen Engineers LLC and DKS Associates for NextGen Traffic Signal Priority (TSP) Expansion Engineering Consultant Support Services

Mr. Desue discussed Resolution 24-09-51. TriMet and regional traffic agency partners like PBOT, ODOT and the City of Gresham are working to expand the TSP system in the region. As previously mentioned, the 82nd Avenue Transit Project, which will be TriMet's next Frequent Express bus line, will benefit from this

technology. Traffic engineering analysis is needed to support design decisions regarding where and how to implement TSP with the greatest benefit. As TriMet lacks in-house traffic engineering staff to carry out these tasks, we need to contract these services. After receiving proposals through an RFP, TriMet determined that both Citizen Engineers and D-K-S Associates were qualified and best suited to provide the services needed. We are seeking authorization to issue contracts with each company for a 5-year term, with a cap of \$5 million each. Expenditures will be based on TriMet task orders for the work. The funds for each on-call task will be provided by the TSP Expansion Project as individual work is approved and funded. Taking a quick look at the diversity of the workforce of these firms: DKS Associates has 141 people in its workforce, 41% are female and more than a quarter represent minority groups. They plan to use subcontractors for about 5% of their work. Citizen Engineers' is in the process of obtaining its Emerging Small Business Certification with Oregon's Certification Office for Business Inclusions and Diversity, or COBID. Its workforce is 33% female and 33% non-binary.

Action: Director Edwards moved for approval of Resolution 24-09-51. Director Frisbee seconded the motion. The motion passed with unanimous approval.

Resolution 24-09-52 - Authorizing a Lease with the Round Owner, LLC for a TriMet Security Office at 4145 SW Watson Ave in Beaverton

Mr. Desue discussed Resolution 24-09-52. As we continue to build up our contracted security force, we need more space. TriMet has significantly expanded our unarmed, contracted safety and security personnel to enhance safety, as well as the overall customer experience of riding. Currently, we have more than 460 safety and security professionals, more than doubling the number of unarmed security on staff since the start of 2022. These safety and security personnel report out of operational facilities, which are at or near capacity, limiting our ability for effective deployment and space for training. To improve efficiency, TriMet plans to lease three new safety and security offices, one each in Beaverton, Central Portland and Gresham. These offices will be strategically located near MAX lines. They will facilitate daily operations, training and administrative tasks for our safety and security personnel. We have selected a prime location at The Round in Beaverton. It is adjacent to light rail lines and offers TriMet 6,700 square feet of space, with a lease term of 65 months and a total rent obligation of about \$1.18 million. TriMet seeks Board approval for the Beaverton lease to finalize terms and initiate construction. We anticipate completing setup by early 2025, allowing us to better serve the west side community and improve overall safety. In addition to the lease, the resolution before you also covers about \$350,000 in tenant improvement costs. A portion of this amount is included within TriMet's FY2025 Budget. Going forward, the annual payments will be included in TriMet's budget for leased facilities.

Action: Director Kellogg moved for approval of Resolution 24-09-52. Director Edwards seconded the motion. The motion passed with unanimous approval.

Resolution 24-09-53 – Authorizing an Amendment to the Lease with Madison-OFC One Main Place OR, LLC for Administrative Office Space at 101 SW Main Street

Mr. Desue discussed Resolution 24-09-53. As you may recall, I required all of TriMet's administrative staff to work in-office at least three days per week, beginning this past July. While most administrative employees have an option of up to two days working remotely, many are actually in the office throughout the full work week. The return to the office setting has sparked better collaboration and stronger community, but it has also amplified a need for more space, especially here at One Main Place. The original Board-approved lease for our new administrative headquarters here was for 95-thousand square feet of space. In September 2023,

the Board authorized an amendment to add 11-thousand square feet for the new Boardroom that we are in and workspace for 40 additional employees. We now ask for your approval to add about 18,400-square feet to the lease as the current office space is insufficient. This will bring our total leased space at One Main Place to about 118,580-square feet. It's important to note that when we initially began looking for new location for our administrative headquarters back in 2019, the projected need was for 120-thousand square feet. So we are essentially expanding to what had been identified as the need pre-pandemic, with this Boardroom an addition to that. We are fortunate to have the same, favorable economic terms for some of the expanded space as we had with our original lease, but part of the new space will have slightly different terms due to relocation costs for some of the existing tenants. We request Board approval to finalize the lease terms so construction can begin as soon as possible as our needs exist right now. We are targeting completion for early 2025. This amendment will add approximately \$7.7 million to our lease, bringing the total amount over the full 134-month term to about \$45 million. The resolution also includes about \$950-thousand for tenant improvement costs. A portion of this additional amount is in TriMet's FY2025 Budget. Going forward, the annual payment will be included in TriMet's budget for leased facilities.

Action: Director Frisbee moved for approval of Resolution 24-09-53. Director Edwards seconded the motion. The motion passed with unanimous approval.

Resolution 24-09-54 – Authorizing a Contract with Schetky Northwest Sales, Inc. for the Purchase of Thirty Replacement Vehicles for LIFT Paratransit Service

Mr. Desue discussed Resolution 24-09-54. TriMet's LIFT provides vital paratransit service for some of the most vulnerable in our community. To provide that service, we have 268 lift-equipped mini-buses that are powered by gasoline and renewable diesel. Each vehicle is retired after about 9 years of use to keep LIFT service reliable for our customers. Over the past two fiscal years, we successfully replaced 84 vehicles, and for this year, we had budget authority to replace 10 more. But due to an exciting development, we now have the opportunity to replace 30 vehicles this year. TriMet recently received a grant from ODOT for \$3.8 million to support the vehicle replacement. The grant only requires a 10.27% local match, dramatically bringing down the cost of these vehicles for TriMet. If the Board authorizes this resolution, we will be able to purchase the 30 LIFT vehicles by taking advantage of \$4.3 million in grant funds from the new ODOT grant and additional state and federal grants previously identified. TriMet's match will total \$1.1 million. Due to the pandemic, vehicle prices have significantly increased, doubling since 2018, and each vehicle will cost about \$180,000. Securing these vehicles now not only capitalizes on the state and federal grant money, but it will mitigate the risk of further price hikes and supply chain disruptions. The new vehicles will use unleaded gasoline, as all major manufacturers have stopped production of diesel-fueled chassis that meet our service demands. LIFT intends to purchase these vehicles from Schetky. The contract amount is included in TriMet's Adopted FY2025 Budget. Looking at the firm's diversity, Schetky has 68 employees, 27% of whom are minorities and 12% are female.

Action: Director Edwards moved for approval of Resolution 24-09-54. Director Kellogg seconded the motion. The motion passed with unanimous approval.

Resolution 24-09-55 – Authorizing a Contract with Bridge Data Solutions (BDS) for IT Server and Storage Hardware, Software, and Related Services

Mr. Desue discussed Resolution 24-09-55. TriMet's Information Technology Division is crucial in maintaining our operational technology infrastructure. It includes two data centers where our network services are located. Just about anything done on a computer at TriMet goes through those data centers. This

infrastructure supports critical services such as CCTV footage storage, dispatch systems for transit services and essential enterprise applications like Oracle for financial and human capital management, along with hundreds of other applications. To ensure reliability, we routinely replace outdated hardware, update software and increase capacity to meet growing demands. In March 2017, the Board authorized a four-year contract with Bridge Data Solutions or BDS for such services, as well as approved two modifications during the contract term as needs arose and additional expenditure was required. The total amount of the BDS contract came to \$7.1 million. The contract expired in March 2022. Since then, TriMet has used existing cooperative contracts to meet the need for these goods and services. Today we seek a new contract with BDS. This contract will allow us to buy the hardware and software to keep our data centers and various support facilities running, while benefitting from working directly with a company considered a qualified Value Added Reseller. That refers to a firm that enhances the value of third-party IT products by adding customized products or services for resale to end-users such as TriMet. In addition to continuing favorable pricing, a new contract would let TriMet engage with the vendor for assistance in designing, implementing and supporting the technology acquired through the contract. Following the issuance of an RFP in July, BDS was selected as the most qualified vendor based on its understanding of TriMet's needs and its staff's qualifications. The proposed contract is for 5-years and is capped at \$8 million. TriMet will use task orders for actual expenditures. Looking briefly at the firm's diversity... BDS has 20 employees, of whom 15% are female and 10% are minorities.

Action: Director Frisbee moved for approval of Resolution 24-09-55. Director Kellogg seconded the motion. The motion passed with unanimous approval.

President Lewis paused the Regular Business Meeting and convened the TriMet Contract Review Board (TCRB) to consider the next two resolutions.

Resolution 24-09-56 – Authorizing a Class Exemption for On-Call Concrete & Pavement Installation, Maintenance and Repair Services

Mr. Desue discussed Resolution 24-09-56. We are seeking a class exemption from the low-bid contracting rules in order to conduct a "best value" RFP solicitation for on-call services for the installation, maintenance, repair and replacement of concrete and pavement at various TriMet-owned or leased facilities. TriMet currently owns and operates 33 Park & Ride lots, 16 Transit Center and 16 buildings. These assets and others, require ongoing maintenance and potential new installations for concrete and pavement. A best-value solicitation process will allow us to evaluate contractors on multiple factors beyond price, including factors such as experience, safety and quality of work. With this exemption, TriMet also aims to limit our contractor pool to firms certified by Oregon's Office for Business Inclusion and Diversity, which will promote participation from disadvantaged, minority and women-owned businesses. This approach helps smaller firms build relationships with TriMet, fostering collaboration and subcontracting opportunities among certified firms. We propose to exempt these contracts from bonding requirements, facilitating greater participation from smaller firms that often face challenges securing bonding. Most task orders will be below the \$100-thousand bonding threshold, minimizing risk to the agency. The cost of the work is included in the FY2025 Maintenance Budget, and funding for this work will be included in future annual budgets.

Action: Director Edwards moved for approval of Resolution 24-09-56. Director Frisbee seconded the motion. The motion passed with unanimous approval.

Resolution 24-09-57 – Authorizing an Exemption from Competitive Bidding Requirements to Procure Construction Manager/General Contractor Services for the Type 1 Traction Power Substation (TPSS) Replacement Project

Mr. Desue discussed Resolution 24-09-57. This is a complex construction project that will replace six substations along the original MAX Blue Line. These substations have reached the end of their service life with many components now obsolete. The project will require the management of interdependent, multi-disciplinary construction stages and phases of multiple elements of work at the six different sites. Potentially negative impacts on TriMet operations, our ridership and neighboring communities must be limited. That includes minimizing planned disruptions and the risks of unplanned disruptions. The overall project must maintain an aggressive schedule to reach substantial completion as soon as possible. Due to the project's complexity, we recommend utilizing a Construction Manager/General Contractor (CM/GC) to oversee design completion, construction staging and risk management. TriMet proposes using an RFP "best value" process, which allows consideration of various factors beyond price, such as experience, safety and small business utilization. The RFP process will also focus on workforce diversity and the use of small and COBID-certified businesses, demonstrating our commitment to inclusion. The budget for these services is included in TriMet's 5-year Engineering, Construction and Planning Capital Improvement Plan forecast.

Action: Director Edwards moved for approval of Resolution 24-09-57. Director Frisbee seconded the motion. The motion passed with unanimous approval. President Lewis reconvened the TriMet Board of Directors for the remainder of the business meeting.

Resolution Honoring Director Edwards

President Lewis brought forward a motion to adopt a resolution honoring Director Edwards. As you are aware, earlier this year Director Edwards' indicated that he would be retiring from the TriMet Board as soon as the Governor appointed a replacement. Director Edwards has graciously continued to serve since that time. This week, the Oregon Senate confirmed the Governor's appointment of JT Flowers to serve in Director Edwards' sub-district, beginning October 1st. Accordingly, this will be Director Edwards' final Board meeting. President Lewis then read the resolution honoring Keith Edwards for his service as a member of the TriMet Board of Directors. Director Frisbee seconded the motion and the resolution passed with unanimous approval.

General Manager FY24 Performance Evaluation and Merit Increase Recommendation

President Lewis addressed the General Manager's FY24 Performance Evaluation and merit increase recommendation. As I stated earlier during my board report on this subject, in your packet is a written performance evaluation and merit increase recommendation, as well as the status report on all of the General Manager's Deliverables for FY24. The evaluation concludes that General Manager Desue completed the FY24 deliverables, and has shown strong leadership and excellent performance throughout fiscal year 2024. In light of General Manager Desue's excellent performance in FY24, the evaluation contains a recommendation for a 6% merit increase, which is consistent with TriMet's established compensation policies for an "excellent" performance rating. Mr. Desue's current annual salary is \$428,480.00. A 6% increase would result in a new annual salary of \$454,188.80. The written evaluation states that this merit increase would be effective September 15, 2024.

Action: Director Lewis moved for approval of the General Manager's FY24 Performance Evaluation, including a 6% merit increase effective September 15, 2024. The motion passed with unanimous approval.

5. New Business

President Lewis addressed two housekeeping items. First, as previously mentioned, this week the Oregon Senate confirmed the appointment of JT Flowers to fill Director Edwards' position following his retirement at the end of this month. The senate also confirmed the Governor's appointment of Erin Graham to fill the vacant seat formerly held by Director Ozzie Gonzalez. My understanding is that Ms. Graham is currently on an airplane, otherwise she would be here, as she wanted to observe this meeting. Both Mr. Flowers and Ms. Graham will be starting their board memberships on October 1st, and we will be having a board reception for them the morning of October 23rd, just before the start of the October board meeting. I hope all board members will try and be present in person to welcome them to the Board. Our general manager and general counsel will also be onboarding our new board members and providing orientation prior to the October board meeting. I look forward to welcoming them both.

Our next order of business is the General Manager's FY25 Deliverables. Yes, no sooner do we finish with the FY24 GM Deliverables than we are on to the next fiscal year. In your Board packet is a document titled, "General Manager Deliverables for FY2025 (July 1, 2024-June 30, 2025)." The document contains 15 General Manager deliverables for this fiscal year that span a wide spectrum of Agency initiatives and issues, from continuing to fully develop and implement strategy and actions to achieve Vision 2030, to commissioning and operating in regular service the new Type 6 light rail vehicles, to managing and aligning financial performance with the Agency's Strategic Financial Plan. This document was developed in partnership with the rest of the Board, who I solicited and received extensive input from, as well as in collaboration with the General Manager. It will form the basis of next year's performance evaluation of the General Manager. A copy of the General Manager Deliverables for FY2025 (July 1, 2024-June 30, 2025) can be found in the meeting archives at www.trimet.org.

Hearing no further business, President Lewis adjourned the meeting at 12:28pm.

6. Briefing

President Lewis introduced Greg Johnson, IBR Program Administrator, and Paige Schlupp, TriMet Project Director for the IBR Program, to present on the Interstate Bridge Replacement Supplemental Draft Environmental Impact Statement.

Respectfully submitted,

Falesha Thrash

Falesha Thrash, Board Administrator and recording secretary