



Salem Area Mass Transit District
Board of Directors

~ **VIRTUAL WORK SESSION** ~

August 27, 2020

Courthouse Square – Senator Hearing Room
555 Court Street NE, Salem, Oregon 97301

MINUTES

PRESENT: President Ian Davidson; Directors Robert Krebs, Chi Nguyen, Colleen Busch, Sadie Board Carney and Charles Richards

ABSENT: VACANT (Subdistrict 4)

Staff Allan Pollock, General Manager; David Trimble, Deputy General Manager/COO; Al McCoy, Chief Financial Officer; Patricia Feeny, Director of Communication; Paula Dixon, Director of Administration; Steve Dickey, Director of Strategic Planning & Program Management; Linda Galeazzi, Executive Assistant; and Kathryn Pawlick, SAMTD Legal Counsel

Guests: Clark Williams, Heltzel Williams PC; Maria Hinojos Pressey, citizen member of the SAMTD Budget Committee

1. CALL TO ORDER 5:58 PM

President Ian Davidson called the work session to order at 5:58 p.m. with an explanation that the Board had been in executive session prior to this meeting. A quorum was present.

Mr. Pollock shared a *Safety Moment* that observes the Governor's directive to slow the spread of the COVID-19 virus by following the "Three W's" to wear a mask, wash your hands, and watch your distance.

2. PRESENTATION – None

3. DISCUSSION

A. Retirement Plans for the Non-Bargaining Employees

Staff report: Pages 3-6 of the agenda to include a PowerPoint presentation

Presenter: Paula Dixon, Director of Administration

Ms. Dixon stated that the Board was briefed in 2019 on the District's current retirement plans to non-bargaining employees – a defined benefit plan and a defined contribution plan. Staff conducted an analysis of the current plan design, the related issues, alternative plan designs, factors for evaluating a plan design, and the next steps in the analysis process. This information was shared with the Board for feedback about their concerns and priorities for any potential changes.

Clark Williams, as the District's attorney for its pension plans was present to answer the Board's questions.

Follow-up: There was a request to identify the mortality rate for front line workers and the contribution rates for different classifications; are they higher or lower?

Staff will determine the employer contribution rate and a match incentive. These changes will be presented to the Board for action.

4. GENERAL MANAGER COMMENTS

Staff report: Pages 7-10 of the agenda

Presenter: Allan Pollock, General Manager

Board members reviewed the schedule for upcoming agenda items, and the Board's calendar of scheduled meetings and events. Of note, the September service changes will occur on Sunday, September 27, 2020.

Follow-up: President Davidson added an agenda item to the September 24, 2020 work session regarding discussion about the Board's priorities and principles.

Director Busch requested that there be a briefing on the process for Board appointments in the year 2021.

5. WORK SESSION ADJOURNED

6:22 PM

Submitted by:

Linda Galeazzi, CMC

Executive Assistant/Clerk of the Board