

**RECORD OF THE PROCEEDINGS
SKAGIT TRANSIT BOARD OF DIRECTORS**

**Board Workshop
August 12, 2022**

The Skagit Transit Board of Directors met in a hybrid Board Workshop on Friday, August 12, 2022. Executive Director Dale O'Brien called the meeting to order at 12:08 p.m.

Members Present via Teleconference:

Lisa Janicki, Skagit County Commissioner
Ron Wesen, Skagit County Commissioner
Jill Boudreau, City of Mount Vernon, Mayor
Matt Miller, Mayor, City of Anacortes

Members Present:

Peter Browning, Skagit County Commissioner

Skagit Transit Representatives:

Dale O'Brien, Executive Director
Jennifer Davidson, Manager of Human Resources
Chris Stamey, Manager of Finance & Administration
Whitney Davis, Clerk to the Board

Skagit Transit Representatives Present via Teleconference:

Mark Kennedy, Operations Manager
Joe Macdonald, Safety & Training Manager
Aggie Juarez, Facilities Manager
Chris Chidley, IT Manager
Chester Curry, Security Manager

Public Present:

None

Discussion

Staff presented information regarding difficulties hiring employees and difficulties receiving qualified candidates for long standing open positions. Staff explained wages are under market and Skagit Transit is in competition with neighboring transit agencies to retain and hire employees. Staff presented wage comparisons from Whatcom Transit and Community Transit as well as incentives such as sign-on bonuses and retention and referral bonuses offered by these neighboring transit agencies.

Staff informed the Board that due to a lack of staff, bus service has been reduced and many employees are working overtime to cover reduced service levels. In addition, employees are unable to take time off due to a lack of coverage available.

Staff and the Board discussed offering a retention bonus for employees, a sign-on bonus for new hire Coach Operators and a referral bonus to employees that assist in recruiting new hires. This is in addition to an upcoming salary survey beginning later in August with an implementation of findings in 2023.

Staff also discussed improvement to benefits packages by switching the current life and accidental death/dismemberment policies from WCIF to AWC and increase coverage offered. Staff also discussed transitioning from Empower Retirement, to the Department of Retirement Systems (DRS) – Public Employees Retirement System (PERS). Staff explained that Skagit Transit is the only Washington State Transit Agency not participating in PERS and is confident this will strengthen retirement benefits.

Staff will prepare reports on the topics discussed at the August 17th Board meeting.

Mr. O'Brien adjourned the meeting at 1:20 p.m.

Lisa Janicki, Chair Skagit Transit Board of Directors

Attest:

Whitney Davis, Clerk of Skagit Transit