

**MINUTES**  
**JUNE 21, 2022**  
**BOARD OF DIRECTORS**  
**GRTC TRANSIT COMPANY**

Members Present: Benjamin P. Campbell, Chair, City of Richmond  
Eldridge F. Coles, Secretary/Treasurer, City of Richmond  
Todd Eure, County of Henrico  
Jim Ingle, County of Chesterfield  
Tyrone Nelson, County of Henrico  
Lincoln Saunders, City of Richmond  
Daniel Schmitt, County of Henrico  
Daniel K. Smith, County of Chesterfield  
Gary Armstrong, Vice Chair, County of Chesterfield

Others Present: Bonnie Ashley, General Counsel - Virtual  
Julie Timm, Chief Executive Officer  
Sheryl Adams, Chief of Staff  
Adrienne Torres, Chief Development Officer  
John Zinzarella, Chief Financial and Administrative Officer - Virtual  
Tim Barham, Chief of Transit Operations  
Tony Byrd, Director of Maintenance  
Anthony Carter, Director of Risk Management  
Joe Dillard, Director of Equitable Innovation & Legislative Policy  
Dexter Hurt, Senior ITS Project Manager  
Ashley Mason, Manager of Organization Advancement  
Mike Frontiero, Director of Communications  
Sam Sink, Director of Planning & Schedules  
Tonya Thompson, Director of Procurement  
Von Tisdale, Executive Director of RideFinders  
Maurice Carter, President – Local 1220, Amalgamated Transit Union  
A. Trent Boyd, Vice-President – Local 1220, Amalgamated Transit Union  
F.S. Cates, GRTC Bus Operator  
R. Christian, GRTC Bus Operator  
Barb Smith, County of Chesterfield  
Rita Cisse, GRTC Bus Operator  
David Butler, GRTC Bus Operator  
Carol Carter, GRTC Bus Operator  
Tyro Howell, GRTC Bus Operator  
Edward Doley, GRTC Bus Operator  
William Woodfin, GRTC Bus Operator  
Brian Ferrell, GRTC Bus Operator  
Mike Frasier, GRTC Bus Operator  
Anastasia Mills, GRTC Bus Operator  
Harry West, GRTC Bus Operator  
Randy McQuinn, GRTC Bus Operator  
Cynthia Royal, GRTC Bus Operator  
John King, National Express  
Stephanie Maher, National Express  
Tania Santana, National Express  
Chris Suarez, Richmond Times Dispatch

## I. Call to Order & Introductions

This meeting of the Board of Directors of the GRTC Transit System, Old Dominion Transit Management Company (ODTMC), and RideFinders was called to order on June 21, 2022, by the Chair, Mr. Campbell at 8:00AM. The meeting was held in person at GRTC Transit System, Operators Lounge, 301 East Belt Boulevard, Richmond, Virginia. Video and audio of the meeting will be streamed live online and recorded for later viewing at the following web address <https://youtu.be/92-Hapd5I88>.

## II. Public Comments

The public notice, meeting agenda, and agenda attachments for this June 21, 2022, standing meeting of the Boards of GRTC, RideFinders, and Old Dominion Transit Management Company were posted at rideGRTC.com. Per the meeting notice, all written comments received via email by Mike Frontiero prior to 5:00PM on the day preceding a meeting were provided to all members of the Board the night before the meeting, are read during the Public Comment Period of the meeting by staff following the two-minute speaking limit and will be included in the minutes of the meeting.

This meeting, no public comments were received in writing.

*Maurice Carter – President, Local 1220 Amalgamated Transit Union*

Good morning, everyone. I represent the bargaining unit workers of GRTC. One of the first things I learned when I was elected to represent the people is that I must listen to my people not just talk so I can only hear myself talk. Julie I would like to thank you for your “oops” moment in case no one has an idea of what I’m talking about let me explain. On June 13, the Union Negotiating Team met with the Company Negotiating Team what we thought we were going to negotiate a pay increase for our employees that was mentioned at the last Board meeting. At this meeting, we left the meeting with the understanding that we would meet again on Wednesday, June 15 after 3pm because I let everyone know on June 14, I would be off because I had to celebrate a milestone with my son. On that day I was off, a post came to Company Facebook page with oops this wasn’t supposed to be leaked out. The leak was the company’s proposal so I guess bargaining in good faith is not meant to be around here. I don’t even have to hold a Union meeting with the answer I got from my members. In this proposal the Company say this is what the Union was asking for, the only one thing the Company’s proposal that the Union asked for at the beginning of the pandemic and the Company didn’t listen then. The Union would like the Board to vote on a proposal today of a wage increase of \$5 an operator and taking new operators starting pay to 85% of top operator’s wages and in doing this we can again have people knocking the door down to get in to GRTC instead of knocking the door down to get out. Thank you.

*Trent Boyd – Operator and Vice President, Local 1220 Amalgamated Transit Union*

I was sitting down doing some research this week and I’m funny about numbers just like a lot of people in this room. I discovered there are 240 runs or positions that are available here that we work and of those only 20 have early straights and for those of you so that you understand what they are an early straight is when we come in early in the morning and work until the mid-day and then you have mid-day people where they come in and work mid-day until late in the afternoon and then you have your lates where the people come in the evening and work until late at night. We have 20 early straights, 13 ten-hour straights and both of these have weekends off, then we have 13 ten-hour straights with weekend off, and 21 lates with weekends off, 12 mid-days with weekends off, and one swing, only one swing with weekends off. We have 19 extra board operators so that comes to 67

people and including the extra board 87 who have the possibility of being off on weekends. We are talking about 240 people so that leaves us with 119 relief runs, they are the runs that are put together different ways. We are having a problem getting people in and keeping them in and people going out. And I think the biggest problem is the quality of life for our Operators that are here. In the last two classes, which consisted of 12 and 11 operators only one from each of those classes remain with us. I think if we approach some of the things about the quality of life and when I say the quality of life that's because of these 240 from number 169 down to 240 they actually have to work some of them and I have looked 21 positions that actually work two straights and then they are off 2 days and then come back to work two later and then come back to work a midday some of them just for an example. It makes it difficult especially for someone that is a single parent to have somebody to juggle their children and their things around so they can make their scheduling it makes it hard and I also notice when I was looking at the numbers some of these people are the same people that have had accidents here recently as well as the ones with the biggest absences because their bodies never adjust and what I want them to do is to take a look at these things and possibly change some things to make the quality of life especially for those who have just entered. Listen we came here knowing that we were going to have to work some weekends until we reached seniority where we could have weekends off but that jumping around from nights to days to middays is kind of difficult and we understand the problem we have with having people in the seats but we need to approach some things from a different perspective. Thank you.

*Mike Frazier – GRTC Bus Operator*

I have been here going on five years. I wanted to address a couple things that directly affect me as well as a few of the other operators that are not here to speak for themselves. I would like to piggyback on what the President and Vice President of the Union spoke on about the wage increase for the operators. Last week the pay increase was proposed to the operators through the Company Facebook page but what was omitted from the Facebook page was that the increase was temporary and suppose to last until next year, expire next year. We are very displeased with the outcome of this simply because it doesn't reflect the level of work that is being put in by the drivers, myself included. For the last 2 ½ years since going zero fare work continues to cause an increased level of stress among the operators, we have been forced to work nonconditional schedules to have these runs covered for late nights, weekends which causes an imbalance in home and work life. The proposed pay increase does not benefit the senior operators who have been here 10, 15, 20 years basically they will be forced to, in order to take advantage of the increase, having to work nights and weekends just to take advantage of that and that is not fair for everybody as a whole. Not everyone wants to work nights and weekends and you shouldn't have to take advantage of the raise it should be straight across the board for everyone. As you can see a lot of the routes go uncovered due to frequent call out, voluntary resignations due to operator concerns being ignored. I'm sure you have all watched the news and everything is released to the public through the news channel and there has been verbal attacks, physical attacks, drug use on the bus and things of that nature consistently going on. September 2021, let me go back we are aware that GRTC gets million and millions of dollars from the Federal government and as well as other local entities to operate the company on a year to year basis. September 2021 our Union president proposed a pay increase as recommended by Mayor Stoney. This request was ignored for several months from the company. We understand that money is not going to solve the problem but it definitely shows appreciation to the operators for the conditions we have to endure on a on daily basis.

*Edward Doley – GRTC Bus Operator*

Good morning. I am Operator Doley, I am a transit operator. I am a new transit operator, I don't have a five year pin yet. My comments are in no way a rebuttal or in adversary way to the Union or to

GRTC. I am a Union member and I do support the Union. I think the perspective is that we some folks have the wrong idea. This was an incentive proposal. Attendance incentive. I have been requesting an incentive program since I came here. I've sent emails to executive and an incentive program. In your parent contract, Section 2A, there is a memorandum of notice from December 14. Now, I wasn't here December 14, but since you carried it over, at least in the last two contract then it is still valid. It states that GRTC and the Union will continue incentives. Now if I am going to get paid separate, not in the CVTA, this is a separate incentive program. I am going to do job that I am doing anyway, so why shouldn't I take advantage of this incentive from GRTC? Let the collective bargaining do what it does in the Fall. One of the things that would help retain and recruit operators to get here it can be renegotiated in the next contract. We definitely need that, I definitely need that. We come to work for money, come to work for our families. I do my part, I am here everyday. I have zero callouts, zero, so I want to be compensated or recognized for those efforts Thank you.

*Randy McQuinn – GRTC Bus Operator*

Good morning, I am Operator Randy McQuinn, I wasn't going to say anything I just want to piggy back on what the new operator stated in our reference to the proposal for the incentive package. I think it was a little muddy, the water was muddied a little bit. We are talking about two different things. There is a pay raise and then there is an incentive with differentials. I think to combine those two things into one with the proposal it muddies the waters and it dilutes what you are trying to do for the operators. In an incentive program, we can implement that, but it is separate from a salary increase. Those two things are separate and I think those two things should be presented separately and not mushed into together so that it muddies the waters. And it also get the operators the new ones pitted against the operators that have been here for a while. We want to continue to promote unity. So if we could have a separate that would be better for all. Thank you.

- III. Approval of May 24, 2022 Board Meeting Minutes  
Gary Armstrong motioned to approve the May 24, 2022 Board Meeting minutes, Lincoln Saunders seconded, and the motion carried unanimously.
- IV. Consent Agenda – Ben Campbell  
Mr. Armstrong motioned to approve the Consent Agenda, Mr. Smith seconded, and the motion carried unanimously.
- V. Information Items  
Staff discussed Information Items in the Board Packet as follows:
  - A. Ridefinders Communitas Awards – Von Tisdale
  - B. Recent and Upcoming Procurements – Tonya Thompson
  - C. FY23 Staff Recruitment Media Buys – Mike Frontiero  
Board Members and staff discussed why the recruitment media buys were paused, the schedule to reinstate media buys, and the budget spent on media buys. Mr. Schmitt requested more detailed tracking information regarding the applicants. How many received a phone call for an interview, how many showed up for an interview, how many offered a job, and how many attended training.
- VI. Staff Reports  
Staff discussed Staff Reports provided in the Board Packet as follows:
  - A. Safety Performance – Tony Carter
  - B. Operating Performance – Tim Barham
  - C. Ridership Performance – Sam Sink
  - D. Maintenance Performance – Tony Byrd
  - E. Financial Report – John Zinzarella

VII. Board Action Items

**Development and Engagement**

- A. Award of Construction Management/Construction Engineering Inspection (CM/CEI) On-Call Services Contract. – McGregor Sheppard  
A motion was made by Gary Armstrong and seconded by Danny Smith to approve the recommended contract to RK&K as presented. Board unanimously approved the contract.
- B. Award of Construction Contract for Temporary Transfer Plaza Improvements – McGregor Sheppard  
A motion was made by Lincoln Saunders and seconded Tyrone Nelson to approve the recommended contract to R.J. Caskey as presented. Board unanimously approved the contract.

**Operations and Maintenance**

- A. Award of Paratransit Service Contract – Tim Barham  
A motion was made by Gary Armstrong and seconded by Todd Eure to approve the recommended contract to National Express Transit as presented. Board unanimously approved the contract.

VIII. Board Policy Items

- A. Initiation of Selection Process for GRTC President/CEO – Ben Campbell  
Tyrone Nelson made a motion to use the HR Roundtable with HR leaders from the three localities represented on this Board and to include Board Members (one from each jurisdiction represented on the Board) in the process. Jim Ingle seconded the motion. Julie Timm recommended the proposal be modified to include legal counsel be present. Board voted unanimously to proceed with the formation of the CEO Selection Committee as motioned and as modified. Ms. Timm offered to make GRTC staff available to assist and to coordinate meetings as necessary.

- B. Closed Session for Personnel Discussions– Ben Campbell  
Tyrone Nelson moved that GRTC convene a closed meeting for discussion and consideration of a personnel matter as authorized by Section 2.2-3711.1 (A) of the Freedom of Information Act. Motion seconded by Danny Smith and approved unanimously.

The Board of Directors of GRTC unanimously certified the closed meeting was conducted in conformity to Virginia Law.

- C. Essential Transit Infrastructure Investment Strategy – Raquel Aguirre  
Policy document meant to codify implementation roles and strategies for essential transit infrastructure throughout GRTC service area over the next five years. Mr. Saunders requested that staff come back in July with a modified strategy to increase the rate of infrastructure installation for future years. A motion was made and seconded to approve only the FY2023 portion of the Essential infrastructure Strategy. Board unanimously approved the FY23 Investment Strategy.

Chairman Campbell decided to table the remaining Board Policy Items to the July Board Meeting including the following items:

- D. Policy for Board Member Participation in Meetings by Electronic Means – Bonnie Ashley
- E. Proposed Board Committee Structure – Julie Timm
- F. Contingency Fund Policy Statement – John Zinzarella
- G. GRTC Advertising Policy – Mike Frontiero

IX. Chief Executive Officer's Report – Julie Timm

Ms. Timm discussed ongoing Union negotiations for differential pay and that staff has a goal to have a final proposal by July Board Meeting. Per her notification of resignation as CEO, Ms. Timm expressed appreciation to the former and current Board as well as appreciation and confidence in staff for previous and on-going work.

X. Board Chair's Report – Ben Campbell

No report.

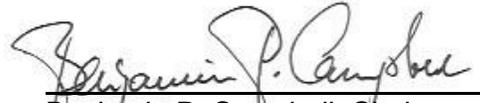
XI. Other Business

None.

XII. Adjourn

There being no further business, the meeting adjourned at 11:06AM.

APPROVED:

  
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Benjamin P. Campbell, Chair

July 19, 2022

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Date