



PINELLAS SUNCOAST TRANSIT AUTHORITY
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**PERSONNEL COMMITTEE MEETING
MINUTES – AUGUST 31, 2015**

The Personnel Committee of the Pinellas Suncoast Transit Authority (PSTA) Board of Directors held a meeting in the Board Room at PSTA Headquarters at 12:30 PM on this date. The purpose of the meeting was to approve the June 24, 2015 meeting minutes and make a recommendation on the Chief Executive Officer's (CEO) Performance Evaluation. The following members were present:

Bill Jonson, Chairperson
Julie Bujalski, Vice-Chairperson
Janet Long, Secretary/Treasurer
Joe Barkley
Wengay Newton

Also Present:
Brad Miller, CEO
Patricia Johnson, PSTA Board Member
Alan Zimmet, General Counsel
PSTA Staff Members
Members of the Public

CALL TO ORDER

Chairperson Jonson opened the meeting at 12:34 PM.

PUBLIC COMMENT

There were no public comments.

ACTION ITEMS

Approve the Minutes - Mr. Newton made a motion, seconded by Mr. Barkley to approve the June 24, 2015 meeting minutes. There were no public comments. Motion passed unanimously.

Chairperson Jonson explained that Mr. Miller is scheduling one-on-one meetings with the individual Board members and suggested deferring the deadline for the evaluation ratings one month to allow for these meetings to occur. Mr. Barkley made a motion, seconded by Mr. Newton to defer the CEO evaluation recommendation for one month. There were no public comments. Motion passed unanimously.

[Ms. Long entered the meeting at 12:38 PM.]

CEO Evaluation Recommendation – Mr. Miller stated that he is already implementing a number of new initiatives in response to the evaluation comments such as having solid communication with the full Board. He indicated these meetings will take place at least every other month with Committee Chairs meeting monthly. Mr. Miller indicated that the weekly emails will continue every Friday and has taken steps to ensure that the Board is aware of emerging issues. He also explained that at the end of Board meetings, he will repeat his list of questions from the Board to ensure that no items are missed so he can follow-up with each issue raised.

Mr. Miller presented 16 new organizational accountability items and briefly reviewed each area. He also spoke about the short-term and long-term visions for PSTA utilizing the Path Forward plan.

Chairperson Jonson emphasized that the goal of today's Committee meeting is to decide what is best for the residents of Pinellas County in making a recommendation to the Board about the evaluation. Chairperson Jonson distributed three possible recommendations/options for moving forward.

Mr. Newton stated his belief that the Board should be focusing on the criteria in the Path Forward to evaluate Mr. Miller and made a motion to recommend Option A. Mr. Barkley seconded the motion adding that he believes it is important to recognize some accomplishments such as participation in the American Bus Benchmarking Group (ABBG), the successful Federal Transit Administration (FTA) financial audits, and the steps that are being taken to acquire new buses for the riders. Mr. Barkley stated that Mr. Miller has been with PSTA for four years and knows the system well, adding that he is recommending the continuation of the Path Forward plan and retaining Mr. Miller with a raise. Chairperson Jonson inquired about how much of a raise and Mr. Newton responded 3% which Mr. Barkley agreed.

Ms. Long asked if this recommendation will go to the Executive Committee or straight to the Board. Chairperson Jonson responded that the Executive Committee would also review the recommendation, but the Personnel Committee's recommendation will be

presented to the Board. Ms. Long commented that the timing of this evaluation is not right and expressed her surprise by the motion for Option A when 10 of the 15 Board members rated Mr. Miller a score of less than a three on a five-point system. She also noted that each year, the scores have declined. Ms. Long indicated that there have been some great achievements in the past six months, but the evaluation is not based on the goals and objectives that were given to Mr. Miller, so she does not believe the evaluation is helpful or fair to the CEO. She emphasized that the Board has an obligation to evaluate Mr. Miller on the Path Forward goals and objectives and what is best for the Agency. Ms. Long added that she is not supporting Option A.

Ms. Bujalski indicated that she will not support the motion. Chairperson Jonson mentioned some important accomplishments that have been achieved and stated his belief that Option C is not a good option. He indicated that he is leaning more to Option B than Option A.

Mr. Newton commented further that he has never seen another CEO work as hard as Mr. Miller, and stated his opinion that a lot of the Board's evaluation comments on the past. He added that since he believed there were not enough votes for Option A, he changed his motion to Option B. Mr. Barkley did not second; therefore, Option A was voted on and did not pass (2:3) with Ms. Bujalski, Ms. Long, and Chairperson Jonson dissenting.

Ms. Bujalski commented that she is concerned about the timing in Option B with waiting to have another review in March 2016. She said that the Board members have to do what is best to move the organization forward, to move transit options forward, and to be leaders on that front. She believes the community and the community leaders need to have confidence in PSTA's management to accomplish these goals and does not believe that the Agency can get there the way it is currently operating. Ms. Bujalski said that waiting to address this issue hurts the Agency's progress of rebuilding and suggested looking for new leadership now. She also suggested that the Board ask for Mr. Miller's resignation, and ask him to stay on until he finds a job or until the Agency finds his replacement. Ms. Bujalski made a motion for Option C, which was not seconded; therefore it failed.

Ms. Long suggested using Option B with an amendment so that it is not an open-ended mid-year assessment, but rather state "no later than March 31, 2016." She believes that the CEO should also be evaluated on the progress of the federal and state initiatives and how those initiatives help the Path Forward plan. Ms. Long made a motion, seconded by Mr. Newton to choose Option B, with a re-evaluation by March 31st.

Mr. Barkley asked for clarification as to what metrics will be used for evaluating the CEO by March 31st. Chairperson Jonson stated that a process would be initiated to update the performance metrics. Ms. Bujalski stated that she will not support Option B. The motion passed (4:1) with Ms. Bujalski dissenting.

OTHER BUSINESS

No other business was discussed.

ADJOURNMENT

The meeting was adjourned at 1:31 PM.