SALEM AREA MASS TRANSIT DISTRICT  
BOARD OF DIRECTORS  

~ VIRTUAL WORK SESSION ~  
Thursday, August 27, 2020  
(Immediately following the Executive Session or at 5:30 PM)  

Google Meet ID: meet.google.com/igu-aaaw-wcn  
Phone: (US)+1 617-675-4444  
Pin: 363 966 447 1052#  

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

AGENDA  

1. CALL TO ORDER (Immediately following the Executive Session or at 5:30 PM)  
a. “SAFETY MOMENT” Thought for the Day  
b. Announcements  

2. PRESENTATION - None  

3. DISCUSSION  
a. Retirement Plans .......................................................... 3  

4. GENERAL MANAGER COMMENTS  
a. Upcoming Board Agenda Items ........................................ 7  
b. Calendar Review .......................................................... 9  

5. ADJOURN  

Mission  
Connecting people with places  
through safe, friendly, and reliable public transportation services  

Values  
Safety – Service Excellence – Communication – Innovation – Accountability
SALEM AREA MASS TRANSIT DISTRICT
BOARD OF DIRECTORS

~ VIRTUAL WORK SESSION ~

This is an open and public meeting in a place that is ADA accessible. Auxiliary hearing aids and services, and alternate formats are available to individuals with limited English proficiency. Requests can be made directly to the Clerk of the Board by phone at 503-588-2424 or with the assistance of TTY: Oregon Relay Services at 1-800-735-2900 (or 711). Please allow for a 48 hour notice Cherriots administration office hours are Monday-Friday from 8:00 AM to 5:00 PM.

For an electronic copy of the Board's agenda packet, go to www.cherriots.org/board.

Esta es una reunión pública y abierta en un lugar al que la ADA puede acceder. Los audífonos y servicios auxiliares y los formatos alternativos están disponibles para personas con dominio limitado del inglés. Las solicitudes se pueden hacer directamente al Secretario de la Junta por teléfono al 503-588-2424 o con la asistencia de TTY: Servicios de retransmisión de Oregón al 1-800-735-2900 (o 711). Permita un aviso de 48 horas. El horario de la oficina de administración de Cherriots es de lunes a viernes de 8:00 a.m. a 5:00 p.m.

Para obtener una copia electrónica del paquete de la agenda de la Junta, vaya a www.cherriots.org/board.

Mission
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Safety – Service Excellence – Communication – Innovation – Accountability
To: Board of Directors  

From: Paula Dixon, Director of Administration  

Thru: Allan Pollock, General Manager  
David Trimble, Deputy General Manager/COO  

Date: August 27, 2020  

Subject: District Non-Bargaining Retirement Program

At the October 7, 2019 work session, the Board of Directors was briefed on the retirement plans for the non-bargaining employees of the District. For these employees, there are two pension plans: a defined benefit and a defined contribution plan. The District pays the full cost of funding these plans.

The District has subsequently completed an analysis of the plans offered to non-bargaining employees. At the August 27, 2020 briefing, staff will discuss the results of that analysis including the current plan design and related issues, alternative plan designs, factors for evaluating plan design and the next steps in the analysis process.

Clark Williams, who serves as the District’s attorney for our pension plans will be present to provide information on our plan designs and answer questions that arise as we discuss the analysis process and results so far.

This briefing provides an opportunity for the Board to ask questions about our current retirement plan and alternative designs. Staff is also seeking feedback from the board on their concerns and priorities for any potential changes.
Non Bargaining Retirement Plans

Background
- Board was briefed last year on our current plan
- Defined benefit
- Defined contribution

Concerns with Current Plan
- No longer commonly offered by most public employers
- The employer bears all the risk
- Is not portable
- Lacks incentive for employees to save on their own
- The benefit structure favors long term employees

Alternative Plans
- Final Average Pay
- Defined Contribution
- Cash Balance
- Sustainable Income
Evaluation Factors

- Risk
- Portability
- Understandability
- Incentive for employees

Defined Contribution

- Is the easiest to understand/very common
- Opportunity for incentive match for employee contributions
- Employees have control over how it is invested
- Is portable

Plan Design*

- Increase retirement age to 65
- Graduated vesting period of 5 years
- Employer contribution
- Match incentive for employees

*Current employees would stay in the current plan unless they opt out

Next Steps

- Determine employer contribution rate
- Determine match incentive
- Present changes to the Board for approval
Questions?
## Upcoming Work Session and Board Meeting Agenda Items
### August 18, 2020

### To Be Scheduled
- Approval of Contract for SSTC Consultant Services (SD)
- Attitude and Awareness Report w/Consultant (PF)
- B.I. Contract (AM)
- Sale of Surplus Property (Del Webb) – Executive Session/Board Action (AP)
- United Way Pass Program (AP)

### September 24, 2020
- **Packets due to GM office: September 10**

### Work Session
- 

### Board Meeting
- Proposed FY2022 Budget Calendar (AM)
- FY 2020 Security Report and Emergency Preparedness (DT)
- FY 2020 Performance Report (DT)
- Project Management of MUNIS Implementation (AM)

### October 22, 2020
- **Packets due to GM office: October 8**

### Work Session
- 

### Board Meeting
- Consent: Approval of FY 2022 Budget Calendar (AM)
- Contract Award for Transit Operator Uniforms (DT)

### November 19, 2020 (3rd Thursday)
- **Packets due to GM office: November 5**

### Work Session
- 

### Board Meeting
- Q1 Reports: Finance, Performance, Trip Choice

### December 17, 2020 (3rd Thursday)
- **Packets due to GM office: December 3**

### Work Session
- 

<table>
<thead>
<tr>
<th>Date</th>
<th>Agenda Item</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 28, 2021</td>
<td>Board Meeting - January Service Change Briefing (DT)</td>
<td>January 14</td>
</tr>
<tr>
<td>February 25, 2021</td>
<td>Board Meeting - Adoption of 2021 Federal and State Legislative Agendas (AP)</td>
<td>February 11</td>
</tr>
<tr>
<td>March 25, 2021</td>
<td>Board Meeting - Q2 Reports: Finance, Performance, Trip Choice</td>
<td>March 11</td>
</tr>
<tr>
<td>April 22, 2021</td>
<td>Board Meeting - Consent: Adopt FY 2022 Board Meeting Schedule (AP)</td>
<td>April 8</td>
</tr>
<tr>
<td>May 27, 2021</td>
<td>Board Meeting - Q3 Reports: Finance, Performance, Trip Choice</td>
<td>May 13</td>
</tr>
<tr>
<td>June 24, 2021</td>
<td>Board Meeting - Q3 Reports: Finance, Performance, Trip Choice</td>
<td>June 10</td>
</tr>
</tbody>
</table>
TO: SAMTD BOARD OF DIRECTORS  
FROM: ALLAN POLLOCK, GENERAL MANAGER  
SUBJECT: CALENDAR OF SCHEDULED MEETINGS

Until the Covid-19 pandemic has passed and the guidelines set by the CDC and State have been lifted, the District will hold its public meetings virtually via the internet using Google Meet. To get more information about a particular meeting, go to [Cherriots.org/meetings/](http://Cherriots.org/meetings/).

To be added to an email distribution list for meeting announcements of a committee or the Board, or to provide a public comment, send an email to publictestimony@cherriots.org.

For more information about each committee, go to [Cherriots.org/gettinginvolved](http://Cherriots.org/gettinginvolved) or call the General Manager’s Office at 503-588-2424. Thank you for your interest in Cherriots.

### SEPTEMBER 2020

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Mon</td>
<td>CLOSED</td>
</tr>
<tr>
<td>8</td>
<td>Tue</td>
<td>CHERRIOTS SERVICE CHANGES (go to: <a href="http://Cherriots.org/changes">Cherriots.org/changes</a>)</td>
</tr>
<tr>
<td>8</td>
<td>Tue</td>
<td>5:30 PM Statewide Transportation Improvement Fund Advisory Committee</td>
</tr>
<tr>
<td>15</td>
<td>Tue</td>
<td>5:30 PM Citizens Advisory Committee</td>
</tr>
<tr>
<td>24</td>
<td>Thu</td>
<td>12:00 PM Employee Transportation Coordinator Luncheon</td>
</tr>
<tr>
<td>24</td>
<td>Thu</td>
<td>5:00 PM SAMTD Board Virtual Executive Session (GM Performance Evaluation)</td>
</tr>
<tr>
<td>24</td>
<td>Thu</td>
<td>6:30 PM SAMTD Board of Directors Virtual Meeting (Comcast Cable Channel 21 or Cherriots Facebook Live)</td>
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### OCTOBER 2020

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Event</th>
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<tbody>
<tr>
<td>22</td>
<td>Thu</td>
<td>5:00 PM SAMTD Board Work Session</td>
</tr>
<tr>
<td>22</td>
<td>Thu</td>
<td>6:30 PM SAMTD Board of Directors Meeting</td>
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### NOVEMBER 2020

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Event</th>
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</thead>
<tbody>
<tr>
<td>9</td>
<td>Mon</td>
<td>CLOSED</td>
</tr>
<tr>
<td>17</td>
<td>Tue</td>
<td>5:30 PM Citizens Advisory Committee</td>
</tr>
<tr>
<td>TBD</td>
<td>Thu</td>
<td>5:00 PM SAMTD Board Work Session</td>
</tr>
<tr>
<td>19</td>
<td>Thu</td>
<td>6:30 PM SAMTD Board of Directors Meeting</td>
</tr>
<tr>
<td>26</td>
<td>Thu</td>
<td>CLOSED</td>
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### DECEMBER 2020

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<tr>
<th>Date</th>
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<tbody>
<tr>
<td>15</td>
<td>Tue</td>
<td>5:30 PM Statewide Transportation Improvement Fund Advisory Committee</td>
</tr>
<tr>
<td>TBD</td>
<td>Thu</td>
<td>5:00 PM SAMTD Board Work Session</td>
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<tr>
<td>17</td>
<td>Thu</td>
<td>6:30 PM SAMTD Board of Directors Meeting</td>
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### JANUARY 2021

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<tr>
<th>Date</th>
<th>Day</th>
<th>Event</th>
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<tbody>
<tr>
<td>1</td>
<td>Fri</td>
<td>CLOSED</td>
</tr>
<tr>
<td>5</td>
<td>Tue</td>
<td>Special Transportation Fund Advisory Committee (STFAC)</td>
</tr>
<tr>
<td>18</td>
<td>Mon</td>
<td>TBD</td>
</tr>
<tr>
<td>28</td>
<td>Thu</td>
<td>SAMTD Board Work Session</td>
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<tr>
<td>28</td>
<td>Thu</td>
<td>SAMTD Board of Directors Meeting</td>
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### FEBRUARY 2021

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<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>5</td>
<td>TBD</td>
</tr>
<tr>
<td>14</td>
<td>TBD 9:00a-3:30p Basic Local Budget Law Training</td>
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<tr>
<td></td>
<td>• Linn County Expo Center, 3700 Knox Butte Rd E, Albany 97322</td>
</tr>
<tr>
<td>14</td>
<td>Tue 3:00 PM Special Transportation Fund Advisory Committee</td>
</tr>
<tr>
<td>25</td>
<td>Mon TBD</td>
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<tr>
<td>25</td>
<td>Thu 5:00 PM SAMTD Board Work Session</td>
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<tr>
<td>25</td>
<td>Thu 6:30 PM SAMTD Board of Directors Meeting</td>
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### MARCH 2021

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>14-17</td>
<td>APTA TRANSform Conference &amp; EXPO</td>
</tr>
<tr>
<td></td>
<td>• Anaheim, California</td>
</tr>
<tr>
<td>25</td>
<td>Thu 5:00 PM SAMTD Board Work Session</td>
</tr>
<tr>
<td>25</td>
<td>Thu 6:30 PM SAMTD Board of Directors Meeting</td>
</tr>
<tr>
<td>25</td>
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