

**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](https://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  
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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](http://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](http://www.cherriots.org/board).

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## WORK SESSION MEMO

Agenda Item WS.3

**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

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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



CHERRIOTS

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

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#### 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

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#### Board Meeting

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

### November 19, 2020 (3<sup>rd</sup> Thursday)

**Packets due to GM office: November 5**

#### Work Session

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#### Board Meeting

- Q1 Reports: Finance, Performance, Trip Choice

### December 17, 2020 (3<sup>rd</sup> Thursday)

**Packets due to GM office: December 3**

#### Work Session

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<p><b>Board Meeting</b></p> <ul style="list-style-type: none"> <li>January Service Change Briefing (DT)</li> </ul>
<p><b>January 28, 2021</b>  <b>Packets due to GM office: January 14</b></p> <p><b>Work Session</b></p> <ul style="list-style-type: none"> <li></li> </ul> <p><b>Board Meeting</b></p> <ul style="list-style-type: none"> <li>Adoption of 2021 Federal and State Legislative Agendas (AP)</li> </ul>
<p><b>February 25, 2021</b>  <b>Packets due to GM office: February 11</b></p> <p><b>Work Session</b></p> <ul style="list-style-type: none"> <li></li> </ul> <p><b>Board Meeting</b></p> <ul style="list-style-type: none"> <li>Q2 Reports: Finance, Performance, Trip Choice</li> </ul>
<p><b>March 25, 2021</b>  <b>Packets due to GM office: March 11</b></p> <p><b>Work Session</b></p> <ul style="list-style-type: none"> <li></li> </ul> <p><b>Board Meeting</b></p> <ul style="list-style-type: none"> <li></li> </ul>
<p><b>April 22, 2021</b>  <b>Packets due to GM office: April 8</b></p> <p><b>Work Session</b></p> <ul style="list-style-type: none"> <li></li> </ul> <p><b>Board Meeting</b></p> <ul style="list-style-type: none"> <li></li> </ul>
<p><b>May 27, 2021</b>  <b>Packets due to GM office: May 13</b></p> <p><b>Work Session</b></p> <ul style="list-style-type: none"> <li></li> </ul> <p><b>Board Meeting</b></p> <ul style="list-style-type: none"> <li>Consent: Adopt FY 2022 Board Meeting Schedule (AP)</li> <li>Q3 Reports: Finance, Performance, Trip Choice</li> </ul>
<p><b>June 24, 2021</b>  <b>Packets due to GM office: June 10</b></p>



**UPDATED:** August 18, 2020

**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](mailto: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

7	Mon	<b>CLOSED</b>	<b>HOLIDAY: Labor Day</b>   Cherriots Administrative Offices and Customer Service <b>CLOSED</b> ; No bus service
8	Tue		<b>CHERRIOTS SERVICE CHANGES</b> (go to: <a href="http://Cherriots.org/changes">Cherriots.org/changes</a> )
8	Tue	5:30 PM	Statewide Transportation Improvement Fund Advisory Committee
15	Tue	5:30 PM	Citizens Advisory Committee
24	Thu	12:00 PM	Employee Transportation Coordinator Luncheon
24	Thu	5:00 PM	SAMTD Board <i>Virtual</i> Executive Session (GM Performance Evaluation)
24	Thu	6:30 PM	SAMTD Board of Directors <i>Virtual</i> Meeting (Comcast Cable Channel 21 or Cherriots Facebook Live)

## OCTOBER 2020

22	Thu	5:00 PM	SAMTD Board Work Session
22	Thu	6:30 PM	SAMTD Board of Directors Meeting

## NOVEMBER 2020

9	Mon	<b>CLOSED</b>	<b>HOLIDAY: Veterans Day observance</b>   Cherriots Administrative Offices, Customer Service <b>Closed</b>   No bus service
17	Tue	5:30 PM	Citizens Advisory Committee
TBD	Thu	5:00 PM	SAMTD Board Work Session
19	Thu	6:30 PM	SAMTD Board of Directors Meeting
26	Thu	<b>CLOSED</b>	<b>HOLIDAY: Thanksgiving Day</b>   Cherriots Administrative Offices, Customer Service <b>Closed</b>   No bus service

## DECEMBER 2020

15	Tue	5:30 PM	Statewide Transportation Improvement Fund Advisory Committee
TBD	Thu	5:00 PM	SAMTD Board Work Session
17	Thu	6:30 PM	SAMTD Board of Directors Meeting

25	Fri	<b>CLOSED</b>	<b>HOLIDAY: Christmas Day</b>   Cherriots Administrative Offices, Customer Service <b>Closed</b>   No bus service
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## JANUARY 2021

1	Fri	<b>CLOSED</b>	<b>HOLIDAY: New Year's Day</b>   Cherriots Administrative Offices, Customer Service <b>Closed</b>   No bus service
TBD			Special Transportation Fund Advisory Committee (STFAC)
5	Tue	5:30 PM	Statewide Transportation Improvement Fund Advisory Committee
18	Mon	.....	<b>HOLIDAY: Martin Luther King Jr. Day</b>
28	Thu	5:00 PM	SAMTD Board Work Session
28	Thu	6:30 PM	SAMTD Board of Directors Meeting

## FEBRUARY 2021

TBD			Oregon Legislative Session Days begins
TBD		9:00a-3:30p	Basic Local Budget Law Training <ul style="list-style-type: none"> <li>Linn County Expo Center, 3700 Knox Butte Rd E, Albany 97322</li> </ul>
	Tue	3:00 PM	Special Transportation Fund Advisory Committee
14	Mon		<b>HOLIDAY: President's Day</b>
25	Thu	5:00 PM	SAMTD Board Work Session
25	Thu	6:30 PM	SAMTD Board of Directors Meeting

## MARCH 2021

14-17			APTA TRANSform Conference & EXPO <ul style="list-style-type: none"> <li>Anaheim, California</li> </ul>
25	Thu	5:00 PM	SAMTD Board Work Session
25	Thu	6:30 PM	SAMTD Board of Directors Meeting
25	Thu	6:30 PM	SAMTD Board of Directors Meeting