

SUBURBAN MOBILITY AUTHORITY FOR REGIONAL TRANSPORTATION

SPECIAL BOARD OF DIRECTORS MEETING

APPROVED MINUTES – AUGUST 11, 2021

A special meeting of the Board of Directors of the Suburban Mobility Authority for Regional Transportation (SMART) was held on Wednesday, August 11, 2021 at 2:01 PM. The meeting was held in-person as well as via a digital public video conference.

ATTENDANCE

SMART Board of Directors:	Chairperson	Mr. Khalil Rahal
	Vice-Chairperson	Ms. Vicki Wolber
		Ms. Hilarie Chambers
		Mr. Abdul Haidous
		Mr. Royce Maniko
		Mr. Bret Rasegan
		Mr. John Paul Rea
SMART Board Secretary:		Ms. Tiffany Martin-Patterson
SMART General Manager:		None
SMART Staff Present:		Ms. Truvae Adams
		Mr. Brandon Adolph
		Mr. Fred Barbret
		Mr. Darren Beach
		Mr. Ryan Byrne
		Mr. Austin Colson
		Mr. Robert Cramer
		Mr. Wes Dulemba
		Mr. Melvin Evans
		Ms. Beth Gibbons
		Mr. Avery Gordon
		Ms. Sarah Gryniewicz
		Mr. Ian Holme
		Ms. Lynette Hurt
		Mr. Monuvell Kemp
		Mr. Joe Kim
		Mr. Mike Kloosterman
		Ms. Anika Parker
		Mr. Michael Patten

Mr. Konner Petz
Ms. Lacey Shepard
Ms. Shana Shore
Ms. Leeya Sutter
Mr. Darrell Taylor
Mr. Andy Thorner
Ms. Madonna Van Fossen
Mr. Tony Vinson
Ms. Patty Wailing
Mr. Mark Watson

Public Registered:

KL2 Connects

Mr. Christian Kent

1. Call to Order

A) Pledge of Allegiance

2. Roll Call

Present: Chairperson Mr. Khalil Rahal, Vice-Chairperson Ms. Vicki Wolber, Ms. Hilarie Chambers, Mr. Abdul Haidous, Mr. Royce Maniko, Mr. Bret Rasegan, and Mr. John Paul Rea

A quorum was present.

3. Public Notice and Rules of Order

The Secretary read the Public Notice and Rules of Order into the record.

4. Adoption of Agenda

MOTION: Moved by Mr. John Paul Rea, seconded by Mr. Royce Maniko, to approve the amended Agenda for the August 11, 2021 Special Board meeting.

DISCUSSION

None

VOTE: THE MOTION CARRIED.

5. Public Participation

Chairperson Mr. Khalil Rahal declared the meeting open for Public Participation.

DISCUSSION:

None

6. General Manager Search Committee Report

DISCUSSION:

Ms. Leeya Sutter, Director of Human Resources, reported that the purpose of the meeting is for the Board of Directors to consider and approve the General Manager Search Committee's hiring recommendation for a General Manager.

7. New Business

A. Candidate Discussion

MOTION: Moved by Mr. Abdul Haidous, seconded by Mr. Royce Maniko, that the Board of Directors, of the Suburban Mobility Authority hereby approve the hire and employment agreement of the selected candidate for the position of General Manager for SMART Transportation.

DISCUSSION:

Chairperson Khalil Rahal provided an overview of the selection process. He stated that KL2 Connects, LLC was hired to aid in the search for a General Manager for SMART. The position was posted for four months nationwide which resulted in 24 applications. The applications were reduced to seven finalists, with the advice of KL2 Connects, three of the candidates were interviewed.

Mr. John Paul Rea thanked SMART's staff and stated he was thrilled with the direction of the Board to hire the new General Manager.

Mr. Royce Maniko stated the process had been exhausting. However, he was pleased and impressed with the list of candidates that were provided by the consultant firm.

VOTE: THE MOTION CARRIED.

DISCUSSION:

Mr. Bret Rasegan asked if page six of the employment agreement that states the General Manager cannot take outside employment unless approve by the chairperson is consistent with what has been done in the past. Mr. Avery Gordon said yes, the previous General Manager, John Hertel sat on the Board of the Detroit Metro Convention & Visitors Bureau and Huron Clinton Metroparks which the Board was aware of. SMART requires all management employees to notify the Human Resource Director and the General Manager of any employment outside of SMART. Mr. Bret Rasegan wanted to know if there is a request from the new General Manager for outside employment could it be brought to the full Board and not just the Board Chairperson.

Ms. Hilarie Chambers thanked Mr. Robert Cramer for his service and leadership of SMART's team during the pandemic. She stated in hindsight the Board should have made him the Interim General Manager. She then made a Motion to provide a pay equity adjustment during his time as Deputy General Manager during the pandemic.

MOTION: Moved by Mr. John Paul Rea, seconded by Mr. Royce Maniko, that the Board of Directors or General Manager of the Suburban Mobility Authority for Regional Transportation is hereby authorized to provide an equity adjustment to Mr. Robert Cramer, Deputy General Manager, for his time leading the authority during the pandemic.

DISCUSSION:

Mr. John Paul Rea asked that the Motion be amended to include the word "retroactive".

Chairman Khalil Rahal requested this be added to the Motion. "for the Board to rely on Leeya Sutter, Human Resource Director and the Human Resources Department to make a recommendation on what the equity adjustment should be." He requested Ms. Leeya Sutter bring the adjustment amount back to the Board to make sure it is fair.

AMENDED MOTION: Moved by Mr. John Paul Rea, seconded by Mr. Royce Maniko, that the Board of Directors or General Manager of the Suburban Mobility Authority for Regional Transportation is hereby authorized to provide a retroactive pay equity adjustment to Mr. Robert Cramer, Deputy General Manager, for his time leading the Authority during the pandemic with the recommendation of Leeya Sutter, Human Resource Director.

VOTE: THE MOTION CARRIED.

8. Board Member Business

DISCUSSION:

Mr. Royce Maniko informed the Board that Lake Erie Transit will be removing their Saturday service due to low ridership. He also thanked Mr. Robert Cramer and SMART staff for their help with Lake Erie Transit.

Ms. Hilarie Chambers and Mr. Royce Maniko informed the Board of being absent at the August 26, 2021 Board meeting. Board members asked if they could participate and vote in meetings via Zoom if they are on vacation. Mr. Avery Gordon, General Counsel, said no and informed the Board that SMART Board was meeting again in person as the City of Detroit no longer has an Emergency Declaration in place and the City is exempt from the Wayne County Declaration. As such, in the absence of a federal, state or local Declaration, meetings must be held in person.

Adjournment

There being no further business to come before the Board, upon motion made by Mr. John Paul Rea, seconded by Mr. Abdul Haidous, and unanimously carried, the meeting adjourned at 2:23 PM.

Respectfully submitted,

Tiffany C. Martin-Patterson
Secretary to the Board of Directors