

MINUTES
MEETING OF THE BOARD OF DIRECTORS
BUSINESS MANAGEMENT COMMITTEE
METROPOLITAN ATLANTA RAPID TRANSIT AUTHORITY

October 25, 2018

The Board of Directors Business Management Committee met on October 25, 2018 at 10:37 a.m. in the Board Room on the 6th Floor of the MARTA Headquarters Building, 2424 Piedmont Road, Atlanta, Georgia.

Board Members Present

Frederick L, Daniels, Chair
Jim Durrett
Roderick E. Edmond
Jerry Griffin
Freda B. Hardage
John 'Al' Pond
W. Thomas Worthy

MARTA officials in attendance were: General Manager/ CEO Jeffrey A. Parker; C-Suite Team Members Chief of System Safety, Security & Emergency Management Wanda Dunham, Chief Financial Officer Gordon L. Hutchinson and Chief Counsel Elizabeth O'Neill; AGMs Sherri Johnson (Acting), Kirk Talbott, Emil Tzanov and Thomas Young (Acting). Chief Information Security Officer Dean Mallis; Executive Director Shelton Goode; Directors Rhonda Allen, John Cochran (Acting), Pat Minnucci, Remy Saintil and William Taylor; Managers Davis Allen and Niki Hester. Manager Executive Office Administration Tyrene Huff; Sr. Executive Administrator Tonya Gantt; Sr. Executive Administrator Keri Lee. Others in attendance Eugene Alphonse, Adrien Carter, Abebe Girmay, Nicolle Holt, Jay Jordan, Courtne Middlebrooks and LaTonya Pope.

Approval of the September 28, 2018 Business Management Committee Meeting Minutes

On motion by Mrs. Hardage seconded by Dr. Edmond, the minutes were unanimously approved by a vote of 6 to 0, with 6 members present.

Briefing – Equal Employment Opportunity (EEO) Program Update

Mr. Goode presented an Equal Opportunity Program update to the Board of Directors.

MARTA Equal Employment Opportunity (EEO) Program & Affirmative Action Plan (AAP) Responsibilities

- Developing and implementing an Equal Employment Opportunity and Affirmative Action Plan is required as a public transit agency and a recipient of Federal funding
- Plan must include an assessment of employment practices, policies and processes
- Plan must be submitted to FTA every four years. This plan covers July 1, 2017 to June 30, 2021

Workforce by Race, Ethnicity & Gender

➤ Total Workforce 4,492 employees

➤ Representation by Race/Ethnicity

- ◇ Black 84%
- ◇ White 10%
- ◇ Hispanic 3%
- ◇ Asian 2%
- ◇ American Indian 1%

➤ Representation by Gender

- ◇ Female 36%
- ◇ Male 64%

Demographics – Race & Ethnicity

- ◇ Asian 2%
- ◇ American Indian 1%
- ◇ Hispanic 3%
- ◇ African American 84%

Opportunities for Improvement

- Alignment of good-faith outreach efforts to elevated application rates for historically underrepresented groups

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- Representation of Asians, Hispanic and Caucasian females is lower than expected in certain job groups compared to availability in labor force
- Representation of veterans is lower than expected compared to availability in labor force

To Move Forward

- Continue to focus on underrepresented groups during recruitment and outreach efforts by engaging diverse community organizations, professional associations and educational institutions
- Participate in more career and job fairs that target underrepresented groups
- Continue to communicate employment opportunities by increasing the use of social media
- Review the diversity of applicant pools, new hires, promotions, terminations
- Review employment practices to ensure equity and fairness and provide quarterly brief to GM/CEO

Mr. Pond commended MARTA on hiring and supporting veterans.

Mr. Daniels asked from an EEO perspective, if there are any pending claims.

Dr. Goode said there are a few claims currently pending. He further noted his office is responsible for investigating complaints. If a claim comes in, it goes to MARTA's Legal Department.

Mr. Daniels asked Dr. Goode to please provide an addendum to the Board.

Dr. Goode said he will take the matter up with C-Team since the information is hyper-sensitive.

Mr. Daniels thanked Dr. Goode, stating that he appreciates his diligence in moving MARTA forward.

Briefing – FY 19 August Financials and Non-Financial Key Performance Indicators

Mr. Hutchinson presented the financial briefing for August FY 19.

During August, the Authority generated a surplus of \$9.2M due to being \$8M lower in expenditures. On the revenue side, MARTA ran higher on tax receipts. Expenses, salaries and wages were positive due to vacancies, although those vacancies drive higher overtime. MARTA is focused on filling the vacancies over the next several months.

Benefits are positive. Under Labor, there was an increase in legal reserves. MARTA is starting the new fiscal year in the black.

Regarding overtime, Mr. Griffin mentioned that the Super Bowl is coming up. He asked if rail would operate 24-hours, if so, what would the impact look like.

Mr. Parker said there is a \$2M reserve in the budget. Particularly on service delivery, bus and rail is impacting the budget now. There are fifty (50) employees that will soon go through training. On the Police side, we are doing some recruitment on Monster.

Mr. Hutchinson continued the presentation, noting that August FY 19 performance ridership moved up but is short of budget. Rail performance has been stronger than budget.

Bus On-Time-Performance has been on a positive trend.

Rail Mean-Distance-Between Failure has slipped slightly.

The Authority is making good progress in the area of Lost Time Incident Rate.

Other Matters

- Chief Dunham announced a full-scale exercise is scheduled for Saturday, October 27th at 11:00 p.m. and will be held at the Dome Station
- Mr. Parker announced Friday marks 100 days before Super Bowl. MARTA will hold a kick-off this Friday at Headquarters.

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Adjournment

The meeting of the Business Management Committee adjourned at 11:26 a.m.