



**\*\*\*SPECIAL MEETING\*\*\***

**RTA BOARD AGENDA**

**Wednesday, June 5, 2019  
BOARD OF SUPERVISORS' CHAMBERS  
COUNTY GOVERNMENT CENTER**

**1055 Monterey Street, San Luis Obispo, California 93401**

**RTA Special Meeting will immediately follow SLOCOG Board Meeting, start time will be approximately 10:00 a.m.**

The *AGENDA* is available/posted at: <http://www.slorta.org>

**President: Fred Strong**

**Vice President: John Peschong**

Board Members:

John Peschong (First District – SLO County)  
Bruce Gibson (Second District – SLO County)  
Adam Hill (Third District – SLO County)  
Lynn Compton (Fourth District – SLO County)  
Debbie Arnold (Fifth District – SLO County)  
Jimmy Paulding (Arroyo Grande)

Heather Moreno (Atascadero)  
Jeff Lee (Grover Beach)  
Robert Davis (Morro Bay)  
Fred Strong (Paso Robles)  
Ed Waage (Pismo Beach)  
Andy Pease (San Luis Obispo)

Individuals wishing accessibility accommodations at this meeting under the Americans with Disabilities Act (ADA) may request such accommodations to aid hearing, visual, or mobility impairment (including Limited English Proficiency [LEP]) by contacting the RTA offices at 781-4833. Please note that 48 hours advance notice will be necessary to honor a request.

**CALL TO ORDER AND ROLL CALL**

**PUBLIC COMMENT:** The Board reserves this portion of the agenda for members of the public to address the San Luis Obispo Regional Transit Authority Board on any items not on the agenda and within the jurisdiction of the Board. Comments are limited to three minutes per speaker. The Board will listen to all communication, but in compliance with the Brown Act, will not take any action on items that are not on the agenda.

**A. INFORMATION AGENDA**

None

**B. ACTION AGENDA**

None

**C. CONSENT AGENDA:** (Roll Call Vote) the following items are considered routine and non-controversial by staff and will be approved by one motion if no member of the RTA or public wishes an item be removed. If discussion is desired by anyone, the item will be removed from the consent agenda and will be considered separately. Questions of clarification may be made by RTA Board members, without the removal of the item from the Consent Agenda. Staff recommendations for each item are noted following the item.

C-1 Amended Contract with Executive Director (Approve)

C-2 Authorization to Procure Bond Counsel (Approve)

**D. CLOSED SESSION: CONFERENCE WITH LEGAL COUNSEL:** It is the intention of the Board to meet in closed session concerning the following items:

Initiation of litigation pursuant to subdivision (c) of Section 54956.9. One case.

**E. BOARD MEMBER COMMENTS**

Next regularly-scheduled RTA Board meeting on July 10, 2019

**SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY**

**June 5, 2019**

**STAFF REPORT**

**AGENDA ITEM:** C-1

**TOPIC:** Amended Contract with RTA Executive Director

**ACTION:** Approve

**PRESENTED BY:** Peter Rodgers, SLOCOG Executive Director

**STAFF RECOMMENDATION:** Approve

**BACKGROUND/DISCUSSION:**

Following the recent employee review process, the Executive Director met with the RTA Board and RTA Counsel at the May 1, 2019 meeting to discuss changes to the Employment Contract. The amended contract is attached.

Because the RTA Executive Director salary range has not been updated since 2009, the Board asked that staff work in conjunction with County Human Resources to conduct a salary and benefits survey for this position and report findings at a future Board meeting. In addition, the Board asked that staff evaluate the impact of the recommended new Executive Director salary/benefits level on the FY19-20 operating budget; if necessary, staff will present a budget amendment proposal at the July 10, 2019 meeting.

**Staff Recommendation**

Authorize the RTA Board President to execute the amended the contract for the Executive Director.

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**EXECUTIVE DIRECTOR EMPLOYMENT CONTRACT  
BETWEEN SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY  
AND GEOFF STRAW**

**THIS CONTRACT** entered into this 5<sup>th</sup> day of June 2019 by and between the SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY (hereinafter referred to as “SLORTA”) and GEOFF STRAW (hereinafter referred to as “Employee”).

**WITNESSETH**

**WHEREAS**, SLORTA desires to continue the employment of Geoff Straw as Executive Director of the San Luis Obispo Regional Transit Authority; and

**WHEREAS**, Geoff Straw desires to serve as the Executive Director of the San Luis Obispo Regional Transit Authority pursuant to the provisions of this Contract; and

**WHEREAS**, the Board of Directors, as appointing authority, and Geoff Straw desire to specify in a contract as to the terms and conditions of Geoff Straw’s continuing employment as Executive Director.

**NOW, THEREFORE**, the parties do mutually agree as follows:

**1. Employment.** SLORTA hereby engages Employee as Executive Director of SLORTA, and Employee hereby agrees to perform for SLORTA the services hereinafter set forth for the compensation and benefits hereinafter set forth, all pursuant to the terms and conditions herein.

**2. Scope of Services.** Pursuant to this Contract, Employee shall perform all functions and duties of the Executive Director, as specified in the SLORTA Joint Powers Agreement, and such other legally permissible and proper duties and functions as may be assigned by the Board of Directors.

**3. Employment Status.** Employee will be eligible for membership in any and all benefits from any group plan for hospital, surgical, or medical insurance provided to SLORTA employees, as well as being eligible for membership in any retirement program, or for such other job benefits accruable to an employee in the classified service of SLORTA.

Employee understands and agrees that his term of employment is governed only by this Contract, that no right of tenure is created hereby, that he serves SLORTA as an “at-will” employee, and is exempt from the provisions of the Federal Fair Labor Standards Act (FLSA).

**4. Term of Contract.** This Contract shall commence on the 5<sup>th</sup> day of January 2019 and shall continue until terminated by either party in accordance with the provisions set forth herein. This Contract replaces the original employment contract entered into between SLORTA and Employee in January, 2012, and all subsequent amendments thereto.

**5. Compensation.** SLORTA shall pay to Employee as compensation in full for all services performed by Employee pursuant to this Contract an annual salary of \$146,936 per year, consisting of a 5.9% merit increase over the existing contract, payable in increments compatible with SLORTA’s payment of other employees. The effective date of this salary shall be January 13, 2019. A salary adjustment shall be determined by the SLORTA Board of Directors annually thereafter.

**6. Other Supplemental Benefits.**

**a. Vacation, Holidays, Sick, Administrative Leave, and Jury Duty.**

Employee shall be entitled to accrue up to twelve (12) vacation days annually accrued at the rate of 3.69 hours per pay period, and one (1) additional day per year, in accordance with the RTA Vacation Accrual Rate Table, up to a maximum of twenty (20) vacation days annually. Vacation may be carried over to a maximum of two years of entitlement.

Employee shall be entitled to thirteen (13) holidays per year as specified in accordance

with a holiday schedule for the San Luis Obispo Regional Transportation Authority as approved by the Board of Directors.

Employee shall be entitled to accrue up to twelve (12) sick days of paid sick leave per year, at an accrual rate of 3.69 hours per pay period, with a maximum accrual of 260 days.

Employee shall further be entitled to compensation at the end of employment for all unused vacation time and for 1/2 of the accrued sick leave up to a maximum of 180 days.

Employee is also entitled to paid administrative leave of up to six (6) days per year.

Employee shall be further entitled to leave of absence with pay for jury duty, provided all jury fees shall be paid to the County Treasurer on behalf of SLORTA.

**b. Retirement.** SLORTA agrees to provide to Employee the California Public Employees Retirement Systems's (CALPERS) "2% at Age 55" Plan, and "One-Year Final Compensation" provision, as approved by the Board of Directors for all SLORTA employees. SLORTA further agrees to pay the Employee's full contribution to PERS. These amounts paid by SLORTA are the Employee contributions and are paid by SLORTA to satisfy the Employee's obligation to contribute the current percentage of salary to PERS.

**c. Medical, Dental and Vision.** SLORTA agrees to provide 100% of the premium towards the SLORTA approved medical health program for purposes of health coverage, dental, and vision insurance premiums for the Employee and all eligible family members. Medical coverage is to be provided through the PERS Health Care Services Division; and Dental and Vision is to be provided privately. Should Employee wish to increase health care coverage with CALPERS, the premium difference will be the Employee's sole responsibility, and will be paid on a pre-tax basis. The medical health care allowance shall be automatically adjusted throughout the term of this Agreement to be equivalent to the allowance provided to all other SLORTA employees.

**d. Disability and Life Insurance.** SLORTA shall provide the following insurance benefits: (1) Long-term disability insurance providing 2/3 of gross monthly salary to age 65 for any sickness or accident after a 90-day waiting period up to a maximum salary of \$4,500; and (2) \$100,000 term life insurance. In addition, SLORTA will pay \$800.00 at the beginning of each year for Employee to use toward the purchase of an additional life insurance policy.

**e. Private Vehicle Use, Automobile Allowance, and Transit Pass.** SLORTA shall reimburse Employee at such rate as is adopted by the Board of Directors for the use of a private vehicle on “authorized agency business” conducted “outside the County of San Luis Obispo.” Employee agrees to carry all necessary vehicle insurance. Employee shall also be entitled to four-hundred (\$400) dollars per month as an automobile allowance, and shall further be entitled to a Monthly Regional Transit Pass.

**f. Severance pay.** If Employee is terminated by the Board of Directors while still willing and able to perform the duties of Executive Director, SLORTA agrees to pay Employee, in addition to any other amounts that may be due Employee at the time of separation of employment, a lump sum cash payment equal to three (3) months salary, retirement and insurance benefits covered by this Contract, or a continuation of salary and benefits for a period of three (3) months, the particular method to be negotiated at the time of separation.

However, if Employee is terminated pursuant to the provisions of Paragraph 8 of this Contract, then SLORTA shall have no obligation to pay the severance set forth herein.

**g. Social Security and Deferred Compensation.** SLORTA shall provide the employer contribution to the federal Social Security Program, and shall also provide \$200 per pay period into a private deferred compensation program established by SLORTA for Employee.

**h. General Expenses.** Employee shall be permitted to attend relevant

conferences, seminars, and other such meetings, the reasonable cost of which shall be paid by SLORTA. SLORTA shall reimburse Employee in accordance with its customary expense reimbursement policies and procedures for expenses incurred by Employee in the execution of his duties under this Contract.

i. **Other Benefits.** Employee, as Executive Director, shall be entitled to an agency cell phone for continual access in the execution of his duties under this Contract. Employee shall also be entitled to enjoy such other benefits that SLORTA may establish in the future for its employees.

**7. Termination of Contract for Convenience.** Either party may terminate this Contract at any time by giving to the other party fourteen (14) days written notice of such termination specifying the effective date of such termination. Termination shall have no effect upon the rights and obligations of the parties arising out of transactions occurring prior to the effective date of such termination. Employee shall be paid for all work satisfactorily completed prior to the effective date of such termination and for all unused vacation time, and ½ of accrued sick leave accrued to date of termination as specified in section 6(a). However, employee shall only be entitled to Severance Pay, as identified in paragraph 6f, upon “Termination of Contract for Convenience” by action taken by the SLORTA Board of Directors.

**8. Termination of Contract for Cause.** If Employee fails to fulfill in a timely and professional manner any obligations under this Contract, SLORTA shall have the right to terminate this Contract effective immediately upon giving written notice thereof to Employee. Termination of this Contract under the provisions of this paragraph shall have no effect upon the rights and obligations of the parties arising out of any transaction occurring prior to the effective date of such termination. In the event of termination, Employee shall be paid for all work satisfactorily completed prior to the effective date of such termination, all unused vacation

time, all benefits or prorated portions thereof through the date of termination, and all reimbursed Employee expenses pursuant to paragraph 6(h) therein. However, Employee shall not be entitled to any severance pay.

**9. Performance Evaluation.** SLORTA shall evaluate Employee's performance annually as set forth in the adopted Executive Director Performance Evaluation Process, and described in Section 5, and shall establish, with the Employee, performance goals, and objectives for the ensuing year. The performance evaluation shall be facilitated with the assistance of legal counsel and shall be performed by the SLORTA Board of Directors and SLORTA staff.

**10. Modification.** This Contract constitutes the entire understanding of the parties hereto and no changes, amendments, or alterations shall be effective unless in writing and signed by both parties.

**11. Non-Assignment of Contract.** This Contract is intended to secure the unique and individual services of the Employee and thus Employee shall not assign, transfer, delegate, or sublet this Contract or any interest herein.

**12. Covenant.** The validity, enforceability, and interpretation of any of the clauses of this Contract shall be determined and governed by the laws of the State of California.

**13. Enforceability.** The invalidity and unenforceability of any terms or provisions hereof shall in no way affect the validity or enforceability of any other terms or provisions.

**14. Nondiscrimination.** There shall be no discrimination against any person employed pursuant to this Contract in any manner forbidden by law.

**15. Copyright.** Any reports, maps, documents, or other materials produced in whole or part under this Contract shall be the property of SLORTA and shall not be subject to any application for copyright by or on behalf of the Employee.

**16. Findings Confidential.** No reports, maps, information, documents, or any other

materials given to or prepared by Employee under this Contract shall become the property of Employee, nor shall be made available to any individual or organization by Employee without the approval of the SLORTA.

**IN WITNESS WHEREOF**, SLORTA and Employee have executed this Contract on the day and year first hereinabove set forth.

\_\_\_\_\_  
GEOFF STRAW

\_\_\_\_\_  
FRED STRONG, President

\_\_\_\_\_  
CHELSEA SPERAKOS, Recording Secretary

APPROVED AS TO FORM AND LEGAL EFFECT

\_\_\_\_\_  
NINA NEGRANTI, SLORTA Legal Counsel

Dated: \_\_\_\_\_

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**SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY**

**JUNE 5, 2019**

**STAFF REPORT**

**AGENDA ITEM:** B-2

**TOPIC:** Seek Bond Counsel Services

**PRESENTED BY:** Peter Rodgers, SLOCOG Executive Director

**STAFF RECOMMENDATION:** Authorize Executive Director to Solicit Bids for Bond Counsel Services

**BACKGROUND/DISCUSSION:**

The RTA Board authorized staff to execute an agreement with KNN Public Finance to assist us with developing bonding strategies to help fund construction of the planned new Bus Maintenance Facility (BMF) project. The next step is to solicit bids for bond counsel, in consultation with KNN Public Finance.

Bond counsel renders an opinion on the validity of the bond offering, the security for the offering, and whether and to what extent interest on the bonds is exempt from income and other taxation. The opinion of bond counsel provides assurance both to issuers and to investors who purchase the bonds that all legal and tax requirements relevant to the matters covered by the opinion are met. An issuer should assure itself that its bond counsel has the necessary expertise to provide an opinion that can be relied on and will be able to assist the issuer in completing the transaction in a timely manner.

It should be noted that staff is working with KNN to also pursue Transportation Infrastructure Finance and Innovation Act (TIFIA) funds administered through the Build America Bureau office of the US Department of Transportation. TIFIA provides credit assistance for qualified projects of regional and national significance, and can provide more favorable terms in comparison to traditional bank loans. Based on recent discussions with Build America Bureau and Federal Transit Administration officials, the BMF might qualify under the "rural projects" designation. Staff will submit a letter of interest, and seek formal RTA Board direction prior to committing any public funds or submitting a formal application.

**Staff Recommendation**

Staff requests the Board's concurrence to authorize the Executive Director to solicit bids for bond counsel services, and bring a draft agreement back to the Board for consideration at its July 2019 meeting.

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