



MEETING: SPECIAL MEETING OF THE COTA BOARD OF TRUSTEES

DATE: MONDAY, APRIL 17, 2023

TIME: 9:30 AM – 3:00 PM

LOCATION: COLUMBUS METROPOLITAN LIBRARY – HILLTOP BRANCH

MEETING MINUTES

1. CALL TO ORDER

Chair Treneff called the April 17, 2023 Special Meeting of the COTA Board of Trustees to order at 9:33 AM.

2. ROLL CALL

Board Members Present

Craig Treneff, Chair
Marlon Moore, Vice Chair
Trudy Bartley
Doug McCollough
Timothy Skinner
Shannon Tolliver
Kumi Walker

Board Members Absent

Julie Colley

Attendance noted but not on official roll call due to term expiration.

Jennifer Gallagher
Sean Mentel

3. NEW BUSINESS

Vice Chair Marlon Moore welcomed the group and started the meeting by discussing the topic of Equity, Diversity & Inclusion (EDI) and what it means to us as individuals. Vice Chair Moore feels there can still be a disconnect with EDI for some companies at the board level. Trustees shared an artifact or experience to display what EDI means to them and a robust discussion was held on the topic of why EDI is important.

COTA Equity, Diversity and Inclusion Update

Monica Jones, COTA Chief Equity Officer, led a discussion regarding EDI by sharing current COTA workforce demographics both overall and by division, as well as by leadership roles. Monica also discussed the total vendor spend by COTA and break down of diversity expenditures.

Discussion followed regarding the need to compare with other agencies in Ohio to look for trends and opportunities to move the needle. Also, a suggestion was given that APTA is a good resource for benchmarking.





Monica then gave a review of the various COTA Employee Resource Groups (ERGs), their membership numbers and the projects that are planned for 2023. Trustees asked how they can support and participate with the ERGs and the work they are doing.

COTA Workforce Update

Sindy Mondesir, Chief People Officer gave a presentation on COTA Workforce Opportunities. Discussion was had regarding overall organizational turnover. Sindy shared data on the operator hiring trends from 2019 – Q1 2023, the effect Covid had on those numbers and that we continue to experience a shortage of bus operators.

Trustees asked what our goal is for operators, and Sindy shared 130 is the hiring goal which would match pre-Covid. Some of the techniques COTA is hosting a hiring event on April 26 and has targeted marketing reaching areas of Columbus with a very high rate of unemployment. COTA's employee engagement survey that closed yesterday included questions for current operators as to what would help acquire new drivers. Chief Operating Officer, Monica Tellez-Fowler shared that she has been meeting with the scheduling, innovation and planning areas to consider potential changes in schedules.

Also discussed was the OSHA recordable injuries 2019-Q1 2023 and a review of the data for operator assaults from 2021 – Q1 2023, which have declined significantly.

COTA Strategy Update

President Pinkerton and Patrick Harris, Vice President of External and Government Affairs gave a COTA Strategy Update, focusing on the past 3 years planning and preparing for LinkUS.

Where we are in 2023:

- Holistic Branding & Messaging Plan
- Northwest Corridors 30% design and Public Engagement
- East-West Corridor 60% design and Public Engagement
- LinkUS Leadership Coalition 2.0
- LinkUS Community Marketing Plan

Patrick shared that COTA has great public-private partnerships that are supporting this initiative and explore potential funding opportunities. The 2023 Leadership Coalition Plan will have an Executive Council consisting of the following committees: Community Advisory; Workforce Advancement Advisory; Equitable Transit Orientated Development Advisory; and Transit Supportive Infrastructure.

COTA Financial Update:

Erin Delffs, Chief Financial Officer, gave a financial overview including budget and expenditure data and trends, as well as a summary of our 2023 Operating Budget.

A discussion followed regarding various items such as fares, fuel costs, ideas for the future with LinkUS and potential naming rights for the stations.





EXECUTIVE SESSION

Chair Treneff asked for a motion to enter Executive Session pursuant to ORC 121.22(G)(4) Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

A motion was by Trustee Doug McCullough and seconded by Trustee Timothy Skinner.

The motion passed unanimously, and Executive Session began at 1:20 PM.

Executive Session ended and Regular Session was resumed at 1:45 PM.

COTA Board Governance Update:

Vice Chair Moore gave a presentation on Board Governance focusing on the importance of attending at least 80% or more of all COTA board and committee. Vice Chair Moore also discussed the importance of attending COTA sponsored community events and riding public transportation at least once per quarter.

A robust discussion was held regarding the various COTA Board Committees and suggestions for potential changes and or additions. After discussion, it was decided that Cyber Security topics will fall under Performance Monitoring/Audit Committee and Workforce Updates will fall under Strategic and Operational Planning Committee.

Vice Chair Moore urged the Board to attend the various events that the COTA ERGs host or participate in as well as community events in which COTA is a part.

ADJOURNMENT

Trustee Skinner motioned to adjourn the April 17 Special Meeting of the COTA Board of Trustees. Trustee Gallagher seconded the motion. The meeting adjourned at 2:10 PM.

Adopted: _____ May 17, 2023 _____

Signed: DocuSigned by:
Marlon Moore
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Chair, Board of Trustees

Attest: DocuSigned by:
Joanna M. Pinkerton
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President/CEO

Prepared by Gina Scarver

