



Birmingham-Jefferson County Transit Authority
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**Report to the Board
Human Relations Committee**

Friday, February 11, 2011

Opening: The meeting was called to order by Committee Chairman Ronald Lyas, at 8:30 a.m. in the Executive Briefing Room, located at Central Station, 1735 Morris Avenue, Birmingham, Alabama 35203.

Members Present: Joyce Brooks, Ronald Lyas, and Guin Robinson

Members Absent: None

Others Present: Debra Anderson-Burse, Peter Behrman, Jacquese Gary, Lee Jackson, Chris Leffert, Barbara Lawson, L.A. Moss, Richard Nardecchia, Rev. Patrick Sellers, and Makeda Smith.

Adoption of the Agenda: The agenda was adopted by general consent.

Items for Information and/or Discussion:

Reorganization Plan

Joyce Brooks questioned whether or not any employees would be displaced under the reorganization plan. Executive Director Peter Behrman replied that there was no guarantee of positions because no one knows who will fill the opened positions. He is predicting that at the end of the year, the positions will be budget neutral. If approved by the full Board, the process of posting positions is planned to start in March 2011. Guin Robinson suggested that Mr. Behrman work with Human Resources and Legal Counsel throughout the process for total fairness to all employees.

Mrs. Brooks moved that reorganization plan be accepted, seconded by Mr. Robinson and forwarded to the full Board for its consideration.

Resolutions for Consideration and/or Approval:

- A. **Resolution No. 2011-14:** Authorization to Obtain Aggregate and Specific Excess Loss Coverage with Lloyds Related to the Collective Bargaining Unit Health Program was moved by Mrs. Brooks, seconded by Mr. Robinson and forwarded to the full Board for its consideration.
- B. **Resolution No. 2011-17:** Authorization to Exercise a One (1) Year Renewal Option to the Contract with St. Vincent's Occupational Health Clinic to Provide Drug and

Alcohol Selection and Services was moved by Mr. Robinson, seconded by Mrs. Brooks, and forwarded to the full Board for its consideration.

Old Business:

Resignation of Director of Operations and Maintenance

Ms. Debra Anderson-Burse reported that she had been in communication with the former director. Arrangements have been made for him to sign the final documentation, have it notarized and returned to the BJCTA.

Safety

Mr. Robinson requested that a safety report be given at the next board meeting.

Overtime

The overtime costs are down but still a little high. Mr. Robinson requested that the status of exempt vs. non-exempt be researched, especially for the supervisor positions.

New Business:

Evaluation Process for the Executive Director

Mr. Robinson reported that he would have an update at the next Committee meeting. His recommendation will be to follow the guidelines received from APTA.

Director of Maintenance

Mr. Behrman introduced Lee Jackson and welcomed him to the meeting and the BJCTA.

Adjournment: The meeting was adjourned.

Minutes submitted by: Barbara Lawson, Executive Administrative Assistant

Date: _____

Approved by: _____
Ronald Lyas, Committee Chairman