



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

Wednesday, September 15, 2010

Opening: The meeting was called to order by Committee Chairman Brian Hamilton, at 9:38 a.m. in the Executive Briefing Room, located at Central Station, 1735 Morris Avenue, Birmingham, Alabama 35203.

Members Present: Frank Galloway, Brian Hamilton, and Johnnye P. Lassiter

Members Absent: None

Others Present: Debra Anderson-Burse, Peter Behrman, Anna Brown, Jacquese Gary, Barbara Lawson, Chris Leffert, Dr. Jesse Lewis, Richard Nardecchia, Doris Powell, Rev. Patrick Sellers, Rhonda Siserir, and Lou Willie.

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

Items for Information and/or Discussion:

1. City of Birmingham Resolution Regarding the Transit Advisory Committee (TAC):
Executive Director Peter Behrman reported that Birmingham Councilor Kim Rafferty proposed the resolution to reduce the number of City representatives on TAC. The reduction in members would help in having a quorum at TAC meetings. Doris Powell brought paperwork from 2006 that outlined the process for changes in TAC and instructed board support to distribute it to all Board members. Jefferson County would have to be consulted for their approval and copied on changes. Ms. Powell added that she did support the resolution presented by Councilor Rafferty and stated that it made good business sense. She also requested and received permission to send an email to have the term "Midtown" defined so that the appointment is fair and balanced for the neighborhood. Frank Galloway suggested looking at the minutes to see how many of the City representatives have been in attendance at the meetings. Johnnye P. Lassiter commented that she attends the meetings and there are always six or more City representatives at the meetings. Brian Hamilton stated that the Board would respond to Councilor Rafferty and Jefferson County after the process has been vetted.
2. Alternative Work Schedule Policy:
Mr. Behrman reported that the policy pertains to administrative employees or those that do not have a bid work schedule. The key features are that everyone

would be available during the core hours; half the department's employees would be working during the semi-core hours; and other employees could start work as early as 7:00 a.m., staying until 4:00 p.m.; or arriving at 9:00 a.m., staying until 6:00 p.m. There would only be two bid periods during the year for changes. The two purposes are: 1) the policy extends the hours for people to do business; and 2) the policy increases morale for the employees. In response to Ms. Lassiter, Rev. Patrick Sellers suggested that if a conflict should arise between requests, that determination should be based on seniority.

Resolutions for Consideration and/or Approval:

- A. **Resolution No. 2010-27:** Authorizing the Establishment of an Alternative Work Schedule Policy was moved by Frank Galloway, seconded by Johnnye P. Lassiter and recommended to the full Board for its consideration, with word changes requested.

Old Business:

Ms. Lassiter referred to the possibility of administrative employees paying a portion of the premiums for health insurance benefits. Mr. Hamilton explained that this is one of the items recommended to remain under consideration for the FY2011 budget, as well as freezes on wage increases. No final decisions have been made.

Ms. Powell commented that she does not believe the BJCTA has given due diligence in following up on federal grants.

New Business: None

Adjournment: The meeting was adjourned.

Minutes submitted by: Barbara Lawson, Administrative Assistant

Date: _____

Approved by: _____
Brian Hamilton, Committee Chairman