



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

Opening: The regular meeting of the Human Relations Committee was called to order on Wednesday, February 21, 2007, 12:06 p.m. in the Executive Briefing Room, located at 1735 Morris Avenue, Birmingham, Alabama by the Committee Chair, Brian Hamilton.

Committee members present: Brian Hamilton, Ronald Lyas and Rev. Patrick Sellers

Committee members absent: None

Others present: David Hill, Joi Scott, Michael Vercher, Debra Anderson-Burse, Al Rollins, Johnnye P. Lassiter, and LaChaune Slater.

Approval of Agenda: The agenda was adopted by general consent.

Items for Information and Discussion:

Strategic Plan: Mr. Hamilton congratulated staff for analyzing and responding to initiatives presented within the Strategic Plan. Ms. Debra Anderson-Burse, Director of Administration & Risk Management, reported staff's findings regarding best practices within the industry, how BJCTA compares, how to implement those best practices and needed resources. She also reported that most improvement initiatives are dependent upon funding and additional staffing.

Al Rollins, Maintenance Manager, reported the potential costs of upgrading the fleet's vehicles and overall appearance. The Chairman also asked Mr. Rollins to lead the Maintenance Department in adopting a goal where every maintenance employee earns at least one area certification. Mr. Rollins accepted Mr. Hamilton's request and added that an incentive should also be available for the employees. A difference in pay grade should be attainable upon receipt of area certification. The Committee will continue to explore the possibility.

Additionally, Mr. Rollins provided two recently restored buses for the Committee to view. The buses represent the department's ability if the needed resources were readily available.

Mr. Hamilton requested that the Executive Director present the Succession Plan at the next Human Relations Committee Meeting.

Development of MAX Internship/Apprenticeship Program – Board Support reported that the program’s goals and objectives have been discussed with representatives from the Birmingham Board of Education and Lawson State Community College. Mr. Hamilton requested that a compilation of associated costs for an instructor is presented to the Committee.

Resolutions for Consideration & Recommendation:

- A. **Resolution No. 2007-11** Authorization to Engage Aggregate & Specific Excess Loss Coverage beginning March 1, 2007 with Sun Life Insurance Company Related to the Collective Bargaining Unit Health Program was forwarded to the full board for its consideration.

Old Business: None

New Business: None

Adjournment: The meeting was adjourned.

Minutes submitted by: LaChaune N. Slater

Date: _____

Approved: _____
Brian Hamilton, Committee Chairman