

**INTERCITY TRANSIT
COMMUNITY ADVISORY COMMITTEE
AGENDA
January 27, 2025 - Olympia Transit Center
5:30 PM**

Join on your computer: [Click here to join the meeting](#). The meeting ID: 241 674 074 833
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New York City Phone Conference ID: 675 050 677#

CALL TO ORDER

- | | | |
|--------------|--|----------------|
| I. | APPROVE AGENDA | 1 min. |
| II. | INTRODUCTIONS | 1 min. |
| | A. Intercity Transit Authority Representative (<i>Justin Belk</i>) | |
| III. | MEETING ATTENDANCE | 3 min. |
| | A. February 5, 2025, ITA Meeting - (<i>Shawn Sandquist</i>) | |
| | B. February 16, 2025, ITA Meeting - (<i>Hallie Sutter</i>) | |
| | C. March 5, 2025, ITA Meeting - (<i>Harrison Ashby</i>) | |
| IV. | APPROVAL OF MINUTES - November 18, 2024 | 1 min. |
| V. | CAC INTRODUCTIONS | 10 min. |
| VI. | NEW BUSINESS | |
| | A. Village Vans Update (<i>Izi LeMay</i>) | 30 min. |
| | B. September 2025 Network Restructure (<i>Rob LaFontaine</i>) | 60 min. |
| VII. | CONSUMER ISSUES - All | 15 min. |
| VIII. | REPORTS | 15 min. |
| | A. November 20, 2024, ITA Report (<i>Clair Bourgeois</i>) | |
| | B. December 4, 2024, ITA Report (<i>David Payton</i>) | |
| | C. December 18, 2024, ITA Report (<i>Doug Riddels</i>) | |
| | D. January 15, 2025, ITA Report (<i>Eliane Wilson</i>) | |
| | E. General Manager's Report (<i>Emily Bergkamp</i>) | |
| IX. | NEXT MEETING - February 24, 2025 | 1 min. |
| X. | ADJOURNMENT | 1 min. |

Attendance Report Attached.

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Minutes
INTERCITY TRANSIT
COMMUNITY ADVISORY COMMITTEE
November 18, 2024 - Hybrid Meeting

CALL TO ORDER

Chair Wilson called the hybrid November 18, 2024, meeting of the Community Advisory Committee (CAC) to order at 5:30 p.m.

Members Present: Chair Eliane Wilson; Betty Hauser; Clair Bourgeois; David Payton; Doug Riddels; Garrett Fuelling; Harrison Ashby; JoAnn Scott; John-Paul Fox Seidel; Marilyn Scott; Nicole Smit; Rachel Weber; Rachel Wilson; and Ursula Euler.

Absent: Vice Chair Ty Flint

Staff Present: Amanda Collins; Emily Bergkamp; Jessica Gould; Nick Demerice; Nicole Jones; Peter Stackpole; Ramon Beltran; and Rob LaFontaine.

APPROVAL OF AGENDA

M/S/A by NICOLE SMIT and RACHEL WEBER

INTRODUCTIONS

Wilson introduced Authority member, Mark Neuville, as the ITA representative attending the meeting.

MEETING ATTENDANCE

- A. November 20, 2024, ITA Meeting - Clair Bourgeois
- B. December 4, 2024, ITA Meeting - David Payton
- C. December 18, 2024, ITA Meeting - Doug Riddels

APPROVAL OF OCTOBER MINUTES

M/S/A by NICOLE SMIT and CLAIR BOURGEOIS

RECOGNITION OF OUTGOING MEMBERS AND OFFICERS

Emily Bergkamp, General Manager, presented certificates of appreciation to outgoing members Betty Hauser, Marilyn Scott, Nicole Smit, and Ursula Euler to honor their service to Thurston County. Bergkamp also thanked Chair Eliane Wilson and Vice Chair Ty Flint for their support as committee officers in 2024.

NEW BUSINESS

- A. **Zero Fare Survey and Marketing Update-** *(Nick Demerice)*

Nick Demerice, Chief Marketing, Communications, and Outreach Officer presented the results of a community survey on the impact of zero-fare transit. Demerice manages marketing, communications, community outreach, and engagement with a small team of

five staff, in collaboration with Planning, Operations, and the Executive office. His background includes spending 13 years with the state departments of Commerce and Employment Security, 3 years with the Ports of Seattle and Tacoma. Demerice feels very privileged to work with Intercity Transit to promote high-quality, free transit services.

The zero-fare pilot launched in January 2020 as part of an innovative fare design under Proposition 1. However, due to the COVID pandemic and its impacts on transit usage, the pilot was extended at least through 2028. Demerice's team conducted a zero-fare community survey in the fall, which is separate from a current Penn State University partnership survey. Its purpose was to gather community feedback on the zero-fare initiative and its impact on the community. The survey collected 270 responses with a mix of rider demographics and usage patterns. It was advertised through the agency's Rider News monthly newsletter, website, and social media. Over 98% of the responses were positive and key themes included family benefits, accessibility, independence, equity, and quality of life.

Demerice shared several direct quotes collected from the survey responses with the committee to highlight key takeaways. The responses emphasized the impact of zero-fare in the following areas:

Family Benefits:

- Zero fare facilitates youth ridership and family mobility.
- Example: Families expressed gratitude for enabling children to travel independently for school and college.

Accessibility and Independence:

- Vital for individuals with disabilities or mobility challenges.
- Enables errands, community participation, and improved mental well-being.

Economic and Survival Impact:

- Life-changing for transit-dependent riders.
- Supports employment, housing stability, and access to essential services.

Improved Rider Experience:

- Simplifies transit use by eliminating fare payment stress.
- Faster boarding times improve efficiency.

Community and Quality of Life:

- Encourages local exploration and economic activity.
- Reduces dependency on personal vehicles.

Demerice also noted a few responses that raised concerns about non-riders perceiving buses or waiting for the bus as unsafe. Additionally, there were questions raised about the long-term financial sustainability of the zero-fare model. Next steps include the start of a community storytelling campaign where selected participants can share testimonials for radio, television, or web advertising. The marketing staff can also use the feedback to enhance communication with the public and address misconceptions about safety and sustainability. There will be an ongoing effort to engage survey participants to collect more personal stories and insights.

Demerice paused for questions.

Eliane Wilson asked if all the respondents were riders?

Demerice answered not entirely, some respondents were community partners that reported on behalf of their clients. His team plans to follow up and capture details about those experiences too. He also highlighted the disconnect between perceptions of bus safety among respondents that were riders and non-riders. While data and statistics can demonstrate that buses are safe, individual experiences – such as witnessing a mental health episode or a police intervention on a bus – can have a lasting negative impact on perceptions.

To combat this, *Demerice* emphasized the importance of storytelling by regular riders. Hearing firsthand accounts from individuals who use the bus daily – affirming that buses are clean, safe, and well-managed – is far more persuasive than hearing similar messages from someone like him who is paid to represent the transit service. His own experiences as a frequent rider are positive, and any challenging situations are rare and always handled effectively by transit staff.

JoAnn Scott commented that Intercity Transit has good communication tools such as signage and overhead announcements to help enforce common rider rules, like sleeping on the bus.

Demerice added most of the rider rules are to promote the safety of passengers and operators. In the case of sleeping on the bus, if there is a sudden need to stop, a passenger could be thrown around or go flying. Most interactions to enforce rider rules involve educating passengers and offering solutions, such as stepping outside to get some air before continuing with the ride.

Demerice continued his presentation by sharing that his team launched a successful social media initiative over the summer. The new partnership addressed challenges in maintaining effective online engagement. Traditional use of platforms like Facebook and Twitter for rider alerts has become unreliable due to algorithm changes. He noted that seeing different posts out of order was leading to potential confusion with time-sensitive information like detours. Instead of focusing solely on alert notifications, the team sought to promote ridership through engaging and relevant content.

They partnered with *Bridget Erdal*, who runs the popular local account *Eat Drink See Oly*. *Bridget* creates posts that highlight local businesses and events, integrating public transit into her stories by mentioning how she uses the bus to reach destinations. Since starting the collaboration, she has created 14 posts featuring transit-related content, such as trips to small businesses for Small Business Saturday.

The partnership has significantly increased visibility and engagement. *Bridget's* accounts, with 12,000 predominantly local followers, have far surpassed the transit agency's own social media reach. Her posts on Instagram alone reached 39,000 accounts within three months. This approach has successfully targeted key demographics (ages 25–54) and expanded outreach within Thurston County.

Demerice was excited to report that this collaboration is proving to be a cost-effective and creative way to engage new audiences, inspire transit usage, and connect the community. The team plans to continue the partnership into the new year.

Demerice responded to more questions.

John-Paul Fox-Seidel asked if the survey responses were anonymous, and if any identifiers like age range were included?

Demerice clarified that the responses were not entirely anonymous due to the optional incentive of a \$50 gift card, which required participants to provide their contact information if they chose to enter. The survey collected details such as contact preferences, riding frequency, routes used, purposes for riding, and participants' names, emails, and phone numbers (if they opted in). Demographics like age range were not explicitly collected, but follow-up efforts aim to include a diverse cross-section of the community, with a focus on communities of color and areas with low ridership.

Doug Riddels inquired about the social media partnership and what are the details of the arrangement? Is it being considered for expansion?

Demerice responded that the partnership began as a pilot after the idea was suggested by Ally McPherson from the marketing team, who followed the influencer's account. The influencer, Bridget Erdal, was approached to collaborate, and she agreed. She is compensated for her work (\$2,500 for the first quarter) and acknowledges being paid, though not in every post. The partnership has been cost-effective, offering substantial organic reach and engagement compared to traditional marketing costs.

The partnership focuses on leveraging her significant local following and creative storytelling, but the team plans to pause the collaboration temporarily to avoid overexposure. There may be future expansion that will include other influencers or creative partnerships. Eat Drink See Oly's posts have also highlighted the community's appreciation for transit, such as a local photographer and Evergreen College student who runs a fan account for route 14, building on diverse engagement opportunities.

Ursula Euler commented that it's striking how many survey respondents mentioned feeling safe putting their kids on the bus, yet non-riders often express safety concerns. There's a disconnect between the experience of current riders, including those who trust the bus for their children, and the perception of non-riders.

Demerice replied that this highlights an untapped market, as evidenced by consistent ridership among school-aged children. For example, 20-30 kids are seen regularly boarding and alighting buses at school times. This trust from parents in the safety of the bus system could be a compelling angle for outreach to non-riders.

He also shared that Spokane Transit had a very successful campaign featuring fun, engaging YouTube videos created by a summer intern. The marketing team is exploring a similar initiative and aims to involve high school students or recent graduates as summer interns to create relatable, authentic content that could address safety perceptions and appeal to broader audiences.

Ursula Euler also shared that she believes increasing ridership is one of the most effective ways to reduce carbon emissions, potentially even more impactful than purchasing electric buses. While the Climate Commitment Act funding can help buy equipment, she believes funding should also be allowed to subsidize creative strategies like paying individuals to ride the bus

and share their experiences on social media to encourage others. Euler acknowledges potential government restrictions on funding for private purposes but thinks this could work if the riders offer something in return, like promoting the service on their networks. She was excited to see the partnership in action.

Demerice agrees that incentivizing ridership is key and emphasized the importance of attracting "choice riders" – those who could drive but opt for transit if it's convenient enough. He noted that improvements in frequency, service expansion, and reducing waiting times are also effective ways of "paying" riders by offering a more appealing system. He acknowledged that compared to Europe, U.S. cities face different challenges due to being car-centric. However, building a more comprehensive and convenient transit system can lead to a shift in behavior, encouraging more choice riders to use public transit.

Demerice also highlighted efforts to connect transit services with climate action, mentioning decals that are placed on buses funded by Climate Commitment Act dollars and outreach campaigns like mailers during the 2117 initiative. Those who don't ride the bus benefit, as full buses reduce the number of cars on the road, serving as an effective climate-saving strategy. He also emphasized the "tipping point" benefits of ridership: higher passenger numbers naturally enhance safety by creating a more secure environment compared to sparsely populated buses.

B. September 2025 Network Update – (Rob LaFontaine)

Rob LaFontaine, Planning Deputy Director, introduced plans for restructuring Intercity Transit's fixed-route network in September 2025. The goal is to improve route directness, connections, and service efficiency, aligning with long-term transit and regional development plans. He highlighted key upcoming changes, including expanded service to local schools, enhanced connections, and reduced route duplications.

La Fontaine outlined the process behind the redesign, which incorporated regional development data, development and land use, operational staff comments, and extensive community input. The network redesign has been on Intercity Transit's workplan for many years, first mentioned in the 2018 Long-Range Plan, 2024-2029 Transportation Development Plan, and 2025 Draft Budget. Specific focus areas include serving younger riders, supporting high school and college students, and promoting equitable service to high-density areas. Research findings include that teens are driving less, and young adults use transit proportionately more than older adults. The restructured network purposefully supports mobility of younger riders.

The timeline for implementation includes public outreach, an equity analysis, and ITA adoption in March 2025. Changes will involve faster, more direct routes, additional connections, and minimal stop removals. LaFontaine also provided interactive maps to assist CAC members with exploring the proposed new routes.

Clair Bourgeois asked if the redesigned service that focuses on connecting schools still allows regular riders to use the buses. She also raised concerns about managing student behavior and the atmosphere on buses to ensure it remains comfortable for all riders.

LaFontaine clarified that the redesigned service aims to enhance connections to schools, but it is not intended to replace school bus services. Regular stops between

schools will remain accessible to all riders. While school districts typically provide one trip to and from school, the new service seeks to address broader mobility needs for families and students beyond these limited trips. The focus is on augmenting existing options rather than competing with school transportation.

Bourgeois also asked about student behavior on public transit buses and if there will be inappropriate behavior like what might occur on school buses.

LaFontaine responded that bus operators are skilled and proactive in addressing inappropriate behavior to ensure a positive environment for all riders.

John Paul Fox-Seidel, who is a youth representative, shared that students often behave differently on public transit compared to school buses, recognizing public transit as a shared, public space with different social norms.

Doug Riddels asked to clarify the proposed corridor express route and its purpose. He didn't understand the graphic or the reference to "The One" route.

LaFontaine responded that the proposed corridor express is a high-frequency "trunk" route running from West Olympia to East Lacey, designed to operate like a transit freeway, like I-5 for motorists. It would run all day with intervals of 15-30 minutes. The service is modeled after bus rapid transit (BRT), aiming to provide a direct, reliable option akin to light rail but on rubber tires. The graphic highlighted key intersection points where other routes would connect to this corridor, forming an integrated network.

Nicole Smith asked if the proposed service restructuring was budget-neutral, or if it involved additional costs?

LaFontaine answered that the restructuring will involve a growth in service compared to current offerings, resulting in higher operational costs. However, the expense is already accounted for in the 2025 budget and the long-range financial management forecast.

C. 2024-2029 Draft Strategic Plan – (Emily Bergkamp)

Emily Bergkamp, General Manager, outlined updates to the draft strategic plan, emphasizing a renewed commitment to diversity, equity, and inclusion (DEI), operational growth, and financial sustainability. The plan, currently available for public comment, is scheduled for a public hearing on December 4th. Bergkamp highlighted the agency's recovery to 102% of pre-COVID service levels and 98% of pre-COVID ridership, marking significant progress since the pandemic.

A key focus of the strategic plan is integrating DEI principles into the agency's mission, vision, and goals. The revised mission emphasizes safety, comfort, and respect for diverse needs, while the updated vision aspires to position the agency as a leading, inclusive transit system. Goals now explicitly address equity and sustainability, reflecting the agency's dedication to a barrier-free and community-centered transit service.

Bergkamp made updates to the format and content of the strategic plan, including combining the historical section with the agency's background information, emphasizing the instability of transit funding, and detailing the cost implications of transitioning to zero-emissions technology. She also revised the policy framework by removing outdated COVID-19 references.

The agency's capital improvement plan, which spans five years, supports infrastructure and service enhancements while ensuring financial sustainability. Future projects include real-time signage at transit centers and expanded fixed-route service designs. Bergkamp also highlighted the agency's commitment to matching growth with community needs and balancing express and local service priorities. Financially, flat sales tax revenues and successful grant applications have underscored the importance of prudent financial planning and resilience against future funding challenges.

As the strategic plan evolves, the public is encouraged to provide feedback to shape the agency's path forward, ensuring it remains responsive to community needs while striving for excellence in public transportation.

Doug Riddels asked how often we review and update the strategic plan?

Bergkamp answered that the strategic plan is typically reviewed on a yearly basis by the general manager. While updates aren't always necessary annually, the past few years, especially during COVID, have required more frequent updates due to significant changes. Last year, for example, involved more of a status quo update. The yearly review ensures the plan remains relevant, though adjustments are made only when needed.

Riddels commented that the current mission and value statements are fine, but they could benefit from being streamlined.

Bergkamp agreed and said that over time, such statements can become overly wordy or a list of adjectives. To address this, it could be valuable to carve out time during an annual retreat to refine them, potentially with the help of a consultant. The goal would be to create something elegant, clear, and meaningful, avoiding "word salad."

Ursula Euler asked about extending the capital facilities plan timeline from five to ten years. Euler shared that extending the capital facilities plan to ten years is a good idea, despite the challenges of forecasting beyond five years. Long-term planning reduces the risk of error, even with approximations for distant future scenarios. This approach allows for early preparation and aligns with the operational budgets since capital projects typically affect operational costs. Synchronizing timelines for capital and operational planning ensures resources are allocated effectively for maintenance and future replacements.

Bergkamp responded that the ERP software is intended to significantly enhance project and financial management, supporting the development of more accurate long-range financial forecasts. The Chief Financial Officer, Jana Brown, has been working on a five-year plan, constrained by data heavily affected by COVID. Her goal is to expand this to a 10-year financial forecast and a comprehensive capital

improvement plan as more reliable data becomes available. Bergkamp will share Euler's comment with Brown as it would likely align with her objectives and enthusiasm for improved long-term planning.

Euler also emphasized that the mission and vision statements were good to work on, but she was concerned with wordiness and length. Euler thinks they can be streamlined to improve clarity.

D. 2025 Election of Officers – (*Amanda Collins*) Following the Community Advisory Committee Bylaws, Chair Eliane Wilson announced newly appointed officers for next year. Only one person was nominated for each position, therefore no voting is needed. Wilson declared Rachel Weber Chair and Clair Bourgeois as Vice Chair serving one-year terms effective at the January 2025 meeting.

E. Cancel December 2024 Meeting – (*Emily Bergkamp*) Bergkamp brought forth discussion of cancelling the normally scheduled December meeting due to lack of agenda items. The alternative would be to maintain the planned schedule and meet on December 16th, 2024, as scheduled.

It was M/S/A by NICOLE SMIT and JOHN PAUL FOX-SEIDEL to cancel December's meeting.

CONSUMER ISSUES

Marilyn Scott shared a concern about a wheelchair user who missed three buses on Route 13 and was dropped off at incorrect locations on different occasions. The user mentioned incidents near a fountain and Kentucky Fried Chicken, with one driver leaving without deploying the ramp. The specific times or dates were unclear, but Bergkamp will raise the issue to operations for investigation.

Scott also shared concerns about Dial-a-Lift (DAL) drivers having difficulty finding specific apartment locations due to unclear directions or a lack of visible apartment numbers. Drivers sometimes go to the wrong locations, instead of the intended address. It was suggested that a map showing apartment numbers could help drivers navigate better. Bergkamp will ask Dial-a-Lift Manager, Kevin Karkoski to reach out directly and gather details to address the issue.

Clair Bourgeois raised a concern about a Dial-a-Lift conditional client who had an accident on October 31 while using a fixed-route bus to travel to a Federal Way doctor appointment. Her rolling bag caused her to fall and injure herself. Bourgeois believed that the client, who had a previous stroke affecting her mobility, might have been better served by Dial-a-Lift but was using the fixed-route bus due to service limitations. Bergkamp explained that Dial-a-Lift does not operate between counties, leaving the express route as her only option. She also suggested using Pierce Transit's Shuttle at transfer points for better support in such cases. Bergkamp will reach out to Bourgeois for the client's name and discuss more details privately.

John-Paul Fox-Seidel discussed the possibility of bus stop improvements with the network redesign to help make sure passengers are not passed up, particularly at night. LaFontaine highlighted the focus on enhancements such as concrete landings, shelters, and, where possible, solar lighting. Stops may also be repositioned slightly to benefit from existing streetlights. While

direct power and hardwired lighting are not common, they are considered for future rapid transit developments. However, there are also other challenges like tree coverage and limited solar suitability. Passengers are encouraged to make themselves visible, especially at night, by avoiding dark clothing, staying out of shadows, using phone flashlights, and ensuring movement is visible to drivers.

JoAnn Scott asked what the term "no standing service" means, it is used on certain days in Dial-a-Lift. Bergkamp replied that the term refers to the suspension of standing rides on state and federal holidays. Standing rides are pre-scheduled trips for repeat destinations like work. This allows riders with routine schedules to avoid the need to book trips five to one day ahead of travel. On most holidays, standing rides are often canceled as travel patterns change, reducing demand.

REPORTS

- **November 6, 2024, ITA Report** – Betty Hauser attended the meeting and reported the following meeting highlights:
 - **Public Comments:** None were reported.
 - **Route Changes:** Reviewed upcoming changes and equity regulations presented previously to the CAC.
 - **Insurance:** Discussed complexities due to the need for a new carrier, given multiple types of coverage.
 - **Design Services:** Approved updates to accommodate fuel cell and electric vehicles on-site.
 - **Strategic and Capital Plans:** Discussed the 2025-2030 capital plan, totaling \$166.6 million, with Jana Brown recognized for her planning efforts.
 - **Community Rep Interviews:** Reviewed questions for November 22nd interviews.
- **General Manager's Report** – Bergkamp provided the General Manager's report including:

ATU Negotiations

Intercity Transit leadership and the Amalgamated Transit Union (ATU) have begun meetings for ATU's next contract, and we look forward to bargaining in good faith together. These leaders already meet monthly during Joint Labor Management Committee meetings, where we strive to work through operational issues and concerns as they arise. We also attend an annual labor relations conference together each spring hosted by the Labor and Employee Relations Association to grow in our collaboration and understanding of each other's interests. Maintaining positive labor relations is vital to navigating times when we have differences of opinion or are faced with challenges that threaten our ability to provide public transportation to our community as an essential service provider. Contract negotiations offer management and union leadership alike the opportunity to better understand each other and work together with sincere intention to be fair, open, and honest, with the goal of offering a contract that supports the needs of our mutual employees and union members.

CAC Recruitment

Twelve candidates interviewed on Friday, November 18 to fill six open positions on the Community Advisory Committee. The caliber of candidates was very impressive

- they have a lot of passion for public transportation and the community. Recommendations of new CAC members will be made to the ITA at the December 4 meeting. Interviews for ITA Board member Don Melnick's Community Representative position will be held Friday, November 22. We all look forward to the outcome of these important recruitments.

NEXT MEETING: January 27, 2025, at the Olympia Transit Center

- **ADJOURNMENT at 7:44 pm.**

Prepared by Amanda Collins

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DRAFT

**INTERCITY TRANSIT
COMMUNITY ADVISORY COMMITTEE
AGENDA ITEM NO. 5-A
MEETING DATE: January 27, 2025**

FOR: Community Advisory Committee

FROM: Izi LeMay, Village Vans Supervisor, 360-705-5831

SUBJECT: Village Vans Program Update

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- 1) **The Issue:** Provide a Status Report.

 - 2) **Recommended Action:** Information only.

 - 3) **Policy Analysis:** At least annually, staff provides the Authority and Community Advisory Committee status reports on various programs the agency provides.

 - 4) **Background:** The concept of the Village Vans Program developed during collaboration of over 40 community human service organizations in the late 1990's. These groups participated in research activities to identify gaps in services to families with low or no income for reaching economic independence. In Intercity Transit's continuing quest to provide better, more reliable and innovative services, this organization took leadership in developing an effective and efficient program to help close the transportation gap.

The service, which began in February 2002, continues today facilitating access to work support activities and other necessary locations. In 2004, staff designed a Customized Job Skills Training program that doubles Village Vans' important impact by using eligible volunteer Drivers and Program Assistants. Participants receive work experience, job search coaching and skill building instruction. Passengers can travel to employment-related resources and volunteers receive significant support in advancing their professional development and reaching their employment goals.

Through an on-going assessment of transportation needs of low-income citizens, Village Vans provides a responsive and innovative service that facilitates customer transitions to economic independence. Employed families contribute to the economic and social sustainability of our community through enhanced stability and health with less demand on limited human service resources.

5) **Alternatives:** N/A.

6) **Budget Notes:** Intercity Transit was one of 17 agencies in the nation to receive the Innovative Public Transportation Workforce Development Grant (Ladders of Opportunity Initiative) for \$200,000. This was a 50% matching grant expended in FY 2019.

7) **Goal Reference:**

Goal 1: *“Assess the transportation needs of our community throughout the Public Transportation Benefit Area.”*

Goal 2: *“Provide outstanding customer service.”*

Goal 4: *“Provide responsive transportation options within financial and staffing limitations.”*

Goal 5: *“Integrate equity and sustainability into all agency decisions and operations to lower social and environmental impact to enhance our community and support the Thurston County Regional Climate Mitigation Plan.”*

Goal 6: *“Encourage use of our services, reduce barriers to access and increase ridership.”*

Goal 7: *“Build partnerships to identify and implement innovative solutions that address mobility needs, access and equity as a service provider and as an employer.”*

8) **References:** N/A.

**INTERCITY TRANSIT
COMMUNITY ADVISORY COMMITTEE
AGENDA ITEM NO. 5-B
MEETING DATE: January 27, 2025**

FOR: Community Advisory Committee

FROM: Rob LaFontaine, Planning Deputy Director

SUBJECT: September 2025 – Network Restructure

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- 1) **The Issue:** Provide the CAC with a route-level review and discussion of the anticipated restructuring of fixed routes in September 2025.
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- 2) **Recommended Action:** Information and discussion.
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- 3) **Policy Analysis:** As a means to improve outreach, transparency, and public involvement, a staff presentation containing route-level proposals as part of a restructured fixed route network will be shared with the CAC.
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- 4) **Background:** Staff have identified September 2025 to implement significant changes to the existing fixed route network. The primary purpose is to establish an enhanced route on the Martin Way/Harrison Ave/State Ave corridor consistent with the Long-Range Plan element of Bus Rapid Transit (BRT). With the frequent corridor route serving as an anchor, it becomes necessary to consider other route changes to reduce duplication of coverage. A restructuring of routes also provides opportunities to adjust service in hopes of addressing evolving mobility needs and improving the community’s access and use of transit.
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- 5) **Alternatives:** N/A.
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- 6) **Budget Notes:** A restructuring of service is reflected in the 2025 Annual Budget in terms of total operating employees, vehicles, and related facilities.
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- 7) **Goal Reference:** **Goal #1:** *“Assess the transportation needs of our community throughout the Public Transportation Benefit Area.”* **Goal #4:** *“Provide responsive transportation options within financial and staffing limitations.”* **Goal #6:** *“Encourage use of our services, reduce barriers to access and increase ridership.”*
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- 8) **References:**
[2018 Long-Range Plan \(Proposition 1\)](#)
[2024-2029 Transit Development Plan - Section 7 - Planned Operating Changes](#)

Authority Meeting Highlights/Summary
A brief recap of the November 20, 2024, Intercity Transit Authority Meeting

Wednesday night, the Authority:

- Adopted the January 2025 Major Service Change Summary and Equity Analysis, as presented. *(Rob LaFontaine)*
- Authorized the General Manager to execute a change order with Transit Solutions LLC to increase the digital storage capacity on our Coach and Dial-A-Lift camera systems through December 31, 2027, for a total increased not-to-exceed amount of \$89,320, inclusive of a 10% contingency for adjustments in fleet size and exclusive of sales tax. *(Jeff Peterson)*
- Conducted a closed session authorized by RCW 42.30.140 (4) (b) to allow Authority members and necessary staff to discuss strategies related to collective bargaining related to ATU Economic Authority. The Authority did not reconvene to an Open Session and did not take action. *(Heather Smith)*

Other Items of Interest:

- Nick Demerice provided an update about the activities and plans of the Marketing and Communications team and discussed the next appropriate steps and solicited feedback and suggestions from Authority members.

General Manager's Report:

- Twelve candidates interviewed on Friday, November 18 to fill six open positions on the Community Advisory Committee. The caliber of candidates was very impressive – they have a lot of passion for public transportation and the community. Recommendations of new CAC members will be made to the ITA at the December 4 meeting. Interviews for ITA Board member Don Melnick's Community Representative position will be held Friday, November 22. We all look forward to the outcome of these important recruitments.
- Intercity Transit hosted a discussion and ride-and-look with partners from Puget Sound Energy (PSE) and Lewis County Transit on November 12. The primary intent was to educate PSE Leadership and staff regarding the prospective outlook, market, and impacts of the implementation of hydrogen fuel-cell vehicles within our region and across their service territory. Several other transit agencies attended the discussion remotely. Over the past few years, Intercity Transit has been building a relationship with PSE as we explored our zero-emission transition, and we continue to strengthen that partnership as early-stage planning and implementation become reality. Just as we have discussed the impacts a major change will have on Intercity Transit; PSE is facing even greater challenges as they work to support similar customer efforts across their service territory including increasing their own renewable energy supply.
- Intercity Transit commemorated Veteran's Day on November 11 to honor and thank our employees and their loved ones who served in the United States Armed Forces. Staff put together a wonderful slide show for agency monitors featuring pictures and quotes from IT

employees who are Veteran's as well as employees' Veteran family members. Thank you to all our Veteran's past, present, and future, for your sacrifice in service to our country. In the words of Bob Dylan, "I think of a hero as someone who understands the degree of responsibility that comes with his freedom."

- Intercity Transit leadership attended a "Microaggressions" training to learn about subtle acts of exclusion and actionable strategies to **mitigate microaggressions** through conflict resolution. **We left with a better understanding of:**
 - How to be an ally when witnessing implicit discriminatory actions
 - Best practices for responding to microaggressions and exclusionary behaviors
 - Tactics for conflict resolution and bystander intervention
- Bergkamp attended the Washington State Transit Association's fourth quarter board meeting in Spokane. She rode Spokane Transit Authority's (STA) very convenient Routes 60 and 74 to get to and from the airport to the hotel downtown. It was super easy to board with a credit card tap and pay option, and convenient, dropping her off a short walk from her destination. Bergkamp joined transit CEO's and General Managers from across the state to discuss topics of safety and security, including a presentation from King County Metro's General Manager Michelle Allison about new safety and security initiatives, 2025 legislative priorities of preserving, maintaining and increasing public transit investments, incentivizing transition to zero-emission fleets, supporting safety and security for transit employees and customers, and protecting the effective and efficient delivery of public transit. They also took a tour of STA's [Downtown Plaza](#) transit hub, including further conversation about safety and security at transit centers, plus the fun of seeing an extremely busy hub during rush hour, including the operation and amenities of STA's new [City Line](#) Bus Rapid Transit service. We rounded out the meeting with updates about the Northwest Hydrogen Hub and Washington State Department of Transportation.
- Operator Class 24-05, the largest Operator class in IT history with 22 individuals, graduated Friday, November 15, and they are out on the road. Congratulations to Andrew Pritchett, Anita Donaldson, Brian Schumacher, Carolyn Mickel, Chris McConnon, Ernest Shabaan, Holly Persyn, James Phillips, Jason Robers, Jessica Adams, John Conley, Jon Phillips, Katerina Rose, Kristen Kibilowski, Miles Woodam, Payton Newell, Rachel Permann, Rebecca Chrisler, Shaun Stoffer, Stephen Crawford, Steven Williams and Thomas Dhamers. Thank you for saying yes to working at Intercity Transit and serving our community in your role as an essential service provider. You are the face of our agency, and very proud to support you as you represent IT.
- Intercity Transit leadership and the Amalgamated Transit Union (ATU) have begun meetings for ATU's next contract, and we look forward to bargaining in good faith together. These leaders already meet monthly during Joint Labor Management Committee meetings, where we strive to work through operational issues and concerns as they arise. We also attend an annual labor relations conference together each spring hosted by the Labor and Employee Relations Association to grow in our collaboration and understanding of each other's interests. Maintaining positive labor relations is vital to navigating times when we have differences of opinion or are faced with challenges that threaten our ability to provide public transportation to our community as an essential service provider. Contract negotiations offer management and union leadership alike the opportunity to better understand each other and work together with sincere intention to be fair, open, and honest, with the goal of offering a contract that supports the needs of our mutual employees and union members.

- Bergkamp gave a special thanks to ITA Board member Don Melnick for introducing and facilitating a meeting with Executive Director Mr. Phil Jones from the Alliance for Transportation Electrification (ATE). Alliance for Transportation Electrification (ATE) is a recently established industry-funded non-profit association that seeks to promote the acceleration of transportation electrification deployments, a robust utility role, and interoperability and open standards. Mr. Jones also served on the Washington Utilities and Transportation Commission (UTC) from March 2005 to March 2017. His unique experience makes him especially knowledgeable about purchasing electricity from regulated private electric utilities. We hope to host Mr. Jones at IT in the near future to provide an electric energy purchase 101 as we prepare for our zero-emissions transition.

*Prepared November 21, 2024
Pat Messmer/Clerk of the Board*

Authority Meeting Highlights/Summary
A brief recap of December 4, 2024, Intercity Transit Authority Meeting

Wednesday night, the Authority:

- Conducted a public hearing on the 2025-2030 draft Strategic Plan.
- Authorized the General Manager to execute a contract amendment with PalAmerican to renew the contract for transit center security services for a period of one year in the amount of \$1,046,183. *(Brenden Houx)*
- Re-appointed the following individuals to serve second consecutive three-year terms beginning January 1, 2025: *Eliane Wilson* and *Rachel Weber*. Appointed the following individuals to three-year terms beginning January 1, 2025: *Brandon Mixon, Dara Dotson, Hallie Sutter, Margaret Janis, Michael Gray, Shawn Sandquist, and Suzanne Simons*. Re-appointed the following individual to a consecutive one-year term youth position beginning January 1, 2025: *John-Paul Fox-Seidel*. Appointed the following individual to a one-year term alternate youth position beginning January 1, 2024: *Julian Preston*. Selected the following individuals to be on the list of approved alternate candidates for 2025: *Kristi Duke, Jim Hanley, Will Stuvenga, and Wayland "Mike" Hubbard*. *(Emily Bergkamp)*
- Appointed Wendy Goodwin to the Intercity Transit Authority as a Community Representative, for a term to begin January 1, 2025, through December 31, 2027. This appointment fills the position of outgoing Community Representative Don Melnick. *(Clark Gilman)*

Other Items of Interest:

- Rob LaFontaine provided the Authority with an overview and discussion of the anticipated restructuring of fixed routes in September 2025.

General Manager's Report:

Intercity Transit Leadership and the Amalgamated Transit Union (ATU) met today and will meet again on December 6 to negotiate ATU's next contract. Negotiations can be deeply emotional because they deal with deeply personal issues of compensation and benefits, as we heard this evening from co-workers. IT remains committed to bargaining in good faith with the ATU and co-creating a contract that allows us to support our employees, continue providing an essential service to our community, supports financial stability, and ensures IT remains a great place to work.

On November 22, 2024, the Federal Transit Administration (FTA) completed an audit of IT's federally mandated drug and alcohol testing program for safety-sensitive transit employees. Kudos to HR Analyst Amy Meierhoff and HR Specialist Alysia Bair who coordinated the program for ensuring the audit went smoothly. Audit Team Leader Laurena Stoddard shared that working with enthusiastic, well organized, happy people like Amy and Alysia changes the entire audit feeling. She further stated that FTA understands these audits place an additional management effort that entails a great deal of time and planning on our part. FTA greatly appreciated our cooperation, patience and hospitality during this review.

To honor and in recognition of Rosa Parks' contributions to promote civil rights, equal rights, respect, and dignity, Intercity Transit reserves a seat on the buses on December 1, marked with a single red rose. This yearly tribute is important because we should remember the role public transportation once played during segregation. Through this remembrance, our industry can and will remain united against institutionalized racism. On December 1, 1955, in Montgomery, Alabama, Parks was arrested after refusing to give up her seat on a crowded bus to a white passenger. The Montgomery City Code required all public transportation be segregated and bus drivers had the "powers of a police officer of the city while in actual charge of any bus for the purposes of carrying out the provisions" of the code. While operating a bus, drivers were required to provide separate but equal accommodations for white and black passengers by assigning seats. Ms. Parks said "I'd see the bus pass every day. But to me, that was a way of life; we had no choice but to accept what was the custom. The bus was among the first ways I realized there was a black world and a white world." She later recalled that her refusal wasn't because she was physically tired, but she was tired of giving in.

Bergkamp and several staff members will attend the Regional Economic Development Council Expo on December 5. This annual conference is an opportunity for our region's leaders to network and discover strategic actions that build a strong, inclusive economy.

Employees, Board and CAC members, and Intercity Transit volunteers are invited to the Holiday Banquet December 11 from 10 a.m. to 4 p.m. There is a recognition program at noon, followed by singing from the Miracles on Pattison Street.

*Prepared December 5, 2024
Pat Messmer/Clerk of the Board*

Authority Meeting Highlights/Summary

A brief recap of December 18, 2024, Intercity Transit Authority Meeting

Wednesday night, the Authority:

- Declared DAL vehicle 24226 as surplus.
- Canceled the Wednesday, January 1, 2025, Authority meeting.
- Adopted Resolution 05-2024 that establishes the 2025 Budget.
- Adopted the 2025-2030 Strategic Plan.

Other Items of Interest:

- Izi LeMay provided an update on the Village Vans Program.

General Manager's Report:

Fleet Maintenance Director Jonathon Yee attended a 2024 Legislative Policy Summit coordinated by the Renewable Hydrogen Alliance, in which Intercity Transit are members. The session discussed the federal outlook for renewable hydrogen and explored opportunities for state level action. Workshop policy concepts on carbon-intensity based hydrogen standards; fuel quality and consumer protection; and county-level siting and permitting support were also discussed. Participants also provided feedback to RHA and partners about industry priorities and opportunities for action in the 2025 session. Yee also attended a newly formed WSTA Hydrogen Work Group which will meet on a continuing basis to coordinate Washington State Public Transit's efforts and learning around topics of hydrogen fuel cell electric buses and fueling.

Intercity Transited hosted the annual Holiday Banquet festivities. Each year, Executive Assistant Pat Messmer, takes the lead organizing this important event that gives us all the opportunity to share time together, enjoying good food and good company. Executive Assistant, Amanda Collins, and Administrative Assistant Intern, Nicole Jones, assisted with assorted details, and a large group of employee volunteers chipped in the day of the banquet ensuring everything went smoothly both at AdOps and OTC. Our facilities staff did an amazing job transforming our bus detail bay into a beautiful banquet hall, complete with a stage. We celebrated two employees' 30-year work anniversary milestones and were serenaded by the holiday singing of the Miracles on Pattison Street singing group. Special thanks to Intercity Transit Authority Board Chair, Clark Gilman, who spoke and thanked staff for their service and dedication to the community. And thank you to our other Board members who attended.

Last week, our state advocates David Foster and Joanna Grist facilitated meetings with 27th Legislative District Representative Jake Fey and 21st Legislative District Senator Marko Liias. Elected to the Washington State House of Representatives in 2012, Representative Fey currently serves as Chair of the House Transportation Committee and as a member of the House Environment and Energy Committee. Senator Liias was appointed to the House of Representatives in 2008 and won re-election three times. He was appointed to the Senate in 2014 and is currently serving his third term as a senator. As Chair of the Senate Transportation Committee, Marko championed the 2022 Move Ahead Washington transportation package. We discussed Intercity Transit's projects prioritized by WSDOT for funding consideration in the 2025-2027 biennium including:

- Battery Electric Coach Replacement Project
- Corridor Express Introducing New Limited-Stop Service from West Olympia to East Lacey
- Lacey Express Introducing I-5 Service from Lacey Transit Center to Sounder Station via Hawks Prairie and JBLM,

- Crosby Loop at SPSCC Improvements,

We also discussed possible funding of Intercity Transit's new route 14, which is taking the place of previous DASH service, by serving the Capitol Campus region and downtown Olympia with service to the Farmer's Market. IT is respectfully requesting 50% of estimated operating costs over the coming biennium (\$1,225,000). Kudos to Grants Program Manager Jessica Gould and Project Coordinator Thera Black for writing the grant applications that cleared the first WSDOT prioritization hurdle which is required to be considered for funding by the legislature.

Intercity Transit's project titled AI-Powered Smart Sensors & Integrated Data Management Dashboard has been selected for \$2M of federal funding through Stage 1 of the Strengthening Mobility and Revolutionizing Transportation (SMART) Grants Program. This funding will help IT partner with the City of Lacey to install smart sensors at selected intersections, identifying traffic conflicts and managing signals around the Lacey Transit Center and South Puget Sound Community College campus. It will also help implement an integrated data management dashboard. All of these features improve transit reliability and performance, which ultimately improves our customer/rider experience which is central to our mission.

This award is quite significant, given that only 38 awards were made out of 308 applicants. It also represents a new funding source for Intercity Transit, and promoting this achievement could strengthen our position for Stage 2 funding if we choose to apply. Kudos go to Development Director Peter Stackpole, who spearheaded the grant application for this important project. This success is also largely due to the City of Lacey's willingness to support the pilot project. While there is still work to do before the funds are obligated, we look forward to hosting a formal project kickoff in the New Year.

Bergkamp provided an update on the current contract negotiations between Intercity Transit and ATU which began in November. Negotiations such as these often take time and can be complicated. While negotiations are still underway with the current contract set to expire on December 31, 2024, both negotiation teams support extending the current contract until a new contract is approved.

While we continue to partner with ATU to create a contract in good faith that works for both the members they represent and the organization, we all remain committed to our shared mission of providing excellent service that supports our community. We are all confident we can achieve this goal and move forward as an organization that always strives to not only be a leader in the public transit industry but more importantly a wonderful place to work.

Prepared December 19, 2024

Pat Messmer/Clerk of the Board

Authority Meeting Highlights/Summary
A brief recap of January 15, 2025, Intercity Transit Authority Meeting

Wednesday night, the Authority:

- Authorized the General Manager to execute an amendment with Intueor Consulting Inc. (Intueor) to provide the guidance, recommendations, technical expertise and supporting documentation needed to procure a viable Transit Operations System in a not to exceed amount of \$71,500, inclusive of a 10% contingency, bringing the total amount authorized not to exceed \$626,227.50.

Other Items of Interest:

- Welcomed new ITA Board Members, Councilmember Kelly Von Holtz from the City of Tumwater and Wendy Goodwin, Community Representative.
- Dena Withrow introduced Jane Denicola, Customer Service Manager.
- Kevin Karkoski introduced John Garner, DAL Dispatch Specialist.
- Daniel Ocampo introduced Jerald Bledsoe, Cybersecurity Analyst.
- Rob LaFontaine provided a route-level review and discussion of the anticipated restructuring of fixed routes in September 2025.

General Manager's Report:

To prepare for the renovation of our ageing Maintenance Facility, Maintenance and Inventory staff made the move to a temporary shop which will be their home for the duration of the renovation. This was a huge lift by everyone involved and was completed from January 3-6, with the temporary shop now fully operational, minus some details still being dialed in. In a recent email to staff, Fleet & Facilities Maintenance Director Jonathon Yee thanked the following folks who played major roles in the move:

- Entire Inventory Team
 - Brian Sutherby, Lead Inventory Specialist as lead planner
- Entire Maintenance Team
 - Mike Reinhardt, Vehicle Maintenance Technician coordinating details of off-sight storage, helping make decisions about what should stay vs. what could be stored.
- Unpacking and setting up new equipment
 - Bob Coffman, Vehicle Maintenance Technician
 - Steve Owsley, Vehicle Maintenance Technician
 - Eric Trefsgar, Vehicle Maintenance Technician
- The entire Facilities and IS Teams for their assistance getting the shop ready to go.

The January 5, 2025, service change added 15,000 annual hours, a 5 percent increase, to our current volume of service, including:

New stops for The One route were added at Harrison Avenue at Perry St. in the westbound direction, and at Harrison Avenue at Plymouth in the eastbound direction.

Bergkamp rode the new Route 14 for the first time this week. It offers weekday service between the Olympia Farmer's Market, State Capitol Campus, and Olympia Transit Center. Similar to pre-COVID Dash service, Route 14 improves access to the Washington State Capitol from downtown office buildings, businesses, other transit routes, and nearby parking.

Increased frequency from every 45 minutes to every 30 minutes; added weekend service at 30-minute frequency on Route 42.

Minor schedule adjustments at the Bowman at Rogers stop for buses heading toward the Olympia Transit Center on Route 45.

Increased frequency from every 60 minutes to every 30 minutes every day on Route 47.

Staff recently met with Dale Learn from Gordon Thomas Honeywell, who we contract with for Federal Advocacy. Learn provided a general federal update and started planning for the APTA Legislative Conference which will take place May 18-20, 2025, in Washington, D.C. Normally, two ITA members attend along with a small number of staff for in-person visits with our federal legislators. ITA members interested in attending should contact Clerk of the Board, Pat Messmer.

This week, our state advocates David Foster and Joanna Grist facilitated meetings with 22nd Legislative District Representative Jessica Bateman. We discussed Intercity Transit's projects prioritized by WSDOT for funding consideration in the 2025-2027 biennium including:

- Battery Electric Coach Replacement Project
- Corridor Express Introducing New Limited-Stop Service from West Olympia to East Lacey
- Lacey Express Introducing I-5 Service from Lacey Transit Center to Sounder Station via Hawks Prairie and JBLM,
- Crosby Loop at SPSCC Improvements

We also discussed possible funding of Intercity Transit's new Route 14, which is taking the place of previous DASH service, by serving the Capitol Campus region and downtown Olympia with service to the Farmer's Market. IT is respectfully requesting 50% of estimated operating costs over the coming biennium (\$1,225,000).

Friday, January 10, the Amalgamated Transit Union (ATU) Local 587 hosted a procession and memorial service at Lumen Field Event Center paying tribute to Shawn Yim. Shawn, who had been a Coach Operator at King County Metro for nearly a decade, was killed in the line of duty on December 18, 2024. Several news articles published in the wake of his death shared that Shawn, who called the Pacific Northwest home, was a 1984 graduate of Foster High School in Tukwila, WA. Shawn is remembered by his community and friends for his smile, laughter, and genuine kindness. Most importantly, family members recall Shawn as a caring person who loved and protected his family.

ATU Local 1765, the union representing Intercity Transit's Coach & Van Operators, Customer Service Representatives, and DAL Dispatch Specialists, partnered with agency leadership to ensure that over 30 employees and 3 buses driven by Operators Justice Hensiek-Aman, Lori Chambers, and Jameson Miller, could participate in the procession and service, to honor Shawn with the dignity and respect he deserves.

Special thanks to ATU Local 1765 President and Intercity Transit Authority Board Labor Representative Mark Neuville, Operations Director Dena Withrow, Operations Scheduling Coordinators Lyle Gilbertson, Jason Wolfe, Randy Laffey, and Intern Sean Mateski, Fleet & Facilities Maintenance Director Jonathon Yee, Fleet Manager David Chaffee, Service Disruption Supervisor David Dudek and Planning Scheduler Paul Kierzek, and countless other ATU members and staff behind the scenes, for ensuring all pertinent details were thoughtfully taken care of. Their collaboration allowed Intercity Transit to join the transit community in solidarity to mourn the loss of a beloved Operator.

The Walk N Roll team held a volunteer celebration on Saturday at the Walk N Roll Bike Shop with great attendance. I had a chance to be there and share the entire agency's thanks for the program's amazing volunteers and its staff. Whether as a bike shop volunteer, bicycle education class assistant, or at special events, program volunteers are part of what makes our community such an amazing place, one that values active transportation, making a difference in people's lives and the health of our community. The celebration honored the great work volunteers supported in 2024 and also highlighted plans for 2025. Volunteers had the opportunity to meet each other and Walk N Roll staff, including one of our new WNR Program Representatives, Hana.

Prepared January 16, 2025

Pat Messmer/Clerk of the Board

COMMUNITY ADVISORY COMMITTEE ATTENDANCE RECORD

		1	2	3	4	5	6	7	8	9	10	11	12
CAC	Members	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24
Betty	Hauser	X	X	X	X	X	X	X	ABSENT	X	X	X	
Clair	Bourgeois	X	X	X	X	ABSENT	ABSENT	X	X	X	X	X	
David	Payton	X	X	X	X	X	X	X	X	X	X	X	
Doug	Riddels	X	X	X	X	X	ABSENT	ABSENT	ABSENT	X	X	X	
Eliane	Wilson	X	X	X	X	ABSENT	X	X	X	X	X	X	
Garrett	Fuelling	X	X	X	X	ABSENT	X	X	X	X	X	X	
Harrison	Ashby	X	X	X	X	X	X	X	X	X	X	X	
JoAnn	Scott	X	X	X	X	X	X	X	X	ABSENT	X	X	
Lloyd	Peterson	X	ABSENT	ABSENT	ABSENT	ABSENT	RESIGNED	RESIGNED	RESIGNED	RESIGNED	RESIGNED	RESIGNED	
Marilyn	Scott	X	X	X	X	X	X	X	X	X	X	X	
Nicole	Smit	X	X	X	X	X	X	X	X	X	X	X	
Ursula	Euler	X	X	X	X	X	X	X	X	ABSENT	X	X	
Tony	Mealy-Chapman	X	X	X	RESIGNED	RESIGNED	RESIGNED	RESIGNED	RESIGNED	RESIGNED	RESIGNED	RESIGNED	
Ty	Flint	X	X	X	X	X	X	ABSENT	ABSENT	X	ABSENT	ABSENT	
Rachel	Weber	X	X	X	ABSENT	X	X	X	ABSENT	ABSENT	X	X	
Rachel	Wilson	X	X	X	X	X	X	X	X	X	X	X	
Trina	Primm	ABSENT	ABSENT	ABSENT	ABSENT	ABSENT	ABSENT	ABSENT	ABSENT	ABSENT	ABSENT	ABSENT	
YOUTH John-Paul	Fox Seidel	X	X	X	X	X	X	ABSENT	X	X	X	X	

= Joint meeting does not count against required meeting attendance