

Minutes
INTERCITY TRANSIT AUTHORITY
Regular Meeting
March 18, 2026

CALL TO ORDER

Chair Cox called the meeting of the Intercity Transit Authority to order on March 18, 2026, at 5:30 p.m. This was a hybrid meeting held at the Pattison Street facility.

Members Present: Chair and City of Lacey Councilmember Carolyn Cox; Vice Chair and Community Representative Sue Pierce; Thurston County Commissioner Carolina Mejia; Community Representative Wendy Goodwin; Labor Representative Mark Neville; City of Tumwater Councilmember Eileen Swarthout; and City of Olympia Councilmember Robert Vanderpool.

Members Excused: Community Representative Justin Belk; City of Yelm Councilmember Brian Hess.

Staff Present: Emily Bergkamp; Pat Messmer; Jonathon Yee; Noelle Gordon; Brenden Houx; Jane Denicola; Jonathan Martin; Amanda Collins; Nicole Jones; Nathan Davis; Cameron Crass, Katie Cunningham; Heather Stafford; Daniel Van Horn; Dena Withrow; Jana Brown; Jeff Peterson; Matt Kenney; Michael Maverick; Nick Demerice; Peter Stackpole; Hannah Toulme; Rob LaFontaine; Taylor Slobjan-Sandberg; David Chaffee; Thera Black; Greg Romanczak; Staci Revel.

Others Present: Jeff Myers, Legal Counsel; Ellen Matheny, Community Advisory Committee.

PUBLIC COMMENT

Carey Leanord, Olympia. Leanord is an IT Customer Service Representative, and she addressed recent decisions related to a personnel issue that she believes were wrongly framed as successes. She argued the current direction risks a return to a "toxic normal" where harassment is permitted to persist. Her message served as a plea for the ATU to choose an honorable path that prioritizes the safety and well-being of its employees.

Molly Ennes, Olympia. Ennes is an IT Coach Operator and clarified the results of a recent arbitration following an incident where she was held against her will in a bathroom by two members of Union leadership. She contested the Union's narrative that the outcome was an "award" or a victory, noting the arbitrator validated her account as credible and issued "Class A" infractions and suspensions rather than exoneration. Ennes expressed frustration that despite these findings, the disciplined individuals have been portrayed as victims, while she has faced public humiliation, accusations of providing "fake evidence," and labels such as an "accomplice" to management.

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Beyond the incident itself, Ennes highlighted a significant lack of support from her Union, stating she was ostracized and the organization failed to protect her or engage in self-examination regarding the conduct of its leaders. She condemned the use of publicly posted letters designed to shame her and called for a cultural shift toward true accountability. Her statement concluded with a plea for a professional environment where all members are treated with respect, regardless of their opinions, and where leadership is held to a standard that prevents harassment and public disparagement of its own members.

APPROVAL OF AGENDA

It was M/S/A by Goodwin and Pierce to approve the agenda as presented.

APPROVAL OF CONSENT AGENDA

- A. Minutes** - February 4, 2026, and February 18, 2026, Regular Meetings.
- B. Payroll February: \$4,216,561.86**
 - Warrant Numbers: 44918-44919 in the amount of \$3,683.45
 - ACH Payments: \$4,212,878.41
- C. Accounts Payable February: \$4,579,734.93**
 - Disbursed Warrants, Numbers: 44805-44917; 44920-45034; and Voided Warrant Numbers 41823 & 44660 totaling \$4,534,921.69
 - ACH Payments: \$44,813.24

It was M/S/A by Cox and Goodwin to approve the consent agenda as amended.

NEW BUSINESS

- A. Rear Door Bus Stop Enhancements Contract Increase.** Construction Projects Coordinator, Jeff Peterson, presented a revised contract with Four Seasons Concrete Construction to complete the rear door bus stop enhancements project. On September 17, 2025, the Authority authorized the General Manager to execute a contract with Four Seasons Concrete Construction (FSCC) in the amount of \$2,487,587.61, which included a 5% construction contingency for the construction of 147 bus stop pads. FSCC's original bid amount was \$2,369,131.06. Change orders issued to date total \$127,475.30, bringing the current construction contract amount to \$2,496,606.36.

Most of the change orders addressed work at sites that were not surveyed during design. During construction, the contractor identified existing cross-slopes between the sidewalk and curb ranging from 2.5% to 3.0%, exceeding the maximum allowable 2% cross-slope. To meet ADA requirements, the contractor

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completed additional grading, sidewalk replacement, and concrete work to bring the sites into compliance.

Staff recommend increasing the total contract authority to \$2,574,968.83, which includes a 3.5% construction contingency of \$87,381.22 to address any remaining unforeseen conditions. This action ratifies change orders issued to date and establishes additional contingency authority for the remaining work.

FSCC has completed approximately half of the bus stops throughout the service area, with work largely finished in the Cities of Yelm and Lacey and currently advancing through the City of Olympia; remaining stops include City of Tumwater, the Department of Enterprise Services, and WSDOT. Staff do not anticipate significant site issues, and the proposed contingency is expected to cover any unforeseen conditions.

It was M/S/A by Pierce and Cox to authorize the General Manager to revise the total construction contract amount with Four Seasons Concrete Construction to \$2,574,968.83, which includes a 3.5% construction contingency.

- B. Tire Carousel Purchase/Installation.** Procurement and Project Management Coordinator, Noelle Gordon, presented the purchase of a new tire carousel and reinstallation of the existing tire carousel. The Intercity Transit Fleet Maintenance Shop renovation project is progressing on schedule. To maintain this timeline and ensure the Fleet Maintenance Division is fully prepared to occupy the renovated facility, it is necessary to procure a new additional Vidmar tire storage carousel, including installation, as identified in the project design. In addition, Vidmar will reinstall Intercity Transit's existing tire carousel which was removed prior to construction as part of the overall installation package. Intercity Transit has identified Vidmar as the vendor for this equipment through the DES Grainger contract 19922.

The lead time for ordering and shipping these items is up to 12 weeks, and therefore, timely approval and subsequent ordering are crucial to avoid any disruption to the renovation project timeline.

The DES Contract 19922, competitively awarded to Grainger, authorizes Intercity Transit to procure this equipment with Vidmar. Given the quality and prior experience with Vidmar's products, staff are confident the new Tire Carousel along with the reinstallation of the existing carousel will meet the agency's needs. Therefore, staff recommends the approval of this purchase.

It was M/S/A by Goodwin and Pierce to authorize the General Manager, pursuant to Department of Enterprise Services (DES) Contract 19922, to purchase a Vidmar Tire Carousel and reinstall the existing Tire Carousel in the amount of \$147,554, which includes sales tax and 10% contingency.

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C. Purchase of a STAK System. Procurement and Project Management

Coordinator, Noelle Gordon, presented the purchase of a Vidmar STAK system. The Intercity Transit Fleet Maintenance Shop renovation project is progressing on schedule. A Vidmar STAK System will be acquired to support the operations of the Inventory department and Fleet Maintenance Division in the renovated facility, in accordance with the project design specifications.

Intercity Transit has identified Vidmar as the vendor for this equipment through the DES contract 19922 with Grainger.

The lead time for ordering and shipping these items is up to 12 weeks, and therefore, timely approval and subsequent ordering are crucial to avoid any disruption to the renovation project timeline.

The DES Contract 19922, competitively awarded to Grainger, authorizes Intercity Transit to procure this equipment with Vidmar. Given the quality and prior experience with Vidmar's products, staff are confident that the new Vidmar STAK System will meet the agency's needs. Staff therefore recommend approval of this purchase.

It was M/S/A by Goodwin and Swarthout to authorize the General Manager, pursuant to Department of Enterprise Services (DES) Contract 19922, to purchase a Vidmar STAK System in the amount of \$285,362, which includes sales tax and 10% contingency.

D. Vertical Lift Module. Procurement and Project Management Coordinator, Noelle Gordon, presented the purchase of a Vidmar Vertical Lift Module. The Intercity Transit Fleet Maintenance Shop renovation project is progressing on schedule. A VLM will be acquired to support the operations of the Inventory department and Fleet Maintenance Division in the renovated facility, in accordance with the project design specifications.

Intercity Transit has identified Vidmar as the vendor for this equipment through the competitively awarded DES Contract 19922 with Grainger.

The lead time for designing, ordering and shipping these items can be up to 18 weeks, and therefore, timely approval and subsequent ordering are crucial to avoid any disruption to the renovation project timeline.

DES Contract 19922 authorizes Intercity Transit to procure this equipment directly from Vidmar. Given the quality and prior experience with Vidmar's products, staff are confident that the VLM will meet the agency's needs. Therefore, staff recommend approval of this purchase.

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It was M/S/A by Mejia and Swarhout to authorize the General Manager, pursuant to Department of Enterprise Services (DES) Contract 19922, to purchase Vidmar Vertical Lift Module in the amount of \$990,000, which will include sales tax and a 7% contingency.

- E. DES Project Management Services Agreement Amendment.** Construction Projects Coordinator, Jonathan Martin, presented an updated fee schedule for the Pattison Base Maintenance, Operations and Administrative Expansion and Rehabilitation project.

Intercity Transit has an existing Interagency Agreement (IAA) with DES to provide project management services for the Pattison MOA Project. This agreement covers project management services for the completed AdOps and FWF Facilities, as well as the renovation of the maintenance building currently underway. The DES fee for these services was based on a percentage of the total original project budget of \$86,000,000 in the current IAA. With the updated total project budget of \$114,000,000, the revised DES Project Management fee schedule is calculated to be \$1,142,740.60, reflecting an increase of \$288,400. An amendment to the existing IAA is therefore required to adjust the DES fee accordingly.

Current Status and Proposed Action: This agenda item seeks authorization to increase the total fee schedule for DES Project Managements Services for the Pattison MOA project. This work will support the completion of the ongoing renovation work to the existing Maintenance Building, conversion of the temporary Metal Structure to a permanent storage building, and the interim hydrogen fueling and associated site work. Leveraging DES's breadth of experience and resources in delivering this project provides considerable value, and staff believe the approximately 1% premium for their services is fair and reasonable.

It was M/S/A by Pierce and Goodwin to Authorize the General Manager to execute an amendment to increase the DES Project Management total fee schedule from \$854,340.60 to \$1,142,740.60 based on the updated total overall project budget of \$114,000,000.

- F. Stantec Design Services for Metal Structure.** Construction Projects Coordinator, Jonathan Martin, presented an agreement between the Department of Enterprise Services and Stantec Architecture to provide design services for Intercity Transit's Pattison South Parcel Metal Structure.

The south parcel metal structure was originally designed and constructed to serve as a temporary facility during the renovation of the Maintenance Building. At the completion of that project, the structure was intended to be modified for use as open covered parking. Since that time, operational needs have evolved.

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The facility is now needed to support Dial-A-Lift vehicle parking, provide additional storage space, and accommodate future infrastructure, such as fast-charging equipment, as the fleet transitions to zero-emission vehicles.

Repurposing the structure to meet these needs will allow Intercity Transit to maximize the long-term value of the facility while supporting both current operational demands and future fleet electrification goals.

Current Status and Proposed Action: This agenda item seeks approval to authorize the General Manager to direct DES to enter into an agreement with Stantec Architecture to provide design, bidding support, construction administration and project close out services for the Pattison South Parcel Metal Structure. The fees for all phases of design are calculated using the current Office of Financial Management Architect/Engineer fee guidelines. The total not to exceed cost for the design phase through close out for this project is calculated to be \$1,200,000. The OFM A&E fee guidelines are used for public works building projects for Washington State agencies, and this cost is considered fair and reasonable. Therefore, staff recommend authorization to enable DES to enter into an agreement with Stantec Architecture on Intercity Transit's behalf.

It was M/S/A by Mejia and Swarhout to authorize the General Manager to have DES enter into an agreement with Stantec Architecture to provide design services for the Pattison South Parcel Metal Structure, in an amount not to exceed \$1,200,000.

- G. Transit Employee Appreciation Day Video.** Operations Deputy Director, Cameron Crass, presented a moving compilation of videos highlighting the extraordinary service and life-saving actions of Intercity Transit staff.

The presentation, which transitions from honoring only drivers to celebrating all frontline, trades technicians, and essential staff, showcased a range of critical interventions. This included expert defensive driving by Operators like Dennis Tinney and Kendra Morton, who prevented potentially catastrophic collisions with vehicles and cyclists, as well as several high-stake medical and safety emergencies where staff went far beyond their primary job descriptions.

Intercity Transit equips all buses and Dial-A-Lift vehicles with surveillance capturing dashcam, exterior video, interior cabin video, and operator audio. Surveillance assists the agency with reviewing security incidents, collisions, and customer comments. Staff have been able to utilize this camera system to locate lost items, identify missing people, demonstrate real-life scenarios of defensive driving, and more. Upon reviewing situations, which are typically brought to supervisors' attention through event reports, customer comments, and public records requests, we discover Operators' heroic actions from behind the wheel. The presentation featured several harrowing accounts of heroism, including Operator Corey Morrison assisting with CPR on an unconscious pedestrian and

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Operator Leata Roberts, who was honored by the City of Olympia for physically restraining a person on an I-5 overpass to prevent a suicide attempt. Other notable segments featured Glenn Dryer, a retired firefighter turned Operator, who resuscitated a baby on his bus, and Operator Mona Lintz, who recently chased down and secured a non-verbal autistic child wandering in a busy roadway.

Throughout the presentation, Crass emphasized these incidents represent only a small fraction of the dedication shown by the entire transit team, including maintenance, customer service, and dispatch in ensuring the safety and well-being of the community every day.

COMMITTEE REPORTS

Thurston Regional Planning Council (Mar. 6). Vanderpool reported the recent TRPC meeting featured a Comprehensive Regional Plan Roundup focusing on updated land use and housing plans across several local jurisdictions. Lacey showcased a new interactive website where residents can easily track public feedback and planning goals. Tumwater highlighted its shift toward higher-density housing and climate-focused transit, while Olympia discussed the need for urban infill and a potential 1,200-acre land annexation to address housing demand and affordability.

The meeting also covered rural development, specifically regarding increased housing density in the Grand Mound area and updates from smaller partners like Rainier, Tenino, and Bucoda. While these comprehensive plans are complex, the five-minute staff updates provided a helpful overview of how each city is adapting to new state housing laws, such as "missing middle" housing and ADUs.

Finally, Intercity Transit and SCJ Alliance staff provided an update on their collaboration with Thurston County to develop alternative designs for the intersection of Martin Way and Duterrow Road that improves transit access, safety and traffic flow.

Transportation Policy Board (Mar. 11). No report.

Community Advisory Committee (Mar. 16). Ellen Matheny shared updates from the CAC's meeting, highlighting the group's deep appreciation for the transit staff and the "heroic" drivers featured in recent agency videos. During the "rider roundtable," the committee discussed community concerns regarding route changes, specifically the loss of direct access to medical clinics near 7th and Fairview, while also noting positive passenger experiences like the professional behavior of Operators. Matheny emphasized the importance of small gestures, such as a passenger bringing flowers on a bus, to brighten the transit experience for everyone.

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The committee is also focusing on expanded outreach and accessibility. She noted that Intercity Transit is already coordinating with "Homes First" to provide information to low-income and senior residents and is exploring a partnership with the Olympia Downtown Alliance's "Walking Guides" program to improve safety and navigation downtown. Additionally, the group discussed the need for more Spanish-language materials – with one committee member even volunteering to help with translation – and expressed excitement for a new digital trip planner currently in development. Despite having to delay an update on the Ambassador Program due to time constraints, Matheny concluded by expressing how honored she feels to represent the community and collect diverse perspectives to help improve the transit system.

Bergkamp thanked Matheny for her update and thanked her for suggesting inviting Mayor Mamdani of New York City to learn about IT's zero-fare system. During a recent interview with the British Columbia journal *The Tyee*, Bergkamp highlighted the success of our fare-free model, noting it was originally driven by low revenue and aging equipment. Bergkamp acknowledged Matheny's email and confirms she will see about coordinating with others to arrange a visit for Mayor Mamdani which aligns with his own interest in making New York City buses free.

GENERAL MANAGER'S REPORT

- Today, March 18 is National Transit Employee Appreciation Day! Bergkamp took time to recognize various work groups that we celebrate on this important date, and employees received take and go beverages and a functional gift to commemorate the occasion.

This annual celebration is recognized across the transit industry to recognize and honor its workforce, specifically frontline employees, trades technicians, and essential workers who continuously strive to deliver vital transportation options that serve as a lifeline for our community.

Intercity Transit's (IT's) frontline employees, trades technicians, and essential workforce help all of us be better people and professionals. We should never forget they are the foundation our community is mobility is built on.

- Bergkamp and Clerk to the Board Pat Messmer worked with Chief Marketing & External Relations Officer, Nick Demerice to create a plan for informing the public about the ITA's meeting frequency change. After tonight's ITA meeting, there will be a press release to share with The Olympian and The JOLT announcing the change, information on our website and social media outlets, Rider News in March and April, information shared through GovDelivery, and signage posted at public building entrances in case members of the public show up the 1st Wednesday of the month in April or subsequent months.

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- The following outreach tabling events are planned this month to share information about the May 3 Redesign:
 - March 20 from 9 am to 11:30 am at Olympia Senior Center
 - March 21 from 11 am to 1 pm at Capital Mall

There will be more opportunities in April, and the real crunch time the week before and the week of May 4. ITA members who are interested in helping can email Lyndzie Parker at lparker@intercitytransit.com.

- Bergkamp spent the week in Wenatchee participating in a peer review joining other transit professionals reviewing Link Transit's ADA Paratransit coordinated by the American Public Transportation Association.

AUTHORITY ISSUES

Pierce attended the March CAC meeting and detailed a recent tour of the "Walk N' Roll" facility, highlighting their DIY bike repair nights, and reported on successful transit tabling events at the Lacey Transit Center. Pierce praised the coordination between marketing and customer service in providing riders with route information and safety tools, such as "blinky lights" for nighttime visibility. She also announced that the regional Transit Rodeo is scheduled for June 27 and 28, encouraging all to participate, especially Operators.

Goodwin and Mejia expressed gratitude for Intercity Transit staff in honor of Transit Employee Appreciation Day.

Swarthout shared her excitement to attend the upcoming new board member orientation, to meet staff and tour the IT facility.

Vanderpool said it was a quiet week due to the absence of the Mayor, Mayor Pro Tem, and City Manager, who are currently attending the National League of Cities. Vanderpool expressed deep appreciation for IT's transit staff, acknowledging the difficulties of public service in the current climate and praising their ability to handle both their primary roles and unexpected tasks with professionalism.

Cox shared highlights from a recent Lacey City Council meeting where the police chief presented a semi-annual report on 2025 statistics. The report showcased a decrease in crime across all categories, largely attributed to increased emphasis patrols that successfully curtailed shoplifting at local shopping centers. A major focus of the presentation was the department's progress in diversity; the force currently exceeds the city's racial makeup and has already reached 34% female representation overall. This supports the "30X30" initiative, which aims to have women make up 30% of the force at every rank by 2030. With the new police station nearly complete and tours expected

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around April, Cox encouraged residents to watch the presentation video, expressing immense pride in the department's direction.

ADJOURNMENT

With no further business to come before the Authority, Chair Cox adjourned the meeting at 7:14 p.m.

INTERCITY TRANSIT AUTHORITY

Carolyn Cox

Carolyn Cox, Chair

ATTEST

Patricia Messmer

**Pat Messmer
Clerk of the Board**

Date Approved: April 15, 2026

Prepared by Pat Messmer, Clerk of the Board/Executive Assistant, Intercity Transit.