

**REGIONAL TRANSPORTATION COMMISSION
WASHOE COUNTY, NEVADA**

FRIDAY

10:03 A.M.

January 19, 2024

PRESENT:

**Ed Lawson, Mayor of Sparks
Alexis Hill, Vice Chair, Washoe County Commissioner
Devon Reese, Reno City Council
Mariluz Garcia, Washoe County Commissioner**

**Bill Thomas, RTC Executive Director
Adam Spear, Legal Counsel
Tracy Larkin Thomason, Director of NDOT**

ABSENT:

Hillary Schieve, Mayor of Reno

The regular monthly meeting, held in the 1st Floor Great Room at Regional Transportation Commission of Washoe County, Reno, Nevada, was called to order by Chair Lawson. The Board conducted the following business:

Item 1 CALL TO ORDER

- 1.1 Roll Call
- 1.2 Pledge of Allegiance
- 1.3 Special Recognition
 - 1.3.1 Lemmon Drive Project of the Year Awarded by APWA

Megan Sizelove and Maria Paz Fernandez, Board Members of the Nevada Chapter of the American Public Works Association, presented an award to RTC and the project team for Lemmon Valley Drive in the category of Transportation for 10-20 million. Congratulations and photos were taken of the project team and Board of Commissioners.

Item 2 PUBLIC INPUT

Chair Lawson opened the meeting to public input and called on anyone wishing to speak on topics relevant to the Regional Transportation Commission (RTC) that are not included in the current agenda.

Donna Clontz, AARP and Washoe County Senior Advisory Board discussed transportation and seniors. I am here today to thank you and your staff, especially Susi Trinidad and her crew, for jumping on the request that I made at the last meeting about the ability of seniors to get tickets to ride the various kinds of transportation here in the community through places other than the bus stations. I found out that the 9th Street Senior Center is one of the vendors for RTC tickets, so our seniors can buy tickets and access FlexRIDE and the buses. The conversation is ongoing with Nathan Ulliyot with the City of Reno Recreation programs to make something happen with Evelyn Mount and Paradise Park. Thank you again for helping make it easier for seniors to get out and ride transit.

Priscilla Casa, via voicemail message, January 17, 2024 @ 11:21 a.m. My name is Priscilla Casa and I am calling because I want to oppose Item 5.1 because the timeline removes the flagship Center Street

Micro Ability project from the regional transportation improvement plan. I believe it is not clear if the proposed Downtown Micro Mobility network will be completed or meet the RTC's micro mobility goals. The Center Street Microbial project has been on pause for many years and there is no harm in continuing to lead the project on pause until the Downtown Micro network is complete and evaluated for adequacy. Thank you so much, have a wonderful day.

Pat Hogan, via voicemail message, January 17, 2024 @ 11:18 a.m. Hey, my name is Pat Hogan and I oppose item 5.1 because the timeline removes the flagship Center Street Micro Mobility project from the RT C improvement plan. It is not clear if the proposed Midtown Micro Mobility network will be completed or meet the RTC's micro mobility goal holds. The Center Street project has been on pause for many years and there is no harm in continuing to leave it on pause till the downtown network is complete and evaluated for adequacy. Thank you. I own an electric bike store Pedego Reno and think everybody should be riding electric bikes as part of the keep the air clean, keep people healthy, keep things nice in Reno, thank you. Have a great day."

Julie Pearce, via voicemail message, January 17, 2024 @ 7:52 a.m. This is Julie Pearce and I oppose Item 5.1 because the timeline removes the flagship Center Street micro mobility project from the Regional Transportation improvement plan. It is not clear if the proposed Downtown Micro Mobility network will be completed or meet the RTC's micro mobility goals. The Center Street Micro Mobility project has been on pause for many years and there is no harm in continuing to leave the project on pause until the downtown micro mobility network is complete and evaluated for adequacy. Please respect this. Reno needs it. Thank you."

Ky Plaskon, TMBA President, via email message, January 16, 2024 @ 10:20 a.m. A reminder that TMBA submitted a letter on December 7, 2024 opposing any revision to the RTP or RTIP that removes the Center Street project until the City and RTC have completed the installation of the downtown micromobility network and evaluated the network for adequacy to reach the RTCs micromobility goals. This is important to foster community trust that the COR and RTC will follow through to improve safety and mobility freedom for students, families, tourists and workers in downtown Reno. To clarify, we do not oppose keeping the Center Street project on pause until that time. Please include the original letter submitted on Dec 7 AND this email in this Friday's RTC meeting public comments for items 5.1 and 5.2 and any other applicable items that mention the Center Street project.

Original Letter dated December 7, 2023 from TMBA. RE: University Way/Center St, RTP, RTIP & Active Transportation Plan. Dear RTC Board & Reno City Council Members, The TMBA Board would like to thank you for implementing a protected downtown Reno Micromobility Network on Vine, Virginia, Lake/Evans, and 5th. We are concerned that our support for those streets may have been misinterpreted as a lack of support for the University Way/Center Street Cycletrack portion of the network. Given that traffic analysis has identified University Way/Center St as a preferred route, it is our position that the project should remain on the Regional Transportation Plan, Regional Transportation Improvement Plan, and Active Transportation Plan until 1) The downtown micromobility network is complete; 2) The new downtown network achieves or surpasses RTC's goals of 5% of trips being by micromobility. Additional points to consider:

1. The University of Nevada Reno has expressed interest in transitioning University Way to a two-way street. A cycletrack may be needed.
2. University Way is dangerous in its current freeway-sized, high-speed form. A cycletrack would improve safety.
3. The May 2020 RTC Micromobility Plan included a goal that 5% of trips within the McCarran corridor should use alternative transportation. The University Way project would contribute to reaching that goal.
4. We understand that the City of Reno staff do not currently support the University Way/Center Street project. However, that may change. We respectfully request that the Council and Board leave that option open to future staff, councils and generations.

For these reasons, we request that the RTC Board and Council reject transportation plans that remove University Way/Center cycletrack. Please include this comment in future revisions to the RTP, RTIP, or Active Transportation Plan where the RTC or City Council may consider a change involving the University Way/Center Street Cycletrack. We appreciate your sustained partnership to build a safer, healthier community. Sincerely, Ky Plaskon, TMBA President. CC: RTC Center Street Project Manager Maria Paz-Fernandez

There being no one else wishing to speak, Chair Lawson closed public input.

Item 3 *APPROVAL OF AGENDA*

On motion of Vice Chair Hill to approve agenda, seconded by Commissioner Reese, which motion unanimously carried, Chair Lawson ordered that the agenda for this meeting be approved.

Items 4 *CONSENT ITEMS*

Commissioner Reese would like to pull Items 4.3.6 and 4.4.2 for discussion. Commissioner Reese moved to approve the remaining Consent Items, which was seconded by Vice Chair Hill, which motion unanimously carried.

4.1 Minutes

4.1.1 Approve minutes from 1/19/2024 Board meeting. (For Possible Action)

4.2. Reports

4.2.1 Acknowledge receipt of the monthly Procurement Activity Report. (For Possible Action)

4.2.2 Acknowledge receipt of the monthly summary report for the Technical, Citizens Multimodal, and Regional Road Impact Fee Advisory Committees. (For Possible Action)

4.2.3 Acknowledge receipt of the monthly Planning Activity Report. (For Possible Action)

4.2.4 Acknowledge receipt of the monthly Engineering Activity Report. (For Possible Action)

4.2.5 Acknowledge receipt of the monthly Public Transportation and Operations Activity Report. (For Possible Action)

4.2.6 Acknowledge receipt of the monthly Outreach Report from the Communications staff. (For Possible Action)

4.3 Engineering Department

4.3.1 Acknowledge receipt of information regarding an automatic annual increase of 4.2% to the Regional Road Impact Fees as allowed by NRS 278B.225 and required by ordinances adopted by Washoe County, the City of Reno, and the City of Sparks. (For Possible Action)

4.3.2 Approve Amendment No. 1 to the contract with Jacobs Engineering Group, Inc., for additional services related to coordination and design effort associated with the Construction Manager At Risk (CMAR) project delivery method for the Arlington Avenue Bridges Project, in the amount of \$1,178,167, for a new total not-to-exceed amount of \$4,395,748. (For Possible Action)

4.3.3 Approve Amendment No. 2 to the contract with Kimley-Horn and Associates, Inc., for additional engineering during construction services needed in connection with the Traffic Engineering (TE) Spot 10 South Project, in the amount of \$40,000, for a new total not-to-exceed amount of \$793,873. (For Possible Action)

4.3.4 Approve Amendment No. 1 to the contract with Kimley Horn and Associates, Inc. for additional design services and engineering during construction services related to the

Traffic Signal Modifications 24-01 Project, in the amount of \$589,930, for a new total not-to-exceed amount of \$1,121,490. (For Possible Action)

- 4.3.5 Approve an Interlocal Cooperative Agreement (ICA) with the City of Sparks for wetland monitoring related to the Sparks Boulevard Improvement Project, in the amount of \$200,000. (For Possible Action)
- 4.3.6 Adopt a resolution declaring an intention to exchange property owned by RTC (a fee simple interest in APN 004-061-28, and a permanent access and utility easement over APN 004-061-20, 004-061-26, 004-061-22 and 035-033-02) for property owned by the Truckee Meadows Water Authority (a fee simple interest in APN 140-051-23). (For Possible Action)

Dale Keller, RTC Engineering Director. Item 4.3.6 is an exchange with TMWA to exchange similar properties with one another. One is on Clear Acre off of Sutro, and the RTC would be receiving a portion of Western Skies that connects into Geiger Grade for a project related to our Geiger Grade realignment. This is a two-step process, so at the next meeting, we will have this as a public hearing to actually ratify this exchange.

Commissioner Reese, I feel this is important for me to highlight because unless you're really in the bubble, you wouldn't know about it, but the purpose of all of this movement is really a goal of the broader community, which is for affordable housing. Everyone, RTC, the City and this body and TMWA are interested for this for various reasons, but it highlights the inter-government connectiveness that all of us face.

Commissioner Reese moved to approve Item 4.3.6, which was seconded by Vice Chair Hill, which motion unanimously carried, Chair Lawson ordered that Item 4.3.6 for this meeting be approved.

Chair Lawson noted that this is what happens when everyone comes together in an inter-governmentally, everyone comes out in a win-win situation.

- 4.3.7 Approve Amendment No. 1 to the contract with Lumos and Associates, Inc., for additional engineering services to complete design services through final design and construction bidding in an amount of \$2,126,539, for a new total not-to-exceed amount of \$2,754,744. (For Possible Action)

4.4 Public Transportation/Operations Department

- 4.4.1 Approve an Interlocal Contract Agreement with State of Nevada, Department of Health and Human Services (DHHS), the Division of Health Care Financing and Policy (DHCFP/Medicaid), to provide paratransit services for Medicaid eligible recipients, who are also paratransit eligible, in an amount not-to-exceed \$5,603,162.50. (For Possible Action)
- 4.4.2 Approve a contract with NCE for architectural and engineering services for the Meadowood Mall Transit Station Relocation Project, in an amount not-to-exceed \$311,362. (For Possible Action)

Ian Chamberlain, RTC Facilities Engineer. We currently have design services set up for the Meadowood Mall Transit Station. The overview of what we're trying to accomplish is to have a better circulation footprint there.

Commissioner Reese, we have a member of the public that comes to our meetings with some frequency, Dora Martinez, who is sight impaired; often times she raises great questions that cause us to re-think what we're doing for our sight impaired customers. I want to make sure that we are including

the Reno Access Advisory Committee and their recommendations about incorporating ADA improvements, including making announcements over the speaker system when the bus arrives or when it's ready to depart. Can you speak to any of that?

Ian Chamberlain, we'd like to investigate an informational kiosk, so it would be interactive and that is one solution. Anything we build will follow and meet the ADA guidelines. The kiosk would be interactive and be able to have those announcements.

Commissioner Reese, the Meadowood Mall is an interesting site and it's always odd to me that there are no sidewalks that ring this area on either side. We're asking people to come to a bus station, but the location makes it difficult. What kind of improvements might happen that would make it easier for people to access the bus stop, even though it's interior to this site?

Ian Chamberlain, we will be investigating pedestrian access and we will be implementing LiDAR to track where people are coming and going and that should identify the demands and where sidewalks are most needed.

Commissioner Reese, one of things I appreciate about the RTC, especially its Engineering staff, is that when you say you are investigating, that tells me you are going to do something. I know it's not a commitment or promise that you're going to make everything that I visualize happen, but please make sure when we look at this project's long-term needs, that we are making the most investments we can into the infrastructure that leads into it.

Commissioner Reese moved to approve Item 4.4.2, which was seconded by Vice Chair Hill, which motion unanimously carried, Chair Lawson ordered that Item 4.4.2 for this meeting be approved.

- 4.4.3 Approve a contract with RFI Enterprises, Inc., for the Security Electronic Board replacement of existing AMAG controllers at each of the RTC facilities, for a total not-to-exceed amount of \$199,560.54. (For Possible Action)
- 4.4.4 Approve Amendment #1 to the contract with Marathon Finishing Systems, Inc. for Phase 2 installation services to complete the installation of the hydrogen fuel cell service bay at RTC's 1301 East 6th Street facility in the amount of \$527,705, for a new total not-to-exceed amount of \$795,804.58. (For Possible Action)
- 4.4.5 Approve a contract with Kimley-Horn for professional services for Design Services, including Environmental and Construction Management Services for the Sutro-RIDE Generator Power Upgrade Design, in an amount not-to-exceed \$292,545. (For Possible Action)

Item 5 PUBLIC HEARING

- 5.1 Conduct a public hearing regarding approval of Amendment No. 2 to the 2050 Regional Transportation Plan (RTP); adopt a resolution approving Amendment No. 2 to the 2050 Regional Transportation Plan (RTP). (For Possible Action)
 - a. Staff Presentation
 - b. Public Hearing
 - c. Action

Xuan Wang, RTC Acting Planning Manager, the RTP is the first step of the process, it is the long-range plan and looks into the future 20 years. Our current 2050 RTP was adopted in March of 2021, we had one that was completed in January of 2023, and we're working on a full update that we're aiming for the adoption in March of 2025.

Amendment No. 2 is needed to add a few projects and also change project schedules for some existing projects. An Air Quality Conformity Analysis was required as part of this amendment. The analysis results show conformance with the Federal Air Quality Standards. The results were reviewed by the Inter-Agency Consultation Group and they recommended approval.

Amended projects include the Butch Cassidy Extension. This project was recommended through the Mt. Rose Highway Corridor Study. This is to connect existing Butch Cassidy to the intersection of Mt. Rose Highway and the Thomas Creek intersection. This extension will improve safety and the connectivity of the corridor. The other amended projects included the Downton Reno Micromobility Network, Virginia Street, Lake Street, Sinclair and Evans Avenue, with schedule changes to Center Street, 3rd Street, Vassar Street and Vine Street, to move the project timing from 2025 to 2030.

The public comment period started December 27, 2023 and ended January 16, 2024, which was advertised through media outlets and included meetings with CMAC and TAC.

Vice Chair Hill, there are cyclist advocates in town that have concerns about Center Street. I think there could just be some miscommunication. You're saying it's moving to 2030, and constituents are saying its being completely removed, is that true?

Xuan Wang, from the RTP, we have it on the long-range project listing, and it has simply moved from the 2025 time frame to 2030. Graham Dollarhide will talk about the RTIP in the next segment.

Chair Lawson announced this is public hearing, is there anyone from the public wishing to speak on this topic? Seeing none, I'll bring it back to the dais for a motion.

On motion of Commissioner Garcia to approve Item 5.1, seconded by Vice Chair Hill, which motion unanimously carried, Chair Lawson ordered that Public Hearing Item 5.1 for this meeting be approved.

- 5.2 Conduct a public hearing regarding approval of Amendment No. 2 to the FFY 2023-2027 Regional Transportation Improvement Program (RTIP); adopt a resolution approving Amendment No. 2 to the FFY 2023-2027 Regional Transportation Improvement Program (RTIP). (For Possible Action)
 - a. Staff Presentation
 - b. Public Hearing
 - c. Action

Graham Dollarhide, RTC Acting Planning Manager, there are similarities with the previous presentation on the RTP, but please keep in mind these are two separate documents developed by the RTC and each amendment requires action.

The RTIP is required by Federal regulations and inclusion of the document is one of the steps to make the project eligible for Federal funding. The RTIP is a short-range program of projects, which are scheduled and fiscally constrained. Project prioritization within the RTIP can change over time, which is part of what can trigger an amendment.

The RTIP is strictly a programming document meant to show how Federal funding will be spent. It must include all federally and regionally significant projects regardless of funding source and carried out by any agency within the MPO boundary.

The current version of the RTIP is the FFY 2023-2027, which was adopted in August of 2023. It was amended in November 2023, so this is the second amendment to the document. An amendment is

required in order to add projects, but also to remove others consistent with some of the changes made to the RTP. All projects included in the RTP amendment are also included in the RTIP, but also includes additional projects.

The Butch Cassidy extension project, as discussed previously, triggered an Air Quality Conformity Analysis. This project would extend Butch Cassidy Drive from its western terminus to the intersection of Mt. Rose Highway and Thomas Creek Road. This was identified as a Mt. Rose Highway Corridor need, as part of the recently completed NDOT Mt. Rose Highway Corridor Study.

Additionally, the City of Reno recently approved the Downtown Micromobility Network of Street Group 1. The RTC has been working closely with the City on this Network and is taking the necessary steps to implement them. Micromobility projects on Virginia Street and the Lake/Sinclair/Evans Corridor were not previously included in the RTIP, and are being added as part of the amendment process. Similarly, Center Street, 3rd Street, Vassar Street and Vine Street were not included as part of the approved network and are proposed to be removed from the RTIP, which only extends through FFY 2027.

Other changes include an update to the East 6th Street Multimodal Improvements, which recently received an award for a Federal Discretionary Grant for the Safe Streets and Roads 4 All program. This funding source is being applied as part of the RTIP amendment. Additionally, the RTC recently developed a program management plan for its allocation of FTA 5310 Funds, allowing the RTC to distribute fuel tax revenue to local transportation providers of services for seniors and individuals with disabilities. This works out better for those providers on account of no longer having to jump through the Federal hoops attached to the 5310 Funds. The RTC will then spend the entire portion of the FTA 5310 funds, which were subsequently applied to this new project, the FlexRIDE and Access Expansion Vehicle project.

The proposed amendments will require layers of approval from the RTC Board, NDOT, FHWA and FTA. The public comment period was noticed and was opened December 27, 2023 to January 16, 2024. Public comments were received related to the removal of Center Street from the RTIP. With construction of these projects not even beginning until FFY 2026, there won't be a chance to complete this portion of the Micromobility Network, collect data and analyze results until after FFY 2027, which is why Center Street is not able to be included in the RTIP. Additionally, the proposed amendment reflects the results of the Micromobility Pilot Project Study and subsequent action by Reno City Council.

The RTC's Active Transportation Plan is currently under development, and it will be another mechanism to evaluate projects city-wide, and eventually at the neighborhood level. The Center Street Project remains in the RTP and will also be reevaluated during the full update to the 2050 RTP, which is currently underway.

The proposed RTIP amendment was heard by the CMAC and TAC on January 3rd and 4th, 2024, respectively, and recommended for approval by both bodies.

Vice Chair Hill, I would like to give a big thanks to the City of Reno, Mayor Schieve, Councilman Reese and Ms. Koski, who is at every RTC meeting, which I really appreciate for ensuring that school zones safety projects got back on this list. I applaud the City of Reno for making that project work.

Chair Lawson announced this is public hearing, is there anyone from the public wishing to speak on this topic? Seeing none, I'll bring it back to the dais for a motion.

On motion of Vice Chair Hill to approve Item 5.2, seconded by Commissioner Garcia, which motion unanimously carried, Chair Lawson ordered that Public Hearing Item 5.2 for this meeting be approved.

Item 6 *DISCUSSION ITEMS AND PRESENTATIONS*

- 6.1. Approve the proposed new Fiscal Year 2025 Street & Highway Projects for the RTC Street & Highway Program; approve an Interlocal Cooperative Agreement with the City of Reno and Washoe County specifying responsibilities for delivering certain projects; approve an Interlocal Cooperative Agreement with the City of Sparks and Washoe County specifying responsibilities for delivering certain projects. (For Possible Action)

Dale Keller, RTC Engineering Director spoke on this item along with a presentation. This program has been developed in accordance to establish the RTP as well as the RTIP and working closely with the local staffs. The ICA's act as a project authorization where staff includes the funding in their annual capital and operating budget.

The project authorization staff is governed by NRS 373, where this Board evaluates and approves the projects based upon the criteria outlined per this statute. The next step is for Washoe County Board of County Commissioners to authorize use of Fuel Tax. Then lastly, the County and the governing bodies, respectfully at the City of Reno and City of Sparks, as appropriate, authorize the RTC to perform this work on their behalf.

Mr. Keller then referred to the presentation to lay out the proposed new projects for Reno and Sparks, which included:

City of Reno

- Moya Boulevard Widening
- Sixth Street Safety For All
- West 4th Street Safety Project
- Downtown Reno Micromobility Project

City of Sparks

- Vista boulevard Widening, I-80 to Prater Way

There are 56 active projects at various stages of design from construction and closeout. We provided a status of each of these projects in your Agenda packets. There are 20 construction projects that are looking to begin or are in construction in 2024.

Some of the major accomplishments we had in 2023 were the 4th Street/Woodland Avenue Roundabout, Sky Vista Parkway Widening Project and Los Altos Parkway Corrective Project.

Our Pavement Preservation Program paved over 13 million square feet of Regional Roads in 2023. We are addressing keeping our pavement condition index or PCI above our goal of 80, so it's been very successful.

The recommended action is to Approve the proposed new Fiscal Year 2025 Street & Highway Projects for the RTC Street & Highway Program; approve an Interlocal Cooperative Agreement with the City of Reno and Washoe County specifying responsibilities for delivering certain projects; approve an Interlocal Cooperative Agreement with the City of Sparks and Washoe County specifying responsibilities for delivering certain projects.

Bill Thomas, RTC Executive Director, I wanted to highlight for the Board, that I challenged Dale and his team to really up the number of projects and improvements we do within the community. This was a challenge that his team responded to and brought those projects forward. We are moving forward with the direction of the Board, which is to put these resources to use and putting road projects out to benefit the community. I wanted to publicly thank Dale Keller and his team for doing that.

Commissioner Reese, Mr. Keller, you and your team have done an incredible job, and all of the staff at RTC work very hard in coordination with the staff at other of our partner agencies, that all make this work.

On motion to approve the item by Vice Chair Hill, seconded by Commissioner Reese, which motion unanimously carried, Chair Lawson ordered that the item be approved.

6.2 Presentation on a report from Government Leadership Solutions regarding its evaluation of the RTC's organizational climate. (No Action Required)

Laura Freed, Director of Administrative Services introduced Dr. Maria Church and Marie Gacke from Government Leadership Solutions, who conducted the study, and are here to present the findings.

Dr. Maria Church, CEO and Marie Gacke, CFO and Data Analyst, Government Leadership Solutions gave a review and presentation on the findings of the Organizational Culture Assessment.

Dr. Maria Church, we worked quite a while doing a very in-depth organizational study. We were specifically looking at Senior Leaders, Executive Director and Department Directors, as well as to gain an understanding of the level of collegiality, trust, openness and accountability here at the RTC.

Marie Gacke made the presentation on the findings. This was a custom designed survey, which was done through key interviews to determine the employee experience on organizational satisfaction, interpersonal relations and overall Agency décor.

We want to highlight that the survey resulted in an 89% participation rate (57 employees), which is phenomenal for an organization, and the subsequent surveys showed the RTC regularly outpaced similar GLS organizations that we have worked with throughout most of those survey questions.

Dr. Maria Church, the top five recommendations that we wanted to share with you today are:

1. A Responsive and Transparent Follow Through on the Survey. The employees are waiting to see what you are going to do with it. Certainly, by sharing the information, this is the first step in that responsive and transparent follow through. There are some low hanging fruit recommendations that can be done rather quickly, that will show that we've asked, you've spoken, we've heard you and now we're responding. That is really the follow through that is going to add to the trust and credibility of doing these types of very brave surveys.
2. Internal Communication Improvements. Communication showed up on both boxes of "what we can celebrate that is going well" and "what could be improved". Internal communication is one of the areas that we recommend. Things like strategic story telling. Things are happening that are great every day at the RTC, and so how are we strategically sharing those stories across departments. How are we able to feel that sense of pride with one department really achieving something great and then the other departments hearing about it and still feeling very proud of that accomplishment, because that was all part of the overall team of the RTC. Highlighting managers and supervisors, this scored very high and having the ability to have difficult conversations and communicate effectively. That is an area where you can again strategically

story tell and celebrate and people will feel a sense of pride even if they're in a different department. Also, addressing any bearers toward workflow and communication. We believe there are some areas that could probably tighten up to help with communication flow from the very bottom to the very top. Leveraging your PIO.

3. Leadership Coaching and Training. Taking a workshop on emotional intelligence would be a great way to sharpen this up. Change Management and Change Leadership are really two subtle and distinct skillsets. When focusing on change intelligence and leadership, you see greater results in change initiatives. Relationship building is very powerful.
4. Performance Review Process and Associated Compensation Pay Program. We understand that there are motions in the works and you have already begun taking steps towards improving the compensation process. We also recommend the action of Stay Interviews. Stay Interviews allow people to share what is going really well for them as an employee and member of the RTC team, but also where there are areas we could improve upon. We see a lot of powerful results when organizations start doing Stay Interviews. 360° evaluations are not only being evaluated by your managers, but also by your peers and people that you supervise. Again, very powerful tools and techniques in improvement.
5. Board Visits. Showing up, saying hello, continuing relationship building and getting to know the people throughout the organization. Marie and I were both very impressed by the caliber of professionalism, knowledge and dedication by your people here at the RTC.

On the last page of your hard copies, there is a Comprehensive list of Recommendations. We've categorized these for your convenience.

Vice Chair Hill felt this was a great report that was really well done. I want to say thank you to the Staff who participated, 89% is incredible, especially because I know these are difficult questions to answer. Plus, the participation in the break out groups.

My comments are on the overworked staff. We have 26 new projects that we just approved, we have 56 active projects right now, we have ongoing Planning, plus our Public Transit Operations. I think we need to task our Director with looking at that while they are building budgets to look at how can we expand and support our staff? They are crying out in help. They are asking for help and they haven't been expanded since 2008. It's happening in every local government, especially in Nevada because of our tax structure. I don't imagine we're going to fix it tomorrow, but I think we need to make some movement on that this next budget cycle to listen to the staff and make sure people feel heard and that we're not burning people out.

I also don't think there is enough support for Mr. Thomas, so if we could look into and consider next budget cycle, reestablishing the Deputy for RTC just to support all of the work that needs to be done on the culture.

For the Boards piece, there is work for us to do. I got an invitation from Scott Gibson to come down to the Keystone Bridge before it was opened to traffic to meet the crew, to see it onsite and that was so cool. I think having those informal relationships and seeing projects and appreciating the work of the team, I think there is opportunity to do that. If there was an organic way to make that happen without putting extra work on the staff, that would be great.

I'm really appreciative of the Board that they wanted to do this study. I'm so appreciative to Director Thomas for making this happen. We are hearing from the experts that these are really positive outcomes and we have a just a few things to tweak that are pretty normal, regular things that are happening in every government agency.

Commissioner Reese, I think we have some really awesome things to be proud of and some things to work on, and that is true for every agency. GLS, you did great work and the presentation was outstanding. Having the opportunity to spend some time with you during this process was important to me, it was great that you included us as Board members.

Slide 6 had a quote that I think was particularly important which was, “Nothing has ever come out of the surveys.” This is a frustrating thing for people who have vested their time and then the organization continues to do the same things as always and I don’t want that to be us. I want us to be better than we were yesterday and I want us to be better tomorrow than we were today. The survey results were responded to by 89% of the staff, and yet there is a whole other group of people, who are not our employees that I think should also be surveyed. Those are the drivers, mechanics, the Keolis and MTM Partners. It’s hard to think of an organization without thinking of all of its parts. I want to make sure we’re talking about our front-line folks too.

Commissioner Garcia would like to discuss the first slide, Road Map. I was curious about the 54% in terms of focus groups.

Marie Gacke, that was less than average, however, we understood that we were walking into an organization that has experienced significant turnover, we understood there were a lot of people that were coming into this space with not a lot of confidence in what was going to happen after the fact. So, this is a baseline to find out, is my information actually going to be confidential, can I trust these people we don’t know to take this information just as seriously as if they worked here too? If we were to do this again next year, we would expect that the number would go up. If you chose to do it internally, we would want you to have systems in place to protect that information and confidential data management.

Commissioner Garcia, how is this information getting to the staff and how is it going to be presented to them in a safe environment where they can look at everything the way that we have?

Bill Thomas, it starts with the commitment from me and from the Director’s. My plan is to take this document and set personal goals from me that I’m going to ask you to measure. Director’s will have these goals imbedded in their personal performance as we move forward. I promise to you as the Board and also to the staff, I don’t intend to waste this opportunity, I do intend to use it in a way that is constructive and fully utilized.

Chair Lawson, I want to challenge Directors and Executive Director to insert the Board into a situation. All of us sit on numerous Boards, I sit on about seven Boards, plus the Mayor of Sparks. A lot of what we do is just plain common sense. Does this make sense? I’m challenging the Directors and Mr. Thomas to insert us into situations where you think we could learn something to help us to do better for you. We don’t do this for money, we do this because we love our community and we love our employees, and please don’t feel that you’re imposing on us. Thank you, ladies, for the presentation and we won’t let it fall by the wayside.

Bill Thomas, I want to thank the Board, because if you didn’t have the level of trust in me where I felt like I could do it, there would be a lot of pressure for someone sitting in my seat to not do something like this. It starts with you trusting me on your behalf to manage this organization. I want to specifically thank Dr. Church and Marie Gacke for a great process and a great product. I would like to particularly call out Director Laura Freed, who was really engaged and involved in this. Most importantly, I would like to thank the employees, because this would have been all for naught if people didn’t participate. A couple things I’ve learned as far as leadership is that you can read a lot of books and have a lot of advisors, but I’ve kind of condensed it down to one thing, which is a good leader is

someone people will follow. That's how I look at my job. If people will follow me, then I must be doing it right.

Item 7 *REPORTS (Informational Only)*

7.1 **RTC Executive Director Report**

- We got an early present the week before Christmas with the arrival of our first two hydrogen fuel cell buses.
 - We have been working to diversify our fleet of alternative fuel buses and this is the next step in that evolution.
 - The buses are scheduled to get a hydrogen-themed wrap next month.
 - We plan on putting the buses into service in the spring, after our temporary fueling facility is operational and our mechanics and operators are trained.
 - These buses have a range of about 300 miles, compared to our all-electric buses that get closer to 100 miles per charge – so we like the upside and flexibility that these buses offer.
 - Thanks to a Low-No Grant award of nearly 8.8 million dollars, we expect six more of these buses later this year, a permanent fueling facility at our Sutro property, and virtual training for our mechanics.
- January is Human Trafficking Prevention Month, so we held an event to showcase one of our buses, two weeks ago.
 - As part of this, we held an event to showcase one of our buses, two weeks ago.
 - The bus has a wrap to raise awareness about this issue in our community.
 - Thank you, Commissioner Garcia for using your discretionary funding to pay for this messaging and thank you Nicole Coots for designing the wrap.
 - I would also like to thank Commissioner Garcia for speaking about this topic during the event – along with Sheriff Darin Balaam and Melissa Holland from Awaken Nevada.
- We also have a “Don’t Drink and Drive” bus wrap that got installed last month.
 - Thank you Mayor Schieve for using discretionary funds to install this wrap. The wrap coincided with the free rides that the RTC provided on New Year’s Eve.
 - This is an important way to safely move people around town during a night when a lot of people are celebrating with alcohol.
 - Our goal is to keep drunk drivers off the roads and to introduce new riders to our transit system.
- Congratulations to Ed Park on his retirement.
 - Ed is a Senior Technical Transit Operations Planner and this is his last day here. He’s wrapping up his RTC career after nearly 27 years with our organization. Ed’s work has been very valuable – including his role in the Bus Stop Improvements Program which made upgrades to almost 100 bus stops over six years. We will miss Ed but we are also grateful that he was kind enough to stick around long enough to train his replacement, Sai Sun. Thank you for all that you’ve done to help with RTC’s success during your time here.
- I would like to introduce you to Austin McCoy.
 - He just started Monday as our newest Project Manager in the Engineering Department. Austin previously worked for NDOT as a Resident Engineer. He has more than a decade of combined roadway design and construction administration experience. Austin is a great addition to our team because of his background and experience, and we look forward to his success with the RTC.
- Three of our employees are celebrating their first anniversary with the RTC.
 - Alex Cruz is a Senior Technical Transit Operations manager. He made the one-year mark Wednesday.

- Soledad Toledo-Alvarez will celebrate her first anniversary as a Customer Service Associate Tuesday and our Facilities Engineer – Ian Chamberlain will pass the one-year threshold January 30th.
- Thank you to all three of you for your hard work over the past year. We look forward to many more to come.
- Please join us in congratulating William Buchanan as the MTM Employee of the Month for December.
 - Will has been driving for ACCESS for six-and-a-half years and has been a trainer for five-and-a-half years. He has great enthusiasm for his job and the passengers – and he instills that in his trainees using real-life experiences. Will and his wife have a dog, cat, and a Ball Python named Severus after the Harry Potter character. He’s a self-proclaimed nerd who enjoys Sci-Fi, superheroes, Disney, games and rock concerts. Thank you, William, for all that you do for our clients and trainees.
- Yancy Hammond is the Keolis Driver of the Month.
 - Yancy was born and raised in Mississippi but lived in Los Angeles for a few years before moving to Reno. He’s worked as a bus operator for RIDE since September of 2021. In December, he had a 96 percent on-time performance and zero accidents. Yancy enjoys jogging, working out, and socializing. Thank you for a job well-done, Yancy.

I want to note that NRS 354.4964 requires that budget adoption cannot occur before the third Monday in May. What that means to us, is that our normal Board meeting in May would occur on the 17th, so we’re looking at moving the meeting to the 23rd, or doing a special meeting just for the budget. I’ll be reaching out to all of you to figure out how we will deal with that conflict.

7.2 RTC Federal Report

Paul Nelson, RTC Government Affairs Officer. Congress passed another continued resolution yesterday to fund the Department of Transportation and some other Federal Agencies. Transportation funding will expire March 1, 2024, while some other agencies it will be March 8, 2024, unless congress does come up with another spending package before then. The expectation is that they will pass this before the March deadline.

Law makers are still looking into the Build More Housing Near Transit Act of 2023 and if passed, this bill would change the scoring criteria for awarding grants for rail and rapid transit projects. It would prioritize jurisdictions that have a pro-housing policy in place to make sure the density is there before they invest in these kinds of projects for bus and rail lines. This could affect the RTC down the road once we get into the possibility of BRT extensions.

Transit agencies are having a harder time finding good affordable insurance for transit buses. The RTC doesn’t pay for the insurance on our buses. Keolis actually handles that, so that does lower the cost for our insurance.

DOT launched its benefit cost analysis template and general guidance to help grantees prepare their applications. A list of data and mapping tools can be used for a strong discretionary grant application including tools related to equity, safety, climate, sustainability, air quality and transportation analysis. We’re looking into a handful of different grants that would could be applying for in the coming months, so we’ll be taking a look at this template.

7.3 NDOT Director Report

NDOT Director Tracy Larkin Thomason gave a presentation and spoke on the following topics:

- 2023 Traffic Fatalities went down, while pedestrian and bicycle fatalities went up.
- Spaghetti Bowl Express: APWA Nevada Project of the Year
- I-80 West of Reno Ramp Closures/Future I-80 West McCarran Boulevard to Keystone Project
- Winter Weather and Plowing of Streets and Highways

Item 8 COMMISSIONER ANNOUNCEMENTS AND UPDATES

There were no commissioner announcements or updates.

Item 9 PUBLIC INPUT

Chair Lawson opened the meeting to public input and called on anyone wishing to speak on topics relevant to the Regional Transportation Commission (RTC) that are not included in the current agenda. There being no one wishing to speak, Chair Lawson moved to Adjournment.

Item 10 ADJOURNMENT

There being no further business to come before the Board, the meeting adjourned at 11:52 a.m.



ED LAWSON, Chair
Regional Transportation Commission

****Copies of all presentations are available by contacting Michelle Kraus at mkraus@rtcwashoe.com.**