

**Board of Directors**

Chair – Julien Bouquet, District G
 First Vice Chair – Patrick O’Keefe, District H
 Second Vice Chair – Troy Whitmore, District K
 Secretary – Chris Nicholson, District A
 Treasurer – Karen Benker, District I

Vince Buzek, District J
 Peggy Catlin, District N
 Kathleen Chandler, District F
 Lynn Guissinger, District O
 Chris Gutschenritter, District D

Michael Guzman, District C
 Ian Harwick, District L
 Matt Larsen, District E
 Brett Paglieri, District M
 JoyAnn Ruscha, District B

MINUTES

BOARD OF DIRECTORS MEETING

IN-PERSON/REMOTE

January 28, 2025

5:30 PM

I. Call to Order

Chair Bouquet called the meeting to order at 5:41 p.m.

II. Pledge of Allegiance

Lead by Director O’Keefe.

III. Land Acknowledgement

Read by Chair Bouquet.

IV. Roll Call - Determination of Quorum

Attendee Name	Title	Status	Arrived
Karen Benker	Director, District I	Present	5:41 PM
Julien Bouquet	Director, District G	Present	5:41 PM
Vince Buzek	Director, District J	Present	5:41 PM
Peggy Catlin	Director, District N	Present	5:41 PM
Kathleen Chandler	Director, District F	Present	5:41 PM
Lynn Guissinger	Director, District O	Remote	5:41 PM
Chris Gutschenritter	Director, District D	Present	5:41 PM
Michael Guzman	Director, District C	Present	5:41 PM
Ian Harwick	Director, District L	Present	5:41 PM
Matt Larsen	Director, District E	Present	5:41 PM
Chris Nicholson	Director, District A	Present	5:41 PM
Patrick O'Keefe	Director, District H	Present	5:41 PM

Brett Paglieri	Director, District M	Remote	5:41 PM
JoyAnn Ruscha	Director, District B	Remote	5:41 PM
Troy Whitmore	Director, District K	Present	5:41 PM

Along with Directors and senior staff there were 13 public participants in attendance.

V. Statement of Employee Appreciation

Read by Chair Bouquet.

VI. Retiree Awards

Scott Hiddle – Bus Operator – 40 years

Anthony Hopkins – Bus Operator – 33 years

Susan Johnson – Manager, Civil Engineering – 24 years

Shaun Montoya – Bus Operator – 31 years

VII. Public Participation

- Senator Faith Winter
- Lawrence Gonzales
- Keith Brooks
- Emily Griffin – Greater Denver Transit
- Orion Mantione-Holmes
- Paolo Solorzano
- Honor Morgan
- Ian Frasch
- Liam Shea
- Brenda Mosby – email
- Dustin Berger – email
- Greater Denver Transit – email
- Lilly S – email
- State Senator Dafna Janet Michaelson – email
- Julian Laatsch – email
- Dan Fobes – email
- Darrin Sersland – email
- Sam Spare – email
- Josiah Shafroth – email

VIII. External Entities Reports

- **External Entities Report on Joint Rail Planning Efforts**
Presented by Debra A. Johnson, General Manager and CEO, Berrick Abramson, President, Confluence Policy & Strategy Group, and Diane Barrett, President, Front Range Passenger Rail.

IX. Audit Committee Report

Presented by Committee Chair Catlin.

X. Finance and Planning Committee Report

Presented by Committee Chair Guzman.

XI. Operations, Safety, and Security Committee Report

Presented by Vice Committee Chair Harwick.

XII. Performance Committee Report

Presented by Committee Chair Guzman.

XIII. Approval of Board Meeting Minutes and Committee Reports

Motion:

Director Nicholson made the motion to approve the January 7, 2025, Special Board Meeting minutes, and the January 2025 Executive Committee, Performance Committee, Finance and Planning Committee, and Operations, Safety, and Security Committee meetings minutes.

Director Guzman seconded the motion.

RESULT: PASSED [UNANIMOUS]

MOVER: Chris Nicholson, Director, District A

SECONDER: Michael Guzman, Director, District C

AYES: Benker, Bouquet, Buzek, Catlin, Chandler, Guissinger, Gutschenritter, Guzman, Harwick, Larsen, Nicholson, O'Keefe, Paglieri, Ruscha, Whitmore

Chair Bouquet declared the motion **PASSED unanimously**.

XIV. Chair's Report

Presented by Chair Bouquet.

XV. General Manager's Report

Presented by Debra A. Johnson, General Manager and CEO.

XVI. Unanimous Consent

Motion: Director Whitmore made the motion to approve item A on the on the Unanimous Consent Agenda for the 2025 Committee Appointments.

Director Catlin seconded the motion.

RESULT: PASSED [UNANIMOUS]

MOVER: Troy Whitmore, Director, District K

SECONDER: Peggy Catlin, Director, District N

AYES: Benker, Bouquet, Buzek, Catlin, Chandler, Guissinger, Gutschenritter, Guzman, Harwick, Larsen, Nicholson, O'Keefe, Paglieri, Ruscha, Whitmore

Chair Bouquet declared the motion **PASSED unanimously**

A. 2025 Committee Appointments

For the Board of Directors to ratify the 2025 Standing Committee appointments.

XVII. Recommended Action

B. 2025 GM-CEO Short-term Goals

For the Board of Directors to approve, pursuant to the GM/CEO's performance framework adopted in January 2024 in alignment with the Board's employment agreement with the GM/CEO, the proposed short-term SMART goals for the performance period commencing January 28, 2025, and continuing through October 15, 2025.

Motion: Director Buzek made the motion to approve the 2025 GM-CEO Short-term Goals.

Director Guzman seconded the motion.

Motion

To Amend: Director Paglieri made the motion to amend **Short-term Goal #2 to...*To achieve total vehicle boardings of 69,562,000 during the period from October 1, 2024 and ending September 30th, 2025, where the percentage goal achievement is calculated from a baseline of 66,307,000 boardings.***

Second: Director Benker seconded the motion.

VOTE ON THE MOTION TO AMEND

RESULT: PASSED [8 TO 7]

MOVER: Brett Paglieri, Director, District M

SECONDER: Karen Benker, Director, District I

AYES: Benker, Chandler, Gutschenritter, Harwick, Larsen, Nicholson, Paglieri, Ruscha

NAYS: Bouquet, Buzek, Catlin, Guissinger, Guzman, O'Keefe, Whitmore

Chair Bouquet declared the motion to amend **PASSED**.

Motion

To Amend: Director Larsen made the motion to amend the relative weighting of the assessment elements to the overall performance assessment score.

Assessment Element	Current Weighting	Proposed Weighting
Alignment with Agency Values	10 pts	10 pts
Core/Base Job Performance	60 pts	40 pts
Short-term Goals	30 pts	50 pts

Director Nicholson seconded the motion.

VOTE ON THE MOTION TO AMEND

RESULT: PASSED [11 TO 4]

MOVER: Matt Larsen, Director, District E

SECONDER: Chris Nicholson, Director, District A

AYES: Benker, Bouquet, Catlin, Chandler, Guissinger, Larsen, Nicholson, O'Keefe, Paglieri, Ruscha, Whitmore

NAYS: Vince Buzek, Chris Gutschenritter, Michael Guzman, Ian Harwick

Chair Bouquet declared the motion to amend **PASSED**.

Motion

To Amend Director Larsen made the motion to add a new **Short-term Goal #4 Without increasing per-rider fares over current levels, and excluding fares derived from para-transit services, increase fare collections from October 1, 2024 to September 30th, 2025 by \$5 million over total fares collected in calendar year 2024.**

Director Benker seconded the motion.

VOTE ON THE MOTION TO AMEND

RESULT: DEFEATED [6 TO 9]

MOVER: Matt Larsen, Director, District E

SECONDER: Karen Benker, Director, District I

AYES: Benker, Chandler, Larsen, Nicholson, Paglieri, Ruscha

NAYS: Bouquet, Buzek, Catlin, Guissinger, Gutschenritter, Guzman, Harwick, O'Keefe, Whitmore

Chair Bouquet declared the motion to amend **FAILED**.

Motion

To Amend: Directors Harwick and Ruscha made the motion to add a new **Short-term Goal #4** for Vision Zero ...*To identify at least four comprehensive Vision Zero strategic initiatives that are new or innovative to RTD, to be identified no later than October 15, 2025.*

- *At least two strategic initiatives will aim to increase ridership through encouraging modal shift by reducing barriers to access (50% of goal)*
- *At least two strategic initiatives will aim to eliminate traffic fatalities or serious injuries within RTD's operations and infrastructure. (50% of goal)*

VOTE ON THE MOTION TO AMEND

RESULT: PASSED [11 TO 4]

MOVER: Ian Harwick, Director, District L

SECONDER: JoyAnn Ruscha, Director, District B

AYES: Benker, Bouquet, Buzek, Guissinger, Guzman, Harwick, Larsen, Nicholson, Paglieri, Ruscha, Whitmore

NAYS: Peggy Catlin, Kathleen Chandler, Chris Gutschenritter, Patrick O'Keefe

Chair Bouquet declared the motion to amend **PASSED**.

Motion

To Amend: Director Nicholson made the motion to amend **Short-term Goal #1** as follows...*No later than September 30, 2025, to increase light rail service availability to 96% (50% of goal) and to*

increase annualized on-time performance for fixed-route bus to 83% (20% of goal), for light rail to 83% (20% of goal), and for commuter rail to 96% (10% of goal).

Director Benker seconded the motion.

VOTE ON THE MOTION TO AMEND

RESULT: PASSED [9 TO 6]

MOVER: Chris Nicholson, Director, District A

SECONDER: Karen Benker, Director, District I

AYES: Benker, Catlin, Chandler, Gutschenritter, Harwick, Larsen, Nicholson, Paglieri, Ruscha

NAYS: Bouquet, Buzek, Guissinger, Guzman, O'Keefe, Whitmore

Chair Bouquet declared the motion to amend **PASSED**.

Director Ruscha announced she would not advance her proposed amendment, which was included in the meeting packet for the Board's consideration.

Motion

To Amend: Director Nicholson made the motion to remove **Short-term Goal #3**, regarding customers' perception of feeling safe and secure while waiting at stops or stations and aboard vehicles.

Director Larsen seconded the motion.

Director Nicholson withdrew the motion to amend.

VOTE ON THE MAIN MOTION AS AMENDED

RESULT: PASSED [14 TO 1]

AYES: Benker, Bouquet, Catlin, Chandler, Guissinger, Gutschenritter, Guzman, Harwick, Larsen, Nicholson, O'Keefe, Paglieri, Ruscha, Whitmore

NAYS: Vince Buzek

Chair Bouquet declared the main motion, as amended, **PASSED**.

XVIII. Report of Director Activities

None.

XIX. Other Matters

None.

XX. Adjourn

Chair Bouquet adjourned the meeting at 9:21 p.m.

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THE CHAIR REQUESTS THAT ALL CELL PHONES BE SILENCED DURING THE BOARD OF DIRECTORS MEETING FOR THE REGIONAL TRANSPORTATION DISTRICT.