

SOUTH EAST AREA TRANSIT  
375 Fairbanks Street \* Zanesville, Ohio 43701 \* (740) 454-8574  
BOARD OF TRUSTEES SPECIAL MEETING  
Thursday, June 5, 2014

**LOCATION:**

SEAT Transit Center, 224 Main Street, Zanesville, Ohio 43701

**MEMBERS PRESENT:**

Tom Peters  
Paul DuBeck  
Roger Fitz  
Ellen Rucker  
Kurt Ufholz  
Boyer Simcox  
Shawon Glaub  
Jeff McKendry  
Karen Adornetto

**MEMBERS ABSENT:**

Herb Perry

**ALSO PRESENT:**

Howard Stewart, Board Secretary-Treasurer, SEAT Transit Director  
Dianne Gill, SEAT Business Director  
Jim Evans, JK Evans & Associates

**PLEDGE OF ALLEGIANCE:**

**CALL TO ORDER:**

Mr. Ufholz called the June 5<sup>th</sup>, 2014 Special Board meeting to order at 5:15pm.

## **PUBLIC COMMENT PERIOD:**

No public comments were heard at this time as no public members were in attendance.

## **REPORTS:**

Mr. Jim Evans from JK Evans & Associates presented the Wage and Benefit Survey that was composed using data from the Transit Authorities from Champaign, Knox, Fairfield, Ottawa and Allen counties. He explained the Point Factoring system used to evaluate each position as SEAT and how the average wage was calculated. Mr. Evans stated that the system is a good guide as to what equals across the state are paid.

Mr. Evans said that if raises were to take place in order to bring the current employees up to the wages listed in his study, it could be done all at once or over a period of a few years. He didn't recommend stretching it out any farther due to the fact that the wage figures would no longer be accurate.

Discussion ensued with members of the Board asking questions of Mr. Evans about comparables as far as median income for the areas surveyed as well. Mr. Evans stated that he had a wage policy that he would be emailing to Howard Stewart and Dianne Gill. The Board thanked Mr. Evans for his presentation.

## **EXECUTIVE SESSION:**

The Board did not go into Executive Session.

## **OLD BUSINESS:**

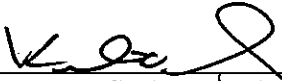
There was discussion regarding the deposit for Mohican Lodge and Convention Center, the site of the Board Training on April 8-9, 2015. A deposit of \$500.00 was requested by Mohican to be received before June 11<sup>th</sup>, 2014. Mr. DuBeck made a motion to approve the deposit of \$500.00 to be paid, Ms. Rucker seconded the motion. Vote: In favor – Unanimous (verbal vote) at 6:10 pm.

Mr. Stewart presented the lease for the new Cambridge Office location at 224 Dewey Avenue, Suite 8, Cambridge, OH 43725. Mr. DuBeck made a motion to approve and accept the lease as written and Mr. Fitz seconded the motion. Vote: In favor – Unanimous (verbal vote) at 6:14pm.


Further discussion ensued regarding the compensation guideline plan presented by Mr. Evans earlier in the evening. Mr. Ufholz suggested the approval of the plan be tabled until the next board meeting on June 11<sup>th</sup>, 2014.

**ADJOURNMENT:**

Mr. DuBeck made a motion to adjourn the June Special meeting and Ms. Wyers seconded the motion. Motion carried. Meeting was adjourned at 6:30 pm.

  
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Mr. Kurt Ufholz, Board President

  
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Witness

  
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Secretary