

**INTERCITY TRANSIT  
COMMUNITY ADVISORY COMMITTEE  
AGENDA**

**June 16, 2025 – Olympia Transit Center  
5:30 PM**

Join on your computer: Click [here](#) to join the meeting. Meeting ID: 248 048 249 223  
Passcode: qaXPW4 or call in (audio only) +1 929-229-5501, 426093575# United States,  
New York City Phone Conference ID: 426 093 575#

**CALL TO ORDER**

- |              |  |  |
|--------------|--|--|
| <b>I.</b>    | <b>APPROVE AGENDA</b>  | <b>1 min.</b>                                      |
| <b>II.</b>   | <b>INTRODUCTIONS</b><br>A. Intercity Transit Authority Representative ( <i>Sue Pierce</i> )<br>B. Welcome, New CAC Member Kristi Duke  | <b>1 min.</b>                                      |
| <b>III.</b>  | <b>MEETING ATTENDANCE</b><br>A. June 18, 2025, ITA Meeting – ( <i>Suzanne Simons</i> )<br>B. July 2, 2025, ITA Meeting – ( <i>Ty Flint</i> )<br>C. July 16, 2025, ITA Meeting – ( <i>JP Fox-Seidel</i> )   | <b>3 min.</b>                                      |
| <b>IV.</b>   | <b>APPROVAL OF MINUTES – May 19, 2025</b>  | <b>1 min.</b>                                      |
| <b>V.</b>    | <b>NEW BUSINESS</b><br>A. CAC Recruitment Ad hoc Committee ( <i>Emily Bergkamp</i> )<br>B. <b>Mid-Year Budget Update/Adopt CIP</b> ( <i>Jana Brown</i> )<br>C. 2025-2030 Transportation Development Plan ( <i>Drew Goffeney</i> )  | <b>10 min.</b><br><b>15 min.</b><br><b>20 min.</b> |
| <b>VI.</b>   | <b>CONSUMER ISSUES – All</b>   | <b>15 min.</b>                                     |
| <b>VII.</b>  | <b>REPORTS</b><br>A. May 21, 2025 – ITA Report ( <i>Rachel Wilson</i> )<br>B. June 4, 2025 – ITA Report ( <i>Garrett Fuelling</i> )<br>C. Collaboration Sub-Committee Report ( <i>Shawn Sandquist</i> )<br>D. Regional Bus Rodeo Report ( <i>Sue Pierce</i> )<br>E. General Manager’s Report ( <i>Emily Bergkamp</i> ) | <b>15 min.</b>                                     |
| <b>VIII.</b> | <b>NEXT MEETING – July 21, 2025 at 510 Pattison St. for Facility Tour</b>  | <b>1 min.</b>                                      |
| <b>IX.</b>   | <b>ADJOURNMENT</b>   | <b>1 min.</b>                                      |

**Attendance Report Attached.**

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**Minutes  
INTERCITY TRANSIT  
COMMUNITY ADVISORY COMMITTEE  
May 19, 2025 – Hybrid Meeting**

**CALL TO ORDER**

Chair Weber called the hybrid May 19, 2025, meeting of the Community Advisory Committee (CAC) to order at 5:30 p.m.

**Members Present:** Clair Bourgeois, Dara Dotson, Doug Riddels, Hallie Sutter, Harrison Ashby, Jim Hanley, JoAnn Scott, JP Fox- Seidel, Julian Preston, Margret Janis, Rachel Weber, Rachel Wilson, and Shawn Sandquist.

**Absent:** David Payton, Garrett Fuelling, Michael Gray, Suzanne Simons, and Ty Flint.

**Staff and Guests Present:** Amanda Collins, Jesse Eckstrom, Dena Withrow, Heather Stafford, Nicole Jones, Marc Daily, and Carolina Mejia-ITA.

**APPROVAL OF AGENDA**

**M/S/A by MARGARET JANIS and SHAWN SANDQUIST**

**INTRODUCTIONS**

Rachel Weber introduced Authority member, Carolina Mejia, as the ITA representative attending the meeting. Weber also welcomed new CAC member, Jim Hanley.

**MEETING ATTENDANCE**

- A. May 21, 2025, ITA Meeting – Rachel Wilson**
- B. June 4, 2025, ITA Meeting – Clair Bourgeois**
- C. June 18, 2025, ITA Meeting – Suzanne Simons**

**APPROVAL OF APRIL MINUTES**

**M/S/A by DOUG RIDDELS and JOANN SCOTT**

**NEW BUSINESS**

- A. Thurston Regional Planning Council Regional Transportation Plan– (*Marc Daily*)**

Mark Daily, Executive Director of the Thurston Regional Planning Council (TRPC), presented an update on the Regional Transportation Plan, emphasizing its importance in shaping the future of transportation for the community. He began by explaining the

role of TRPC, clarifying that it is an independent entity separate from Thurston County. Established 55 years ago, TRPC is a voluntary organization designed to address regional planning issues that cross jurisdictional boundaries, including transportation, environmental concerns, and land use. The Council consists of 23 member organizations, including cities, counties, transit agencies, and various special-purpose districts.

The Regional Transportation Plan serves as a long-term roadmap for developing a multimodal transportation system, covering pedestrian, bicycle, transit, and vehicle operations and infrastructure. The latest update projects growth trends and highlights that current transportation plans will not be sufficient to meet future needs. While planned projects will mitigate some impacts, the region is expected to experience increased congestion, higher traffic volumes, and additional challenges related to active transportation modes.

A few critical areas of emphasis were discussed. Safety remains a significant concern as accidents, particularly those involving pedestrians and cyclists, have increased. The plan also focuses on equity, ensuring that both benefits and potential adverse impacts are distributed fairly across all communities. Climate change mitigation and greenhouse gas reduction efforts are being integrated into transportation planning. Infrastructure maintenance was highlighted as a pressing issue, with every jurisdiction facing a backlog of maintenance needs due to insufficient funding. Additionally, improving transit efficiency and expanding services are key priorities to maximize the effectiveness of existing infrastructure.

Daily outlined several regional goals and policies shaping the plan. One major goal is to achieve zero traffic fatalities by 2050, although current data indicate that significant work is needed to reach this target. Urban development is encouraged to optimize transportation efficiency while preserving rural areas. Reducing vehicle miles traveled is another priority, contributing to both environmental sustainability and road safety. The plan also aims to lower greenhouse gas emissions and promote the use of active transportation and public transit.

By 2050, Thurston County's population is expected to grow by over 106,000 residents, bringing the total to more than 400,000. The region anticipates adding 52,000 jobs and constructing 58,000 new housing units. As part of this growth, transit access will expand, with a greater number of residents living near transportation hubs.

The plan includes numerous projects to enhance regional connectivity and infrastructure. These projects involve the construction of 18 miles of new roadway, 36 miles of additional turn lanes, 65 miles of pedestrian and bicycle facilities, and 29 miles of multi-use trails. Improvements to several I-5 interchanges are planned, along with enhanced express bus services and expansions to transit facilities. TRPC worked closely

with Intercity Transit to ensure that transit service expansions align with long-term regional transportation goals and financial forecasts.

Financial feasibility is a critical component of the plan. By law, the plan must be fiscally constrained, meaning that all proposed projects must have realistic funding sources. A sophisticated transportation model helps assess expected outcomes, comparing current conditions with projections for 2050. A public review period recently concluded on May 9, with TRPC now analyzing feedback to make necessary revisions. In June, both the TRPC Council and the Transportation Policy Board will review comments and recommendations. The plan is expected to be adopted on July 11, after which the next update process will begin in five years, extending projections to 2055.

In closing, Daily encouraged attendees to continue providing input, even though the formal public review period had ended. He provided contact information for further questions and comments, ensuring that community voices remain an integral part of the planning process.

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### **Q&A on Job Growth Projection**

- The plan estimates 52,000 additional jobs, but does this projection account for demographic factors such as children, retirees, and workers?
    - No, the projection is broad and does not break down demographics at this stage. TRPC conducts a more detailed demographic analysis roughly every five years.
  - With advancements in automation, will AI and robotics impact job numbers?
    - The current projections are based on land use trends rather than technological disruptions. However, TRPC acknowledges that job types may shift over time. The assumption is that employment will grow, even if job roles evolve.
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### **Q&A on Pedestrian Infrastructure**

- Many sidewalks pose a fall risk. What efforts are underway to improve pedestrian safety?
  - Each jurisdiction is responsible for its own pedestrian facilities, but TRPC is analyzing the overall pedestrian network to identify gaps in connectivity. Funding is currently available for a study on bicycle network gaps, and TRPC hopes to secure funding for a similar pedestrian facilities study.

- Some busy corridors, like Martin Way, lack safe pedestrian crossings. Are crosswalks part of the planning process?
    - Yes, crosswalk improvements are a focus. TRPC collaborated with Inner City Transit and several jurisdictions to develop a vision for the Martin Way corridor, securing state funding to identify and design ten new crossings. However, specific crosswalk alignment issues have not been widely studied yet.
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## Q&A on Rail Service

- How involved is TRPC with Amtrak and other rail transit agencies?
    - TRPC completed a high-capacity transportation study that examined express bus service, commuter rail, and Amtrak expansion. While expanding Amtrak Cascades service is promising, its reliability is challenged by competition with freight rail. Population density in the region is currently insufficient to justify commuter rail investment.
  - The Amtrak station at Centennial lacks safe pedestrian routes. Are there plans to improve access?
    - Currently, no pedestrian access projects are included in the plan. However, TRPC is aware of concerns about unsafe walking conditions and acknowledges the need for improvements.
  - How feasible is expanding rail service across the Nisqually River? There are existing tracks over the Nisqually River. Can they be used to improve passenger rail service?
    - Expanding rail service would be costly due to right-of-way limitations. TRPC has encouraged the Washington State Department of Transportation to design future I-5 bridge replacements with the capability to support rail infrastructure.
  - Why is Amtrak service unreliable in the region? Since Amtrak uses existing tracks, why is its service so inconsistent?
    - Amtrak shares tracks with freight rail, which gets priority access. This leads to unpredictable delays and limits opportunities for expanding passenger service.
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## B. Walk N Roll Program Update– (Kerri Wilson)

Kerri Wilson presented the 2024 annual report for the Walk N Roll program, an initiative aimed at promoting independence, safety, and a healthy lifestyle by

encouraging walking, biking, and the use of public transit. The program provides educational opportunities to help youth and community members access active transportation options safely and effectively. Throughout 2024, Walk N Roll provided transit education to **5,838 youth** through classroom presentations, bus visits, and field trips. Participants learned how to ride the bus and about its importance in the community.

A key initiative was the installation of a permanent traffic garden at Seven Oaks Elementary in partnership with Safe Kids Thurston County and the Child Care Action Council, funded by State Farm. This miniature streetscape includes real-world traffic features, allowing children to practice pedestrian and cycling skills in a safe environment. The traffic garden is open to the public outside school hours, and two additional gardens are planned for 2025. The mobile traffic garden continued to be a valuable resource, traveling to six elementary schools in Tumwater, North Thurston, and Yelm school districts, as well as eight summer camps. Students received hands-on training in bicycle and pedestrian safety using balance bikes, scooters, helmets, and interactive learning tools.

Several bike safety events were hosted in collaboration with schools and community partners. These included bike rodeos at Seven Oaks and Chambers Prairie Elementary schools, the third annual Olympia Bike Rodeo at Garfield Elementary, and summer bike camps for youth aged 8 to 10. Participants engaged in bicycle handling activities, urban adventures, and group rides.

The "Pedal Forward" program officially launched in 2024, providing refurbished bikes to community members. Volunteers contributed over 1,500 hours refurbishing bicycles, 87 of which were donated through various programs. Some bikes were distributed through the "Full Cycle" program, which supports individuals transitioning into permanent housing, securing employment, and pursuing higher education.

Bike education expanded to high schools, including programs at Avanti High School and Envision Career Academy in North Thurston. These courses allowed students to earn P/E credits needed for graduation while learning bicycle safety and maintenance skills. Additionally, 11 Avanti students completed a 46-mile overnight bike camping trip.

A paid summer internship program was offered to high school students, providing job experience while supporting Walk N Roll programs. Advanced bike mechanic classes for women, transgender, and non-binary individuals were also introduced.

Walk N Roll helped organize 58 "Walk & Roll to School" events at eight schools, encouraging students and families to walk, bike, or roll to reduce traffic congestion and

improve air quality. The Olympia Police Department participated in these events to support safe transit to schools.

Bicycle community challenges drew strong participation, including the Winter Bicycle Challenge, the Earth Day Market Ride, and the May Bicycle Community Challenge. Additionally, Walk N Roll collaborated with Avanti High School's art department to design new traffic safety yard signs, funded by Thurston Target Zero. Over 1,000 signs were distributed across the community to promote safe driving habits.

Walk N Roll recently launched new programming in 2025, including DIY bike repair nights, monthly bike maintenance classes, and adult urban cycling workshops. To increase the volunteer base, additional training opportunities are being offered. A new Teens Biking to Destinations program was initiated with funding from the Washington Department of Transportation and Cascade Bicycle Club. Through this grant, high school students receive after-school and summer bike education, and upon completion, earn a brand-new bicycle along with safety gear. These programs are designed to support transportation accessibility, provide hands-on learning experiences, and empower community members to utilize active transportation options confidently.

Wilson concluded the presentation by highlighting the success of Walk N Roll in 2024 and expressing excitement for new initiatives rolling out in 2025. The program remains committed to making walking, biking, and public transit more accessible and safer for everyone in the region.

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### **Q&A on Traffic Gardens**

- A committee member noticed a traffic garden near Mountain View that wasn't there several years ago. Was Walk N Roll responsible for constructing it?
    - Yes, Walk N Roll partnered with Safe Kids Thurston County, and the project was funded by State Farm. This was the first traffic garden Walk N Roll developed, and although the exact year is uncertain, it was likely built in either 2020 or 2021.
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### **Q&A on Summer Internship**

- Will the paid internship program for high school students be available again this year?
    - Yes, Walk N Roll is currently accepting applications for this summer's paid internship program.
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## Q&A on Program Offerings

- Are there plans to offer additional bike maintenance classes for non-binary and transgender individuals?
  - Walk N Roll previously ran a bike maintenance series in the winter of 2024. While there are no scheduled sessions at the moment, the program would definitely consider offering the series again in the future.
- Would Walk N Roll need a grant or public support to continue the bike maintenance classes?
  - It would likely be a combination of both. The last time the series was offered, Walk N Roll paid an external instructor rather than using its staff due to capacity limitations. If the program were to be returned, hiring an outside instructor could be a viable option.
- Current bike education efforts focus on alternative learning schools like Avanti and Envision. Will Walk N Roll expand programs to larger schools such as Capital, Olympia, or Tumwater?
  - While Walk N Roll does not currently offer the same programs at larger high schools, the organization is finalizing a grant in partnership with Cascade Bicycle Club. Some high schools have already been identified for an after-school bike education program starting in July and running through next June.

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## C. Bargaining 101 – *(Heather Stafford)*

Heather Stafford Smith, the Administrative Services Director at Intercity Transit, delivered a presentation on labor relations and the bargaining process. With 14 years of experience, she highlighted that labor relations have been a central part of her role and one of her favorite aspects of her work. Stafford's presentation provided an overview of how negotiations take place and the unique considerations that transit agencies face as essential service providers in Washington State.

Stafford explained that transit employees, like fire, police, ferry workers, and home care employees, are considered essential, meaning they are legally prohibited from striking. In place of strikes, labor disputes can be settled through neutral arbitration, which prevents operational shutdowns but can pose risks when decisions are made by someone outside the organization. As a result, Intercity Transit prioritizes collaborative negotiations and has built strong relationships with labor partners to avoid arbitration whenever possible.

Intercity Transit has two unions and a group of non-represented employees. The Amalgamated Transit Union (ATU), Local 1765, represents 345 members, including drivers, Dial-A-Lift dispatch specialists, and customer service employees. Their new contract is set to run from January 1, 2025, through December 31, 2027. The International Association of Machinists (IAM), Local 160, represents 51 members working as technicians, mechanics, service workers, and vehicle detailers. Their contract will expire on December 31, 2026. The agency maintains a monthly joint labor-management meeting to address issues proactively, ensuring negotiations focus primarily on wages, hours, and working conditions rather than unresolved concerns.

Stafford emphasized the difference between interest-based bargaining and distributive bargaining. Interest-based bargaining seeks solutions that meet the underlying needs of both parties rather than simply splitting differences. This approach has led to constructive negotiations and equitable outcomes for employees and the agency.

Before entering negotiations, the agency carefully evaluates several factors, including wage comparisons with similar-sized transit agencies, local economic conditions, internal equity between bargaining groups, recruitment and retention data, and anticipated arbitration considerations. Stafford noted that Intercity Transit has been highly successful in recruitment, maintaining strong applicant numbers and a steady workforce, despite some retirements post-COVID.

In the most recent bargaining process with ATU, negotiations presented unique challenges. The union's opening economic proposal was significantly higher than the agency's initial assessment, creating a large gap between positions. Additionally, a new ATU international vice president joined the bargaining team, bringing a different dynamic to negotiations. Open bargaining, which included more than 30 attendees rather than the usual small group, also required new ground rules to facilitate discussions. The union proposed substantial contract changes, increasing the document size from 60 pages to over 100, further complicating negotiations.

External factors also influenced the process. Stafford referenced the 2018 Janus decision, which allows employees to opt out of union dues, contributing to concerns from ATU leadership. A national labor organizer was brought in to mobilize public comment, leading to increased community engagement and board meeting discussions. Meanwhile, economic uncertainties, leadership changes, and federal funding concerns further impacted the negotiation environment.

Despite these challenges, the union ratified the new contract last week, and the Intercity Transit Authority Board is expected to finalize approval on Wednesday. Stafford expressed gratitude for reaching a successful resolution and looks forward to rebuilding relationships and refocusing on the agency's mission. She concluded by reaffirming the

importance of strong labor partnerships in delivering high-quality transit services and welcomed any additional questions from attendees.

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### **Q&A on Amtrak Volunteers**

- Does Intercity Transit have any involvement with Amtrak station volunteers? Do you ever think about the volunteers working at the Amtrak station? Since they aren't officially affiliated with Amtrak, do you consider their working conditions or training, or does their committee manage them independently?
    - Stafford Smith responded that she does not typically have direct interaction regarding Amtrak's operations. She deferred the question to Emily Bergkamp, General Manager, who would be better positioned to address any concerns related to Amtrak volunteers.
  - Volunteers at the Amtrak station are unpaid, yet they play an important role in customer service. Does Intercity Transit provide any support or resources for them?
    - Heather stated that Intercity Transit is always happy to help in any way it can but did not specify any direct involvement or assistance to Amtrak volunteers.
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### **Q&A on Labor Relations**

- How would you describe the state of labor relations at Intercity Transit following negotiations? Observing recent Transit Authority meetings, many employees and their families passionately expressed concerns and demands for financial support. Given their continued advocacy, how would you assess the current state of relations between management and employees? Were relations hurt, and is there repair work to be done?
  - Heather acknowledged that there is definitely repair work to be done following negotiations. She shared that, despite the challenges, joint labor-management meetings remained constructive and collaborative. The organization is actively working on strengthening relationships by maintaining open discussions and addressing employees' concerns.
- Has the extended contract negotiation period impacted staffing? Did the prolonged negotiations or the level of tension lead to increased employee turnover, early retirements, or staffing challenges?
  - Heather confirmed that workforce stability remained strong throughout negotiations. However, she did note an increase in the number of employees opting out of union membership. While she could not pinpoint

the exact reasoning behind these decisions, she speculated that some employees may have been frustrated with the length of negotiations.

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### Q&A on Union Contract

- What employee benefits were included in the new union agreement? The ITA Board meeting mentioned that union members would receive a \$150 monthly benefit for childcare or gym memberships. Can you confirm this and explain the purpose of this benefit?
    - Heather confirmed that the new contract includes a \$150 monthly Family and Wellness benefit that employees can use for gym memberships, co-pays, childcare, dependent care, or elder care expenses. It was designed to support employees' well-being and improve their quality of life.
  - Is the Family and Wellness benefit available to all union members? Does every union member receive the \$150 benefit, or is it tied to longevity?
    - Heather clarified that all union members receive the Family and Wellness benefit, regardless of tenure. However, longevity pay is provided at specific milestones, such as 10 and 15 years of service.
  - Given the challenges of negotiations, congratulations on getting the agreement finalized. Is there anything else you would like to share?
    - Heather thanked the committee for their support and acknowledged the difficulty of the negotiation process. She expressed appreciation for the opportunity to provide insights and looked forward to moving forward with a strengthened workforce.
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### CONSUMER ISSUES

*Amanda Collins* introduced Dena Withrow, Operations Director covering for Emily Bergkamp who is at an out of state conference.

*Rachel Weber* shared a trend where some bus drivers accelerate before passengers are fully seated. She has noticed this happening occasionally, including with long-time drivers. Weber referenced a specific trip on Route 13, outbound on bus 420 at 5:16 PM, where a passenger with a mobility aid was caught off guard as they struggled to adjust their seat while the bus moved.

While acknowledging the importance of sticking to schedules, she noted that sudden movement before seating can be challenging for some riders, especially those with accessibility needs.

*Dena Withrow* expressed appreciation for bringing the issue to her attention. Overall, she plans to share a general reminder for drivers during her weekly update to be mindful of riders' seating and accessibility needs. Withrow also emphasized the three S's that prioritize an operator's work "safety, then service, and finally schedule." Passenger safety should always be top of mind, and operators should be waiting for folks to have a seat or folks to have a firm handhold.

*John-Paul Fox Seidel* noticed that much of the "Respect the Ride" signage inside buses have been removed, including signage of a rule that prohibits sleeping. They recalled seeing signs that outlined various rules (e.g., no food or drink, pick a destination) but observed that newer buses have fewer postings, with only a handful remaining on some routes. They shared an incident where a supervisor intervened on Route 42 when a rider repeatedly fell asleep despite warnings, ultimately removing them from the bus after continued non-compliance.

*Nicole Jones* responded that audio messages can replace some signage, allowing drivers to play automated announcements when needed.

*Withrow* will follow up with Maintenance and Facilities Staff.

*JoAnn Scott* shared an observation from New England, where buses announce their turns with an automated message. They noted that this system could be beneficial for people with low vision, who might not always be aware of a bus's movement, especially near crosswalks. Additionally, Scott expressed appreciation for bus drivers enforcing a policy that service animals must remain on the floor instead of sitting on passenger seats.

*Harrison Ashby* raised two concerns: signage clarity at Capitol Mall Station and how decisions are made regarding adjustments to bus schedules during special events.

*Harrison* recalled experiencing confusion about where to load and unload buses at the station and noted that a friend had recently faced the same issue. They suggested improving signage to make it clearer for riders.

*Dena* acknowledged the issue and stated she would bring it up with the planning department. She explained that some confusion arises from the loading vs. layover areas, where buses may first let passengers off, circle around for a break, and then move to the loading zone.

*Harrison* asked about how decisions are made to adjust bus schedules for major events, citing a recent increase in service between Olympia Transit Center and the Capitol during a protest. They wondered if similar adjustments could have been made for

marathon participants, as buses didn't start early enough for runners to use transit to get to their races.

*Dena* explained that adding service for special events must follow charter regulations, meaning buses cannot operate as charters. However, if an event is expected to significantly increase ridership, the agency can add extra trips within the existing span of service to prevent overcrowding. She emphasized that decisions are based on community input, ensuring regular riders can still access their routes.

*Julian Preston* suggested an alternative method for triggering bus turn announcements, proposing that instead of relying on GPS, the system could detect steering wheel movement past a certain threshold to activate the message.

*Dena* explained that current bus technology does not integrate mechanical functions with the automated voice system (ADL). ADA announcements, such as approaching stop alerts, are triggered by GPS-fed trigger boxes, not by physical movements like steering. She noted that while this integration isn't currently possible, she would investigate whether it could be explored.

*Julian* then asked about charter regulations, questioning why adding a special route for an event would conflict with charter service rules.

*Dena* provided an example: if an event organizer requested **bus service to a** specific location at a specific time, private carriers should have the opportunity to bid on that service. Public agencies cannot provide charter services unless no private company is interested in offering transportation. However, if the event is along an existing transit route, additional service may be added without violating charter rules.

*Julian* followed up, questioning why agreements between a public transit agency and another organization would violate regulations.

*Dena* clarified that as a public agency Intercity Transit cannot enter into paid contracts for private transportation services – it must be funded independently using its own resources. Additionally, event organizers must advertise transportation availability first and confirm no private providers are interested before Intercity Transit could step in. She offered to provide documentation on charter regulations for further reading.

*John Paul Fox Seidel* expressed excitement about seeing later-night bus service in action. He was surprised to spot Route 45 passing by his house at 9:00 PM, initially thinking it

wasn't supposed to be running that late and was pleasantly surprised to confirm that extended service was available, noting that Route 47 also passed his house around 10:00 PM, well beyond its previous schedule. John Paul emphasized how great it is to see extended service operating successfully, with people actively using it. He also highlighted that the increased transit options make getting around easier, sharing that some of his friends have started taking the bus home instead of relying on other transportation options.

*Margaret Janis* noted that Route 13 typically runs every 30 minutes on weekends, but during downtown events, the frequency is increased to every 15 minutes. They appreciated this adjustment, recognizing it as a responsive effort to meet community needs. Janis then described an experience where they rode Route 13 and noticed that the driver was clearly new, receiving guidance from a supervisor. However, after leaving the transit center, the driver went in the wrong direction, causing the bus to detour around Red Robin before returning to the correct route. Instead of focusing on the mistake, the commenter asked about the guidelines for trainee drivers and how the agency ensures they are ready for passengers.

*Dena* responded by explaining that trainees typically go into revenue service with a senior operator onboard, ensuring guidance while they adjust to the job. She emphasized that everyone learns at different speeds, and transit training staff work closely with new operators to ensure they are prepared. She reflected on her own early experience as a transit operator, noting that the transition from driving an empty bus to serving passengers can be overwhelming. While mistakes sometimes happen, the training team provides ongoing support to help new drivers succeed.

*Clair Bourgeois* asked whether hand sanitizer dispensers would be reinstalled near bus exits.

*Dena* responded that there are no current plans to bring them back, as the agency has moved beyond pandemic-era provisions.

*Shawn Sandquist* provided an example of a bus driver accidentally taking the wrong route, specifically mentioning an incident on Route 47 where the operator had previously driven Route 48 and mistakenly followed the old route. They emphasized that there are various reasons drivers might make navigation errors, including distractions or recent bid changes. They acknowledged that mistakes happen and wanted to highlight that drivers are human. They also gave a shout-out to a driver trainer on Route 94 in the morning, praising their calm and effective training style. Another participant in the discussion noted that they frequently saw this trainer working on morning shifts, describing them as a kind and skilled instructor.

*Dena* expressed appreciation for the comments.

## REPORTS

- **May 7, 2025, ITA Report** – Rachel Weber attended the meeting and provided an update to the committee:
  - The board **authorized the purchase of new vehicles** for Village Vans, ensuring continued support for essential transit services. They also **ordered driver barriers**, which will be installed to enhance safety measures for transit operators.
  - During the **public comment session**, a union representative – who is also an Intercity Transit staff member – provided public comment. The representative acknowledged that the recent union agreement had been challenging, noting that **employees' feelings were hurt** but emphasizing a collective commitment to repair relations. This marked a **conclusion to the ongoing public comments** that had been recurring in previous meetings.
  - Kerri Wilson delivered a **Walk N Roll program presentation**, highlighting its impact and future initiatives. This was followed by a **Marketing and Communications presentation by Nick Demerice**, which provided updates on outreach efforts.
  - The **General Manager's report** focused on state funding updates, discussing the financial support Intercity Transit received and the areas where funding fell short. A **shout-out to the administrative staff** was included, recognizing their contributions, particularly in celebration of **Administrative Professional's Day**.
  - Additionally, the **Corridor Express and Lacey Express received funding from the state**, ensuring continued development of regional transit services. More details on additional funding allocations will be provided in June.
- **Collaboration Sub-Committee Report** – Shawn Sandquist provided an update to the committee:
  - Attended by: Amanda Collins, Nicole Jones, Dara Dotson, Michael Gray, Clair Bourgeois, and Shawn Sandquist.
  - The group divided responsibilities, determining who would contact specific transit agencies.
  - Dara reviewed several script ideas she had developed and provided updates on her follow-up conversations with multiple transit agencies.
  - Michael presented a questionnaire designed to survey other agencies, and everyone contributed feedback to refine the questions.
  - Finally, the next meeting was scheduled for **May 30th at 4:00 PM**.

- **General Manager's Report** – Dena Withrow, Operations Director, provided the General Manager's report in Bergkamp's absence including:

- **Police Appreciation Week**

Last Friday, agency staff, including Amanda Collins and Nikki Jones, honored officers by delivering **banners and donuts** to departments that support Intercity Transit daily. The visits included the **Olympia Police Department, Yelm Police Department, Washington State Patrol, Lacey Police Department, Thurston County Sheriff, Evergreen Police Department, Nisqually, and Lakewood Police Department**. The outreach effort strengthened relationships between transit staff and law enforcement agencies.

- **New Operator Classes**

Intercity Transit is preparing for **18 new transit operators to graduate** on Friday. Dena emphasized excitement about welcoming them into service. The agency is currently recruiting for the **June operator class**, having received **152 applications** and inviting **69 candidates** to interview. Recruitment efforts remain strong, with steady interest in transit careers.

- **South Sound Regional Rodeo**

On **July 13th**, the agency will **host the South Sound Regional Rodeo** at the old Olympia Brewery site. The event will showcase **driving skills from operators across the state**, along with maintenance teams demonstrating their technical expertise.

- **Women in Trades Fair**

Dena also attended the **Women in Trades Fair** on May 2nd at Fisher Pavilion in Seattle, joined by **Richelle Loken (diesel mechanic), Kayla Cranor (auto tech), Alysia Bair (HR), Laurie Chambers, and Annette Brock (transit operators)**. The fair, which began in **1979**, was established to support women working in skilled trades. Historically, tradeswomen faced challenges like **harassment, pay inequality, and inadequate protective gear**, leading to efforts to bring more women into the field.

Intercity Transit provided **hands-on experiences**, including an activity where visitors learned how to **fix the brain on a bus** using a digital input-output board. Attendees also participated in a **scavenger hunt**, identifying emergency exits, bus mirrors, grab straps, and windshield wipers. The **Bubble Bus** was a crowd favorite, drawing engagement from both adults and children.

Intercity Transit **won third place for Best Outdoor Exhibit**, marking a successful day of outreach and engagement at the Women in Trades Fair. The Director expressed gratitude for the opportunity to attend and contribute to the event.

**NEXT MEETING: June 16, 2025, at Intercity Transit Administrative Offices**

- **ADJOURNMENT at 7:27 pm.**

Prepared by Amanda Collins

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**INTERCITY TRANSIT  
COMMUNITY ADVISORY COMMITTEE  
AGENDA ITEM NO. 5-A  
MEETING DATE: June 12, 2025**

**FOR:** Community Advisory Committee

**FROM:** Emily Bergkamp, General Manager, 360-705-5889

**SUBJECT:** 2025 Community Advisory Committee Recruitment

- 
- 1) **The Issue:** Present timeline and process information for the 2025 Community Advisory Committee (CAC) recruitment.

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  - 2) **Recommended Action:** Select three members to participate on an ad-hoc committee to interview candidates and make recommendations to the full Authority.

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  - 3) **Policy:** In 2001, the Intercity Transit Authority chartered a Community Advisory Committee. In 2011, the Authority approved an additional youth position, increasing the number of members from 19 to 20. It was the Authority's direction to conduct an annual recruitment. New members are appointed by the Authority.

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  - 4) **Background:** The Community Advisory Committee members serve three-year terms and may serve no more than two consecutive three-year terms. The exception is the youth position which is a one-year term. The youth member can apply for a three-year position if they wish. Each fall, staff conducts a recruitment to fill vacancies which may occur throughout the year, through expiration of terms, or if members do not seek reappointment.

The CAC is comprised of 20 members. The goal is to have a group that is representative of the diversity of our community. Each fall, staff conduct recruitment to fill vacancies which may occur throughout the year, through expiration of terms, or if members do not seek reappointment.

Traditionally, three Authority members, along with three CAC members, will comprise the ad hoc committee which will conduct the interviews and make recommendations to the full Authority for appointment.

Applications are proposed to be available September 1, 2025, and due on October 1, 2025. The Authority will select interviewees on October 15, 2025. Interviews

are proposed for November 7, 2024, with candidate selection on November 19, 2025, or December 3, 2025.

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

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6) **Budget Notes:** CAC ad hoc committee volunteers are eligible to receive meeting stipend payments as allocated in the 2025 budget.

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7) **Goal References:** An engaged Community Advisory Committee supports all agency goals.

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

**INTERCITY TRANSIT  
COMMUNITY ADVISORY COMMITTEE  
AGENDA ITEM NO. 5-B  
MEETING DATE: June 12, 2025**

**FOR:** Community Advisory Committee  
**FROM:** Jana Brown, Deputy Director – Chief Financial Officer,  
360-705-5816  
**SUBJECT:** 2025 Mid-Year Budget Update and FTE Adjustment

- 
- 1) **The Issue:** Mid-Year review of the 2025 Budget and increase 2025 Full-Time Equivalent (FTE) allocation.
- 
- 2) **Recommended Action:** For review and discussion only.
- 
- 3) **Policy Analysis:** It is the policy of the Intercity Transit Authority to review and accept comments from the public regarding the annual budget. The mid-year budget update and FTE adjustment reflects the staff's proposed updates and changes.
- 
- 4) **Background:** The Intercity Transit Authority Board may revise the annual budget anytime throughout the year. In the spirit of promoting transparency and accountability, the General Manager requested the Intercity Transit Budget be reviewed mid-year by staff to identify unexpected projects or initiatives, revise costs, identify changes to funding resources and provide an update to the board and bring forward any additional needs.

The following changes and/or needs were identified:

- Salaries and Benefit adjustment with the ratification of the Amalgamated Transit Union (ATU) 2025-2027 contract, as well as the reconciliation of staffing changes due to terminations, retirements and new hires, the increase to supplemental retirement, the implementation of the agency wellness benefit and the increase of 31 FTEs. (\$7,225,935)
- Removal of the existing contingency in the 2025 budget for what-was the anticipated ATU contract settlement. (-\$500,000)
- Increased legal costs due to ongoing legal services related to outstanding and anticipated employment issues (\$50,000), and
- Increased legal costs due to the recent actions of the Federal Transit Administration (FTA) orders potentially jeopardizing our federal grant funding (\$25,000).

**Resulting in the following budget changes needed:**

**Budgeted Expenditure Change:**

Addition to Salaries and Wages	\$7,225,935
Reduction to GWI Contingency	-\$500,000
Addition to Legal Professional Services	\$75,000
<b>Total Net Change to Budget:</b>	<b>\$6,800,935</b>

During the 2025 Budget process last year, many staffing requests were put on hold considering the uncertainty of grant funding and whether Intercity Transit would have continued financial resources. As we progress forward with increased services many of those requests have resurfaced as the needs are still present. The following is more detailed information for consideration of these requests:

- **20 Coach Operators:** As Intercity Transit services expand, this measure will help ensure sufficient staffing to meet increasing demands. The added capacity will provide continuity during periods of hiring, training, and workforce transitions while also supporting a healthy and sustainable work environment for frontline staff.
- **4 Fleet Technicians:** This request seeks to expand graveyard shift coverage to a full 24/7 schedule from Wednesday to Saturday. This adjustment will ensure the Fleet Division is always on-site, providing continuous support to Operations while buses are in service 7 days per week. With transit operations projected to reach 128% pre-pandemic levels in 2025, the Fleet Division must expand to accommodate an additional 28% increase in service.
- **1 Fleet Maintenance Supervisor:** This position will ensure essential oversight of the expanded maintenance support required to accommodate increased services.
- **2 Inventory Specialists:** This request aims to strengthen support for the expanding Facilities and Fleet divisions by increasing capacity for parts and service research, order processing, and delivery. It will also extend coverage into evening and night shifts to ensure seamless operations of the Inventory Division.
- **1 Administrative Assistant:** The Executive Department has been utilizing temporary staff to help manage workload demands as Intercity Transit continues to experience increased public records requests and support needs. Given the long-term necessity and the role's ongoing presence, there is a strong interest in transitioning this into a permanent position.
- **1 Human Resource (HR) Analyst:** Last year, the agency established a Sr. HR Analyst position to lead the development of its workforce development

program. However, ongoing recruitment demands have delayed progress in this area. To address this, the new HR Analyst role will be dedicated to recruitment, including community outreach, directly supporting the agency's service delivery goals and enabling workforce development initiatives to move forward.

- **0.5 Walk N Roll Program Representative:** Our part-time Bicycle Community Challenge Representative is retiring. Currently a seasonal role, this position operates for seven months each year. We are requesting the position transition to a full-time, year-round role. This expanded position will retain the responsibilities of the Bicycle Community Challenge Representative while incorporating additional programmatic duties with Walk N Roll growth.
- **1 Walk N Roll Program Representative and 0.5 Assistant:** Walk N Roll was awarded a 2025-26 Youth Development grant from Cascade Bicycle Club. This is the second year of receiving this grant. The 2025-26 grant includes an addition of 1.5 FTE. The additional staff will allow Walk N Roll to expand the Teens Biking to Destinations Program to more of Intercity Transit's service area and serve more youth. These positions are 100% grant funded.

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5) **Alternatives:**

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6) **Budget Notes:** N/A

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7) **Goal Reference:** The annual budget impacts all agency goals.

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8) **References:** Resolution 02-2025 Amending the 2025 Budget

**INTERCITY TRANSIT  
RESOLUTION NO 02-2025  
AMENDMENT OF THE 2025 BUDGET**

**A RESOLUTION** amending the budget for Intercity Transit for the year 2025 and authorizing appropriations thereunder.

**WHEREAS**, the Governing Authority of Intercity Transit adopted the 2025 Budget by passing Resolution 05-2024 on December 18, 2024; and

**WHEREAS**, periodically, budget amendments are required to recognize changes relating to adopted budget expense authority; and

**WHEREAS**, the following changes need to be made to Resolution 05-2024;

**NOW THEREFORE, BE IT RESOLVED** by the Intercity Transit Authority that the following budget for Intercity Transit for the year 2025 is hereby adopted:

**ESTIMATED RESOURCES**

Beginning Cash Balance	\$256,666,880
Estimated Revenues	135,262,094
<b>TOTAL ESTIMATED RESOURCES</b>	<b><u>\$391,928,974</u></b>

**ESTIMATED UTILIZATION OF RESOURCES**

Total Operating and Capital Expenses	\$170,617,649
Estimated Ending Cash Balance	221,311,325
<b>TOTAL ESTIMATED UTILIZATION OF RESOURCES</b>	<b><u>\$391,928,974</u></b>

**ADOPTED:** This 18th day of June, 2025

**INTERCITY TRANSIT AUTHORITY**

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**Carolyn Cox - Chair**

**ATTEST:**

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**Pat Messmer**  
**Executive Assistant/  
Clerk of the Board**

**APPROVED AS TO FORM:**

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**Jeffrey S. Myers**  
**Legal Counsel**

**INTERCITY TRANSIT  
COMMUNITY ADVISORY COMMITTEE  
AGENDA ITEM NO. 5-C  
MEETING DATE: June 16, 2025**

**FOR:** Community Advisory Committee

**FROM:** Rob LaFontaine, Planning Deputy Director, 360-705-5832

**SUBJECT:** Presentation: 2025 – 2030 Transit Development Plan

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- 1) **The Issue:** Provide the Committee with an overview of the Transit Development Plan annual process and related discussion on Planned Operating Changes.
- 
- 2) **Recommended Action:** For information and discussion only.
- 
- 3) **Policy Analysis:** N/A.
- 
- 4) **Background:** The State of Washington, under RCW Section 35.58.2795, requires each public transit system provide an annual status report and update of its Transit Development Plan (TDP).

The update must include the following elements:

- a) Description of the service area, operations and facilities;
- b) State and agency goals, objectives, and action strategies;
- c) Local performance standards and measures; and
- d) Multiyear financial plan with forecasted changes to service, capital expenses and projects of regional significance.

The finalized Transit Development Plan will be shared with regional jurisdictions and filed with the Washington State Department of Transportation by September 1, 2025.

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- 5) **Alternatives:** N/A.
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- 6) **Budget Notes:** N/A.
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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 limitations.”* **Goal #6:** *“Encourage use of our services, reduce barriers to access and increase ridership.”*
- 
- 8) **References:** N/A.

**Intercity Transit Authority Meeting Highlights/Summary**  
***A brief recap of June 4, 2025, Intercity Transit Authority Meeting***

**Wednesday night, the ITA:**

- Adopted the 2026-2029 Transportation Improvement Program (TIP) for projects with anticipated Federal funding. *(Jessica Gould)*
- Adopted the Capital Improvement Plan 2026-2030. *(Jana Brown)*
- Canceled the Authority meeting on Wednesday, August 20, 2025. *(Emily Bergkamp)*
- Authorized the General Manager, pursuant to Washington State Contract 28423 and City of Seattle Contract 5535, to purchase and upfit one (1) Ford cargo van in the amount of \$104,220 including sales tax. *(Noelle Gordon)*

**Other Items of Interest:**

- David Chaffee introduced **Tyler Krebs, Technician; Justin Seldomridge, Leonard “Jay” Jones, and Justin Beaber, Service Workers.**
- Beau Fahr introduced **Scott Smith, Facilities Specialist.**
- DAL Manager Kevin Karkoski provided an update on Dial-A-Lift, Bus Buddy and Travel Training.
- Planning Deputy Director Rob LaFontaine provided an update the 2025-2030 Transit Development Plan.

**General Manager’s Report:**

- On June 1, DAL Operator Dan Savage competed against 60 other competitors in the body-on-chassis category at the National Community Transportation Roadeo hosted by Community Transportation Association of America (CTAA). Savage did an amazing job, once again, representing Intercity Transit and finishing in 9th place, ensuring Intercity Transit made the CTAA top 10 list! He was in good company with other Washington State Transit’s including Whatcom Transit Jonathan Taylor who took 4th place, and Spokane Transit’s Mikkell Piper who took 6th place. Valerie Quill from Kitsap Transit took 1st place in the 35-foot coach category. Washington State transits continue to be tough competition on the National Roadeo stage.
- The Marketing & Communications team successfully kicked off the outreach season and continues to build community partnerships, while Procurement advances several critical infrastructure and fleet projects. The Bubble Bus made its seasonal debut at the Lacey Spring Fun Fair last month and we're looking forward to sharing it with the community even more including the Yelm Prairie Days Parade on Saturday, June 14 at 9 a.m. If you decide to ride in

the parade, please be at the staging area at the Yelm Cinemas by 8:30 a.m. Save the date for riding the Bubble Bus in the Pride Parade on Sunday, June 29.

- Several staff from Finance, Grants Management and Procurement have been coordinating and assisting with the 2024 State Single Audit with the Office of the Washington State Auditor. ITA Chair Cox and Bergkamp attended an initial Risk Assessment. The Risk Assessment involved a review of Intercity Transit's control environment, considering factors such as previous audit findings, the complexity of federal programs we participate in, and administrative oversight. The entrance conference for the audit took place this week, so staff and Board members interested in attending can learn about the planned audit scope, which covers January 1, 2024, through December 31, 2024, timeframe. The scope covers:
  - Management, use and safeguarding of public resources
  - Reviewing financial statements to ensure they are presented fairly, in accordance with the applicable reporting framework
  - Compliance with federal requirements, specifically funding related to Enhanced Mobility of Seniors and Individuals with Disabilities

Board members will be invited to the exit conference when the audit is completed, and the Clerk will share that information when it has been scheduled.

- Save the date for volunteer opportunities to support Intercity Transit's participation in Capital Pridefest! We will have an information table at their Health & Wellness Fair on Saturday, June 28, and you can ride the Bubble Bus in the Pride Parade Sunday, June 29.
- June is Ride Transit Month - a time to showcase the benefits of riding transit and encourage people who don't normally ride to give it a try. This helps shed light on the vital role transit plays in our community. You can sign up to "Pledge to Ride" transit at least five times this month by going to <https://transportationchoices.org/ride-transit-month/>. You can share your ride by tagging us (@ IntercityTransit) and using #RideTransitMonth.

*Prepared June 5, 2025*

*Pat Messmer/Clerk of the Board*

**Intercity Transit Authority Meeting Highlights/Summary**  
***A brief recap of May 21, 2025, Intercity Transit Authority Meeting***

**Wednesday night, the ITA:**

- Approved the collective bargaining agreement between Intercity Transit and the Amalgamated Transit Union, Local 1765 (ATU). *(Heather Stafford)*
- Authorized the General Manager to execute contracts with Avaap USA, LLC (Avaap), Workday Inc. and Trapeze EAM, for ERP/EAM project implementation and software, for a total combined amount of \$15,567,981, which includes 10% contingency and ten years of software maintenance and support, not including sales tax. *(Jeff Peterson)*
- Authorized the General Manager, pursuant to Sourcewell Contract No. 121223, to purchase Stertil-Koni Vehicle lifts from Stertil-Koni USA, Inc. in the amount of \$1,375,300, which includes sales tax and applicable tariff surcharges. *(Noelle Gordon)*
- Declared the following vehicles as surplus: Operations Supervisor Vehicle 1300; Vanpool Vehicle 2616; and Coach Vehicle 405. *(Noelle Gordon)*
- Conducted a Public Hearing on the 2026-2029 Transit Improvement Plan and the 2026-2030 Draft Capital Improvement Plan.

**Other Items of Interest:**

- Julie DeRuwe introduced **Beau Fahr, Facilities Supervisor** and **Jarod Burke, Facilities Specialist**.
- Alejandro Soto introduced **Kenny Revel, Lead Inventory Specialist**.
- Kevin Karkowski introduced **Jeremy Claussen, DAL Dispatch Specialist**
- Intercity Transit's Legal Counsel, Jeff Myers, provided an update regarding the litigation IT joined challenging the Department of Transportation's Federal Transit Administration's unlawful action imposing new conditions on previously awarded grants without congressional approval.

**General Manager's Report:**

- The Senior Management Team and Senior Staff members attended a planning session on Friday, May 9, to discuss and prioritize various agency projects in the coming year. This was a helpful exercise to not only ensure all capital projects were accurately reflected in the Draft Capital Improvement Plan, but to identify areas of collaboration and possible support and resources needed. This internal group will meet again in July, with the goal of holding a planning session with ITA members in the fall.
- The South Sound Climate Convention, planned and presented by the Thurston County Climate Action Team, in which Intercity Transit was a sponsor, took place on Saturday, May 17, 2025,

at The Evergreen State College in Purce Hall. Bergkamp was a speaker on a panel session titled “Land Use and Active Transportation: Where We Live and How We Move Matters.” With transportation being one of the largest sources of GHG emissions, panel participants spoke to questions of:

- How does land use drive decisions about how we move in our community?
- What are the ground-level changes necessary for active transportation to work for all of us?
- What will it take to have a transit-supportive community?

Bergkamp joined other community leaders, including current ITA member and Olympia City Councilmember Robert Vanderpool, former ITA member and Lacey City Councilmember Robin Vasquez, former ITA member and Olympia City Councilmember Clark Gilman, and WSDOT Active Transportation Planner Chris Hawkins for a thought-provoking conversation. Special thanks to Development Assistant Fiona Sheehan who attended the conference in a learning capacity, and ensured there were Intercity Transit brochures and outreach information available for all convention attendees.

- Bergkamp, ITA Vice Chair Sue Pierce, Grants Program Manager Jessica Gould and Chief Marketing, Communications, & Outreach Officer Nick Demerice, attended APTA’s annual Legislative Conference in Washington, D.C. The Legislative Conference is an opportunity for public transportation industry professionals across the nation to make their presence felt and voices heard in Washington, DC. The Conference helps educate APTA members on important federal legislation and policy initiatives and provides an opportunity to shape the industry’s positions and federal advocacy agenda. The Intercity Transit delegation’s meetings with legislators went very well, including successful visits with Senators Murray and Cantwell along with Congresswomen Glusenkamp-Perez & Strickland. [Dale Learn](#), our federal advocate from Gordon Thomas Honeywell, did a great job as always arranging these visits and providing support throughout our time in DC. In true “transit nerd” fashion, the delegation sampled some of our nation’s finest transit options by riding WMATA’s Metrorail as its main mode of transport during their time in our nation’s capital.
- Operator Class 25-01 graduates May 23 and 18 new Operators will hit the road independently starting Sunday, May 25. Congrats to Jacqueline, Romeo, Richard, Heather, Kelly, Paul, Kevin, Wanda, William, Jean, Tanya, Eryn, Derek, Edwin, David, Andrew, Steve and Matthew on their accomplishment!
- The annual 2024 State of Washington Single Audit is underway, examining Intercity Transit’s internal controls over, and compliance with, federal requirements. The audit also determines whether the state properly accounts for federal funds. Intercity Transit has a long track record of clean audits showcasing the commitment of all staff to ensuring we are good stewards of public resources. The audit is published annually by the Office of Financial Management.

# COMMUNITY ADVISORY COMMITTEE ATTENDANCE RECORD

		1	2	3	4	5	6	7	8	9	10	11	12
CAC Members		Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Brandon	Mixon	x	x	x	x	Resigned	Resigned	Resigned	Resigned	Resigned	Resigned	Resigned	Resigned
Clair	Bourgeois	x	x	x	x	x							
David	Payton	absent	absent	absent	absent	absent							
Doug	Riddels	absent	x	x	x	x							
Garrett	Fuelling	x	absent	absent	absent	absent							
Harrison	Ashby	x	x	x	x	x							
JoAnn	Scott	x	x	x	x	x							
Hallie	Sutter	x	x	x	x	x							
Margret	Janis	x	x	x	x	x							
Michael	Gray	x	x	x	x	absent							
Shawn	Sandquist	x	x	x	x	x							
Suzanne	Simons	x	x	x	x	absent							
Ty	Flint	absent	x	x	x	absent							
Rachel	Weber	x	x	x	x	x							
Rachel	Wilson	x	x	x	x	x							
Dara	Dotson	x	x	x	x	x							
Jime	Hanley	Not Joined	Not Joined	Not Joined	Not Joined	x							
Kristi	Duke	Not Joined	Not Joined	Not Joined	Not Joined	Not Joined							
YOUTH John-Paul	Fox Seidel	x	x	x	absent	x							
YOUTH Julian	Preston	x	x	x	x	absent							

= Joint meeting does not count against required meeting attendance