

# Minutes

Committee of the Whole



**Meeting date:** December 6, 2023

**Time:** 4:00 PM

**Location:** 390 Robert Street

## Members present:

- Chair, Charlie Zelle
- Judy Johnson, District 1
- Reva Chamblis, District 2
- Tyronne Carter, District 3
- Deb Barber, District 4
- John Pacheco Jr., District 5

- Robert Lilligren, District 6
- Yassin Osman, District 7
- Anjuli Cameron, District 8
- Diego Morales, District 9
- Peter Lindstrom, District 10
- Gail Cederberg, District 11

- Susan Vento, District 12
- Chai Lee, District 13
- Toni Carter, District 14
- Tenzin Dolkar, District 15
- Wendy Wulff, District 16
- = present

## Call to order

A quorum being present, Council Chair Zelle called the regular meeting of the Metropolitan Council's Committee of the Whole to order at 4:03 p.m.

## Agenda approved

Council Members did not have any comments or changes to the agenda.

## Approval of minutes

It was moved by Vento, seconded by Johnson to approve the minutes of the November 15, 2023, regular meeting of the Metropolitan Council's Committee of the Whole. **Motion carried.**

## Information

### 1. Transit Workforce Overview

Lesley Kandaras, General Manager, Metro Transit; Brian Funk, Deputy General Manager, Metro Transit; Cassandra Tabor, Chief Human Resources Officer; and Nick Thompson, Deputy General Manager, Capital Programs, shared a Metro Transit workforce overview. Metro Transit currently has budgeted 3,274 full-time employees (FTEs) with 552 vacancies, approximately 17% of FTEs. Positions with the highest vacancy rates are facilities maintenance, police, bus/light rail/commuter rail maintenance, and bus and train operators. 456 Metro Transit employees left service in 2023, and the attrition rate of bus operators hired in 2023 was 41%. As the planned regional METRO network is built out, workforce needs will increase. Presenters also shared a new Metro Transit-wide approach to workforce strategy. Staff are preparing to launch a new internal governance structure to ensure a division-wide strategic approach in partnership with HR. Work will include developing a unified workforce strategy across Metro Transit, prioritizing HR resources division-wide, and setting goals and measuring success. The goals are to attract and retain employees, improve hiring and onboarding processes, and to invest in employees.

Council members had questions and comments regarding vacancy rates and trends toward retention, planning for gaps in the workforce, reasons for termination within the first year, seniors returning to the workforce as operators, and childcare assistance.

2. Discussion of threatened litigation by Georges Gonzalez (**closed session**)

It was moved by Johnson, seconded by W.T Carter to close the meeting to the public pursuant to Minnesota Statutes, section 13D.05, subdivision 3(b) to discuss attorney-client privileged matters. **Motion carried.**

The meeting was closed at 5:27 p.m.

The following staff were present for the closed session: Ann Bloodhart, Greg Ricci, Bridget Toskey, Cassandra Tabor, and Phil Walljasper. Also present via video was outside counsel Susan Ellingstad of Lockridge, Grindal, Nauen.

It was moved by Johnson, seconded by Vento to reopen the meeting. **Motion carried.**

The meeting was reopened at 5:51 p.m.

### **Adjournment**

Business completed; the meeting adjourned at 5:51 p.m.

### **Certification**

I hereby certify that the foregoing narrative and exhibits constitute a true and accurate record of the Metropolitan Council's Committee of the Whole meeting of December 6, 2023.

Approved this 26<sup>th</sup> day of January 2023.

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#### **Council contact:**

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