

Laketran  
September 2024 Board of Trustees Meeting  
September 30, 2024  
4:00 pm-6:00 pm Eastern Time

1. **Meeting Notice**

2. **Meeting Called to Order**

President Brian J. Falkowski called the Laketran Board of Trustees Meeting to order at 4:02 p.m.

3. **Roll Call**

Brian J. Falkowski  
Renee Ochaya  
Michael Pizmoht  
Lane H. Sheets  
Kim Stenger  
Gary L. Swanson  
Charles J. Zibbel  
Dr. Joe Glavan  
Donna McNamee

Benjamin S. Capelle  
Brandon D. R. Dynes

4. **Pledge of Allegiance**

All

5. **Mission Statement**

Ms. Stenger

6. **Public Comments**

None

7. **Approval of Minutes**

- a. Motion to approve the Laketran Board of Trustees Board Meeting minutes of August 26, 2024 was made by Dr. Joe Glavan - Seconded by Mr. Pizmoht.

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Stenger, Zibbel, Dr. Glavan and McNamee

"NAYS": Messrs. and Mmes. Sheets

"Abstain": Messrs. and Mmes. Swanson

8. **Executive Session**

- a. Motion to enter into executive session to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official pursuant to 121.22(G)(1) and further relative to 121.22(G)(4) to prepare for, conduct, or review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment was made by Ms. Stenger - Seconded by Ms. McNamee.

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Sheets, Stenger, Swanson, Zibbel, Dr. Glavan and McNamee

"NAYS": None

After entering executive session, the Board discussed pay increases and compensation for non-union employees. There was discussion about market adjustments given the economy and like positions in the industry. The Board also discussed its review of employee compensation and how it, as a board, handles and monitors such actions. There was further evaluation of performance reviews, history of compensation matters at Laketran, pay grades, adjustments, and powers bestowed upon the CEO and/or the Board to increase compensation. The Board discussed how negotiations of the union agreements also impact what the Board does with all employees of Laketran and what that means to the agency and the public. Finally, the board noted the importance of checks and balances and what other public entities do and how they handle wages increases and bargaining and negotiating sessions and what it wishes to do with compensation increases.

Motion was made by Ms. Stenger to adjourn executive session at 5:19 p.m. - Seconded by Ms. McNamee.

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Sheets, Stenger, Swanson, Zibbel, Dr. Glavan and McNamee

"NAYS": None

## 9. Agenda Items

- a. Motion to approve Resolution 2024-023 by the Board of Trustees of Laketran modifying and amending the Rules and Regulations for Laketran and thereafter adopting the Rules and Regulations for Laketran as modified and amended.

Motion to remove agenda item 9.a. was made by Mr. Swanson - Seconded by Ms. Stenger

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Sheets, Stenger, Swanson, Zibbel, Dr. Glavan and McNamee

"NAYS": None

- b. Resolution authorizing the CEO of Laketran to issue an annual wage increase and salary adjustment to salaried employees not to exceed eighty-seven thousand dollars (\$87,000.00)

Motion to remove agenda item 9.b. was made by Mr. Swanson - Seconded by Ms. Stenger

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Sheets, Stenger, Swanson, Zibbel, Dr. Glavan and McNamee

"NAYS": None

Motion to approve resolution 2024-026 authorizing the CEO of Laketran to issue one (1) annual performance based compensation adjustment of up to five (5%) per employee for non-union employees in 2024 was made by Ms. McNamee - Seconded by Mr. Zibbel

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Sheets, Stenger, Swanson, Zibbel, Dr. Glavan and McNamee

"NAYS": None

- c. Motion to approve the July 2024 Laketran, STS and Geauga Transit Operating Financial Statements, and Laketran and Geauga Transit Capital Plans, all subject to audit was made by Mr. Swanson - Seconded by Ms. Stenger

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Sheets, Stenger, Swanson, Zibbel, Dr. Glavan and McNamee

"NAYS": None

d. Motion to approve resolution 2024-024 authorizing the CEO or his designee to enter into and execute contracts with Motorola Solutions and Comm-Serv to purchase and install replacement dispatching equipment at a cost not-to-exceed two hundred five thousand six hundred sixteen dollars and 00/100 (\$205,616.00) was made Mr. Sheets - Seconded by Ms. McNamee

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Sheets, Stenger, Swanson, Zibbel, Dr. Glavan and McNamee.

"NAYS": None

e. Motion to approve resolution 2024-025 adopting the revised Disadvantaged Business Enterprise Program Plan was made by Mr. Zibbel - Seconded by Ms. McNamee.

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Sheets, Stenger, Swanson, Zibbel, Dr. Glavan and McNamee

"NAYS": None

10. **Six Month Look Ahead**

11. **CEO Report**

a. **Operations Report**

12. **Old Business**

None

13. **New Business**

None

14. **Adjournment**

Motion to adjourn the Laketrans Board of Trustees Meeting was made at 6:08 p.m. by Ms. McNamee - Seconded by Ms. Ochaya.

"AYES": Messrs. and Mmes. Ochaya, Pizmoht, Sheets, Stenger, Swanson, Zibbel, Dr. Glavan and McNamee

"NAYS": None

---

Benjamin S. Capelle Secretary/Treasurer

---

Brian J. Falkowski, President  
Laketrans Board of Trustees