

Salem Area Mass Transit District  
Board of Directors

~ *Virtual* WORK SESSION ~  
Thursday, January 27, 2022  
5:15 – 6:30 PM

THIS WORK SESSION WILL BE HELD VIRTUALLY VIA *ZoomGov* IN ACCORDANCE WITH FEDERAL AND STATE DIRECTIVES FOR PUBLIC TRANSIT AGENCIES TO KEEP PEOPLE SAFE AND HEALTHY DURING THE COVID-19 PANDEMIC.

ZoomGov Virtual Meeting Platform:

<https://cherriots-org.zoomgov.com/j/1605194427?pwd=enjXS3ZlV1BUM3QvWEU3bnplbHYzZz09>

Meeting ID: **160 519 4427** | Passcode: **512136**

Landline (*Long distance charges may apply*)

1 669 254 5252 US (San Jose)

One tap mobile

+16692545252,,1605194427#,,,,\*512136#

## **AGENDA**

### **1. CALL TO ORDER**

Safety Moment  
Announcements

### **2. PRESENTATION** - None

### **3. DISCUSSION**

- a. DEI Strategic Plan Project Workshop
- b. Briefing on the Cherriots Portal

### **4. GENERAL MANAGER COMMENTS**

- a. Upcoming Board Agenda Items
- b. Board Calendar Review

### **5. ADJOURN**

#### **Mission**

Connecting people with places  
through safe, friendly, and reliable public transportation services

#### **Values**

Safety – Service Excellence – Communication – Innovation – Accountability

**Virtual Meetings:** The Board's work sessions are public meetings in a place that is ADA accessible. However, this Work Session will be virtual in response to the Covid-19 pandemic and in following federal and state directives for public transit agencies.

**Closed Captioning (CC):** ZoomGov's live streaming platform includes Closed Captioning (CC) to allow for greater audience inclusion in the meeting. The not so good thing about CC is that it does not always translate well.

**Alternate Formats** are available to individuals with limited English proficiency. Requests can be made to the Clerk of the Board by phone at 503-588-2424 ext. 7535; or with the assistance of TTY: Oregon Relay Services at 1-800-735-2900 (or 711). Please allow for a 48 hour notice. Cherriots administration office hours are Monday-Friday from 8:00 AM to 5:00 PM.

**Electronic Copies** of the Board's work session agenda packet are distributed 6-7 days prior to the meeting, and can be found on the Cherriots website under Public Meetings and Notices:  
<https://www.cherriots.org/meetings/>.

**Email Distribution List:** If you wish to be added to the Board's meeting distribution list, please send your email address to the Clerk of the Board at [publictestimony@cherriots.org](mailto:publictestimony@cherriots.org).

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**Reuniones virtuales:** las sesiones de trabajo de la Junta son reuniones públicas en un lugar accesible a la ADA. Esta sesión de trabajo será virtual solo a través de ZoomGov en respuesta a la pandemia de Covid-19 y siguiendo las directivas del gobernador Brown.

**Subtítulos ocultos (CC) de ZoomGov:** la plataforma de transmisión en vivo de ZoomGov tiene la capacidad de incluir subtítulos ocultos (CC). Lo bueno de esto es que puede ayudar con la participación de nuestra audiencia en la reunión. Lo que no es tan bueno es que CC no siempre se traduce bien.

**Los formatos alternativos** están disponibles para personas con dominio limitado del inglés. Las solicitudes se pueden hacer al Secretario de la Junta por teléfono al 503-588-2424 ext. 7535; o con la ayuda de TTY: Oregon Relay Services al 1-800-735-2900 (o 711). Permita un aviso de 48 horas. El horario de oficina de la administración de Cherriots es de lunes a viernes de 8:00 a. M. A 5:00 p. M.

**Se distribuyen copias electrónicas** del paquete de la agenda de la sesión de trabajo de la Junta de 6 a 7 días antes de la reunión, y se pueden encontrar en el sitio web de Cherriots en Reuniones públicas y avisos: <https://www.cherriots.org/meetings/>.

**Lista de distribución de correo electrónico:** si desea que se le agregue a la lista de distribución de reuniones de la Junta, envíe su dirección de correo electrónico al Secretario de la Junta a [publictestimony@cherriots.org](mailto:publictestimony@cherriots.org).

# Update on DEI work to Salem Area Mass Transit District Board



**Presented by:**

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Annette Humm Keen, Principal

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**January 27, 2022**

# Topics for Jan. 27 Board briefing and discussion

1. Background on the DEI study
2. Study progress to date
3. Key concepts
4. Results of virtual workshops with Cherriots staff, riders and external stakeholders
5. Next steps
6. Questions

# 1a. Project overview

Multifaceted DEI study that seeks to:

- Assess the current state of equity at SAMTD
- Identify DEI-related training for agency staff and leadership
- Develop a stakeholder communications strategy
- Identify legislative advocacy opportunities related to mobility and social justice
- Develop a long-term DEI Plan and provide implementation guidance

Study initiates process of embedding DEI across all SAMTD functions, services and decision-making



# 1b. Key study groups and individuals

## Cherriots Board of Directors

- Reviews final equity plan
- Implements policy and administrative changes

## Board's DEI Committee

- Advises on short- and long-term organizational obstacles and opportunities
- Identifies DEI training helpful for full Board
- Reviews draft DEI recommendations and plan

## Citizens Advisory Committee

- Provides insight on DEI issues in community and at Cherriots
- Verifies and contextualizes any inequities identified in study
- Provides feedback on draft DEI recommendations and plan

## Internal Stakeholder Group (senior staff)

- Assists study team in obtaining data and other information
- Acts as sounding board for study issues, initial results
- Services as internal spokespersons and knowledge center for effort
- Advises on draft recommendations and plans

## General Manager

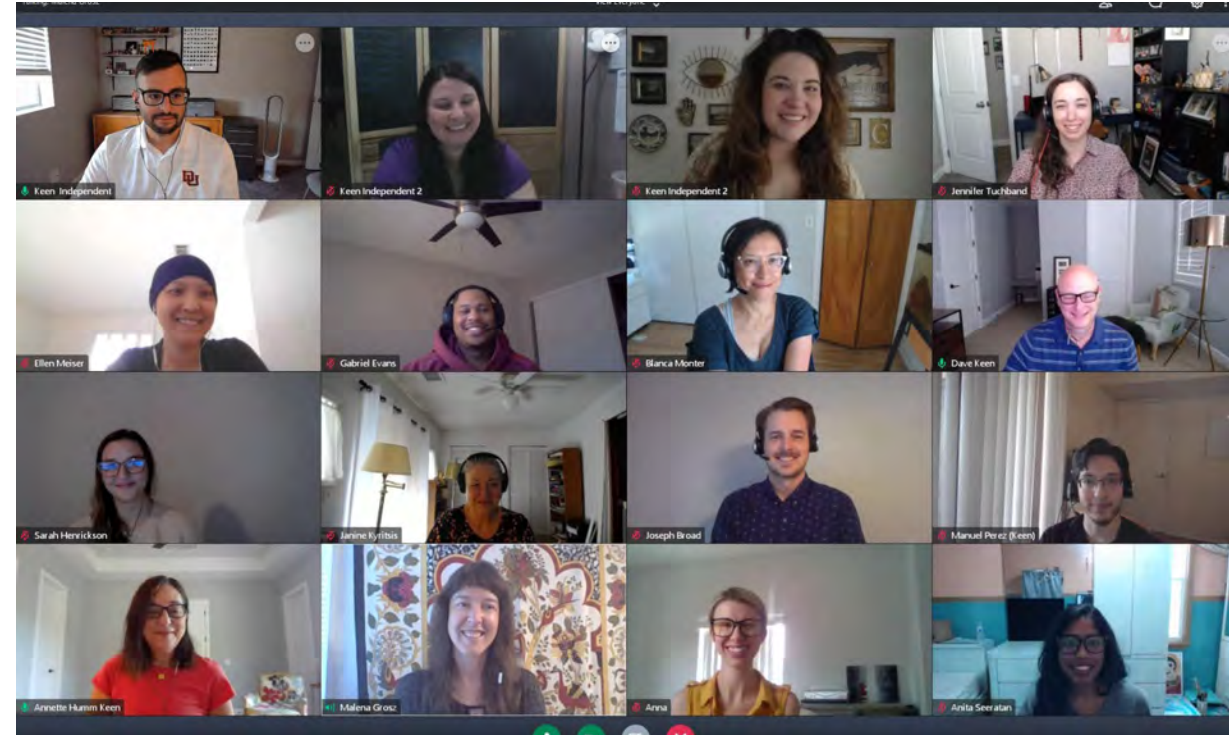
- Acts as Cherriots project manager
- Advises on strengths, weaknesses and obstacles related to equity
- Participates in Internal Stakeholder Group

## Staff

- Provides input/feedback that will inform recommendations

# 1c. Research components

- Focus groups
- Virtual workshops
- Community outreach
- Workforce analysis
- Policy, program and budget evaluation
- Review of industry legislative advocacy practices
- Literature review
- Telephone hotline and email



Study tasks	2021						2022						
	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
1. Project administration and meetings													
2. Assessing the current state of SAMTD efforts	Background research and analysis											Internal report/pres.	
2-a. Literature review and additional research													
2-b. Program, budget and legislation analysis													
2-c. Workforce analysis													
2-d. Qualitative analysis			Community outreach										
2-e. Analysis of communications strategy													
2-f. Internal report and presentation													
3. Identification and development of DEI training				Training ID		Training dev.							
4. Development of a DEI communications strategy			Dev. of strategy										
5. Assessment of Legislative efforts				Legislative assessment									
6. DEI Plan development and guidance								Development of DEI Plan				Final DEI Plan	





## 2a. Study progress to date

- Meetings with agency leaders and DEI committee members
- Meetings with Internal Stakeholder Group and others
- Conducted focus group with CAC
- Virtual workshops
- Research on:
  - Service delivery, including public safety
  - Workforce
  - Complaints
  - Training
  - Legislative advocacy
  - Budgeting
  - Avenues for community input
  - Communications strategies



## 2b. Working on now ...

- Additional virtual workshop with staff from contractors
- Research on equity in contracting and procurement
- More research on public safety
- Employee focus group
- Additional discussion of inclusion at workplace
- Options for employee training
- Communications recommendations
- Draft report
- Draft DEI Plan for discussion and refinement



## 3a. Diversity of customers, employees, others in the community



- Race
- Ethnicity
- Gender
- Immigration status
- Sexual identity
- Communication style
- Sexual orientation
- Age
- Physical and mental ability
- Religious affiliation
- Lived experience

WS | Page 11 More

## 3b. Working definitions of diversity and inclusion for transit agencies

### Diversity

- A workforce, collection of vendors and served groups with unique characteristics, thoughts and experiences who reflect their communities. Characteristics, thoughts and experiences include categories identified by law as well as family structure, life experience, communication style and learning style.

### Inclusion

- An active cultivation of an organizational culture that promotes a sense of belonging, equity and collaboration among all employees, vendors and communities served, and the utilization of these unique differences to the benefit of the agency and all individuals involved.

Source: David Keen, et., al., Resource Guide for Improving Diversity and Inclusion Programs for the Public Transportation Industry, <https://www.trb.org/Main/Blurbs/182330.aspx>

## 3c. Examining both internal and external issues

- Internal — Board, leadership and staff
- External — Contracting and procurement
- External — What services are delivered
- External — How services are delivered

## 3d. Using concept of inputs, outputs and outcomes related to DEI

Example:

- Inputs            Help supervisors mentor all staff, including diverse staff
- Outputs           Better retain high-achieving employees, including diverse staff
- Outcomes        Higher productivity, better service, lower costs

## 4a. Virtual workshops with employees, riders and stakeholders

- Keen Independent held virtual workshops to obtain internal and external input on DEI issues
- Participants answered a series of questions online or in hard copy form (see attached)
- Some yes/no, but mostly open-ended questions
- Conducted in Dec. 2021 and Jan. 2022
- Cherrits asked all its employees and 100+ external stakeholders to participate
- Cherrits randomly sampled riders (when on bus or at bus stop)
- Participants: 42 employees, 219 riders, 18 external stakeholders
- Following slides provide some examples of results

## 4b. Answers to questions about “equitable transit system”

Does Cherriots fit your personal vision of an equitable transit system?

“Yes” from 64% of employees, 89% of riders and 33% of external stakeholders

Examples of comments:

- *We struggle with the economics of serving everyone in our region. We simply don't have the resources or infrastructure to serve all the neighborhoods and the rural communities.*
- *We are making good steps, but more could be done, including more POC and highlighting our benefits for the LGBTQIAP+ community.*



## 4c. Answers to question about relationship with community

How would you describe Cherriots' relationship with Salem-Keizer community?

Positive score from 64% of employees, 85% of riders and 39% of external stakeholders

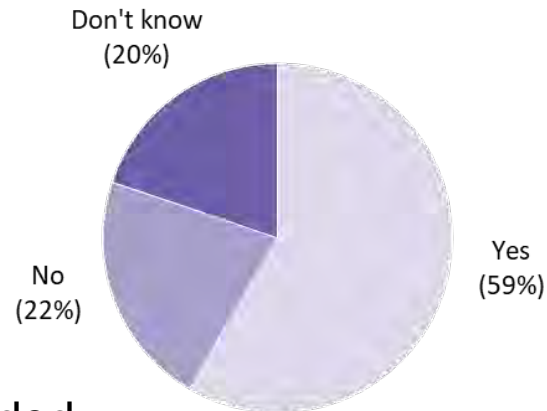
From external stakeholders:

- *More visibility.*
- *The relationship here [in Dallas] would largely involve more bus stops.*
- *... for many years the Cherriots brand was 'tarnished' by lack of regular service (and the broader, cultural impressions and stigmas against mass-transit). While Cherriots provides many more services than the general public is aware (making its true relationship better than its brand), until that brand improves, ridership is limited, and thus, the relationship is limited.*
- *Seek input from different communities, workers, students and different parts of our communities*

## 4d. Answers to questions about whether Cherriots prioritizes DEI

Employees asked: Do leaders of Cherriots clearly prioritize diversity, equity and inclusion?

Results:



Comments included:

- *If they did not, they would not be conducting this study ... [The study] is desperately needed and is long overdue.*
- *The Cherriots board and Executive Leadership Team are getting more and more diverse. There is a growing sense that the leadership of the organization should reflect the demographics of the community, and things are slowly changing for the better.*
- *There is a lot of talk, but I think we need more action.*

## 4e. Takeaways from virtual workshops (preliminary)

- Key issue for equity in services is Saturday, Sunday and extended hours
- Need for more communication of what Cherriots has accomplished and importance of equity and inclusion
- Many employees feel very positively about equity and inclusion at Cherriots, both in service delivery and as a workplace, but more to be done
- Employees and external stakeholders had recommendations for improvements
- Most riders had very positive comments about equity and inclusion in what Cherriots does to serve the community and how it provides services (but more to be done)

## 5. Next steps

- Further discussion and exploration of results to date
- Additional research tasks
- Draft report and recommendations
- Development of DEI Plan for Board discussion

## 6. Questions?



## Cherriots — Employee Virtual Workshop Instrument

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### Employee Virtual Workshop

Salem Area Mass Transit District (Cherriots) seeks to become a more just, inclusive and diverse organization. In summer 2021, Cherriots engaged [Keen Independent Research](#) to develop a Diversity, Equity and Inclusion (DEI) Plan to incorporate equity across agency activities. For more information, see the project website:

<https://www.cherriots.org/dei>

Keen Independent seeks your input and comments. Results will help the study team develop a long-term DEI Plan for Cherriots, and ultimately involve equity internally within Cherriots operations and externally throughout the community. For questions, reach out to:

[cherriotsdei@keenindependent.com](mailto:cherriotsdei@keenindependent.com)

Results will be reported in aggregate.

You may also reach out to Allan Pollock, GM [allan.pollock@cherriots.org](mailto:allan.pollock@cherriots.org)

# Cherriots — Employee Virtual Workshop Instrument

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Please respond to each question.

1. Imagine a public transit system for a community like Salem-Keizer that is equitable to all. What does that look like?

2. Does Cherriots fit your vision of an equitable and inclusive public transit system?

- Yes
- No
- Don't know

3. Why/why not?

4. Are individuals from historically marginalized communities equitably served by Cherriots?

- Yes
- No
- Don't know

5. Why/why not?

## Cherriots — Employee Virtual Workshop Instrument

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6. What can be done about this? [SHOW ONLY IF RESPONSE TO QUESTION 4 IS “NO”]

7. How can Cherriots better ensure that its equity initiatives are inclusive of all individuals, particularly when they are from hard-to-reach communities?

8. Cherriots seeks to become a more just, inclusive and diverse organization. What are your recommendations for what is most important for the agency to do to achieve this?

9. What could get in the way of Cherriots achieving this objective?

10. Is it clear that the leaders of Cherriots prioritize diversity, equity and inclusion?

- Yes
- No
- Don't know

11. Why/why not?



## Cherriots — Employee Virtual Workshop Instrument

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12. On a scale of 1 to 7, where 1 is **strongly disagree** and 7 is **strongly agree**, how strongly do you agree that you personally can bring your whole self to work, while employed by Cherriots?

1 (strongly disagree)

2

3

4

5

6

7 (strongly agree)

13. Please explain what “bringing your whole self to work” means to you. (If nothing at all, write “nothing.”)

14. What factors or processes have affected equity and fairness in Cherriots now and over time? What actions have had positive or negative influences?

15. Do you have any suggestions for programs or efforts that break down barriers of bias or exclusion that Cherriots should consider? Or, are there measures that Cherriots should avoid in its equity and inclusion efforts?

## Cherriots — Employee Virtual Workshop Instrument

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16. Please feel free to provide other input to Cherriots regarding its objectives of becoming a more just, inclusive and diverse organization and incorporating equity across agency activities.

17. What other thoughts/comments do you have regarding efforts to increase equity and inclusion at Cherriots?

### Demographics

18. Select one:

- Male
- Female
- Self-describe: \_\_\_\_\_

19. Please select age group:

- 18–24
- 25–34
- 35–44
- 45–54
- 55–64
- 65 and above

22. Highest level of education:

- High school or less
- Some college
- College degree
- Graduate work/degree

## Cherriots — Employee Virtual Workshop Instrument

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23. Do you identify as a person with a disability?

- Yes
- No
- Prefer not to answer

24. Please select which best describes the department or division where you work at Cherriots.

- Communication Division
- Deputy GM/Planning/Security and Emergency Management
- Finance Division
- General Manager/Human Resources and LR
- Operations — Transportation
- Operations — Maintenance
- Operations — Contracted Services
- Technology and Program Management Division
- Other

## Cherriots — Rider Virtual Workshop Instrument

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### Rider Virtual Workshop

Salem Area Mass Transit District (Cherriots) seeks to become a more just, inclusive and diverse organization. In summer 2021, Cherriots engaged [Keen Independent Research](#) to develop a Diversity, Equity and Inclusion (DEI) Plan to incorporate equity across agency activities. For more information, see the project website:

<https://www.cherriots.org/dei>

Keen Independent seeks your input and comments. Results will help the study team develop a long-term DEI Plan for Cherriots, and ultimately involve equity internally within Cherriots operations and externally throughout the community. For questions, reach out to:

[cherriotsdei@keenindependent.com](mailto:cherriotsdei@keenindependent.com)

Results will be reported in aggregate.

You may also reach out to Allan Pollock, GM [allan.pollock@cherriots.org](mailto:allan.pollock@cherriots.org)

# Cherriots — Rider Virtual Workshop Instrument

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Please respond to each question.

1. Does Cherriots fit your vision of an equitable and inclusive public transit system?

- Yes
- No
- Don't know

2. On a scale of 1 to 5, where 1 is **very poor** and 5 is **very good**, how would you describe Cherriots' relationship with the Salem-Keizer community?

- 1 (very poor)
- 2
- 3
- 4
- 5 (very good)

3. Are individuals from historically marginalized communities equitably served by Cherriots?

- Yes
- No
- Don't know

4. Please feel free to provide additional input regarding equity and inclusion at Cherriots.

## Demographics

5. Select one:

- Male
- Female
- Self-describe: \_\_\_\_\_

6. Please select age group:

- 18–24
- 25–34
- 35–44
- 45–54
- 55–64
- 65 and above

## Cherriots — Rider Virtual Workshop Instrument

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7. Please select one:

- African American
- Asian American or Pacific Islander
- Hispanic American
- Native American
- White
- Other (describe): \_\_\_\_\_

8. Highest level of education:

- High school or less
- Some college
- College degree
- Graduate work/degree

9. Do you identify as a person with a disability?

- Yes
- No
- Prefer not to answer

10. Zip code of residence:

\_\_\_\_\_

## Cherriots — External Stakeholder Virtual Workshop Instrument

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### External Stakeholder Virtual Workshop

Salem Area Mass Transit District (Cherriots) seeks to become a more just, inclusive and diverse organization. In summer 2021, Cherriots engaged [Keen Independent Research](#) to develop a Diversity, Equity and Inclusion (DEI) Plan to incorporate equity across agency activities. For more information, see the project website:

<https://www.cherriots.org/dei>

Keen Independent seeks your input and comments. Results will help the study team develop a long-term DEI Plan for Cherriots, and ultimately involve equity internally within Cherriots operations and externally throughout the community. For questions, reach out to:

[cherriotsdei@keenindependent.com](mailto:cherriotsdei@keenindependent.com)

Results will be reported in aggregate.

You may also reach out to Allan Pollock, GM [allan.pollock@cherriots.org](mailto:allan.pollock@cherriots.org)

This virtual workshop will take approximately 10–15 minutes to complete.

# Cherriots — External Stakeholder Virtual Workshop Instrument

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Please respond to each question.

1. Imagine a public transit system for a community like Salem-Keizer that is equitable to all. What does that look like?

2. Does Cherriots fit your vision of an equitable and inclusive public transit system?

- Yes
- No
- Don't know

3. Why/why not?

4. How can Cherriots best communicate to the public its objective of incorporating diversity, equity and inclusion across agency activities?



## Cherriots — External Stakeholder Virtual Workshop Instrument

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5. On a scale of 1 to 5, where 1 is **very poor** and 5 is **very good**, how would you describe Cherriots' relationship with the Salem-Keizer community?

1 (very poor)

2

3

4

5 (very good)

6. How can Cherriots improve and strengthen this relationship?

7. Are individuals from historically marginalized communities equitably served by Cherriots?

Yes

No

Don't know

8. Why/why not?

9. What can be done about this?

10. What can be done about this?

## Cherriots — External Stakeholder Virtual Workshop Instrument

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11. Cherriots seeks to become a more just, inclusive and diverse organization. What are your recommendations for what is most important for the agency to do to achieve this?

12. What could get in the way of Cherriots achieving this objective?

13. Would you describe yourself as a member of a community support organization, ethnic/cultural organization, business organization, government agency or an elected official?

- Yes
- No **[SKIP TO QUESTION 18]**
- Don't know **[SKIP TO QUESTION 18]**

14. What group do you represent or what communities are typically represented in the local organization you are a part of?

15. Please describe how Cherriots could expand its reach or better support the group you represent or the communities represented in your organization.

## Cherriots — External Stakeholder Virtual Workshop Instrument

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16. Some public transportation agencies participate in state and local legislative efforts, such as advocating for the construction of bike lanes. Should Cherriots participate in state and local-law-making efforts related to transportation and mobility?

- Yes
- No
- Don't know

17. Why/why not?

18. Please feel free to provide other input to Cherriots regarding its objectives of becoming a more just, inclusive and diverse organization and incorporating equity across agency activities.

### Demographics

19. Select one:

- Male
- Female
- Self-describe: \_\_\_\_\_

20. Please select age group:

- 18–24
- 25–34
- 35–44
- 45–54
- 55–64
- 65 and above

## Cherriots — External Stakeholder Virtual Workshop Instrument

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21. Please select one:

- African American
- Asian American or Pacific Islander
- Hispanic American
- Native American
- White
- Other (describe): \_\_\_\_\_

22. Highest level of education:

- High school or less
- Some college
- College degree
- Graduate work/degree

23. Do you identify as a person with a disability?

- Yes
- No
- Prefer not to answer

24. Zip code of residence:

\_\_\_\_\_

## Upcoming Work Session and Board Meeting Agenda Items

January 19, 2022

<p><b>To Be Scheduled</b></p> <ul style="list-style-type: none"> <li>• Infineum Project (WS 1<sup>st</sup> Q) (TD)</li> <li>• Incident Management Software (TD)</li> <li>• 23-25 STIF Plan (WS) (SD)</li> <li>• Contract for Broker Services (CC)</li> <li>• Contract for Advertising Services (PF)</li> </ul>	<ul style="list-style-type: none"> <li>• BSIP Group #6 (SD)</li> <li>• Architectural and Engineering Services for Multiple Projects (SD)</li> <li>• Board Retreat - Strategic Plan (AP)</li> <li>• Del Webb Tour (AP)</li> </ul>
<p><b>February 24, 2022</b>  <b>Packets due to GM office: February 10</b></p> <p><b>Work Session</b></p> <ul style="list-style-type: none"> <li>• BEB Project Update (TD)</li> <li>• Tyler/Munis Project Update (DL)</li> <li>• Advertising Policy Review (PF)</li> </ul> <p><b>Board Meeting</b></p> <ul style="list-style-type: none"> <li>• Transit Asset Management Plan (DT)</li> <li>• PTASP (DT)</li> <li>• Q2 Reports: Finance, Performance, Transportation Options</li> <li>• Purchase of BEB Bus Charger (TD)</li> <li>• BSIP Group #5 (SD)</li> <li>• Approval of Contract for Contactless Fare Payment System (SD)</li> </ul>	
<p><b>March 24, 2022</b>  <b>Packets due to GM office: March 10</b></p> <p><b>Work Session</b></p> <ul style="list-style-type: none"> <li>• Redistricting (AP)</li> </ul> <p><b>Board Meeting</b></p> <ul style="list-style-type: none"> <li>• Approval of FY 2022-24 General Manager Three-Year Strategic Work Plan (AP)</li> <li>• Adoption of FTA Climate Action Plan (AP)</li> <li>• Topographic Surveyor Services for Multiple Projects - (SD)</li> <li>• New STIFAC Bylaws (SD)</li> </ul>	
<p><b>April 28, 2022</b>  <b>Packets due to GM office: April 14</b></p> <p><b>Work Session</b></p> <ul style="list-style-type: none"> <li>•</li> </ul> <p><b>Board Meeting</b></p> <ul style="list-style-type: none"> <li>• May Service Change Briefing (DT)</li> <li>• Adopt Redistricting Maps (AP)</li> </ul>	

**May 26, 2022**

**Packets due to GM office: May 12**

**Work Session**

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**Board Meeting**

- Consent: Adopt FY 2023 Board Meeting Schedule (AP)
- Approval of the FY 2023 General Manager Work Plan (AP)
- Q3 Reports: Finance, Performance, Transportation Options

**June 23, 2022**

**Packets due to GM office: June 9**

**Work Session**

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**Board Meeting**

- Budget Hearing (DL)
- Deliberation of Budget Hearing (DL)
- Res #2022-XX Adoption of FY 2023 Approved Budget (DL)
- Consent: Approval of FY 2023 United Way Donation (AP)

**July 21, 2022**

**Packets due to GM office: July 7**

**Work Session**

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**Board Meeting**

- Acceptance of the Preliminary FY 2022 Financial Report (DL)
- Election of Officers and Oath of Office (July odd # years) (AP)
- State Legislative Session Update (AP)

**August XX, 2022**

**Packets due to GM office: August XX**

**Work Session**

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**Board Meeting**

- September Service Change Briefing (DT)
- Q4 Reports: Performance, Transportation Options
- Board's Committee Assignments (August, odd # years) (AP)

**September XX, 2022**

**Packets due to GM office: September X**

**Executive Session**

- General Manager Performance Appraisal (AP)

**Board Meeting**

- Potential Action on GM Performance Evaluation & Compensation
- Information: FY 2022 Security Report (DT)
- FY 2022 Performance Report (DT)

**TO:** SAMTD BOARD OF DIRECTORS  
**FROM:** ALLAN POLLOCK, GENERAL MANAGER  
**SUBJECT:** CALENDAR OF SCHEDULED MEETINGS

**\*\* The District follows the guidelines regarding the Covid-19 pandemic set by the State and Federal governments for public transportation. The District currently holds their board and advisory committee meetings virtually using *Google Meet or Zoom*.\*\***

- [CHERRIOTS.ORG/MEETINGS/](http://Cherriots.org/MEETINGS/) for more information about a particular meeting.
- **PUBLIC COMMENTS:** [publictestimony@cherriots.org](mailto:publictestimony@cherriots.org) on any Board or advisory committee business; or to be added to the email distribution list for meeting announcements.
- [CHERRIOTS.ORG/GETTINGINVOLVED](http://Cherriots.org/GETTINGINVOLVED) for more information about the advisory committees to the Board, or to contact your Board representative. Thank you for your interest in Cherriots.

## FEBRUARY 2022

<i>Go to Dept. of Revenue training website . . . . .</i>		Basic 2022 Local Budget Law Training
1	Tue	<ul style="list-style-type: none"> <li>• <a href="https://www.oregon.gov/dor/programs/property/pages/local-budget.aspx">https://www.oregon.gov/dor/programs/property/pages/local-budget.aspx</a></li> <li>• <a href="https://www.oregonlegislature.gov/calendar">https://www.oregonlegislature.gov/calendar</a></li> </ul>
9	Wed 11:30 AM	Salem’s State of the City Event <ul style="list-style-type: none"> <li>• Salem Convention Center [Board members, please RSVP]</li> </ul>
15	Tue 5:30 PM	Citizens Advisory Committee Virtual Meeting
16	Wed 6:00 PM	MWVCOG –Virtual- Annual Meeting
21	Mon <b>Holiday</b>	<b>President’s Day</b>   Cherriots Administrative Offices <b>Closed</b> <b>Sunday-level</b> bus service
24	Thu 5:15 PM	SAMTD Board Work Session **
	6:30 PM	SAMTD Board of Directors Meeting ** <ul style="list-style-type: none"> <li>• (Comcast Cable Channel 21 or Cherriots Facebook Live)</li> </ul>

## MARCH 2022

8	Tue	2022 Oregon Legislative Session ends
12-16		APTA Legislative Conference – Washington D.C.
TBD		Transit Operators and Maintenance Employees Appreciation Day
24	Thu 5:15 PM	SAMTD Board Work Session **
	6:30 PM	SAMTD Board of Directors Meeting ** <ul style="list-style-type: none"> <li>• (Comcast Cable Channel 21 or Cherriots Facebook Live and ZOOM)</li> </ul>

## APRIL 2022

15	Fri 8am-5pm	Board to file SEI Report through Oregon Government Ethics Commission
19	Tue 5:30 PM	Citizens Advisory Committee Virtual Meeting**
28	Thu 5:15 PM	SAMTD Board Work Session **
	6:30 PM	SAMTD Board of Directors Meeting **

- (Comcast Cable Channel 21 or Cherriots Facebook Live and ZOOM)

## MAY 2022

1-4			APTA Mobility Conference – Columbus, OH
5	Thu	6:00 PM	SAMTD Budget Committee Meeting 1
12	Thu	6:00 PM	SAMTD Budget Committee Meeting 2
19	Thu	6:00 PM	SAMTD Budget Committee Meeting 3
			<ul style="list-style-type: none"> <li>• <i>(for up-to-date information on Budget Committee Meetings, go to <a href="http://www.cherriots.org/meetings">http://www.cherriots.org/meetings</a>)</i></li> </ul>
26	Thu	5:15 PM	SAMTD Board Work Session **
		6:30 PM	SAMTD Board of Directors Meeting **
			<ul style="list-style-type: none"> <li>• (Comcast Cable Channel 21 or Cherriots Facebook Live)</li> </ul>
30	Mon	<b>HOLIDAY</b>	<b>Memorial Day</b>   Cherriots Administrative Offices <b>Closed</b> Customer Service <b>Open</b>   <b>Holiday</b> bus service

## JUNE 2022

21	Tue	5:30 PM	Citizens Advisory Committee Virtual Meeting**
23	Thu	6:30 PM	Budget Hearing - SAMTD Board of Directors Meeting
			<ul style="list-style-type: none"> <li>• (Comcast Cable Channel 21 or Cherriots Facebook Live)</li> </ul>

## JULY 2022

4	Mon	<b>HOLIDAY</b>	<b>Independence Day</b>   Cherriots Administrative Offices <b>Closed</b> Customer Service <b>Open</b>   <b>Holiday</b> bus service
TBD	Thu	5:15 PM	SAMTD Board Work Session
		6:30 PM	SAMTD Board of Directors Meeting
			<ul style="list-style-type: none"> <li>• (Comcast Cable Channel 21 or Cherriots Facebook Live)</li> </ul>

## AUGUST 2022

			KeizerFEST Sponsor Appreciation Luncheon KeizerFEST Parade
16	Tue	5:30 PM	Citizens Advisory Committee Virtual Meeting**
TBD	Thu	5:15 PM	SAMTD Board Work Session
		6:30 PM	SAMTD Board of Directors <i>Virtual</i> Meeting
			<ul style="list-style-type: none"> <li>• (Comcast Cable Channel 21 or Cherriots Facebook Live)</li> </ul>

## SEPTEMBER 2022

		<b>HOLIDAY</b>	<b>Labor Day</b>   Cherriots Administrative Offices <b>Closed</b> Customer Service <b>Open</b>   <b>Holiday</b> bus service
	Thu	5:15 PM	SAMTD Board Executive Session *
			<ul style="list-style-type: none"> <li>• G.M. Performance Evaluation ORS 192.660(2)(i)</li> </ul>
		6:30 PM	SAMTD Board of Directors Meeting **
			<ul style="list-style-type: none"> <li>• (Comcast Cable CC:Media Channel 21 or Cherriots Facebook Live)</li> </ul>

## OCTOBER 2022

18	Tue	5:30 PM	Citizens Advisory Committee
	Thu	5:15 PM	SAMTD Board Work Session **
		6:30 PM	SAMTD Board of Directors Meeting **