

**CDTA COMMITTEE AGENDA**  
**Community and Stakeholder Relations Committee**  
**Friday, April 19, 2019 | 11:30 AM | 110 Watervliet Avenue, Albany**

<b>Committee Item</b>	<b>Responsibility</b>
Call to Order	Jackie Falotico
Ascertain Quorum	Jackie Falotico
Agenda Approval	Jackie Falotico
Approve Minutes of Friday, March 22, 2019	Jackie Falotico
<b>Consent Agenda Items</b>	
• No Items Scheduled	
<b>Administrative Discussion Items</b>	
• Employee Benefits	Kelli Schreivogl
• Community Engagement/ Media Relations Report	Jaime Watson
<b>Executive Session</b>	
• No Items Scheduled	
Next Meeting: Friday, May 24, 2019, 11:30am at 110 Watervliet Ave, Albany	
Adjourn	Jackie Falotico

*\* Indicates Material (Or Additional Material) Will Be Provided at Meeting*



**Capital District Transportation Authority  
Community and Stakeholder Relations Committee  
Meeting Minutes – March 22, 2019 at 11:30am; 110 Watervliet Avenue, Albany**

In Attendance: Jackie Falotico (Chair), Dave Stackrow, Georgie Nugent, Denise Figueroa, Carm Basile, Jaime Watson, Amanda Avery, Mike Collins, Chris Desany, Fred Gilliam, Lance, Zarcone, Jon Scherzer, Phil Parella, Sarah Matrose, Lauren Bailey, Allison Schreffler, Brooke Simoncavage, Vanessa Salamy,

**Meeting Purpose**

Regular monthly meeting of the Community and Stakeholder Relations Committee. Committee Chair Jackie Falotico noted that a quorum was present. Minutes from the February 22, 2019 meeting were reviewed and approved.

**Consent Agenda Items**

No items scheduled.

**Administrative Discussion Items**

- Jon Scherzer gave a preview of CDPHP *Cycle!* season three. He highlighted the success of the bikeshare program and what is new for the upcoming season, which is slated to begin in mid-April.
- Jaime Watson gave a recap of the 2019 APTA annual Legislative Conference held in Washington on March 17-19. She showed a video produced by APTA that highlights the work transit agencies are doing across the country. The video will be used at our upcoming State of CDTA event on April 10.
- Dave Stackrow gave us background on discussions regarding transportation funding and reauthorization. He also briefed us on the messages that were delivered by national leaders during the Legislative Conference.
- Jaime gave the monthly Community Engagement/Media Relations report. Her report highlighted media outreach and community engagement outcomes over the past month including several larger stories that continue to bolster CDTA as the premier mobility provider in the region.

**Executive Session**

No items scheduled.

**Next Meeting**

Friday, April 19, 2019 at 11:30am at 110 Watervliet Avenue, Albany

## Memorandum

April 19, 2019

To: Chairperson, Community and Stakeholder Relations Committee  
Members, Community and Stakeholder Relations Committee  
Carm Basile, Chief Executive Officer

From: Kelli Schreivogl, Director of Human Resources

Subject: Employee Benefits Presentation

### **Background:**

Applicants look for many different things from a prospective employer when searching for a job. Some of the more obvious would be fair compensation, good health benefits, an accommodating work schedule and a competitive Paid Time Off program. Other things that may entice a person to choose one company over another could be a generous retirement package, tuition reimbursement or a compressed workweek. It is true that these are things that get a person hired, but surprisingly they may not be the same things that make an employee want to stay.

Employees want to work where they feel valued, appreciated and respected. They want to represent an organization that puts people first, not just the bottom line. It is these intangibles that companies must master in order to retain their workforce.

### **Justification:**

Some of the ways that CDTA strives to retain employees is through the following five areas:

- Recognition
- Competition
- Acknowledgement
- Fun
- Giving Back

These five concepts may not be important to all employees, but we are hopeful that by providing them, there will be something for everyone. The purpose of this presentation is to introduce committee members to the programs and events that we have in place that highlight the five areas mentioned above. They are the things that keep people coming to work at 4:30am and people responding to an accident at midnight on New Year's Eve.

These are the other things...

cc: Mike Collins, Vice President of Finance and Administration



### Recognition Programs

CDTA believes strongly that one of the ways that we can motivate our employees is to recognize them for the hard work and effort that they put forth each and every day. These programs not only symbolize the contributions made to the organization but to the communities in which we serve. Some examples include:

- Safety and Gold Awards
- Service Recognition Awards
- Exemplary Attendance Awards
- Attendance Bonus Program
- Employee Awards Dinner
- CDTA Veteran's Luncheon
- CDTA Retiree Luncheon

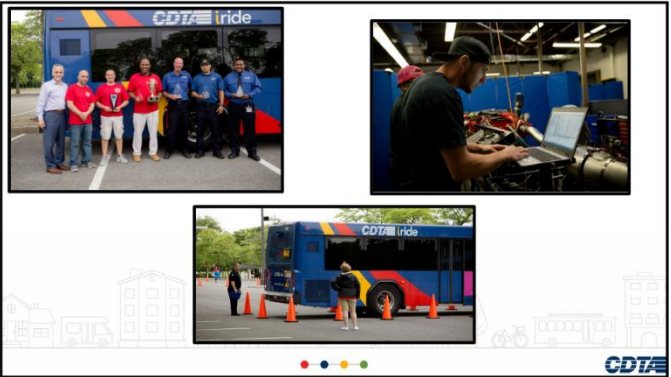


### Competition

One of the things that we are most proud of are the skills and abilities of our staff. A way that we choose to highlight these skills is through healthy competition!

**Bus Operator Roadeo**

**Maintenance Roadeo**




# ACKNOWLEDGEMENT



## CDTA Sunshine Club

Creating and maintaining a healthy balance between work and home life can be one of the most difficult parts of being an employee. We want our employees to know that we care about them as people, not just staff. Our Sunshine Club recognizes employees in a variety of ways for a variety of reasons. Some of these include:

- Marriage
- Birth of a baby
- Death of a loved one
- Death of a pet
- Completion of a degree or certification program
- Employee Serious Health Condition
- Employee personal hardship (fire, flood, etc.)
- Promotions
- Employee Extraordinary effort OTJ
- Purchase of a first home
- Birth of first grandchild
- General "Thinking of you"




# FUN



## Fun Activities

Aside from their role at CDTA, we also want to provide opportunities for our employees and their families to enjoy each other and participate in fun activities with their co-workers. Some examples of things that we do are:

- Softball Team
- Annual trip to NYC at Christmas
- Trolley Rides through the Lights in the Park
- Participation in the Schenectady Holiday Parade
- Division BBQ's
- Biggest Loser Competition
- Trolley rides to and from Movies in the Park
- CDTA night at the Valley Cats
- CDTA night at Siena Basketball
- Halloween Potluck Luncheon
- Discounted tickets for Regal Cinema available at all CDTA locations



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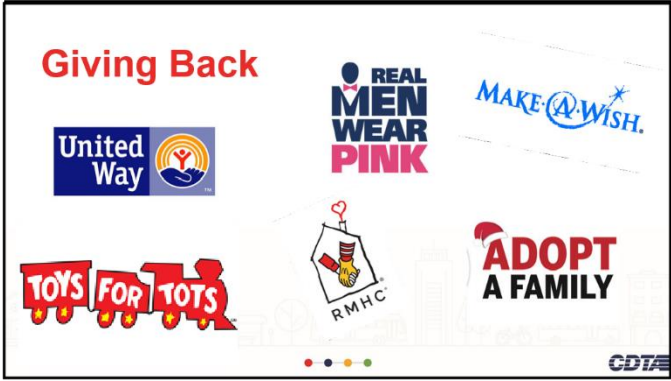


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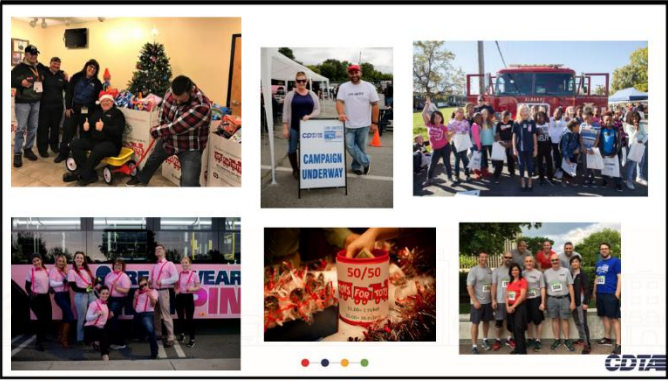
# GIVING BACK



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13



14