

BATA Regular Board of Directors Meeting Minutes

Location: Hall St. Transfer Station, 115 Hall St. Traverse City, MI

Date/Time: 1:00PM, Thursday, December 11, 2025

1. Call to Order

The meeting was called to order by Chairperson Wayne Schmidt at 1:03 PM.

2. Pledge of Allegiance and Moment of Silence

3. Roll Call

- John Somnavilla - PRESENT
- Lance Boehmer – PRESENT
- Gwenne Allgaier – PRESENT
- Joe Underwood – ABSENT
- Fern Spence – PRESENT
- Sarah Bye - PRESENT
- Wayne Schmidt - PRESENT

4. First Public Comment*

No public comment was made at this time.

5. Approval of Agenda/Declaration of Conflict of Interest

Moved by Gwenne Allgaier and supported by Fern Spence to approve the Agenda/Declaration of Conflict of Interest as presented.

- **Ayes: 6**
- **Nays: 0**
- **Motion Carries: 6-0**

6. Consent Calendar

The purpose of the consent calendar is to expedite business by grouping non-controversial items together to be dealt with in one Board motion without discussion. Any member of the Board, staff, or the public may ask that any item on the consent calendar be removed and placed elsewhere on the agenda for full discussion. Such requests will be automatically respected. If an item is not removed from the consent calendar, the action noted in parentheses on the agenda is approved by a single Board action adopting the consent calendar.

Consideration of Approving the Following

- a. Regular Board Meeting Minutes of October 23, 2025

Consideration of Accepting the Following Reports

- b. LAC Minutes from October 14, 2025
- c. FY2025 Impact Index – Workplan Score cards
- d. October 2025 Income Statement and Reserve Funds
- e. Correspondence – Staff Compliments
- f. BATA Board Tracker

Moved by Lance Boehmer and supported by Gwenne Allgaier to approve the December 11, 2025, Consent Calendar as presented.

- **Ayes:6**
- **Nays: 0**
- **Motion Carries: 6-0**

7. Any Items removed from the consent calendar.

No items were removed from the Consent Calendar.

8. Executive Director's Report – Chris Davis

Chris informed the Board that the open enrollment for 2026 is now complete. The annual BATA chili cookoff and holiday party were well attended. Chris thanked the Board members that were able to attend. Chris reported that the annual audit went very well and that Rehman has offered to assist with GASB 101 new requirements for FY25. The propane invitation for bid received six responses, and a two-year contract was signed with Blarney Castle. With the new contract, there will be significant savings of around \$70,000 annually. Chris and other staff attended the Economic Summit that was held at the Grand Traverse Resort. Chris, Justin and Adam met with Cindy Evans from GTI and executed an agreement on contracted services for 2025-2026. Chris and Justin met with HUB International for the upcoming insurance renewal for cyber, auto, workers' comp, general liability, public officials' liability and management liability. After negotiations, premiums only increased 2.09 %. The Hall St. Transfer Station floors are finally done. Chris thanked Kurt Braun for overseeing the project. BATA has participated in many local community events such as, Toys for Tots, The TC Light Parade, Interlochen's Light Up the Night.

9. Chairperson's Report

Wayne Schmidt thanked the Board for the late agenda that was added.

10. Finance Reports

a. Net Position

Key Points Include:

- Interest earned averaging 4.2827%
- State reimburses based on revised budget. Adjusted to state share of eligible operating expenses. Positive represents amount due from MDOT.

- FY2025 summer taxes are due from applicable government entities.
- New GASB 101 – the way that we report accrued vacation time. Working with Rehman to get that calculated.

b. Income Statement

Key Points Include:

- Increased revenue due to additional GTI Contract. Contract rate increased and an additional bus was added for FY25.
- Advertising revenue has increased.
- Interest revenue from investments, averaging 4.287%
- \$132k from alternative fuel credit based on propane gallons used.

11. Old Business

Fare Structure Update.

Key Points Include:

- BATA staff recommends maintaining the current fare structure at the launch of the new fare system.
- Launching the new system with our current fare rates will provide better insights into future modifications.

Neo Ride Resolution

Key Points Include:

- Updating the names on the resolution to Eric Lingaur as the primary and Shaughn Handley as the alternate.

Moved by Lance Boehmer and supported by Gwenne Allgaier to approve the Updated NeoRide Resolution as presented.

- **Ayes: 6**
- **Nays: 0**
- **Motion Carries: 6-0**

12. New Business

a. 2025 Employee Engagement Survey

Key Points Include:

- Survey question #5 Do you trust your leadership, Board member Sarah Bye suggested having boxes to check with choices to give feedback.
- Survey question #8 I have the opportunity to provide feedback and input for key decisions. Board member Sarah Bye asked if the employees understood the question. Maybe at a COMMS meeting prepare employees and let them know this is how you can give feedback.

- Survey question #10 The hourly rate/salary I receive is fair relative to my local market. Board member Gwenne Allgaier stated that you could read it as, am I making enough, how the question is currently stated is broad.
- Survey question #11 I am satisfied with my total compensation (pay, benefits, incentives, etc.) Board member Sarah Bye suggested having a drop-down menu, so employees can engage in the question of what could improve the total compensation.
- Survey question #24 Would recommend BATA as an employer to friends and family. Board Secretary Lance Boehmer suggested using a scale option as 1-10 of how likely you are to recommend BATA to family and friends.

Moved by John Somnavilla and supported by Lance Boehmer to accept the 2025 Employee Engagement Survey as presented.

- **Ayes: 5**
- **Nays: 0**
- **Motion Carries: 5-0**

b. Employee Retention Stipends

Key Points Include:

- As part of the agreement with Teamsters Local 214. The Board approved an off schedule stipend of \$500 to employees if revenue and expenses were better than expected at the time of the tentative agreement.
- Revenue and expenses were better than expected at the time of the Tentative Agreement, therefore recommending a \$500 off schedule stipend to employees who worked for BATA 32 hours or more a week prior to October 1, 2025, and \$250 to employees who worked less than 32 per week prior to October 1, 2025.

Moved by Lance Boehmer and supported by Gwenne Allgaier to approve the Employee Retention Stipends totaling approximately \$62,000 as presented.

Roll Call Vote:

- **Ayes: John Somnavilla, Lance Boehmer, Gwenne Allgaier, Fern Spence, and Wayne Schmidt**
- **Nays: 0**
- **Motion Carries: 5-0**

c. Resolution Honoring Joe Underwood

Key Points include:

- BATA presented a resolution honoring Board Member, Joe Underwood, for his service to the BATA Board.

Moved by Lance Boehmer and supported by Gwenne Allgaier to accept the Resolution honoring Joe Underwood as presented.

Roll Call Vote:

- **Ayes: John Somnavilla, Lance Boehmer, Gwenne Allgaier, Fern Spence, and Wayne Schmidt**
- **Nays: 0**
- **Motion Carries: 5-0**

13. Second Public Comment

John Porter addressed the Board. Mr. Porter is a big supporter of BATA. Mr. Porter provided his resume to the board and would like to offer his services to the board as a consultant on an hourly basis.

14. Director's Comments and Announcements/ Open Floor

No comments were made at this time.

15. Closed Session

a. Closed session pursuant to Sections 8(1)(h) of the Open Meetings Act to consider an attorney's written legal opinion regarding a personnel issue that is exempt from public disclosure under state and federal law.

Moved by Lance Boehmer and supported by Fern Spence for the BATA Board of Directors to go into closed session at **2:10PM** to discuss an attorney's written opinion that is exempt from discussion disclosure under section 8(1)(h) of the Open Meetings Act to consider an attorney's written legal opinion regarding a personnel issue that is exempt from public disclosure under state and federal law.

Roll Call Vote:

- **Ayes: John Somnavilla, Lance Boehmer, Gwenne Allgaier, Fern Spence, and Wayne Schmidt**
- **Nays: 0**
- **Motion Carries: 5-0**

Moved by Lance Boehmer and supported by Fern Spence to adjourn Closed Session and reopen the Regular Meeting at **3:08PM**.

Roll Call Vote:

- **Ayes: John Somnavilla, Lance Boehmer, Gwenne Allgaier, Fern Spence, and Wayne Schmidt**
- **Nays: 0**
- **Motion Carries: 5-0**

Upon returning from closed session, moved by Lance Boehmer and supported by Gwenne Allgaier to have the Executive Director position be posted for internal and external candidates to apply by December 31, 2025, and that the Board Chair coordinate with the Governance Committee to conduct the posting and selection process by January 30, 2026, with a recommended candidate to be brought back to the

Board of Directors for consideration in February and also move to appoint Fern Spence to the Governance Committee.

- **Ayes:5**
- **Nays:0**
- **Motion Carries:5-0**

16. Adjournment

Moved by Wayne Schmidt to adjourn the December 11, 2025, Regular Meeting of the BATA Board of Directors at 3:12 PM.

Meeting Minutes Submitted by: _____

Meeting Minutes Approved on: 1/22/26 _____

~~Lance Boehmer~~, Secretary: *Gueneve Algaard*
Gueneve