


**Date:** June 23, 2021

**To:** Board of Directors

**From:** Bruce Warner 

**Subject: RESOLUTION NO. 21-06-33 OF THE TRI-COUNTY METROPOLITAN TRANSPORTATION DISTRICT OF OREGON (TRIMET) APPROVING THE EMPLOYMENT AGREEMENT NEGOTIATED WITH THE GENERAL MANAGER**

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**1. Purpose of Item**

This Resolution requests that the TriMet Board of Directors (Board) approve the employment agreement negotiated by the Board President with TriMet’s new General Manager, Sam Desue, Jr.

**2. Type of Agenda Item**

- Initial Contract
- Contract Modification
- Other: Approve the employment agreement with the General Manager.

**3. Reason for Board Action**

This action approves the compensation and other terms and conditions of the employment agreement negotiated by the Board President with the new General Manager.

**4. Type of Action**

- Resolution
- Ordinance 1<sup>st</sup> Reading
- Ordinance 2<sup>nd</sup> Reading
- Other \_\_\_\_\_

**5. Background**

At its June 16, 2021 Special Meeting, the Board selected Sam Desue, Jr. as its new General Manager and authorized the Board President to negotiate and execute an employment agreement with him that is consistent with the salary and benefits ranges and pay grade authorized by Resolution No. 21-06-22, and in accordance with TriMet’s compensation practices and policies.

On June 22, 2021, the Board President and Sam Desue, Jr. negotiated an employment agreement providing for compensation of \$344,000 per year, over a three-year term beginning June 16, 2021 and ending June 16, 2024. A copy of the employment agreement is attached to this Resolution 21-06-33 as Exhibit A.

**6. Financial/Budget Impact**

The employment agreement negotiated by the Board President is within the current nationwide range for salary and benefits for transit organization chief executives, is consistent with the salary and benefits ranges and pay grade authorized by Resolution No. 21-06-22, and is in accordance with TriMet's compensation practices and policies. Therefore, this employment agreement will have a minimal effect on TriMet's overall budget for salaries and benefits, and will ensure that the offered position remains attractive to the new General Manager.

**7. Impact if Not Approved**

If not approved, the Board President would need to resume negotiations with the new General Manager, with the risk the parties might not reach agreement on all terms and conditions of his employment.

**RESOLUTION NO. 21-06-33**

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TRANSPORTATION DISTRICT OF OREGON (TRIMET) APPROVING  
THE EMPLOYMENT AGREEMENT NEGOTIATED WITH THE GENERAL  
MANAGER**

**WHEREAS**, the TriMet Board of Directors (Board) has authority under ORS 267.135 to appoint a General Manager and has selected a qualified and suitable candidate for its new General Manager; and

**WHEREAS**, the Board's preferred candidate, Sam Desue, Jr., has accepted the offer of employment as General Manager; and

**WHEREAS**, TriMet has authority under ORS 267.200 to enter into an employment agreement with the General Manager setting the appropriate compensation and other terms and conditions of employment; and

**WHEREAS**, pursuant to the Board's authorization in Resolution 21-06-23, the Board President has negotiated an employment agreement with the General Manager, a copy of which is attached hereto as Exhibit A, that is consistent with the annual salary range and pay grade adopted by the Board in Resolution No. 21-06-22, and in accordance with TriMet's compensation practices and policies;

**NOW, THEREFORE, BE IT RESOLVED:**

1. That the Board hereby approves the Exhibit A employment agreement negotiated by the Board President with General Manager Sam Desue, Jr., and approves its full and final execution.

Dated: June 23, 2021

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Presiding Officer

Attest:

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Recording Secretary

Approved as to Legal Sufficiency:

***Gregory E. Skillman***  
Legal Department