

Legislation Text

File #: AI-2023-715, **Version:** 1

SUBJECT:

Approval of a resolution by the Board of Directors offering Dorothy Watkins the position of General Manager and President & Chief Executive Officer of the Capital Metropolitan Transportation Authority under the terms and conditions reflected in the attached Employment Agreement. Upon acceptance of this offer by Dorothy Watkins, the Board Chairperson is hereby authorized to execute the Agreement.

FISCAL IMPACT:

Funding for this action is available in the FY2023 Operating Budget.

STRATEGIC PLAN:

Strategic Goal Alignment:

- 1. Customer 2. Community
- 3. Workforce 4. Organizational Effectiveness

Strategic Objectives:

- 1.1 Safe & Reliable Service 1.2 High Quality Customer Experience 1.3 Accessible System
- 2.1 Support Sustainable Regional Growth 2.2 Become a Carbon Neutral Agency
- 2.3 Responsive to Community and Customer Needs 2.4 Regional Leader in Transit Planning
- 3.1 Diversity of Staff 3.2 Employer of Choice 3.3 Expand Highly Skilled Workforce
- 4.1 Fiscally Responsible and Transparent 4.2 Culture of Safety 4.3 State of Good Repair

EXPLANATION OF STRATEGIC ALIGNMENT: While the action is linked to and supports all goals in the strategic Plan, it primarily supports the goal to hire and retain the highest quality workforce starting with the President & CEO who is charged with leading the organization.

BUSINESS CASE: Section 451.106, Texas Transportation Code, requires the Board of Directors to employ a General Manager (President & CEO) to administer the daily operation of the Authority.

COMMITTEE RECOMMENDATION: This item will be presented to the full board on January 30, 2023.

EXECUTIVE SUMMARY: The recruitment process for CapMetro’s President & CEO was initiated last summer

following the resignation of Randy Clarke to accept employment with another transit agency. Since that time, the Board has conducted an international search to ensure that CapMetro emerges with the best possible leader for the organization as we begin 2023. The Board engaged an executive search firm, Krauthamer & Associates, which has extensive experience recruiting transit industry executives, including previous searches for CapMetro. The position was posted both in traditional and non-traditional transit job publications to ensure a diverse pool of candidates. The executive recruiter identified and presented candidates from across the industry and country. The process included the development of a thorough description of job responsibilities and leadership attributes with feedback from CapMetro's advisory committees and other stakeholders. The Board held interviews with a diverse pool of five finalists in December 2022 and recommends Dorothy Watkins for the position of General Manager and President & CEO. CapMetro will host a public event in February for community members and stakeholders to meet the President & CEO, in addition to the ongoing community involvement opportunities.

DBE/SBE PARTICIPATION: Does not apply.

PROCUREMENT: Does not apply

RESPONSIBLE DEPARTMENT: People and Culture

**RESOLUTION
OF THE
CAPITAL METROPOLITAN TRANSPORTATION AUTHORITY
BOARD OF DIRECTORS**

**STATE OF TEXAS
COUNTY OF TRAVIS**

AI-2023-715

WHEREAS, Section 451.106, Texas Transportation Code, requires the Board of Directors to employ a General Manager (President & CEO) to administer the daily operation of the Authority; and

WHEREAS, the Board of Directors has conducted an international search for this position and has considered input from the community and stakeholders on the experience and attributes to be used in the President & CEO selection process;

NOW, THEREFORE, BE IT RESOLVED that the Capital Metropolitan Transportation Authority Board of Directors hereby offers the position of General Manager and President and Chief Executive Officer of the Capital Metropolitan Transportation Authority to Dorothy Watkins under the terms and conditions reflected in the attached Employment Agreement. Upon acceptance of this offer by Dorothy Watkins, the Board Chairperson is hereby authorized to execute the Agreement.

Date: _____

**Secretary of the Board
Leslie Pool**