

DRAFT

January 5th, 2021

TriMet Board of Directors
1800 SW 1st Avenue, Suite 300
Portland, OR 97201

Chair Bruce Warner and Members of the TriMet Board,

We, the Board of Clackamas County Commissioners, are writing regarding the anticipated process to find and appoint a new general manager in early 2021.

For years TriMet has worked to improve transit connections and to provide alternative transportation options for the residents of our region. We anticipate that TriMet's new General Manager will continue this good work and we hope that the TriMet board will ensure that the new GM will consider how TriMet can work to provide services that will benefit people throughout the Portland metropolitan region.

While the majority of the urban area in Clackamas County is within the TriMet's service boundary, there are also several small transit providers, including South Metro Area Regional Transit (SMART), South Clackamas Transportation District (SCTD), Sandy Area Metro (SAM), Canby Area Transit (CAT) and the Mt Hood Express, who are essential to linking the rural areas to the greater Portland region. TriMet's partnership with these providers will be critical to insure that transit service is as seamless, accessible and convenient as possible to riders. It is also critical that these partnerships result in strategies that enhance cooperation and coordination throughout the region.

Clackamas County's topography and natural features create unique transit needs and challenges. As we move into the next decade, we look forward to partnering with TriMet to address the gaps in transit service that exist in the County and identify solutions that will increase both service levels and coverage in urban Clackamas County.

We request that your new GM will consider other priorities including -

- Providing all people with practical connections to jobs, education and medical care;
- Building transit solutions that bring services into communities and neighborhoods where people live and work to ensure usable and accessible transit access
- Partnering and effectively collaborating with other transit providers in the region to ensure the best possible service for all people in the region
- Addressing racial equity within the TriMet system to ensure that all users, particularly people of color, benefit from our region's transit network;
- Meeting our regional climate goals;
- Powering our region's economic recovery; and
- Providing affordable housing and job options

We ask to be included in the recruitment process to help you find the ideal General Manager.

We join many other regional partners in requesting the following:

- That the TriMet Board spend the upfront time in researching best practices to create an open and transparent hiring process for the next general manager of TriMet.
- That the Board take the time to do a deliberate, open and thoughtful process to recruit and ultimately select a candidate for this position.
- That the Board use non-traditional consultants to run the recruitment process so as to show your commitment to equity, inclusion and transparency.
- Prior to a recruitment period, conduct thorough engagement with stakeholders, residents and users develop hiring criteria that align with the values that we share with TriMet – inclusion, equity, innovation, mobility, community engagement, partnerships and proven ways to significantly reduce tailpipe emissions.
- That any hiring process meaningfully involve city and county leaders and community organizations, particularly from region’s small and midsize cities, where expansion of TriMet service will be crucial in the success of equitable economic development, social justice and climate action goals.
- And we ask that you include internal and external reviewers in the hiring process and at the table where decisions get made. You have several internal committees that should be engaged in this process and many stakeholders around the region that could be included in the process of identifying the hiring criteria and be at the decision-making table to recommend candidates through the selection process.

Please do not wait to involve the region as a whole and all of your regional partners in this decision. Your transparency and collaboration will result in the right process to find the ideal candidate.

We look forward to supporting you in this effort.

Sincerely,