



## SACOG Board of Directors

December 9, 2009

### **Authorize Appointment to Regular Position of Director of Transportation Services**

**Issue:** Should Matt Carpenter be appointed to the regular position of Director of Transportation Services?

**Recommendation:** Authorize the Executive Director to appoint Matt Carpenter appointed to the regular position of Director of Transportation Services.

**Committee Action/Discussion:** In January, 2009, as part of the transition plan addressing the retirement of Pete Hathaway and Ken Hough, Matt Carpenter was promoted to Acting Director of Transportation Planning. SACOG's personnel rules require that within 12 months the Board approve a regular status for acting appointments made by the Executive Director if the employee is going to remain in the new position. Mr. Carpenter has performed excellently in his new position over the course of the year, meeting the performance objectives in his employment contract and contributing significantly as a member of the agency's management team. In addition to his planning responsibilities, at my request Matt also contributed significantly to all of the many programming rounds this year, including the two federal stimulus rounds in the spring and the regular programming round this winter. As a result of Mr. Carpenter's strong performance with programming issues, and the fact that several of the employees he supervises also work on programming and project delivery issues, I am also expanding his portfolio to oversee all agency programming and project delivery issues (which will then make the position similar to the portfolio held by Pete Hathaway). This is made necessary by Olin Woods' retirement at the end of this year. We will need to hire an employee to replace Olin, but at this point I have not decided whether that employee will be a senior, mid level or junior level person. That determination will be made, in part, based on next year's budget and in part on my assessment of our in-house capabilities and needs. All management employees at SACOG are on employment contracts with "at will" status and annual performance objectives.

Approved by:

Mike McKeever  
Executive Director

MM:rt

Key Staff: Rochelle Tilton, Clerk of Board/HR Specialist (916) 340-6208