



Shawn M. Donaghy
CHIEF EXECUTIVE OFFICER, C-TRAN

DATE: December 9th, 2020
TO: Our Amazing C-TRAN Team
SUBJECT: YOU!

I wanted to take a moment and share my personal thoughts on our team, your impact on this community, and how incredibly proud I am to work with this world-class group. When I interviewed for this opportunity over 3 ½ years ago, I came in early to ride the system, speak to Operators, Supervisors, Mechanics and various other members of the team. I will tell you, these conversations solidified what I already knew – C-TRAN is where I wanted to be, and it was clear that you believed in this work and the community you served. I consider my opportunity to work alongside each of you one of the greatest decisions of my life both professionally and personally.

2020 has been nothing short of a challenge, yet here we are – every day – putting a critically needed service on the street for those who rely on us the most. If you are ever curious about how much this community needs you, look no further than the numbers. C-TRAN experienced the smallest decline in ridership of all major transit agencies in the State of Washington during the pandemic. That’s not a coincidence – this community relies on, and believes in the mission that every one of you fulfill each day. Frankly, being “essential” does not begin to describe the level at which you have performed during these trying times. We have gone beyond the boundaries of our own services to ensure that our community is taken under C-TRAN’s care. Through helping provide the ability for student’s to access their schools, access meals, helping extend our hand with the Clark County Food Bank and our own shopping shuttle are just a few examples of this extension of our work.

My priority during the pandemic has been to ensure that our organization remains sustainable, and equally as important, that all of our employees stay employed. While we have certainly had some challenges along the way – we have accomplished both. This is very much in part to the hard work that all of you continue to do for the citizens of Clark County. As such, I asked our Board of Directors at our December 8th board meeting to allow for a language addition to our soon to expire 2019-2020 biennial budget that authorizes C-TRAN to compensate our employees for worked hours during the pandemic

« **OUR COMMUNITY, OUR PROMISE** »

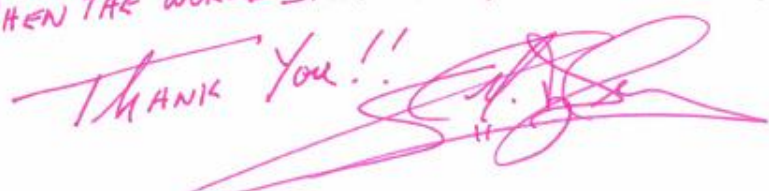
as we were deemed “essential”. There was little that was normal about the duties that we performed this year, and it is important that our team is compensated as such.

We have compiled a list of “hours worked” (hours in the provision of performing your duties at the facility or in the field) for every employee in the organization with the exception of the Chief Executive Officer. The above employees will be compensated an hourly rate for all “hours worked” from **March 1st through November 30th**. The hourly rate applied is **exactly the same for all employees**. Our payroll team is working diligently right now to enter and release this pay, and direct deposit or paper checks should be available no later than Monday, December 14th.

It is an incredible honor to come to work every day and stand with all of you. The privilege of being able to note the praises of our workforce to our Board of Directors is something that I take great pride and joy in every month at our meetings. Our Board of Directors are equally proud of the work that you do for the communities that they represent. C-TRAN is so much more than public transportation – it’s a lifeline to our community, our families, and our children – the impact that we have pushes well beyond a bus stop. You contribute to an equitable, livable, vibrant and amazing community supporting jobs, education, and quality of life. Our mission statement very accurately reflects the impact each of you have not just to C-TRAN, but to Clark County.

“C-TRAN connects people to opportunities, supports economic vitality, and enhances quality of life for the community” – Our Community, Our Promise

My hat is off to this amazing team – and thank you for everything that you do.

WHEN THE WORLD STOOD STILL, C-TRAN STOOD UP...
THANK YOU!!
A handwritten signature in pink ink, appearing to be "S. J. [unclear]", written over the text.