



Maura Healey, Governor
Kimberley Driscoll, Lieutenant Governor
Monica Tibbitts-Nutt, Secretary & CEO
Phillip Eng, General Manager & CEO



**MASSACHUSETTS BAY TRANSPORTATION AUTHORITY
MEETING OF THE PLANNING AND WORKFORCE DEVELOPMENT AND
COMPENSATION SUBCOMMITTEE**

May 15, 2025 at 10:00 a.m.

This meeting was held virtually in accordance with the law permitting public bodies to continue to hold meetings remotely.

This meeting was broadcast virtually.

BOARD MEMBERS PARTICIPATING REMOTELY:	Chair Thomas Koch, Director Robert Butler, Director Mary Skelton Roberts, Director Chanda Smart
PRESENTERS PARTICIPATING:	Chief Workforce Officer Ahmad Barnes, Chief Administrative Officer Jeff Cook
OTHERS PRESENT:	Acting Chief Counsel John Martin, Counsel- Corporate Governance Noah Potash

Call to Order by the Chair

Chair Koch requested that Board Counsel call the roll of members of the MBTA's Planning and Workforce Development and Compensation Subcommittee to order at 10:03 a.m. Noah Potash called the roll of the Members participating:

Chair Koch	Present
Director Butler	Present
Director Skelton Roberts	Present
Director Smart	Present

Approval of Minutes

Chair Koch then turned to the approval of the minutes of the February 20, 2025 meeting.

On motion duly made and seconded, it was by roll call:

VOTED: to approve the minutes of the February 20, 2025 meeting of the Planning, Workforce Development and Compensation Subcommittee.

Chair Koch	Yes
Director Butler	Yes
Director Skelton Roberts	Yes
Director Smart	Yes

Chief Workforce Officer Ahmad Barnes began a presentation on Workforce Attraction and Retention, scheduled as Agenda Item 1, by discussing hiring for FY25, noting a total net headcount increase of 459 and adding that attrition is trending lower. He discussed talent pipelines, focusing on improvements to the MBTA's centralized internship program. Mr. Barnes reviewed the agency's new CPR training program.

Director Butler asked about the distinction between voluntary and involuntary separations and Mr. Barnes explained that involuntary separations are related to disciplinary actions. Director Butler asked about exit interviews and Mr. Barnes discussed how the MBTA has removed supervisors from the process to allow for more candid responses from departing employees. Director Smart said that she had not received the presentation in advance, then asked whether the CPR training was mandatory. Mr. Barnes said that it was mandatory for certain classifications. Director Smart asked about CORI requirements and Mr. Barnes said that the agency was following state law on the standards and that the requirements have been reviewed with Legal. Director Smart requested a presentation by the new head of the Office of Diversity and Civil Rights. Chair Koch said that that could be arranged. Director Butler asked about driver's license requirements for employees and Mr. Barnes

discussed the MBTA's ongoing evaluation of those requirements. Director Smart asked about the timeline for adjustments to the MBTA's policy and Mr. Barnes estimated that there would be updates in September. Director Skelton Roberts asked if the budget would impact hiring and retention and Mr. Barnes said that the recently announced hiring freeze for executive branch agencies was not expected to impact the MBTA, which continues to pursue its hiring goals. Director Skelton Roberts asked about a contingency plan, Mr. Barnes discussed how the agency prioritizes hiring, and Director Skelton Roberts called for more attention to be paid to the issue. Director Skelton Roberts then asked how the agency's work to improve hiring of women connects to the broader hiring plan. Mr. Barnes discussed the Chief of Staff's collaboration with the OPMI team. Director Skelton Roberts asked to learn more about how the hiring plan overlaps with the goals for recruitment of women employees. Director Smart asked whether exit interviews are conducted before employees depart and Mr. Barnes explained that they are generally during an employee's two-week resignation period. Chair Koch asked about the reasons for voluntary separations and Mr. Barnes said he could provide a more in-depth report. Director Smart said that it was important to gather this data. Chair Koch discussed the remarkable job done by Mr. Barnes' team and discussed various improvements to the hiring process. Director Butler said that Mr. Barnes had positively changed the hiring process.

At the end of the agenda, Chair Koch requested a motion to adjourn.

On motion duly made and seconded, it was by roll call:

Chair Koch	Yes
Director Butler	Yes
Director Skelton Roberts	Yes
Director Smart	Yes

VOTED: to adjourn at 10:28 a.m.

Documents relied upon for this meeting:

- May 15, 2025 Planning, Workforce Development, and Compensation Subcommittee Agenda
- February 20, 2025 PWDC Meeting Minutes
- Workforce PWDC May 2025 EHofert v3