

ESTA BOARD AGENDA

Regular Meeting

Monday, March 16, 2026 at 8:15am

IN-PERSON MEETING:

Eastern Sierra Community Bank Conference Room
351 N Main St.
Bishop, CA. 93514

Chairperson: Chris Bubser

Vice-Chairperson: Dennis Freundt

Board Members:

Chris Bubser (Mammoth Lakes)
Karen Schwartz (Bishop)
Dennis Freundt (Bishop)
Trina Orrill (Inyo County)

Jeff Griffiths (Inyo County)
Lynda Salcido (Mono County)
Bill Sauser (Mammoth Lakes)
Paul McFarland (Mono County)

Note: In compliance with the Americans with Disabilities Act, if an individual requires special assistance to participate in this meeting, please contact Eastern Sierra Transit at (760) 872-1901 ext. 15 or 800-922-1930. Notification 48 hours prior to the meeting will enable the Authority to make reasonable arrangements to ensure accessibility to this meeting. (28 CFR 13.102-35.104 ADA Title II)

Voice recorded public comment: To submit public comment via recorded message, please call 760-872-1901 ext. 12 by 4pm Friday, March 13th . Email public comment: To submit an emailed public comment to the Board please email pmoores@estransit.com by 4pm Friday, March 13th , and provide your name, the number(s) on which you wish to speak, and your comment. These comments will be shared with all attending Board members.

Begin Recording Meeting & Call to Order

Roll Call

Pledge of Allegiance

Public Comment*: The Board reserves this portion of the agenda for members of the public to address the Eastern Sierra Transit Authority Board on any items not on the agenda and within the jurisdiction of the Board. The Board will listen to all communication, but in compliance with the Brown Act, will not take any action on items that are not on the agenda.

A. Consent Agenda (Board Action Required)

The following items are considered routine and non-controversial by staff and will be approved by one motion if no member of the ESTA or public wishes an item removed. If discussion is desired by anyone, the item will be removed from the consent agenda and will be considered separately. Questions of clarification may be made by ESTA Board members, without the removal of the item from the Consent Agenda.

- A-1 Approval of Meeting Minutes of March 5, 2026
 - Meeting minutes from the last meeting of the ESTA Board of Directors

B. Closed Session The Board will meet with staff in closed session without the public present.

1. Public Comment on Closed Session Items
2. Public Employee Performance Evaluation, Pursuant to Government Code section 5495 – Title: Executive Director.
3. Report on Closed Session as required by law.

C. Action Agenda and Reporting from Closed Session

- C-1 Executive Director Contract
 - Review and approve changes to the Executive Director’s contract

D. Board Member Comments

- D-1 Board members comment on ESTA and home jurisdictions

E. Adjournment

The next meeting of ESTA’s board will be on April 22, 2026. Check the ESTA website for details on attending the meeting.

Eastern Sierra Transit Authority
Minutes of March 5, 2026 Special Meeting

Minutes Draft Eastern Sierra Transit Authority

Minutes of March 5, 2026 Meeting

March 5,2026

Agenda Item # A-1

Call to Order - 9:21A.M. Thursday, March 5,2025

Chairperson Bubser called The meeting of Eastern Sierra Transit Authority to order at9:27 am in the Town of Mammoth Lakes Council Chambers,437 Old Mammoth Rd. Suite Z, Mammoth Lakes, CA 93546

Remote location was held at City of Bishop Council Chambers, 301W Line St., Bishop, CA 93514

ROLI CALL

A quorum was established.

PRESENT:

Chairperson Bubser, Co-Chairperson Freundt, Boardmembers Schwartz, Sauser, Salcido, Griffiths, and Orrill

ABSENT:

Boardmember McFarland

Pledge of Allessiance

Chairperson Bubser led the Pledge of Allegiance.

Public Comment: None

Consent Agenda

Motioned by Boardmember Sauser and seconded by Co-Chairperson Freundt to approve consent agenda:

Meeting Minutes for December 1st,2025.

To pass & adopt Resolution 2026-Ot authorizing the Executive Director, or their Designee to submit grant applicat under FTA section 5304, 5310, 5311, 5311(f)and 5339, 5311(f)and 5339 with Ca. Department of Transportation, and to authorize the Executive Director, or their designee, to sign all corresponding contracts, certifications and reimbursment requests relating to the aforementioned grants on behalf of the authority.

Motion passed 7-0 with BoardmemberMcFarland absent.

Information Agenda

81 - FY 24-25 Financial Audit

Brianne Wiese commented and complimented ESTA admin staff on audit.

B-2 Executive Directors Report

Discussion among the board and Phil Moores - concerns about winter ridership, not at peak performance conversations with Boardmembers Sauser, Salcido and with Phil Moores - Executive Driector and Brian Ognisty - Mammoth Operations Supervisor about what the issues were that they came across & what could be the problem as to why ridership is down.

equipment issues, staffing, weather and traffic are all contributing factors as to why it was down.

Boardmember Salcido mentioned that parking fees and violation fees will be going up to be uniform all around

B-3 Financial report for 2025/26

B-4 SBP

report on ESTA performance - Jarett Chytka presented with Phil Moores and gave update in the KPI's & mentioner the numbers of accidents have not affected the insurance premiums at this time as they are not involving other vehicles and have had no injuries. (mostly in the yard accidents but have gone down)

,. .) B-5 Excutive Director Recruitment

discussions on the recruitment for replacing Executive Director - short meeting and interview to be conducted on March 16,2026 - location in Inyo County to be determined.

Eastern Sierra Transit Authority
Minutes of March 5, 2026 Special Meeting

Action Agenda

C1 Holiday Schedule

Holiday Schedule - consider adding service to some holidays

(New Years, Memorial Day, Independence Day, Labor Day)

The Board is requested to approve additional limited service on New Years, Memorial Day, Independence Day, Labor Day

Motioned by Boardmember Schwartz and Second by Boardmember Sauser

Motion passes 7-0 with Boardmember McFarland absent

C2 Airport Service

The Board is requested to approve both the diversion and express service and authorize the Executive Director to

negotiate and sign contracts with the Town of Mammoth Lakes for said service and leases of proposed busses

Motioned by Boardmember Sauser and Second by Boardmember Salcido

Motion passes 6-0 with Boardmember Griffiths and Boardmember McFarland Absent

CLOSED SESSION

No Report out of Closed Session

E2 - ESTA EEA MOU - review and approve changes to the MOU

Motion passes 7-0 with Boardmember McFarland absent

E3 - ESTA Management Confidential Association MOU - review and approve changes to the employee association

Motion passes 7-0 with Boardmember McFarland absent

Board Member Comments

Jeff Griffiths - Rural Transit being recognized/traveling to DC - to discuss direct payment moving forward

Karen Schwartz - Bishop City Park survey is out, take a look at it and vote.

No other comments

Adjournment

The meeting was adjourned at 10:21 am to the next meeting scheduled to be held March 16, 2026 at 8:00am at a location to be determined later in Inyo County.

Minutes drafted & prepared by:

Karina Morales

Board Clerk

Eastern Sierra Transit Authority

Eastern Sierra Transit Authority

Minutes of March 5, 2026 Meeting

March 5, 2026

Agenda Item # A-1

Minutes approved

STAFF REPORT

Subject: Executive Director's Contract
Presented by: Phil Moores, Executive Director

Background

The current Executive Director's employment contract was initiated and approved by the Board in October of 2018 (Attachment A). The contract called for annual reviews and consideration of compensation adjustments. Pursuant to your Board's direction, attached for your consideration is a contract amendment effective the first full pay period in January 2026.

Required Board Action

If the Board intends to change my salary and/or benefits, Government Code Section 54953(c)(3) requires the following:

"Prior to taking final action, the legislative body shall orally report a summary of a recommendation for a final action on the salaries, salary schedules, or compensation paid in the form of fringe benefits of a local agency executive... during the open meeting in which the final action is to be taken..."

In other words, if the Board decides to adjust my salary and/or benefits, you are required to summarize the package deal during this open session. There is no exact way that the report is required to be made, so you may simply read out my title, salary, any other direct monetary benefits, and a brief list of non-monetary benefits like health insurance, vacation, etc. That information is set forth in the proposed revisions to "Attachment B" to my employment agreement with ESTA.

Recommendation

Approve the submitted employment contract for the Executive Director, which includes a 9.0% salary increase effective January 12, 2026.

ATTACHMENT B

**AGREEMENT BETWEEN THE EASTERN SIERRA TRANSIT AUTHORITY
AND PHIL MOORES FOR THE PROVISION OF PERSONAL SERVICES AS
THE ESTA EXECUTIVE DIRECTOR**

TERM FROM: January 12, 2026 TO: Termination

SCHEDULE OF FEES:

- Salary: \$163,032 annually.
- Retirement: Classic Calpers 2% at 55 formula, and 100% paid by ESTA.
- Health Insurance: PERS Choice (employee contribution = 17%), PERS Select (employee contribution = 13%), or monthly stipend of \$408, if no health plan is selected.
- Vision/Dental/Hearing Reimbursement: \$1,500/yr. plus \$600/yr. for qualifying dependents.
- Comprehensive Leave: Employee will accrue at the 11–15-year rate.
- Paid Holidays: 12 per year
- Life Insurance: \$50,000, paid by ESTA

- I. ESTA will make the same adjustment to the Executive Directors salary, benefits, allowances, and other forms of compensation as for other employees except as provided in the paragraph below.

- II. The ESTA Board will review the performance of the Executive Director at least annually and may at that time adjust compensation as determined to be fair and reasonable. Should any adjustment be made at this time, the date of such an adjustment will become the anniversary date for any subsequent compensation changes subject to paragraph I. above.

**AMENDMENT NUMBER 6 TO
AGREEMENT BETWEEN THE EASTERN SIERRA TRANSIT AUTHORITY
AND
 PHIL MOORES
FOR THE PROVISION OF PERSONAL SERVICES
AS THE ESTA EXECUTIVE DIRECTOR**

WHEREAS, the Eastern Sierra Transit Authority (hereinafter referred to as "ESTA") and Phil Moores (hereinafter referred to as "Contractor"), have entered into an Agreement to provide personal services contractor services dated October 19, 2018.

WHEREAS, ESTA and Contractor do desire and consent to amend such Agreement as set forth below.

WHEREAS, such Agreement provides that it may be modified, amended, changed, added to, or subtracted from, by the mutual consent of the parties thereto, if such amendment or change is in written form, and executed with the same formalities as such Agreement, and attached to the original Agreement to maintain continuity.

ESTA and Contractor hereby amend such Agreement via a revised ATTACHMENT B, which is attached hereto and incorporated herein.

IN WITNESS THEREOF, THE PARTIES HERETO HAVE SET THEIR HANDS AND SEALS THIS 16th DAY OF March, 2026.

ESTA

CONTRACTOR

By: _____
signature

By: _____
signature

Print name

print name

Dated: _____

Dated: _____

The effective date of this Amendment to the Agreement is March 5, 2026. All the other terms and conditions of the Agreement are unchanged and remain the same.