

# **DIRECTORS'/ORGANIZATIONAL AGENDA ADDENDUM**

**Monday, June 7, 2021**

## **I. CONSTITUENT CORRESPONDENCE**

1. Diseases and Dead Pines – meg675432@windstream.net  
Staff response provided by Lynn Johnson, Director, Parks and Recreation
2. Uncle Sam Jam – Kyle Winchell, Lincoln Paddle Co.  
Staff response provided by Lynn Johnson, Director, Parks and Recreation
3. Second Request – Met Shafer Gallagher
4. Short Term Rentals Hearing – Vishnu Reddi, President, Near South Neighborhood Association
5. Your next Chief – James Voss
6. StarTran – Lisa Price

## Angela M. Birkett

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**From:** Lynn Johnson  
**Sent:** Thursday, June 03, 2021 5:07 PM  
**To:** Angela M. Birkett; Richard W. Meginnis; Bennie R. Shobe; Tammy J. Ward; James M. Bowers; Jane Raybould; Sandra J. Washington; Tom J. Beckius; 'Richard Meginnis'  
**Subject:** RE: Diseased and Dead Pines

Good afternoon Angie. Thank you for your message regarding the request in the Council packet regarding the dead Scotch Pines along the east side of So. 40<sup>th</sup> Street between Old Cheney Road and Highway 2. The trees are within a private outlot owned by the Briarhurst Neighborhood Association. There is not a contact listing for the Briarhurst Neighborhood in the information managed by the Urban Development Department. We will send a letter to the mailing address for the Briarhurst Neighborhood Association encouraging removal of the dead pine trees. Thanks, Lynn

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**From:** Angela M. Birkett <ABirkett@lincoln.ne.gov>  
**Sent:** Thursday, June 3, 2021 11:26 AM  
**To:** Richard W. Meginnis <RMeginnis@lincoln.ne.gov>; Bennie R. Shobe <BShobe@lincoln.ne.gov>; Tammy J. Ward <TJWard@lincoln.ne.gov>; James M. Bowers <JBowers@lincoln.ne.gov>; Jane Raybould <JRaybould@lincoln.ne.gov>; Sandra J. Washington <SWashington@lincoln.ne.gov>; Tom J. Beckius <TBeckius@lincoln.ne.gov>; 'Richard Meginnis' <RMeginnis@NAIFMA.com>  
**Cc:** Lynn Johnson <ljohnson@lincoln.ne.gov>  
**Subject:** FW: Diseased and Dead Pines

Good Morning,

Please see the email below received through Council email. Thanks.

Angie Birkett  
Administrative Secretary  
Lincoln City Council  
555 South 10<sup>th</sup> St., Ste 111  
Lincoln, NE 68508  
Phone 402-441-6867  
Fax 402-441-6533  
[abirkett@lincoln.ne.gov](mailto:abirkett@lincoln.ne.gov)



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**From:** Windstream [<mailto:meg675432@windstream.net>]  
**Sent:** Monday, May 31, 2021 1:24 PM  
**To:** Council Packet <[CouncilPacket@lincoln.ne.gov](mailto:CouncilPacket@lincoln.ne.gov)>  
**Subject:** Diseased and Dead Pines

Please forward to the proper Department:

A driving on South 40th today, between Old Cheney and Hwy 2 there were 3 or 4 **Pine trees that are DEAD from disease**. This disease SPREADS to other pines. *They really need to be removed.* They were all on the East side of 40th.  
Thank you!

## Angela M. Birkett

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**From:** Lynn Johnson  
**Sent:** Monday, June 07, 2021 9:43 AM  
**To:** Angela M. Birkett; Jennifer J. Brinkman; Jon D. Carlson; Chris L. Myers  
**Cc:** Richard W. Meginnis; Bennie R. Shobe; Tammy J. Ward; James M. Bowers; Jane Raybould; Sandra J. Washington; Tom J. Beckius; 'Richard Meginnis'; Lin Quenzer  
**Subject:** RE: Uncle Sam Jam | Lincoln Paddle Co.

Thank you Angie. Parks and Recreation typically works with food and beverage vendors for the Uncle Sam Jam event. We also have provided canoes for public use during the afternoon activities. Uncle Sam Jam will only be an evening event this year. We are not planning to have any of the recreation events this year as we transition back into offering the event. We are working with Mr. Winchell to make paddleboards and kayaks available at Holmes Lake this summer. We will contact him and thank him for his interest in providing similar services at Uncle Sam Jam and let him know that we are not having these types of activities available this year. Again, thank you! Lynn

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**From:** Angela M. Birkett <ABirkett@lincoln.ne.gov>  
**Sent:** Monday, June 7, 2021 8:29 AM  
**To:** Jennifer J. Brinkman <JBrinkman@lincoln.ne.gov>; Jon D. Carlson <jcarlson@lincoln.ne.gov>; Lynn Johnson <ljohnson@lincoln.ne.gov>  
**Cc:** Richard W. Meginnis <RMeginnis@lincoln.ne.gov>; Bennie R. Shobe <BShobe@lincoln.ne.gov>; Tammy J. Ward <TJWard@lincoln.ne.gov>; James M. Bowers <JBowers@lincoln.ne.gov>; Jane Raybould <JRaybould@lincoln.ne.gov>; Sandra J. Washington <SWashington@lincoln.ne.gov>; Tom J. Beckius <TBeckius@lincoln.ne.gov>; 'Richard Meginnis' <RMeginnis@NAIFMA.com>  
**Subject:** FW: Uncle Sam Jam | Lincoln Paddle Co.

Good Morning,

The email below was received through Council email. I'm unaware of who handles vendor for the Uncle Sam Jam, please advise if there is another individual I should forward this message to.

Thanks,

Angie Birkett  
Administrative Secretary  
Lincoln City Council  
555 South 10<sup>th</sup> St., Ste 111  
Lincoln, NE 68508  
Phone 402-441-6867  
Fax 402-441-6533  
[abirkett@lincoln.ne.gov](mailto:abirkett@lincoln.ne.gov)



**From:** Lincoln Paddle Co [<mailto:lincolnpaddleco@gmail.com>]  
**Sent:** Friday, June 04, 2021 9:51 AM  
**To:** Mayor <[mayor@lincoln.ne.gov](mailto:mayor@lincoln.ne.gov)>; Council Packet <[CouncilPacket@lincoln.ne.gov](mailto:CouncilPacket@lincoln.ne.gov)>  
**Subject:** Uncle Sam Jam | Lincoln Paddle Co.

Hello,

Sorry if this is not going to the right person. I searched the city's website and could not find where to send ;).

We are Lincoln's newest outdoor adventure. Lincoln Paddle Company--kayak and paddle boards rentals and experiences on Holmes lake and other Lincoln area lakes.

We worked with the parks and rec to get approved to be on Holmes Lake. I thought about Uncle Sam Jam and would love to offer the chance to rent out kayaks to people at Oak Lake. Wasn't sure if you do that or even if the event is taking place.

You can find more info about us at: [lincolnpaddlecompany.com](http://lincolnpaddlecompany.com)

Thanks for all you are doing for Lincoln!

Kyle Winchell  
Owner  
Lincoln Paddle Co.  
402-570-4788

**Angela M. Birkett**

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**From:** Met Shafer Gallagher <metshafergallagher@gmail.com>  
**Sent:** Friday, June 04, 2021 3:30 PM  
**To:** Mayor; Council Packet  
**Subject:** Second Request

Begin forwarded message:

**From:** Met Shafer Gallagher <metshafergallagher@gmail.com>  
**Date:** May 24, 2021 at 9:51:36 AM CDT  
**To:** mayor@lincoln.ne.gov, councilpacket@lincoln.ne.gov  
**Subject: Just wow**

I'd like the Mayor and city council to know this group is threatening our police department.  
What is going to be done about this?



Black Leaders Movement 12h



**THANK YOU TO OUR VERY  
OWN @buschlandia FOR  
THESE DOPE ASS STICKERS**



Reply to Black Leaders...



**Angela M. Birkett**

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**From:** Vish Reddi <Vish.Reddi@nearsouth.org>  
**Sent:** Saturday, June 05, 2021 5:48 AM  
**To:** Council Packet  
**Subject:** Short Term Rentals Hearing on June 7, 2021  
**Attachments:** STR Letter June 2021.pdf

Dear Esteemed Members of City Council

The Near South Neighborhood Association voted to support the following changes to Short Term Rentals (STRs).

- The conditional use requirement under the Zoning Ordinance.
- A minimum spacing of 600 feet between STRs.

The Near South neighborhood includes many diverse types of living facilities. We understand the need to provide housing for people with different needs and abilities. We appreciate the thought that was put into the defining some requirements around STRs. Without thoughtful licensing and spacing requirements, we potentially may have a density issue in neighborhoods whose infrastructure is already at maximum capacity. That serves no one in the neighborhood and, in turn, our beloved city, well.

Accordingly, we appreciate the Planning Department efforts to establish guidelines, including licensing and spacing requirements, for STRs. We support the proposal in front of the Planning Commission and are particularly supportive of requirements that preserve the integrity of historic neighborhoods while paving a path for the future. As mentioned previously, we believe that there needs to be a set of requirements this is reasonable and effective to maintain the residential setting intended for everyone in a neighborhood whether a single-family home, apartment complex, or other living situations.

We respectfully ask that the City Council adopt the requirements as proposed. They represent a well-considered balance of the various community needs

Sincerely,  
Vishnu Reddi  
President, NSNA



Dear Esteemed Members of City Council, and Mayor,

The Near South Neighborhood Association voted to support the following changes to Short Term Rentals (STRs).

- The conditional use requirement under the Zoning Ordinance.
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Accordingly, we appreciate the Planning Department efforts to establish guidelines, including licensing and spacing requirements, for STRs. We support the proposal in front of the Planning Commission and are particularly supportive of requirements that preserve the integrity of historic neighborhoods while paving a path for the future. As mentioned previously, we believe that there needs to be a set of requirements this is reasonable and effective to maintain the residential setting intended for everyone in a neighborhood whether a single-family home, apartment complex, or other living situations.

We respectfully ask that the City Council adopt the requirements as proposed. They represent a well-considered balance of the various community needs.

Sincerely,



Vishnu Reddi, President

Near South Neighborhood Association

## Angela M. Birkett

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**From:** j voss <jvoss43601@yahoo.com>  
**Sent:** Sunday, June 06, 2021 4:26 PM  
**To:** Council Packet  
**Subject:** Your Next Chief

Good afternoon City Council Members, my name is James Voss and I live in Tucson, AZ, the city where Ramon Batista began his law enforcement career. I work in law enforcement and I have since 1996. I am reaching out to you to offer some information about former Assistant Chief Batista to assist you in making a more informed decision about who will be running your police department.

While Ramon Batista was an assistant chief at the Tucson Police Department, he crashed his department police vehicle into the entry gate of his gated community. This collision occurred on Cinco de Mayo and he waited over two hours to report the collision to his supervisor by text message. He never notified the victim of this hit and run.

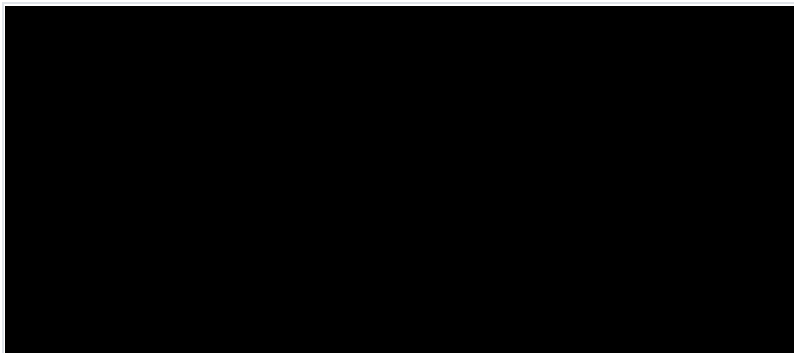
Sadly, this incident was covered up by chief-level commanders in the Tucson Police Department, the Marana Police Department, and the Pima County Attorneys Office. I decided to conduct several public records requests to show that the crime not only occurred, but that it was also covered up. I documented the hit and run in a website (link below). Batista's incident is documented under "Dirty Chiefs/ Sanctioned Corruption." This incident cost Tucson taxpayers \$5,000.00 (not counting the damage to his police car). He should have been added to the Brady List. I urge you to review this investigation.

I believe corruption has no place in the leadership of a police department. You have a chance to spare your city some embarrassment by passing on this guy. Your city and your police officers deserve much better.

Thank you for your time.

James M Voss

[Tucson's Corrupt Leadership.com](https://tucsonscorruptleadership.com)



**Tucson's Corrupt Leadership.com**

Tucson's Corrupt Leadership.com - Tucson Police

Dear Mrs. Liz Elliot,

I know it has been quite a few months since our last correspondence, so I am writing you again. We need your help again, some of the drivers including myself feel we are being retaliated against and are in fear of losing our jobs. For the past several months I have debated with myself on writing you this letter. A couple of weeks ago I was approached by a mentor and someone I have always looked up to. I was told that you probably do not know the half of what is going on at Star Tran and that you need to be made aware of this. In this letter I have several topics that I would like to cover with you. These topics, include but are not limited to, your management staff, policies, procedure, rules, regulations, communication, professionalism, fraternization, double standards, hostile work environment, prejudice, racism, discrimination and favoritism. I know that is a long list, but I promise that what I am about to tell you is factual.

Before we get into that I want to give you some of my background and explain how I know what I am about to tell you. My name is Lisa Price, I am 38 years old, I have been employed with Star Tran for almost 6 years, I am your number 49 driver. I grew up as an Air Force dependent and when I turned 19, I went into the Army, where they taught me hard work, punctuality, and most importantly paying attention to details and listening. I have also been a supervisor. I am a single mother of 4 and one of your newest drivers (104) is my eldest son. I am organized and slightly OCD, but I am also a human being and I make mistakes and I am not afraid to admit it either. Every job I have ever had I have always strived to learn every aspect of that job so that I can move up. I may not have an actual 4-year college degree, but I have life experience that makes me more qualified than some people with a degree. I learned while serving that you could tell the officers that have worked the field verse the ones that have come straight out of college and trust me there is a big difference. To make oneself good at a position you must work all levels.

So, let us get to it. First up is your management staff. I am going to start with your field supervisors and dispatcher

I do not believe Carie Selman was a dispatcher before now. The way she presents herself, her uncertainty of anything makes a lot of us drivers question her position. At certain times of the morning, you can try to call Carie either on the radio or on the phone and you do not get a response from anyone. I am really glad that these drivers that are trying to get ahold of her are not under distress at the time. If you do get her to actually answer the radio so that you can ask a question and if she does not know the answer, she will just ignore you, or tell you to hold on and never get back with you. Now when it comes to calling overtime, she is all over the place. She does not call in order as she is supposed to and she does not double check anything, her favorite saying is "I just had something pop up". Like Monday May 17th I had booked off for a doctor's appointment from 830-1030. I never received a call asking me for overtime. When I returned to work, she asked me if I wanted any and I responded professional asking "Why didn't you call me? You decided to go ahead and skip me without so much as a phone call". Well, she then informed me that she did call and left a voicemail. My response was that she did not call me and did not leave a voicemail. Anyways I did take overtime and grabbed a bus to finish my own work. When I came in to sign in for my overtime, I had asked her, "Did you ever figure out who you called to give my overtime too?" She said yes, I mistyped your phone number. Instead of going around she should have called again but she did not. She misinforms the drivers, and we end up having too many drivers on one side of the route. As a dispatcher you really need to pay attention. Another thing her calling in transfers or forgetting to call in transfers is causing driver to back track and get us off schedule, that also raises the question of her being a dispatcher prior because she does not listen and does not multi-task very well. A couple of weeks ago she called a 40 Heart Hospital driver for a transfer at 48th and South. Which is fine but she did not listen to who was making the transfer and told the 40 driver that it was the 44 they were waiting on. So, the driver asked how long am I supposed to wait here for the 44 and are you sure it was the 44? Carie comes back and says oh shot no I meant the 51.... Wait.... What? you want me to wait at 48th and South for the 51? "No No No I meant the 53".



As drivers we need our dispatch to be organized, but that is just once incident. Now I know when I was taking the interview for dispatch and/or supervisor positions you must take a map test, we feel that those tests were not given to her or Dave Kincheloe. To do this job you really need to know the area in which you are working, but if not then you should really do your homework and maybe drive first. I know on May Saturday the 22<sup>nd</sup> a driver called in and told Carie that they had a big gaping hole that showed wires in one of the dual tires. Well, she dismissed it and told the driver to keep rolling. That is a big safety issue, but our dispatchers and supervisors alike tell us to do stuff like that all the time.

Antione Abbott is that of a different sort. He was a driver not too long ago but does not remember the routes and when you call to ask him something he acts like he does not want to be bothered. I have seen him multiple times, at various times being on his personal phone. When drivers try to talk to him, he ignores them, or tells them he does not want to hear it and to go talk with someone else. Drivers will call him on the radio, and it could take him up to 5 minutes for him to respond. Once again, I am really thankful that the drivers are not under distress. Also, like Carie he does not take the time to listen, and he really struggles with multi-tasking. Drivers can call to either inform him of something, call in a transfer or have a question and instead of looking for the correct answer he would just rather blow smoke at the driver. He does not take the time to make sure he calls transfer correctly when he does call the transfer in. Antione also feels that he is a supervisor and can talk to us drivers any way that he chooses. I also just found out that because he wants Saturdays off for his family, after knowing when he accepted the job that he was going to work Saturdays, your upper management catered to him. He knew going into it that he would not get Saturdays off.

Dave Kincheloe hmmm there is not really much to say about him other than he really needs to be trained. He does not really know how to do anything as far as the board goes. Dave, Antione and Carie really know how to screw up the board. Dave likes to talk to the drivers but being a supervisor, he is clueless half the time. Yes, he may keep drivers' timecards up to date but that is about all he knows. He needs A LOT of training.

Manuel Morales, well when he was a part time supervisor, I thought he would make an excellent full-time supervisor, but boy was I wrong. Since becoming a full-time supervisor his ego has swelled and he likes to cause stress between drivers and other supervisors. I did not realize we were back in high school. Manuel is all over the place some of us drivers are not even sure he even comes to work anymore. However, I do hear from Handivan drivers that they hear him on their radio from time to time. Now with that being said, how many supervisors do we need running Handivan. It would really be nice to have more than just one part time street supervisor, but I will get into that later. He also does not care to be bothered by us drivers, like we do not even exist anymore or that we are beneath him. He would rather stand around and chit chat then actually do his job. Tim Beckman said it right, if you treat your drivers fair and with respect, they will take care of you and make the job so much easier.

Nick Love, also a lover of his personal phone while on duty, also does not care anymore. Ever since he was passed over by Clyde Jenkins for promotion the first time, he does not really want to put in the time. He has been seen leaving multiple times early. That is one of the reasons that prompted our first exchange. Now do not get me wrong, when needed, Nick will answer our questions and assist us in many things but to go above and beyond that you can forget it. Pretty much all he is seen doing is either being on his phone, standing around the dispatch office, adjusting timecards and assisting in Handivan. Seriously how many supervisors do we need to run Handivan?

Dave Tivis, Question? As a street supervisor how do you work from home? It is sad when the drivers must ask if our street supervisor is, well on the street. I have witnessed and other drivers have informed me that he is in the comfort of his own home for about 75 % of his scheduled time most of the week. I am really having a hard time understanding that role and I am not the only one. Dave has been caught multiple times on his personal phone talking to his clients about his cleaning business he has on the side while on Star Tran's dime. He has also been seen in the dispatch office several times watching video from buses, why can't he come into work just like the rest of us?



He likes to call me out, and other drivers, for being on the wrong channel and I will explain why I am a little bit later. Did you know that at least half your fleet is listening? So why is he just calling me out on it? Is it because I question them when they are not doing their jobs correctly or when they are telling the driver wrong information? Am I really doing something wrong or are they mad that a white female can do their job better? I feel that he should be required to come back to work because he really does not work that much with the public, at least no more than what he was already doing? I have another question, how is he still a supervisor anyways? Several years ago, Company Care found a tube with urine that was not his and automatically failed him, tested him again and he failed that, tested positive for cocaine. Later got busted for weed, these are while he is acting as a supervisor. So how is he even still here when we had a driver last year do the same exact thing but was fired immediately? Also, when you call Dave on the radio and ask him questions either about the route or about a detour, he is very uncertain with his answer and if you question him on it, he gets very crass on the radio. An example of that is when he argued with a driver about not servicing the Y on their very first trip out when it clearly states in our turn by turns that we do not. Another one is when he steadily argued with a driver because they were not clear about a detour and was trying to get the driver turned around. When you question Dave on the radio, he does not like that and will reprimand you on the radio even when he is the one in the wrong. I was always taught that you reprimand in private and you praise in public, we are not getting any praise! Now a couple years ago a driver called in and requested salt to be applied to the stop at 46<sup>th</sup> and F because it was very slick, and someone was going to have an accident. Three hours after that call was made that same driver slipped and hit a board that was sticking out from a pole that broke out the back upper window and caused a passenger to leave on an ambulance. Dave Tivis was the supervisor behind the glass when the call came in and the supervisor that showed upon scene. He started berating the driver in front of the bus, then they walked to the back to assess the damages he continued to berate the driver. The driver walked away, and Dave started yelling at the driver which got the attention of the reporting officer.

The officer came up to him while berating this driver and informed him that he needed to stop because this was neither the place nor the time and sent him back to the staff vehicle. That driver did write something in regard to what happened and later Dave started retaliating against him multiple times. Dave likes to belittle, berate, and bully drivers. One morning he called a driver out about a timepoint that he claimed the driver blew, when it turns out they did not, but he insisted on belittling the driver while on the radio and making them feel like they don't know how to do their job. I know he has had several letters and grievances sent to Carla Cosier and Mike Davis against him, but like most things at Star Tran it gets swept under the rug and he continues to do whatever he wants as well. On Friday May 21<sup>st</sup> I had my pre-disciplinary hearing and when the matter of the radio conversations not being recorded came up, Dave Tivis had no problem throwing Carla under the bus. Is this really someone you want as a supervisor? He should have been gone years ago

Colin Clark, I do not deal a lot with Colin right now because he is up in Handivan and I drive mostly the buses. But I will ask the question how many supervisors does it take to run Handivan when we need street supervisors? Now I have talked to my Handivan drivers and they all say pretty much the same thing. It is sometimes hard for them to get him on the radio and when he does answer he is crass and short. Now I do not know what all that is about but that is what I know.

Sue Agena is our lead Handivan supervisor and she does an amazing job. You never hear anything bad about her from the drivers. Now my question on that is why is she working from home? Honestly why is any of our office staff working from home? It is only the drivers that deal with the public, other than occasionally Diane in the front office. That really blows my mind.

Clyde (CJ) Jenkins, He does whatever he wants without any repercussions, and nothing is done about it. So, when Clyde first became a supervisor, he was reported by several drivers and other supervisors after taking the staff car to his kids' sporting events and staying there to help and or coach the event instead of being on the streets where he was needed. Now since Tim Beckman retired, Clyde moved right into the morning dispatch/supervisor position and since then it has been total chaos.



He picks and chooses his favorite drivers to do the easy not so long overtime while forcing other drivers to do everything else instead of following the proper call list. Giving his favorite drivers a way out of overtime. When you talk to Carla Cosier about it her response is "Oh is CJ up to his old tricks again?" Well, if you know this is a problem why aren't you handling it? Cj has his set of favorite drivers and that is proven. Another driver approached me and informed me that CJ, Dave Tivis, Antione Abbott (before he became dispatch), Darnell Williams, Dave Hardney, and a few other drivers have been seen hanging out at a bar. I know what you may be thinking.... What is wrong with them having a drink after work together right? Well, honestly nothing until it affects the safety and liability of our department. On October 21st, 2020 it was a Wednesday morning. That was during the time we were really getting slammed with over time and I wrote you the first letter asking for help. Well, that morning I came into work and signed in. Well, I noticed that Robert Potts was not in uniform, as he was forced the night before to do morning overtime, I looked at our board and it said emergency FSL. So, thinking to my self-something came up at home that he needed to take care of, no biggie. Well, I go outside, and I start talking to two other drivers, while during that time I had to throw something away and Robert Potts was coming out of the Dispatch office, so I made a comment "Why are you still here if you have emergency FSL?" His response and I quote "I had to talk to my Home Boy", Ok that was interesting to hear, but he came over and started talking to me and the other two drivers I was talking to and we probably stood there about another ten minutes or so just talking. Well during that conversation you could hear Robert slurring his words. Interesting right? Well one of the drivers is a part time bartender when they are not working at Star Tran and asked a very simple but important question...." Robert, are you drunk?" his response "Let's just put it this way, if I had to take a drug test I WOULD NOT PASS!" Wow did he really just say that? Well after that he walked away, and I assume went home or something. Well, that statement bothered me so much that I contacted another supervisor and he informed me that this matter would be taken care of. So, I let it go and waited. That afternoon I heard Roberts number being called on the radio, so yes, I changed channel to hear and low and behold he responded. I was taken aback, so I contacted that supervisor to find out what was going on, he is in no shape to be working? I was informed that it was being taken care of.

Well, a few weeks had passed. Nothing had happened to CJ for not catching this and Robert was still working. Well then Robert quits so I guess all is well, we can just sweep this under the rug and call it good. WOW, this is really how Star Tran is going to run its operation now? If I had done what CJ did in the Army I would have been reprimanded and demoted, but he just keeps doing whatever he wants. When a driver calls out sick in the morning CJ will either take another driver off their route to cover another one or just not fill it at all. We have to have all routes running. Another instance is he was calling out overtime on a Friday and 4 of us drivers explained that we had doctors' appointments (I am one of those drivers) well 2 of the 4 drivers was not asked to bring in notes. He calls my number and chews me out for not putting my appointment in the book and that he demands a doctor's note. However, I do have said note. Well, I was told when I started that if my appointment was scheduled after my regular scheduled shift that I do not need to put it in the book. After he got off the radio, he calls the other driver (and yes, I was listening) and was all sweet like candy to this driver and asked nicely for the doctors note. WOW!!! I know for a fact that, that driver still has not turned in said note. This is how he is, and nothing is done to correct his behavior and have him act like a professional manager. He yells at drivers and thinks it is ok and yes, I do know that he had a pre-disciplinary hearing but all he got was a slap on the wrist. I just do not understand.

Now for your upper management

Carla Cosier, if you can get ahold of her rather by phone, email or if you are so lucky as to catch her at the office, you get the standard answer to practically every question. I was told by others that when choosing supervisors and dispatchers she would confide in CJ on who she should hire and of course the ones that he would suggest where is the one that would get the position. Is she incapable of doing interviews and picking the right candidate? Is she so unsure on how to do this job? Never mind the only time she has spent time on the bus is when she had to get her CDL which took way longer than what was asked at the interview to get. We are allotted 60 days to acquire a CDL and the proper endorsements, but that is ok because we have a driver that has been driving without the proper endorsements since February and they are just now catching that. Way to go management staff for staying on top of that. Honest opinion she does not know what she is doing.



During meetings the participants have to simplify what they are talking about so she understands, it just amazes me that for someone to get that position and not understand more about the day-to-day operations and terminology. Don't get me wrong she is great to have around the office because she is pleasant and smiles most of the time, but we need a leader, not a boss in this position.

Mike Davis, He has been great at getting grants for Star Tran but does not always use them for what they are intended for. I heard that he lost a 2-million-dollar grant because he was hoping they forgot about it so that he could use it for something else. The trolleys, these were a waste of money and only work half the time and are unsafe to have on the road because of blind spots. Mike has been overheard saying the trolleys are the worst purchase he ever made.

What about the simulator, this would give drivers vertigo and is only in use about 3 times a year? I would invite you to come over and take a spin in it, then determine if it is realistic enough provide training to someone who has never driven a bus. Let us not get into the wonderful shields that were put in the bus for the driver's protection.... Shower curtains? Really that is your answer. When what we really need are new running buses or seats that are not broken, when the money that is for Star Tran is being improperly used.... that is great! These buses have injured drivers, when the insurance came to inspect the seats, they lined up all the good one and hid the old ones. The air quality in the garages during winter is atrocious, the EPA came to test the air and it just so happened to be on a nice day when the doors were all open. So how much of taxpayers, Federal grant money, and city budget is he wasting?

Now when Mike finally decides to come downstairs, when he is at work, he barely speaks to us drivers and kind of cowers away from us. When it comes to driving you can hang that up as well. I was told by a former manager that he tried to drive a bus a few years back and he did not even drive it across a parking lot and parked it and had Mike Weston go bring it back and has not been in a bus since then to drive. Mike likes to do safety meetings as it is required in our contract to have so many a year. That's great right?... well, if they were actually about safety for more than five seconds, that would be great!!! Mike Davis likes to call them "safety meetings" so that he can talk about something way off topic instead of having another meeting in regard to what is going on.

I do not understand how we have upper management that does not even know the job. I get that they look good on paper with their fancy college degrees in all but that does not make them qualified in running the company. This goes back to what I was telling you, there is a difference between an officer that has worked the field verses the one straight out of college. They have no clue what we go through and honestly, they do not care. Honest opinion I do not think he knows what he is doing.

Me and a few other white females feel we are being singled out and being retaliated against. I do not understand how it matters what color skin we have or what gender we are or even our sexual orientation is that would make anyone a target. I know I do not have that fancy college degree, but I have experience in a lot of things, and I always learned everything I can about my position before I try to move up. A lot of us female drivers are feeling like we are being discriminated against because we are not part of the "good ole boy" group. There are drivers who feel they are being left out and not being able to improve themselves because of these things. As one driver told me, they "can't move up and can't move out of the department". Several drivers have low morals because the way they are, or perceived, to be treated. Maybe it is time to open up those one on ones with all the drivers and get their honest uncensored perspective of what is really going on.

We were all told that when you got this position that you are a no-nonsense type of leader and that you rule with an iron fist. I really hope that is true because what I am about to tell you is upsetting. Everyone at Star Tran knows that Cosier and Davis are pulling the wool over your eyes. I was told that you decided to ride around with a new driver in Handivan, well honestly that was a set up, you should not have told them and just did it. Our Handivan system is messed up. Everything is on a tablet and has the driver going everywhere, including across town while empty, not to mention the fact we get passengers to their appointments late because on demand takes over.



A lot of the passengers are in serious health conditions. The ones that are on dialysis are getting to their appointments up to an hour late. So Handivan really needs some adjustments. They gave you a paper manifest, so you did not see the on demands that have been plaguing the system.

Now I am not saying that us drivers are innocent by any means but why follow the rules, regulations, policies and procedures when your management staff does not follow them unless in suites their needs at that current moment. I have witnessed on numerous occasions drivers showing up to work from 2 – 20 minutes late and nothing is said to them so why not push it a little further. I have seen drivers blow timepoints in upwards of 5 minutes early. I have also seen drivers cut part of the route because they want to and they did not get permission from management, but with that being said your one and only street supervisor only likes to call out certain drivers when they do this but turns a blind eye for other drivers. Supervisors, dispatchers and drivers alike are making this a hostile work environment

Now you can look at my past six years with Star Tran and see for the most part I am a good employee. I did get suspended for a week for being on my phone while driving, now however that report does not include the fact that I had just witnessed a young man getting hit by a car and that I had to go see counseling for that because I do not remember doing it. It has only been recent that I have passed on overtime because of doctor appointments. I am having these doctor appointments because of an injury I had January 12, 2019. I have finally got the money to go see a chiropractor because Will Gross would not approve it never mind my two doctors have recommended it. I am trying to be a good employee and help my team, but I am in constant pain and I am trying to avoid surgery. Let us talk about why I listen to the reply channel. Well, there are several reasons. One is that since our radio conversations are no longer being recorded, the buses have audio, so when a supervisor and or dispatcher decides they want to chew us out it is being recorded but with that being said it also does protect the supervisor and or dispatch if a driver is in the wrong. It is not completely that I am nosy I do have my reasons. I am not going to lie it is also to keep them in check when they give bad information. I just want Star Tran employees of all levels to follow policies, procedures, rules, and regulations always, not just sometimes. Honestly, that is only going to happen when you get you management staff in check.

I know the union recently won a grievance that required the installation of cameras and audio recording in the dispatch office and the ready room. This would also include the radio and the telephone lines, but nothing has been done as of yet. Some of the recent incidents might not have happened between drivers and supervisors if things were actually being recorded.

I am writing you this because I am in fear of losing my job because they know I know how things are supposed to work and they are in fear that I will take their position and what better way to get rid of the competition then to get them fired? So, Mrs. Liz Elliot I am asking for your help. Please do not ignore this