Transit Authority of River City

MEMORANDUM

To: TARC Board of Directors

From: Ted R. Smith, Board Chair

Date: June 25, 2025

Re: Resolution 2025 - 27 Performance Evaluation of TARC Executive Director

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On June 16, 2025, the TARC Board's Executive Committee ("Committee") completed its Performance Evaluation of TARC Executive Director, Ozzy Gibson, which his hereby attached, examining his performance for the past 12 months. The Committee looked at the following categories: (1) Leadership and Strategic Direction, (2) Operational and Financial Management, (3) Public Engagement and Communication, (4) Board Relations, (5) Team and Culture Development, (6) Goal Achievement, and (7) Professional Development Recommendations. The Committee concluded that Mr. Gibson exceeded expectations in all of the categories listed herein and are recommending that the entire Board approve a raise to Mr. Gibson's current salary of 3% to commence June 29, 2025.

Thank you.

Transit Authority of River City

RESOLUTION 2025-27
PERFORMANCE EVALUATION OF TARC EXECUTIVE DIRECTOR

This resolution requests the Board approve a 3% raise for Executive Director, Ozzy Gibson, based on the Performance Evaluation conducted by the Committee:

WHEREAS, the Committee conducted and completed a Performance Evaluation of TARC Executive Director, Ozzy Gibson on June 16, 2025; and

WHEREAS, the Committee found that Mr. Gibson exceed expectations in all the categories of review; and

WHEREAS, the Committee is submitting its recommendation of a 3% raise in Mr. Gibson's salary commencing June 29, 2025;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Transit Authority of River City that:

The salary of Executive Director, Ozzy Gibson, shall be increased by 3% commencing on June 29, 2025.

ADOPTED THIS 25th DAY OF JUNE 2025

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Ted Smith, Chair of the TARC Board of Directors