



3613 LUCIUS ROAD. • COLUMBIA, SC • 29201

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**Central Midlands Regional Transit Authority  
AD-HOC SUBCOMMITTEE FOR EXEC DIRECTOR SEARCH  
AGENDA**

**Thursday, December 8, 2022**

**12:00 p.m.**

*Prior to entering the meeting, please turn all electronic devices (cell phones, pagers, etc.) to a silent, vibrate or off position.*

COMMITTEE MEMBERS

Overture Walker (Richland County) – Committee Chair

John V. Furgess, Sr., Vice Chair (RCLD)

Lill Mood (Lexington County)

Tina Herbert (City of Columbia)

Andy Smith (Forest Acres)

1. CALL TO ORDER AND DETERMINATION OF QUORUM
2. ADOPTION OF THE AGENDA PAGES 1-2
3. DISCUSSION AND ACTION ITEMS
  - A. POSITION OVERVIEW
  - B. DEFINING AND FINE TUNING WHAT THE COMET NEEDS
  - C. COMET POSITION DESCRIPTION/COMPARISONS FROM OTHER TRANSIT AGENCIES
  - D. PROCESS
  - E. TRANSIT SEARCH FIRMS LISTING (IF APPLICABLE, please review before the meeting)
    - **Transpro** PAGES 3-4  
<https://www.transproconsulting.com/executive-placement/>  
 John Lewis contact: John.lewis@transproconsulting.com
    - **KL2 Executive Recruiting | KL2 Connects LLC**  
<https://www.kl2connects.com/>
    - **K&A**  
<https://www.kapartners.com/practices/transportation/>
    - **Talent Search Consultants**  
<https://daphneblanc.net/>
4. EXECUTIVE SESSION (if applicable)
  - A. **SECTION 30-4-70 (A) (1)** - Discussion of employment, appointment, compensation, promotion, demotion, discipline, or release of an employee, a student, or a person regulated by a public body or the appointment of a person to a public body; however, if an adversary hearing involving the employee or client is held, the employee or client has the right to demand that the hearing be conducted publicly. Nothing contained in this item shall prevent the public body, in its discretion,

from deleting the names of the other employees or clients whose records are submitted for use at the hearing. (OVERTURE WALKER/PAM BAKER)

## 5. ADJOURN

All items on this agenda are subject to action being taken by the Board of Directors. Agenda order is subject to change.

GENERAL INFORMATION ABOUT BOARD MEETINGS: The COMET will make all reasonable accommodations for persons with disabilities to participate in this meeting. Upon request to the Public Information Specialist and Clerk of the Board, The COMET will provide agenda materials in appropriate alternative formats, or disability-related modification or accommodation, including auxiliary aids or services, to enable individuals with disabilities to participate in public meetings. Requests should be sent to The COMET by mail at 3613 Lucius Road, Columbia, SC 29201, by fax at (803) 255-7113, or by e-mail to [info@catchthecomet.org](mailto:info@catchthecomet.org). For language assistance, interpreter services, please contact (803) 255-7133, 711 through the Relay Service. Para información en Español, por favor llame al (803) 255-7133.

Take The COMET to The Board of Directors Meeting via Route 6 and DART. Visit [www.catchthecomet.org](http://www.catchthecomet.org) or call (803) 255-7100 for more details.

December 1, 2022

Allison Terracio  
Board of Directors Chair  
Central Midlands Regional Transit Authority  
3613 Lucius Road  
Columbia, SC 29201

Dear Ms. Terracio,

We welcome the opportunity to be your trusted Executive Placement provider with the upcoming General Manager Search Service. TransPro Executive Placement, LLC is a subsidiary of TransPro Consulting, LLC formed in the State of Florida in 2011.

The contact for this proposal is:  
John Lewis, Executive Placement Practice Lead  
TransPro Consulting  
John.Lewis@TransProConsulting.com  
888-703-9554, ext. 1

We are excited for the opportunity to share our diverse experience and national portfolio of public sector executive search qualifications with Central Midlands Regional Transit Authority (COMET). TransPro is a full-service management consulting firm focused on driving excellence through strategies that are **TRANS**formative and **PRO**duce results for public organizations. We are excited to share our team's approach and experience demonstrating why TransPro Executive Placement is the fastest growing executive search firm in the public transportation industry.

Through our work transforming leaders and the organizations they lead to produce lasting, breakthrough results, we are uniquely equipped to identify talent best qualified to meet COMET's strategic priorities. We have built extensive relationships with high performing public leaders across the country, allowing us to gain the trust and confidence of qualified candidates.

TransPro was founded in 2011 to support transportation agencies as they transform their culture, work process, and management analytics such that they would realize success. Through innovative strategy development, performance-based management, meeting alignment, results analytics, process improvement, customer satisfaction measurement devices, and the construction of industry leading performance measurement systems, TransPro has helped transportation management teams create the culture for double digit improvements in efficiency and quality. TransPro Executive Placement arrives on this mission through professional recruitment and search services tailored to meet the unique needs of the cities and counties we serve.

### **What Sets Us Apart**

1. **We know transit.** TransPro has collaborated with public transportation agencies in executive search, talent development, strategic planning, performance management, operations management, and Board governance for more than a decade. Our team of talented professionals include team members that have led public transportation agencies in Charlotte, Orlando, Richmond, Indianapolis, Detroit, and Rochester. Our team specializes in public transportation executive search informed by a perspective of people with more than 50 years of transit leadership experience. We understand your business, its unique challenges, and the skills and experiences necessary to thrive in the transit industry.

2. **We know public sector.** TransPro is an industry leader, with national experience in consulting public sector agencies on increasing quality while reducing costs. We know firsthand what makes public sector leaders effective, as well as how to recognize and bring in talent from outside of the public sector.
3. **We know executive placement.** Our team has worked with, and provided executive search services for communities like Denver, Dallas, Eugene, Long Beach, Madison, Fort Wayne, Little Rock, Memphis, Detroit, Tampa, and Indianapolis. Our firm is led by former public executives with diverse backgrounds in public administration, education, and transportation, meaning access to a broad network of professionals uniquely qualified for the opportunity with MBTA.

As you will see in our case studies, we have provided on-call recruitment services for several transit agencies and we also help them with executive placement, industry benchmarking, organizational analysis, performance evaluations, customer satisfaction measurement, compensation analysis, and more – our team is uniquely designed to place executives and directors and then ensure they have the tools to deliver success.

When it comes to finding the right candidates, the success of our approach comes from our screening process, which involves identification of individuals who are technically qualified – but more importantly, are also results-oriented and possess a focus on the customer as well as the taxpayer.

We are excited to continue to bring our experience and enthusiasm to ensure that COMET attracts and retains performance-driven professionals committed to the organization and providing safe, courteous, and dependable public services. We look forward to submitting our proposal for the Board's consideration.

Sincerely,



John Lewis  
Executive Placement Practice