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**FW: Requested document**

1 message

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**Garbe, Will (CMG-Dayton)** <Will.Garbe@coxinc.com>  
To: "wgarbecox@gmail.com" <wgarbecox@gmail.com>

Thu, Jan 11, 2018 at 6:27 PM

-----Original Message-----

From: Donaghy, Mark  
Sent: Tuesday, December 05, 2017 7:46 PM  
To: 'Glenn Salyer' <gessalyer@aol.com>  
Subject: RE: Requested document

You are just plain full of crap. Bob is the most honest person I know. The contractor provided documents we shared with you. Maybe you should piss away some more union funds on a lawyer to investigate that load of nonsense you dreamed up. Good night.

Mark Donaghy  
Chief Executive Officer  
Greater Dayton RTA | 4 S. Main St | Dayton, OH 45402  
Office: (937) 425-8390 | Fax: (937) 425-8416 | Web: [i-riderta.org](http://i-riderta.org)

-----Original Message-----

From: Glenn Salyer [mailto:[gessalyer@aol.com](mailto:gessalyer@aol.com)]  
Sent: Tuesday, December 05, 2017 7:12 PM  
To: Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)>  
Subject: Re: Requested document

Per Bob Stevens  
No document exist accept those written by RTA I can send you his email

I have not received any document and the contractor confirms he did not provide you any such report

Sent from my iPhone

> On Dec 5, 2017, at 6:50 PM, Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)> wrote:

>

> Glenn:

>

> You were provided documents in response to your request. Some were authored by me and others by the contractor. They are the same documents the board received. The contractor recommendations for classification of jobs was listed along with those made by me. The matrix that drives wage increases is the same one we have used for many years, updated only with the current date. We employ pay-for-performance and as I said would be happy to discuss with ATU when the current contract expires. AFSCME embraced it years ago. The board nor the consultant nor me acted on specific wage increases in the actions related to those documents. I just can't imagine how you fail to understand it. But I am finished discussing it with you.

>

> And please stop misquoting me. And for Christ's sake have your VP son introduce you to spell-check since he is a computer expert.

>

> Mark

>

> Mark Donaghy

> Chief Executive Officer

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> -----Original Message-----

> From: Glenn Salyer [mailto:[gessalyer@aol.com](mailto:gessalyer@aol.com)]  
> Sent: Tuesday, December 05, 2017 6:36 PM  
> To: Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)>  
> Subject: Re: Requested document

>

> I would take from your answer you do not have any documents from the consultant (Bob) that will support you amount approved by the board, additionally did present the document and supporting documents to the board members?

>

> Please provide me the same per my request under 149.43 as per you statement you did receive these wage increase from the contractor. Should be no problem setting the record straight!

> I would be happy to see those that does not exist or the contractor e mail is a lie!

> What will the board say when asked if they review the consultant?

>

> Sent from my iPhone

>

>> On Dec 5, 2017, at 6:22 PM, Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)> wrote:

>>

>> Glenn:

>>

>> Feel free to provide the public and your members all our documents, especially this email string. We fear nothing we produce. Just please stop lying about what you read. I am not sure what your threat is regarding settling "this behind doors or on the street". If that is a strike I will await the notice. If something else please clarify. We have made a proposal to Local 1385 that can reduce the cost of health care to every one of your members by one third. If in spite of that you wish to strike I cannot stop you and will simply respond to whatever you do. Our offer remains on the table and we are happy to meet and discuss it with your team and the mediator.

>>

>> Good day.

>>

>> Mark

>>

>> Mark Donaghy

>> Chief Executive Officer

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>> -----Original Message-----

>> From: Glenn Salyer [mailto:[gessalyer@aol.com](mailto:gessalyer@aol.com)]

>> Sent: Tuesday, December 05, 2017 6:02 PM

>> To: Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)>

>> Subject: Re: Requested document

>>

>> Mark

>> My statement that the consultant made no recommendation came from him

>> (Bob) that is a fact. He also stated that he never provide a report

>> because you cancel the contract . His statement that he was paid less

>> than half supports the claim he did not finish the recommendation

>> Additional fact when requested for a copy of his documentation Bob

>> Stevens stated he had no documentation from the company contracted to

>> provide the pay recommendation

>>

>> I will request you provide the copies from the company (Bob) as I

>> have a e mail from him stating the above facts

>>

>> As for the contract on health insurance we are willing to accept an  
>> agreement as stated  
>>  
>> As for us going on strike I ask you why do we have to strike. These employee did not have their job evaluated to pay the same as other cities. " This is Dayton not other cities" You stated we knew what the job paid when we accepted the job.  
>>  
>> I would say the would to be true for management as well.  
>>  
>> The working conditions are unacceptable for an American but the members will put up with the condition because of the pay and benefits.  
>>  
>> As for the benefits (health insurance) you really think the members should pay for the entire deductible and high payments.  
>>  
>> The RTA has done well and has done a lot of renovation and that is RTA call. However the employees should not be required to fund the RTA expenses.  
>>  
>> It's ok to to claim financial problem and provide large raises to  
>> management and claim no funding for insurance  
>>  
>> These are simple facts that need to be shared with our members the ATUI and our consultant.  
>>  
>> If you want to provide me a statement as to who pay will be increased if different than the document provided to me from Bob Stevens. Until then I will make available to the member the documents RTA provided.  
>>  
>> Please understand we are not you partner we are only employees trying  
>> to earn a living based on a contract signed by you  
>>  
>> If you do not desire the public to hear the facts as to why we have  
>> to fight for working condition and fair wages and Beni fits  
>>  
>> Additionally the wage increase received has only met the the increase cost of living since 1990 therefore their was no raise.  
>>  
>> You may not like me but I must protect these member and their interest.  
>>  
>> I am no Bob Stevens that if I can not give you control of the union, then I will jump to the other side.  
>>  
>> As for strike the member voted as to what action we will be taking as if you were not told Sunday. You would be surprise who made the motion to proceed to send the notice to Serb.  
>>  
>> As for the computer my son is the VP of a bank and runs a national  
>> banking computers system so I think he knows what the web can handle.  
>> He was right on point because the information is on the web page  
>> (must had ample space!)  
>>  
>> What we see is a person more concern about him selves that his best asset the employees. To say that the management team and maintenance does all the work clearly shows your understanding of your employees.  
>>  
>> We are not going to take a pay cut and pay more for insurance. We are not your partner we are working by the hour and for benefits.  
>>  
>> I believe the HSA funding can be carve out of the budget expenses.  
>>  
>> We hope we can renew our heath benefits as provided last year, as you know this was the reason for the strike and will be the reason now.  
>>  
>> Now that both of us know who the public will respond when they hear  
>> you the page increase for management was force down on the tax payers.  
>> The only documents I will provide to the public are those you  
>> provided, the minutes and the e-mail from the consultant  
>>  
>> As for the the tax reduction I will only release your board minutes  
>> and your statement and exhibits pictures obtain at the public

>> information meeting

>>

>> I know it hard for you to accept the facts when they do not support your cause.

>>

>> Understand it your documents that will be provided to the public not

>> mine

>>

>> As for the promise made to the member that strike would get them more

>> raises is not true as you stated we accept you wage proposal prior to

>> going on strike

>>

>> What did strike for was health insurance, and back pay. Check you

>> notes

>>

>> We can resolve this issue behind doors or on the street you choice

>>

>> Call me should you like to meet you have our last proposal it is that

>> simple

>>

>> Glenn

>>

>> Sent from my iPhone

>>

>>> On Dec 5, 2017, at 2:22 PM, Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)> wrote:

>>>

>>> Glenn:

>>>

>>> I have had about enough of you and your callous disregard for the truth. Your suggestion that my answer on the website is bullshit would mean my staff is lying to me. Perhaps you can explain why they would lie regarding something so silly. Why you choose to make false statements about something you have no knowledge of like non-union employee wages baffles me. The board by the way adopted my recommendations, not those of the consultant from Knoxville who did in fact make the recommendations listed. The shortfall and the sales tax reduction are one in the same. What is so hard about that to understand? RTA's finances are well managed by our professional staff and the Auditor of State has recognized us for financial excellence with awards for many many years including 2016 and we have had 3 consecutive perfect Triennial Reviews by the Federal Transit Administration. I don't appreciate your unfounded attacks on our finance team. Apparently we have done a reasonably good job at determining what "the real cost will be" based on our audited financial results. I would like to see your credentials since you claim to better understand RTA's financial situation than the Federal Transit Administration and Auditor of State's office does.

>>>

>>> You appear to (continue to) be in complete denial about health care costs. It sickens me that you have tried to influence your members with a pack of lies and innuendo and even paid outsiders to support your false statements. On top of that you took your members onto the street last January, costing them precious income based on those false statements and promises of getting more money which never happened. All this time our position and related information continues to be proven correct. Now I hear you want another strike. God help your members. If you wish to make proposals on Article IX they should probably go to the mediator since you asked that we involve them. You do know that we cannot afford the additional costs you propose so I suggest your proposal to the mediator be accompanied by a proposed method to pay for the additional costs, something like \$1.4 million per year. That's roughly a 6% across the board pay cut for your members if that helps.

>>>

>>> I had always hoped some day you might come to your senses and start

>>> working for the good of your members and this agency that provides

>>> for each and every one of us. It appears that you

>>>

>>> Mark

>>>

>>> Mark Donaghy

>>> Chief Executive Officer

>>> Greater Dayton RTA | 4 S. Main St | Dayton, OH 45402

>>> Office: (937) 425-8390 | Fax: (937) 425-8416 | Web: [i-riderta.org](http://i-riderta.org)

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>>> -----Original Message-----

>>> From: Glenn Salyer [mailto:[gessalyer@aol.com](mailto:gessalyer@aol.com)]  
>>> Sent: Monday, December 04, 2017 7:32 PM  
>>> To: Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)>  
>>> Subject: Re: Requested document

>>>

>>> Mark

>>> Your answer on the web page required to be removed for needed more  
>>> space is flat out bull shit

>>>

>>> Additionally the wage for none union employee is also bull shit, no  
>>> third party recommended those numbers as you terminated the contract  
>>> before any recommendation on wages was made

>>>

>>> The short fall in the 2018 was never the reason for route changes it  
>>> has always been based on the sale tax reduction issue

>>>

>>> I have done my share of budgets and the history of RTA budgets has  
>>> always been inflated and always comes in under budget

>>>

>>> In the real world a budget is developed to reflect what should be  
>>> the real cost

>>>

>>> Monthly budget are reconcile to explain the variances and why

>>>

>>> The real art of budgeting is to know what the real cost will be

>>>

>>> Look at the 2016 audit financial report that reflect a 6.8 million  
>>> cost for health insurance expense not the budget amount

>>>

>>> A clear red flag is each year your income will match you expenses

>>>

>>> Before I could believe your budget I would need to see the work up  
>>> documents not just a percentage increase across the board

>>>

>>> The public will need to have you explain how now the issue was not  
>>> the loss of 4 million in tax income but was a 4 million of loss tax  
>>> income and now 3 million in budget short fall false numbers

>>>

>>> Not to state your 2016 statement showed a NOI of positive income

>>>

>>> This year you stated it appears a 800, below budget for health  
>>> insurance 660, in health insurance reserves both not reflected not  
>>> reflected in the budget nor the income received from employee  
>>> payments for the health insurance

>>>

>>> What the ATU member need is insurance at 15 percent with wellness  
>>> savings at 5 percent reduction and HSA funding of 1800, for an  
>>> employee only and 3100 for all others

>>>

>>>

>>>

>>> Sent from my iPhone

>>>

>>>> On Dec 4, 2017, at 3:20 PM, Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)> wrote:

>>>>

>>>> Glenn:

>>>>

>>>> I explained the website issue to you. As usual you seem to be misinterpreting whatever financial information you are looking at. While we have received some additional state assistance related to the MCO sales tax issue, we have not been made whole as you suggest. There continues to be a \$3 million deficit for the 2018 budget. It will require some combination of increased revenues and service reductions to achieve balance. You will see service reductions reflected in the February pick. I hope it is not you or others representing Local 1385 who have been making false statements to the public in this regard. It only makes the situation more difficult for the public (you once claimed to care so much about). Finally I will assume the "wage increase" you refer to was the board action to approve the update to the administrative employee pay-for-performance plan. There are no guaranteed wage increases for non-represented

employees. Each is evaluated personally based on their individual performance and may or may not receive an increase based upon those results. While some employees are reviewed on their employment anniversary dates, many receive the review at this time of year which resulted from them accepting 2 years of wage freezes in 2009 and 2010.

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>>>> Mark Donaghy  
>>>> Chief Executive Officer  
>>>> Greater Dayton RTA | 4 S. Main St | Dayton, OH 45402  
>>>> Office: (937) 425-8390 | Fax: (937) 425-8416 | Web: [i-riderta.org](http://i-riderta.org)

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>>>> -----Original Message-----

>>>> From: Glenn Salyer [mailto:[gessalyer@aol.com](mailto:gessalyer@aol.com)]  
>>>> Sent: Monday, December 04, 2017 11:57 AM  
>>>> To: Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)>  
>>>> Subject: Re: Requested document

>>>>

>>>> The beverage site had document going back several years now it can  
>>>> only post only one monthly meeting minutes

>>>>

>>>> Additionally I see the authority has received funding to make up  
>>>> for the four million in sales tax lost income in the amount of 4.6  
>>>> million

>>>>

>>>> Does this mean no cuts in routes and no increase in fees to the  
>>>> public sines you now have been may hole

>>>>

>>>> When does the new wage increase go in to effect based on the  
>>>> approved action item

>>>>

>>>> Sent from my iPhone

>>>>

>>>>> On Dec 4, 2017, at 11:29 AM, Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)> wrote:

>>>>>

>>>>> I don't place or remove anything from the website. There are limits as to how much volume they can keep  
>>>>> posted. I know that won't help your latest conspiracy theory....too bad.

>>>>>

>>>>> Mark Donaghy  
>>>>> Chief Executive Officer  
>>>>> Greater Dayton RTA | 4 S. Main St | Dayton, OH 45402  
>>>>> Office: (937) 425-8390 | Fax: (937) 425-8416 | Web: [i-riderta.org](http://i-riderta.org)

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>>>>> -----Original Message-----

>>>>> From: Glenn Salyer [mailto:[gessalyer@aol.com](mailto:gessalyer@aol.com)]  
>>>>> Sent: Monday, December 04, 2017 11:09 AM  
>>>>> To: Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)>  
>>>>> Subject: Re: Requested document

>>>>>

>>>>> Why did you remove them

>>>>>

>>>>> Sent from my iPhone

>>>>>

>>>>>> On Dec 4, 2017, at 10:19 AM, Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)> wrote:

>>>>>>

>>>>>> This is quite confusing. What documents are you referring to and if you knew they were on the website why  
>>>>>> didn't you simply download them?

>>>>>>

>>>>>> Mark Donaghy  
>>>>>> Chief Executive Officer

>>>>> Greater Dayton RTA | 4 S. Main St | Dayton, OH 45402  
>>>>> Office: (937) 425-8390 | Fax: (937) 425-8416| Web: [i-riderta.org](http://i-riderta.org)

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>>>>> -----Original Message-----

>>>>> From: Glenn Salyer [mailto:[gessalyer@aol.com](mailto:gessalyer@aol.com)]  
>>>>> Sent: Monday, December 04, 2017 10:16 AM  
>>>>> To: Donaghy, Mark <[mdonaghy@greaterdaytonrta.org](mailto:mdonaghy@greaterdaytonrta.org)>;  
>>>>> [kellymoond@aol.com](mailto:kellymoond@aol.com); [gduncan49@gmail.com](mailto:gduncan49@gmail.com); [longmichael1062@att.net](mailto:longmichael1062@att.net)  
>>>>> Subject: Requested document

>>>>>  
>>>>>

>>>>> Dear Mark

>>>>> I have requested documentation from Bob Documents that were on  
>>>>> the web site and has been removed

>>>>>

>>>>> Me answer given was I can request then and will be available  
>>>>> after the election

>>>>>

>>>>> I requesting these documents be provided under the freedom of  
>>>>> information act 149.43

>>>>>

>>>>> Glenn

>>>>> Sent from my iPhone

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