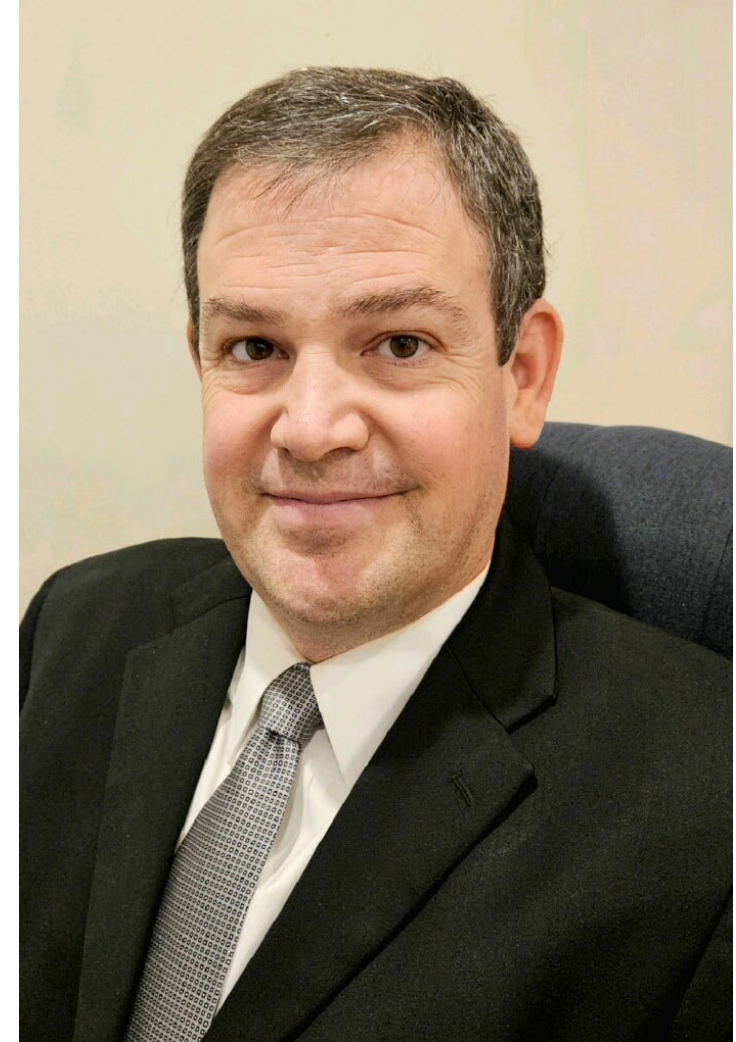


CFO Appointment

- **Recruitment Process**
 - **Hired Krauthamer and Associates LLC to manage nationwide search**
 - **Worked with GM to develop leadership profile and desired skills**
 - **Advertised position nationally and contacted candidates directly**
 - **Forwarded twelve semi-finalist to GM**
- **Interview Process**
 - **SMART Staff interviewed five candidates**
 - **Panel included General Manager, General Counsel, Chief Operating Officer, Chief Engineer, and Grants and Legislative Affairs Manager**
 - **Selected two candidates to move forward**
 - **Board Ad Hoc Committee interviewed both candidates on 8/11/2026**
 - **Committee consisted of Chair Coursey, Vice Chair Sackett, and Director Pahre**

CFO Appointment

- **Ad Hoc Committee Recommendation**
 - **Appoint Troy Bingham as Chief Financial Officer pending successful completion of background investigation**
- **Troy Bingham**
 - **20 years financial and municipal government experience**
 - **8 years of transit experience**
 - **6 years at Utah Transit Authority (Comptroller)**
 - **2 years at North Central Transit District (Finance Director)**
 - **Currently Finance Director City of Safford, AZ**
 - **Bachelor of Science degree in Accounting and Information System (Arizona State University)**



CFO Appointment

- **Agreement Terms**
 - **Term of employment: 5 Years**
 - **Annual Salary: \$299,250**
 - **Cell phone/car allowance: \$300 per pay period**
 - **15 days vacation and 5 days sick**
 - **Participation in SMART benefits programs**
 - **Reimbursement of \$30,000 for relocation and temporary housing allowance**
 - **Severance if terminated without cause of 90 days salary and benefits**
- **Recommended Board Action**
 - **Appoint Troy Bingham to the position of Chief Financial Officer and approve employment agreement subject to completion of successful background investigation**
 - **Authorize the Chair to execute the agreement contingent upon successful completion of the background investigation**