



**Leadership Committee Meeting Minutes
December 7, 2020 11:00 AM
101 Queen City Road, Burlington VT 05401
Meeting held virtually via Zoom Meetings**

The mission of GMT is to promote and operate safe, convenient, accessible, innovative, and sustainable public transportation services in northwest and central Vermont that reduce congestion and pollution, encourage transit oriented development, and enhance the quality of life for all.

Present:

Commissioner Sharrow
Commissioner Waninger
Commissioner Austin
Commissioner Kaynor
Commissioner Polyte

Jon Moore, General Manager
Jamie Smith, Director of Marketing
and Planning

Absent:

Commissioner Bohne

Open Meeting

Commissioner Waninger opened the meeting at 11:02AM.

Adjustment of the Agenda

There were no adjustments to the agenda.

Public Comment

There were no members of the public present.

Approval of Committee Minutes, November 9, 2020

Commissioner Waninger noted that on page 2 of the minutes there are several instances where CVRPC is incorrectly spelled.

Commissioner Sharrow made a motion to approve the minutes with the corrections noted. Commissioner Kaynor seconded. All were in favor and the motion carried.

General Manager Report – Updates and Opportunity for Questions

Mr. Moore added that he would update the written for the board meeting to include some additional items. He thanked the GMT staff for completing the annual NTD.

Mr. Moore gave an update on the compensation study that will be conducted by Hickok Boardman. He noted that we are trying to get rates on a long-term loan that would allow us to cash out remaining CTO balances. This would allow the new CTO policy to start fresh and GMT could easily budget the loan payments versus the fluctuating CTO liability that changes often.



Mr. Moore gave an update on the TCI/VBSR letter that GMT has been asked to sign as a supporter. The Strategy Committee reviewed the letter and recommended that GMT sign it and asked staff to bring it to the Leadership Committee.

Commissioner Waninger did a straw poll with committee members and asked, is this in keeping with Board Policy and Mission?

Commissioner Kaynor: Yes, however he doesn't like the approach that TCI is taking.

Commissioner Polyte: Yes, she believes it solidifies our intent and it shows that in concept we support the progress of TCI. She noted the letter addresses economic impact. She believes this is the direction that GMT should be moving and supporting the letter allows us to be more engaged.

Commissioner Davis: He doesn't fully understand how the impact of TCI will benefit GMT because we will still be reliant on diesel. GMT could incur a higher cost to do business. He asked if GMT could reach out to Peter Walk (from the state) to present at the Board Meeting?

Commissioner Sharrow: As long as we are not making a big commitment, let's not miss the deadline.

Commissioner Davis asked that we make a note to let the full board know about this conversation.

Board Retreat Discussion

The committee had a conversation on the next retreat topic. Mr. Moore said the Strategy Committee is ready and would like one more work session before the retreat.

Commissioner Waninger confirmed with Commissioner Polyte that the Fairness and Diversity Committee would not be ready in late January/early February to lead a retreat. Commissioner Polyte confirmed that timing would be tight and they would like more time to pull together the program.

Commissioner Waninger asked staff to put together a Doodle Poll for late January. Commissioner Polyte would like to think about staff participation and not just focused on the board.

Board Member Evaluation Discussion

Commissioner Waninger said she would send the Board Evaluation document to the rest of the committee for individual feedback. She asked that folks not reply all to her email.

Draft Board Agenda Review



Commissioner Waninger asked if the Fairness and Diversity Committee update should be standalone or if it could fall under Committee Reports? It was determined that it would remain a standalone item on the agenda.

Commissioner Waninger said that there are two executive sessions on the agenda. The first would be a summary of the GM Evaluation. She asked the status of the second Executive Session. Mr. Moore said that it was pending and he would know soon if it is needed.

Mr. Moore said staff is hoping for board approval on the Operating budget. Staff would like to talk about assessment increases.

Premium Pay Discussion

Mr. Moore said with increasing cases of COVID-19 nationally and locally, he is being asked about reinstating premium pay for frontline workers. He asked that the Leadership Committee weigh-in noting that staff isn't sure that there is enough funding to reinstate premium pay; doing so would trigger other potential program cuts.

Commissioner Waninger asked if the full board should discuss this? And if so, is the full board looking to direct staff to begin exploring revenue and expense scenarios?

The Committee discussed potential scenarios. Commissioner Waninger said that she is hearing two things from Committee Members, first that this should be on the next agenda and the Leadership Committee should endorse the idea to have staff explore revenue and expense scenarios.

Commissioner Davis made a request that this topic be added to the Finance Committee agenda as well.

Adjourn

Commissioner Polyte made a motion to adjourn, Commissioner Davis seconded. All were in favor and the motion carried.