



**Green Mountain Transit Board of Commissioners**  
**Meeting May 18, 2021 - 7:30 a.m.**  
**101 Queen City Road, Burlington VT 05401**

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*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.*

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**Due to current social distancing measures, this meeting will be held entirely virtually.**

**Attendees**

**Commissioners**

Chairperson Waninger  
Vice-Chairperson Davis  
Commissioner Baker  
Commissioner Bohne  
Commissioner Buermann  
Commissioner Derenthal  
Commissioner Dimitruk  
Alt-Commissioner Gallagher  
Commissioner Kaynor  
Commissioner Polyte  
Commissioner Pouech  
Commissioner Sharrow

**Staff**

Jon Moore – General Manager  
Nick Foss – Director of Finance  
Trish Redalieu – Director of Human Resources  
Jamie Smith – Director of Planning and Marketing  
Debbie Coppola – Senior Accountant  
Kim Wall – Grant Manager  
Chris Damiani – Transit Planner  
Devin Mason – Transit Planner  
Pam McDonald – Accounting Coordinator

**External**

Stephen Falbel – Steadman Hill  
Charis Hnin – Talitha Consults, LLC  
Mark Hughes – Vermont Racial Equity Association  
Ross MacDonald – VTrans



### **Open Meeting**

Chairperson Waninger opened the meeting at 7:30 AM.

### **Adjustment of the Agenda**

No adjustments.

### **Public Comment**

None.

### **Consent Agenda (Action Item)**

**Commissioner Kaynor** requested the removal of the April minutes, for revision of wording.

**Commissioner Kaynor** motioned for approval of the Consent Agenda, except as noted above.

**Commissioner Baker** seconded, and the motion passed unanimously.

### **VTrans Update**

Ross MacDonald provided an update on transit funding related to the pandemic, as well as a brief, general overview of how other Vermont transit agencies are recovering from the pandemic.

### **General Manager Report – Updates and Opportunity for Questions on the Report**

- Mask mandate aboard buses, and at all GMT facilities (including administrative offices) will continue for the duration of the TSA mandate.



## **Board Committee Reports**

**Commissioner Sharrow – Operations Committee:** Operations did not meet.

**Commissioner Bohne – Finance:** Mid-year budget adjustment will occur soon.

### **Commissioner Polyte – JEDI Committee:**

- Consulting team will be joining later in the meeting.
- Committee is also still looking for members to serve on the JEDI Advisory Committee.
- Planning and Marketing staff will soon be distributing an internal newsletter regarding JEDI work.
- Consultant will soon be distributing an employee survey to gauge opinion on and familiarity with DEI work.
- **Commissioner Dimitruk:** potential to offer stipends to Advisory Committee members?  
**Commissioner Polyte:** This was an agenda item for the May meeting but was skipped due to time constraints. Is currently an agenda item for next month. **Commissioner Baker** added that the CCRPC provides a stipend of \$50 per meeting.

**Chairperson Waninger – Leadership Committee:** Most of leadership committee spent in executive session, discussing pending arbitration, which the Board will hear about in today's executive session.

**Commissioner Buermann – Strategy Committee:** Much of the Committee's work for April will be discussed in the next agenda item, but the Committee also discussed the Transit Strategic Plan.



### **Strategic Goals Presentation and Discussion (Action Item)(p.1/3)**

**Stephen Falbel**, of Steadman Hill, provided an overview of Green Mountain Transit's Strategic Goals.

**Commissioner Derenthal**: How will GMT track progress in meeting the Strategic Goals?

**Stephen Falbel**: Often, calendar-based. **Jamie Smith**: The Board reviews the strategic goals on a regular basis.

**Commissioner Derenthal**: How often does the Board review the Strategic Goals? **Jamie**

**Smith**: That is likely part of today's discussion. **Commissioner Buermann**: The intent is to review a portion of the plan each month or every other month. **Commissioner Kaynor**:

Previously, each goal was assigned to a particular committee, who would track progress and report to the Board during the Board Committee Reports period of the monthly Board meeting. The board would also meet quarterly to discuss the goals. Commissioner Kaynor would like to return to this format.

**Commissioner Kaynor**: Would like to see sustainability goals broken up by theme. What is environmentally sustainable may not always be what is economically sustainable. Additionally, some wording, pertaining to economic growth, implies that GMT seeks to cause economic growth, which might not be one of GMT's goals.

**Commissioner Kaynor**: Would like to see a section about appropriate vehicle-sizing, to avoid overcrowding or excess capacity. Would also like to see more regarding the reduction of carbon emissions, as well as more discussion of fare-free service. **Jon Moore**: The strategic goals undergo an annual review by the board. There is also a five-year review for longer-range goals and any major updates.

**Chairperson Waninger**: Is the annual review solely a review process, or is there also a component in which GMT sets goals for the upcoming year? **Jon Moore**: It is both. **Stephen Falbel**: This process also covers goal prioritization for the year.

**Commissioner Polyte**: The plan is somewhat confusing, because it discusses both long-term goals as well as day-to-day operational considerations. Would also like to see more-defined goals, as some are currently rather subjective.

**Alt-Commissioner Gallagher**: Economic sustainability should be entirely separate from the sustainability section, as the sustainability section largely focuses on environmental sustainability. If economic sustainability does remain part of the sustainability section, please expand.



### **Strategic Goals Presentation and Discussion (Action Item)(p.2/3)**

**Chairperson Waninger:** For integrating into the community, the plan references soliciting input, which seems like a low bar. This, along with public meetings, are more intended to provide information or gain feedback, but are not necessarily about community engagement. Is there a way to use our advisory committees more-effectively? **Stephen Falbel:** The intent is that portions of the work plan would be presented to the advisory committees on a regular basis. **Jamie Smith:** Supporting documents were removed from the Strategic Goals document for today, with the document instead referencing the Transit Strategic Plan. There are still documents discussing public outreach and public engagement. **Stephen Falbel:** In the past, plans like this have been called transit development plans, as this is more-detailed than a Strategic Goals document.

**Commissioner Dimitruk:** With regards to supporting documents, where does Title VI fit in? **Stephen Falbel:** The Title VI plan has specific recommendations regarding engagement with ESL and limited-English groups, as well as assessing any potential disparate impacts associated with service or fare changes.

**Chairperson Waninger:** Concerned that this document is assessing whether GMT is meeting the minimum, which many public agencies are finding is insufficient. Public meetings are often insufficient for fostering community engagement; this is often more-effectively accomplished via public outreach to individuals, stakeholders, and groups. Would like to see more on how GMT can increase public engagement. Can you help us understand how this plan would differ from the JEDI or ADA Committee's work plan? **Jon Moore:** Stronger public participation is likely to be part of the JEDI Committee's work. The Strategic Goals document is more intended to guide conversation on this matter, while the committees would be responsible for coming up with specific policies. There would likely be some level of ongoing reporting.

**Commissioner Buermann:** Should the Strategy Committee spend additional time incorporating today's feedback and adopt the Strategic Goals at a later date, or adopt today and make changes later?

**Commissioner Kaynor:** Would be willing to make a motion to approve, with the caveat that the sustainability section be divided between environmental and economic, and that today's feedback be incorporated.

**Commissioner Kaynor** motioned to adopt the plan, with the above-mentioned caveats. **Commissioner Polyte** seconded.



## **Strategic Goals Presentation and Discussion (Action Item)(p.3/3)**

### **Further Discussion:**

**Stephen Falbel:** In mentioning economic sustainability, the intent was to highlight the not only GMT's fiscal sustainability, but also the economic sustainability of the region it serves. May warrant splitting into 3 pieces. **Commissioner Kaynor** does not agree that GMT should be supporting economic growth "per se", as some of its other goals may be in conflict with economic growth.

Per previous motion and second, the Strategic Goals document was unanimously adopted, with aforementioned caveats.

### **Talitha Consults Introduction and Work Plan Presentation**

Charis Hnin (Talitha Consults) and Mark Hughes (Vermont Racial Equity Association) provided an introduction to their role with the JEDI Committee, including the administration of internal and external surveys.

**Commissioner Kaynor:** Curious to know how things are progressing with Talitha's work with the City of Burlington. **Charis Hnin:** The work is ongoing, and they are currently conducting a public survey regarding public safety. 438 responses thus far. Mark Hughes will provide, in the chat, the link to that survey.

**Commissioner Polyte** encouraged Board members and staff to join GMT's and Talitha's bi-weekly meetings regarding JEDI work.

**Chairperson Waninger:** Does Talitha have experience working in both rural and urban areas?

**Charis Hnin:** Some experience. King County, Washington has a population of 2.1 million, but portions of it are rural. "My answer is yes, it depends". **Chairperson Waninger:** The reason for this question is that in urban environments, there are often social groups or advocacy groups through which outside consultants can begin to connect with the community, whereas this often is not the case in rural areas. Often, there will only be one or two individuals from a given community, and they likely cannot accurately represent all or most members of their community. **Charis Hnin:** This was the reasoning for partnering with Mark Hughes on this project, as Mark has lived in the area for several years and has local connections, both in Chittenden County and elsewhere within GMT's service area.



**Executive Session: 1 VSA 313(a) (1) (b), labor relations agreements with employees**

*Is there a motion to find that premature public knowledge regarding Collective Bargaining negotiations would place GMT at a substantial disadvantage?*

**Commissioner Polyte** motioned. **Commissioner Dimitruk** seconded. Approved unanimously.

*Is there a motion to enter executive session pursuant to 1 VSA 313(a) (1) (b) to discuss labor relations agreements with employees?*

**Jon Moore** requested that **Nick Foss** be invited into executive session.

**Commissioner Buermann** motioned. **Commissioner Pouech** seconded.

No action taken.

**Commissioner Bohne** motioned to exit executive session. **Commissioner Kaynor** seconded, and the executive session adjourned at 9:43 AM.

**General Commissioner Comments**

Tabled due to schedule constraints. Share comments via email but do not ask for feedback, nor respond to emails. This would run afoul of open meeting law.

**Adjourn**

**Commissioner Davis** motioned. **Commissioner Sharrow** seconded, and the meeting adjourned at 9:44 AM.

Next GMT Board of Commissioners Meeting Date: June 15, 2021