



1 **Leadership Committee Meeting Minutes**
2 **September 13 11:00 AM**
3 **101 Queen City Road, Burlington VT 05401**

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

9
10 **Present:**

11 Commissioner Waninger
12 Commissioner Davis
13 Commissioner Sharrow
14 Commissioner Bohne
15 Commissioner Polyte
16 Jon Moore, General Manager
17 Jamie Smith, Director of Marketing and Planning
18 Connie Englert, Director of Transportation
19 Nick Foss, Director of Finance

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22 **Open Meeting**

23 Chair Waninger opened the meeting at 11:02AM.

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25 **Adjustment of the Agenda**

26 GM Moore gave a brief introduction to Connie Englert for Board members who were
27 not present at the June Board meeting. Chair Waninger welcomed Director Englert.

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29 **Public Comment**

30 No members of the public were present.

31
32 **Approval of Committee Minutes**

33 Commissioner Davis made a motion to approve the June minutes, Commissioner
34 Sharrow seconded. All were in favor and the motion carried.

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36 **General Manager Report – Updates and Opportunity for Questions**

37 GM Moore added that GMT staff is currently working with our Insurance broker to
38 procure new long- and short-term disability which could result in an annual savings
39 of up to \$30,000.

40
41 GM Moore also added that the VT Department of Health responded to GMT's
42 request for an on-site clinic, and they are unable to commit at this time. GM Moore



43 noted that staff is monitoring the federal vaccine mandate to determine how it could
44 affect GMT staff.

45
46 Chair Waninger asked if there is anything that prevents GMT from contracting with
47 private provider. In Central Vermont the Home, Health and Hospice folks were
48 conducting vaccine clinics in an effort to keep their patients safe.

50 **General Manager Contract Extension**

51 Chair Waninger noted that the GM evaluation process is still on-going, but GM
52 Moore's contract ended on August 31st. The committee discussed bringing a
53 contract extension to the full board for consideration while. This would allow 4-6
54 more weeks for the evaluation process to be completed.

55
56 Chair Waninger asked the committee their thoughts on asking the full board to
57 consider GM Moore's 1.5% increase to be implemented at this time. Commissioner
58 Bohne thought that was a good idea.

60 **Executive Session: 1 VSA 313(a) (1) (b), labor relations agreements with 61 employees.**

62
63 Commissioner Sharrow made a motion to find that premature public knowledge
64 regarding Collective Bargaining negotiations would place GMT at a substantial
65 disadvantage. Commissioner Polyte seconded. All were in favor and the motion
66 carried.

67
68 Commissioner Bohne made a motion to enter executive session pursuant to 1 VSA
69 313(a) (1) (b) to discuss labor relations agreements with employees inviting the
70 General Manager, Jon Moore, and the Director of Finance, Nick Foss, and Director
71 of Transportation Connie Englert. Commissioner Polyte seconded. All were in favor
72 and the committee entered executive session at 11:13AM.

73
74 The Committee exited executive session at 11:31AM. There was no action taken as
75 a result of the executive session.

77 **Draft Board Agenda Review**

78 GM Moore noted that GMT doesn't yet know who will present for item #11. The
79 Committee endorsed the agenda as presented.

81 **Commissioner Comments**

82 Commissioner Bohne thanked staff and Commissioner Polyte for their time during
83 negotiations and for coming to, what feels like, a very fair contract. Chair Waninger
84 echoed thank you and commented that it was a labor and some would have liked it
85 to end in different places, but the staff did make some progress in starting



86 conversations with the union. Chair Waninger noted that it was a good start to let the
87 union know that we do respect them and what they do, and for letting them know
88 where our limitations are, especially in funding.

89
90 Commissioner Polyte noted that board members really need to think about how they
91 can interact with staff more. The relationships will make the difference, having a
92 board representative in negotiations helped staff see that commissioners are just
93 normal people, taking time off of work to do what they think is best. Commissioner
94 Polyte suggested that Board members find a way, like taking the bus more, to
95 interact with staff.

96
97 Commissioner Polyte expressed concern over the staffing challenges and gave
98 examples of how these challenges are not sustainable for the organization. This is
99 something that needs to be figured out, losing staff members over pay is tough. How
100 can the board members assist to support staff that is there picking up the slack?

101 Commissioner Bohne suggested the GM Moore spend some time, maybe in
102 executive session, to help the Board understand why GMT is having these
103 vacancies and why is it a challenge to fill these vacancies. Is it pay, working
104 conditions, etc.?

105
106 Commissioner Sharrow suggested that GMT start looking at the working conditions.
107 New employees might look to current employees to understand the environment.
108 Some new employees might come into the organization understanding that maybe
109 the pay isn't the highest in the area, but the organization is a great place to work.

110
111 Chair Waninger noted that there is a labor shortage nationwide and the workforce is
112 very mobile right now. Commissioner Davis agreed with Chair Waninger's comments
113 and said that there is a strong story to tell about wages, benefits, and public service.
114 Chair Waninger asked the leadership team to think about ways that the Board
115 members can assist in this process and suggested that staffing is put on the October
116 agenda.

117
118 **Adjourn**

119 Commissioner Polyte made a motion to adjourn, Commissioner Davis seconded. All
120 were in favor and the meeting adjourned at 11:42AM.