



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

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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.*  
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10                                  **Present:**

11 Commissioner Waninger  
12 Commissioner Bohne  
13 Commissioner Kaynor  
14 Commissioner Davis  
15 Commissioner Polyte  
16 Jon Moore, General Manager  
17 Nick Foss, Director of Finance  
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20                                  **Open Meeting**

21 Chair Waninger opened the meeting at 11:03AM.  
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23                                  **Adjustment of the Agenda**

24 None  
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26                                  **Public Comment**

27 None  
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29                                  **Approval of Committee Minutes**

30 Chair Waninger made a comment to add the exit motion to the September minutes.  
31 Commissioner Bohne made a motion to approve the September Leadership Committee  
32 minutes as amended, Commissioner Davis seconded. Commissioner Kaynor abstained  
33 from voting. Remaining members were in favor and the motion carried.  
34

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

36 GM Moore discussed the list of items that will be included before the board meeting;  
37 negotiations, rural fact finding, vaccine mandate, Emergency Paid Sick Leave (EPSL)  
38 tax credits, HR Director search, and a staffing update.  
39

40 Commissioner Davis asked for clarification on the EPSL funding, asking if it was FFRCA  
41 funding and recalled that VTrans had asked us not to apply at the time for that funding.  
42 GM Moore noted that there was a lot of confusion at the time, GMT was not eligible for  
43 the FFRCA funding.  
44



45 Commissioner Kaynor asked employee pay for booster shots. Is this for the time off to  
46 receive the booster shot? GM Moore, yes, however it wouldn't be part of the EPSL  
47 funding.

48  
49 Commissioner Polyte asked for specific clarification, when we receive OSHA/VOSHA  
50 guidance, on who pays for the time between testing and results. Commissioner Polyte  
51 expressed concern on the driver shortage and asked if we have looked at seasonal  
52 buses or other places where we can reduce service. GM Moore said that, as of Friday,  
53 staff met with both seasonal areas to discuss reduced schedule. If we get into a place  
54 where we don't have staff to cover runs, we would be able to modify the service as  
55 needed.

56  
57 Chair Waninger asked if we have discussed this with VTrans. GM Moore noted that  
58 VTrans is aware of our staffing shortages and the intent to start at a lower service level  
59 in seasonal areas.

60  
61 Commissioner Davis asked about an MOU with other partners on a shared staffing. GM  
62 Moore noted that GMT has reached out to other transit properties to see if they would  
63 be able to assist and partner on service due to the staffing shortages.

64  
65 Chair Waninger elected Commissioner Buermann to participate in rural negotiations.

#### 66 67 **General Manager Evaluation and Contract**

68 Chair Waninger gave an update on the evaluation process and asked for a one-month  
69 extension.

#### 70 71 **Executive Session: 1 V.S.A. § 313(a)(1)(D), Arbitration or Mediation**

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73 Commissioner Polyte made a motion to find that premature public knowledge of a  
74 pending labor arbitration would clearly put GMT at a substantial disadvantage,  
75 Commissioner Davis seconded. All were in favor and the motion carried.

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77 Commissioner Kaynor made a motion to enter executive session to discuss a pending  
78 labor related arbitration under the provisions of Title 1, Section 313(a)(1)(D) of the  
79 Vermont State Statues inviting the General Manager, Jon Moore. Commissioner Polyte  
80 seconded. All were in favor and the motion carried.

81  
82 The Leadership Committee entered executive session at 11:28AM.

83  
84 Commissioner Polyte made a motion to exit executive session, Commissioner Kaynor  
85 seconded. All were in favor and the motion carried. The Leadership Committee exited  
86 executive session at 11:47AM and no action was taken.

#### 87 88 **Draft Board Agenda Review**

89 GM Moore went through the draft board agenda including; GM contract, paid time for



90 vaccine boosters, SSTA rate, zero fare policy discussion, CTO policy, one-time retention  
91 bonuses, and executive session for arbitration.

92  
93 Commissioner Polyte asked if we could move one of the agenda items to allow for  
94 conversation, and asked that zero fare should maybe be presentation and not a  
95 discussion item. GM Moore offered to put it in the GM report. Commissioner Davis  
96 asked if it could go in the GM report and also add it to the end of the agenda.

97  
98 Chair Waninger asked, if we continue zero fare, what is the trade-off? Wages and  
99 benefits will be increased, and when there are no COVID funds, what does this mean  
100 long-term? Commissioner Bohne noted that looking at past finances, it's likely we will be  
101 operating in a deficit. Chair Waninger asked if we are going to wait for the FY23 budget  
102 to talk about cuts, or do we create a priority list at this time?

103  
104 Commissioner Davis asked for staff to help create a visual example of priorities noting  
105 that different types of service changes have different impacts on ridership.

106  
107 GM Moore noted that the assessment distribution needs to be considered. Absent  
108 regional funding, this will be a long conversation.

109  
110 Commissioner Polyte noted that the board needs to look at the reduction in ridership  
111 and determine where we have some control.

112  
113 Commissioner Kaynor asked how much continued funding we have received from  
114 Unlimited Access partners while we have been fare free? GM Moore, said we haven't  
115 received any funding, but we have discussed a plan moving forward.

116  
117 **Commissioner Comments**

118 None

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120 **Adjourn**

121 Commissioner Kaynor made a motion to adjourn, Commissioner Davis seconded. All  
122 were in favor and the motion carried. The meeting adjourned at 12:03PM.