



1 **Green Mountain Transit Board of Commissioners Meeting**
2 **October 19, 2021 - 7:30 a.m.**
3 **101 Queen City Road, Burlington VT 05401**
4

5 The mission of GMT is to promote and operate safe, convenient, accessible,
6 innovative, and sustainable public transportation services in northwest and
7 central Vermont that reduce congestion and pollution, encourage transit-
8 oriented development, and enhance the quality of life for all.
9

10 **Present:**

11 Commissioner Bonnie Waninger, Washington County
12 Commissioner Catherine Dimitruk, Franklin County
13 Commissioner Paul Bohne, Essex
14 Commissioner Matt Cota, South Burlington
15 Alternate Commissioner Amy Brewer, Williston
16 Commissioner Austin Davis, Winooski
17 Commissioner Bob Buermann, Grand Isle County
18 Commissioner Chapin Kaynor, Williston
19 Commissioner Chapin Spencer, Burlington
20 Commissioner John Sharrow, Milton
21 Commissioner Meg Polyte, Burlington
22 Alternate Commissioner Rob Moore, Lamoille County
23 Alternate Commissioner Tom Derenthal, Burlington
24 Jon Moore, General Manager
25 Jamie Smith, Director of Marketing and Planning
26 Connie Englert, Director of Transportation
27 Nick Foss, Director of Finance
28 Chris Damiani, Transit Planner
29 Erika Osorio, Transit Data Analyst
30 Karen Plante, HR and Payroll Administrator
31 Matthew Kimball, Grants Manager
32 Pam McDonald, Accounting Coordinator
33 Nat Bergeron, GMT Driver
34 Rob Slingerland, GMT Driver
35 Ed Adrian, Legal Counsel

36
37 **Open Meeting**

38 Chair Waninger opened the meeting at 7:30AM.
39

40 **Adjustment of the Agenda**

41 None
42



43 **Public Comment**

44 Drivers Nate Bergeron and Rob Slingerland discussed growing concerns over the
45 mask mandate. Both drivers talked about issues that continue to arise between
46 drivers and passengers. There was a concern that there are limited ways that
47 GMT can enforce the policy without rising conflict. Nate Bergeron expressed an
48 interest in no longer handing masks out to the public.

49
50 Chair Waninger said that the Board has heard their comments and would speak
51 offline to GM Moore about the mask mandate and clear signage on transit
52 vehicles. Chair Waninger thanked both drivers for proposing a solution (not
53 handing out masks).

54
55 **Consent Agenda (Action Item)**

56 Commissioner Kaynor made a motion to approve the consent agenda
57 removing ridership and operation reports, Commissioner Buermann seconded.
58 All were in favor and the motion carried.

59
60 Commissioner Kaynor asked about the maintenance lift replacement. GM
61 Moore said that staff is very early on in the replacement process and GMT is still
62 determining the best path forward. There would be future updates to the board
63 as staff continues to move forward with procurement of new lifts.

64
65 Commissioner Kaynor asked to see a more asked for an analysis of what the
66 ridership trends mean. It appears that there isn't a rebound of ridership in rural
67 but urban looks like it is rebounding slightly.

68
69 Chair Waninger congratulated the maintenance staff on making improvements
70 to core performance despite being understaffed.

71
72 Commissioner Kaynor made a motion to approve the ridership and Operation
73 reports, Commissioner Sharrow seconded. All were in favor and the motion
74 carried.

75
76 **VTrans Update**

77 Ross MacDonald gave an overview of the state management review, noting
78 that there were no findings. There was a discussion of the SWOT analysis.

79
80 **General Manager Report – Updates and Opportunity for Questions on the Report**

81 GM Moore thanked Commissioner Davis for participating in the Maintenance
82 negotiation and said there was a tentative agreement was reached.

83



84 Commissioner Kaynor asked if we are tapping all resources internally to boost
85 recruitment efforts. There was a conversation related to shared resources from
86 other providers or school bus operators. GM Moore talked about the continued
87 issues hiring CDL drivers.

88

89 Chair Waninger asked if we have part-time employees who might like a full-time
90 status. GM Moore noted that we have asked.

91

92 Commissioner Sharrow asked about the maintenance positions and asked if
93 there is an opportunity to hire non-CDL staff members. Director Englert noted
94 that the buses enter the public right of way due to the facility layout.

95

96 **Board Committee Reports**

97 Strategy—Commissioner Buermann reported that the committee didn't meet.

98 Operations—Commissioner Sharrow reported that the committee didn't meet.

99 Finance—Commissioner Bohne said the Finance Committee discussed updates
100 to the FY22 budget and the SSTA rate.

101 JEDI—Commissioner Polyte reported that the committee did meet and was not
102 able to get through the activities planned. Future meetings will be 1.5 hours to
103 allow for more work time.

104 Retirement—Director Foss said the committee met in July and will meet again in
105 a week. The July meeting focused on the new fund line-up.

106 Leadership—Chair Waninger reported that the committee discussed the GMT
107 extension and evaluation. Chair Waninger also asked if Commissioners could
108 please check their emails for the evaluation.

109

110 **General Manager Contract (Action Item)**

111 Chair Waninger said that there is currently an evaluation process taking place
112 and asked for approval to extend the GM contract to the end of November.
113 There will be a draft evaluation at the November Leadership Committee
114 meeting. Commissioner Buermann made a motion to extend, Commissioner
115 Spencer seconded. All were in favor and the motion carried.

116

117 **COVID-19 Booster Shot Employee Payment (Action Item)**

118 GM Moore proposed a flat \$200 payment for staff who receive their booster
119 shot. This payment would be for the first booster shot only, assuming that multiple
120 booster shots might be recommended in the future. Commissioner Kaynor made
121 a motion to approve the COVID-19 booster shot payment, Commissioner Davis
122 seconded. All were in favor and the motion carried.

123

124 **Administrative Staff Combined Time-Off Policy (Action Item)**



125 GM Moore said through contract negotiations, the CTO plan stayed mostly the
126 same but promoted better usage and proposed that GMT mirror the urban
127 operator CTO policy for administrative staff. Commissioner Kaynor made a
128 motion to approve, Commissioner Moore seconded. Commissioner Kaynor
129 noted support of the motion out of fairness, but expressed desire to continue
130 working toward a better policy in the future. Chair Waninger thanked staff for
131 the graphic provided and requested a graphic that shows by employee area
132 where the CTO liability lies. All were in favor and the motion carried.

133

134 **Executive Session: 1 V.S.A. § 313(a)(1)(A), Contracts**

135

136 GM Moore said the executive session is to discuss the FY22 contractual rate with
137 SSTA to provide ADA E&D service in Chittenden.

138

139 Commissioner Bohne made a motion to find that premature public knowledge
140 of a Contract would clearly put GMT at a substantial disadvantage,
141 Commissioner Davis seconded. All were in favor and the motion carried.

142

143 Commissioner Spencer made a motion to enter executive session to discuss a
144 Contract under the provisions of Title 1, Section 313(a)(1)(A) of the Vermont
145 State Statutes inviting the General Manager, Jon Moore and the Director of
146 Finance, Nick Foss. Commissioner Sharrow seconded. All were in favor and the
147 motion carried.

148 The board entered executive session at 8:24AM.

149

150 Commissioner Polyte made a motion to exit executive session with no action
151 taken, Commissioner Bohne seconded. All were in favor and the motion carried.
152 The board exited executive session at 8:45AM.

153

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

155

156 GM Moore said the executive session was to discuss a pending arbitration based
157 on a grievance filed by the Maintenance bargaining unit related to premium
158 pay.

159

160 Commissioner Sharrow made a motion to find that premature public knowledge
161 of a pending labor arbitration would clearly put GMT at a substantial
162 disadvantage, Commissioner Dimitruk seconded. All were in favor and the
163 motion carried.

164

165 Commissioner Polyte made a motion to enter executive session to discuss a
166 pending labor related arbitration under the provisions of Title 1, Section



167 313(a)(1)(D) of the Vermont State Statutes inviting the General Manager, Jon
168 Moore and Legal Counsel, Ed Adrian, Commissioner Buermann seconded. All
169 were in favor and the motion carried. The Board exited executive session at
170 8:47AM.

171
172 Commissioner Buermann made a motion to exit executive session with no action
173 taken, Commissioner Davis seconded. All were in favor and the motion carried.
174 The Board exited executive session at 9:07AM.

175
176 **Executive Session: 1 VSA 313(a) (1) (b), labor relations agreements with**
177 **employees.**

178 GM Moore said this is an update on both rural operator and maintenance
179 negotiations.

180
181 Commissioner Kaynor made a motion to find that premature public knowledge
182 regarding Collective Bargaining negotiations would place GMT at a substantial
183 disadvantage, Commissioner Dimitruk seconded. All were in favor and the
184 motion carried.

185
186 Commissioner Kaynor made a motion to enter executive session pursuant to 1
187 VSA 313(a) (1) (b) to discuss labor relations agreements with employees inviting
188 the General Manager, Jon Moore, the Director of Finance, Nick Foss, and Legal
189 Counsel, Ed Adrian, Commissioner Bohne seconded. All were in favor and the
190 motion carried. The Board entered executive session at 9:09AM.

191
192 Commissioner Kaynor made a motion to exit executive session with no action
193 taken, Commissioner Polyte seconded. All were in favor and the motion carried.
194 The Board exited executive session at 9:43AM.

195 **FY23 Zero-Fare Policy Discussion**

196 GM Moore said it is getting to the point where the Board and staff should begin
197 discussing policy decision for continued fare free. The process to make
198 fareboxes operational and to solicit public feedback will take several months.
199 Any data points the Board is hoping to have staff analyze would help frame the
200 zero-fare discussion in future months.

201
202 Chair Waninger thanked Commissioner Derenthal for sending comments to
203 begin the conversation, and noted that there should be some sideboards on
204 data requests. Noting if you asking from a conceptual level or whether you need
205 detailed information would be helpful for staff.

206
207 Commissioner Kaynor asked for a future ridership projection.
208



209 Commissioner Davis wanted to reiterate that this request for data is to frame a
210 more detailed discussion. The goal for November is to put it all out on the table
211 for November. GM Moore said that staff would have to work backward and
212 create a timeline for final decision. Commissioner Davis asked for all
213 commissioner data requests be shared with the full Board.

214
215 Commissioner Bohne said that Commissioners requesting information from the
216 staff between meetings could put unintended burden on the staff. Individual
217 Commissioners should be working through the full Board to request data to be
218 sure the Board agrees on the data needs.

219
220 Commissioner Buermann commented that Board requests and emails to staff
221 should, at a minimum, be sent through the General Manager.

222
223 Commissioner Polyte noted that November should focus on the big picture
224 items. Commissioners Kaynor and Bohne said that the Board Chair and the
225 General Manager set the agenda and it's within the Board Chair's purview to
226 gather the will of the Board between meetings.

227
228 **General Commissioner Comments**

229 Commissioner Kaynor reminded board members to continue riding the bus and
230 asked the minutes reflect the first and last name of Commissioner and the town
231 they represent. Commissioner Kaynor also noted that GMT should have Level 2
232 chargers for staff vehicles.

233
234 **Adjourn**

235 Commissioner Bohne made a motion to adjourn, Commissioner Buermann
236 seconded. All in favor and the meeting adjourned at 9:57AM.