



1                   **Green Mountain Transit Board of Commissioners Meeting**  
2                   **January 18, 2022 - 7:30 a.m.**  
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,  
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.*

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10                  **Present:**

11                  Commissioner Phil Pouech, Hinesburg  
12                  Commissioner Matt Cota, South Burlington  
13                  Commissioner Bob Buermann, Grand Isle County  
14                  Commissioner Bonnie Waninger, Washington County  
15                  Commissioner Paul Bohne, Essex  
16                  Commissioner Austin Davis, Winooski  
17                  Commissioner Catherine Dimitruk, Franklin County  
18                  Alternate Commissioner Rob Moore, Lamoille County  
19                  Commissioner Meg Polyte, Burlington  
20                  Alternate Commissioner Chapin Kaynor, Williston  
21                  Commissioner Chapin Spencer, Burlington  
22                  Alternate Commissioner Tom Derenthal, Burlington  
23                  Commissioner Amy Brewer, Williston  
24                  Commissioner John Sharow, Milton  
25                  Jon Moore, General Manager  
26                  Jamie Smith, Director of Marketing and Planning  
27                  Chris Damiani, Senior Transit Planner  
28                  Debbie Coppola, Senior Accountant  
29                  Ross McDonald, VTrans  
30                  Connie Englert, Director of Transportation  
31                  Nick Foss, Director of Finance  
32                  Matt Kimball, Grants and Capital Projects Manager  
33                  Erika Osorio, Transit Data Analyst  
34                  Steve Falbel, Steadman Hill Consulting  
35                  Chris Cole, CC Consulting  
36                  Sue Minter, Capstone  
37                  Amanda Carlson, Capstone



41   **Open Meeting**

42   Chair Waninger opened the meeting at 7:30AM.

43

44   **Adjustment of the Agenda**

45   None

46

47   **Public Comment**

48   None

49

50   **Consent Agenda (Action Item)**

51   Commissioner Bohne made a motion to approve the consent agenda,  
52   Commissioner Pouech seconded. All were in favor and the motion carried.  
53   Commissioner Bohne expressed appreciation of the increased information  
54   provided in the Operations and Maintenance report.

55

56   **VTrans Update**

57   Ross McDonald gave a VTrans update and noted that VTrans has begun  
58   their testimony at the Legislature. making special mention of the transit  
59   financing study that was presented at the Senate Finance Committee.

60

61   VTrans is hoping to move forward with the fleet electrification plan and  
62   hopes that GMT will be able to proceed with updating half of the fleet to  
63   electric. There is funding through the LowNo grant process for these vehicles.  
64   The program has grown to a factor of 10x this year.

65

66   After the Governor presents the final budget, VTrans will provide information  
67   on their FY23 budget as well.

68

69   VTrans is excited to see Capstone and GMT partner on a basic mobility for all  
70   type of service model and hopes this pilot can be replicated and  
71   implemented in other areas of the state.

72

73   Commissioner Derenthal asked if there is a role the board could be playing  
74   at this time to reach out to legislators? Mr. McDonald noted that because of  
75   the 5307/urban status of GMT, there will be times that GMT will be asked to  
76   present. There was a brief update on the VPTA role with the legislature. Mr.  
77   McDonald deferred to the GMT Board of Commissioners on additional  
78   outreach. Chair Waninger mentioned that GM Moore was present to testify  
79   twice last week, so GMT has had a presence already during the current  
80   legislative session.



81  
82 Chair Waninger asked Mr. McDonald if VTrans as spoken affirmatively in the  
83 direction of changing the public transit financing model? Mr. McDonald said  
84 that VTrans as an agency has not publicly taken a position on the study, but  
85 did confirm that there have been conversations offline about the impacts of  
86 the study.

87  
88 Commissioner Cota asked what percentage of the LowNo funding is set  
89 aside for lower emission vehicles or alternate types of non-electric low  
90 emission vehicles? Mr. McDonald noted that alternate types of vehicles are  
91 not disqualified from the funding. Electric vehicles are getting the most  
92 attention currently and VTrans hasn't been approached about other hybrid  
93 options.

94  
95 **General Manager Report – Updates and Opportunity for Questions on the**  
96 **Report**

97 GM Moore gave an update on the flood that happened as a result of a  
98 frozen pipe at the facility. The pipe burst causing a sprinkler on the first floor to  
99 discharge a lot of water causing extensive water damage to the first floor of  
100 the 101 Queen City Park Road facility. GM Moore thanked Alec Robinson  
101 and Jon Mabee for their quick response, noting that Alec was able to get  
102 GW Salvage to the facility very quickly which likely help mitigate the impacts  
103 of the damage. There will be more details in the coming days. GM Moore  
104 spoke with the Fire Marshall and will be making some improvements to the  
105 facility based on that conversation.

106  
107 GM Moore reported that staff implemented an internal survey to front line  
108 staff that will measure the impacts of having a uniformed officer or security  
109 guard at the Downtown Transit Center.

110  
111 GM Moore gave a brief update on the Supreme Court ruling to suspend the  
112 OSHA ETS. GMT is promoting testing site locations, the safety of the vaccine,  
113 and employee incentive payments for receiving the vaccine. 83% of GMT  
114 staff is currently vaccinated. Union leadership is committed to assisting GMT  
115 to promote the vaccine.

116  
117 Commissioner Buermann asked if GMT has been approached for a similar  
118 partnership to keep the DTC open after hours as a warming shelter? GM  
119 Moore said we haven't at this time.

120



121    **Board Committee Reports**

122    Strategy Committee: Commissioner Buermann reported that the committee  
123    saw a presentation on year one of MyRide and had a funding discussion  
124    about the Boards role in the legislative process.

125

126    Finance Committee: Commissioner Bohne reported that the committee  
127    focused on the ADA Assessment study.

128

129    Operations Committee: Commissioner Sharrow reported that the committee  
130    discussed the MTC after-hours pilot project, the performance dashboard, saw  
131    a presentation on the ADA Customer Service Survey results, and discussed  
132    safety and security at the DTC.

133

134    Jedi Committee: Commission Polyte reported that the committee had  
135    another great meeting. They discussed the Code of Conduct work, safety  
136    and security at the DTC, and worked in small groups to brainstorm ideas to  
137    raise exposure to the Jedi Committee and the work being done.

138    Commissioner Polyte thanked Marketing staff for their work to further  
139    initiatives for Martin Luther King Jr. Day. Moving forward the committee will  
140    focus on the internal Talitha survey.

141

142    Leadership Committee: Chair Waninger reported that the committee  
143    discussed suspensions to the fare and new service policy, COVID related  
144    service changes, and had an executive session to hear an update on labor  
145    relations.

146

147    **FY23 Operating Budget Approval (action item)**

148    Director Foss gave an update of the public meeting on the budget, noting  
149    that no members of the public attended the meeting.

150

151    Commissioner Bohne made a motion to approve the proposed FY23  
152    Operating budget totaling \$23,665,351, Commissioner Cota seconded.

153

154    During discussion Commissioner Spencer asked staff to explain their  
155    understanding of today's approval as it relates to further exploring additional  
156    funding to achieve fare free service? GM Moore if fare replacement can be  
157    identified, that could be brought before the board for a budget  
158    amendment. GM Moore also noted that a bill was introduced that identifies  
159    \$2.7M in fare replacement revenue, which was presented last year as well.  
160    GM Moore has reached out to Representative Curt McCormick, who



161 supported the bill, to get more information and to advocate for that funding.  
162 Commissioner Spencer understood from GM Moore's response, that if the  
163 Board approved the motion as presented, staff would continue to try to  
164 identify additional sources of revenue.

165  
166 Chair Waninger said to be clear, revenue replacement would be limited to  
167 legislative activities. GM Moore said that is the most likely source, but that  
168 doesn't limit staff's ability to seek funding through public/private partnerships.  
169

170 Commissioner Dimitruk asked what type of public information we will be  
171 providing to the public on this budget being approved assuming fares will  
172 return, outside of the required process? GM Moore noted that staff is  
173 developing an outreach plan and would present that plan next meeting.  
174

175 After a vote, a majority of the board voted in favor of motion to approve the  
176 FY23 Operating budget as presented, Commissioner Polyte and  
177 Commissioner Pouech opposed. The motion carried.  
178

179 **Fare and Service Changes Public Hearing Policy Suspension and COVID-19  
180 Related Service Changes Approval (action item)**

181 GM Moore gave an update on temporary service changes based on  
182 COVID-19 staffing impacts and noted that these changes are separate from  
183 the more permanent service changes presented by Director Smith in  
184 December.  
185

186 The consideration for these changes is due to the rigid driver bid timeline and  
187 the Board approval process for service changes, which takes a minimum of  
188 three months to complete. The presented service changes would not result in  
189 layoffs, instead those hours would be recycled into scheduled reserve shifts  
190 allowing GMT to cover service in the event that a driver is out. The union has  
191 agreed to suspend some notification requirements in the contract, most  
192 notably the 30 day prior posting requirements.  
193

194 GM Moore asked the board to consider three items as it relates to service  
195 changes. First, GM Moore asked the Board to approve the temporary  
196 changes, as a result of COVID-19 staffing impacts, through June 12, 2022.  
197 Second, the Board was asked to consider granting authority to the General  
198 Manager to make service changes as a result of COVID-19 staffing impacts.  
199 Third, GM Moore asked for the Board to concur that any service changes



200 implemented through no later than June 12, 2022 are not long-term changes  
201 and are not subject to GMT Fare and Service Change Public Hearing Policy.  
202

203 Commissioner Bohne asked if this change in service would have an impact  
204 on overtime? GM Moore said on paper it will help with overtime, but if  
205 staffing became dire and we didn't have reserve shifts to cover, then it  
206 wouldn't reduce overtime.  
207

208 Commissioner Cota confirmed that these changes would go into effect on  
209 March 1, 2022? GM Moore said in that vicinity. Staff is still working on the bid  
210 timeline, but are working to expedite that process as much as possible.  
211

212 Commissioner Spencer noted that even if the service reductions are short  
213 term, a 6% service reduction is significant and asked what is the thought on  
214 reaching out to key stakeholders? GM Moore noted that staff would begin  
215 outreach to stakeholders and businesses. An outreach plan would be  
216 presented to the board and staff would welcome participation from the  
217 Board in that outreach.  
218

219 Chair Waninger asked how staff used the JEDI reflective questions when  
220 making the decisions on what service to modify? GM Moore noted that staff  
221 would use the reflective questions when creating an outreach plan. Chair  
222 Waninger asked staff to consider the Title VI implications of service changes  
223 by route.  
224

225 Commissioner Polyte asked staff to revisit how public comment is collected  
226 and noted disappointment that there was no public comment related to the  
227 budget. Commissioner Polyte also asked that assumptions on the impacts of  
228 service modifications not be made, what might seem minimal to staff could  
229 result in someone not being able to get to work or an appointment.  
230

231 Commissioner Spencer made a motion to approve a three-part motion to  
232 1. approve the Spring 2022 urban service changes as presented through  
233 no later than June 12, 2022;  
234 2. approve providing the General Manager authority to implement any  
235 future needed short-term service changes based on staffing levels  
236 through no later than June 12, 2022;  
237 3. Concur that any short-term service changes implemented through, no  
238 later than, June 12, 2022 are not long-term service changes and not  
239 subject to the GMT Fare and Service Changes Public Hearing Policy.



240 Commissioner Polyte seconded. All were in favor and the motion carried.

241

**242 COVID-19 Employee Vaccination and Testing Policy Revision (action item)**

243 GM Moore gave an update on the Supreme Court ruling to find the OSHA ETS  
244 unenforceable at this time. At this time, staff considers this a suspension to the  
245 policy and will be ready to implement this policy should it be approved by  
246 the Supreme Court in the future.

247

248 GM Moore said the Commissioner Dimitruk asked a great question during the  
249 Leadership Committee meeting, which was, is GMT able to move forward  
250 with our own vaccine policy? The staff recommendation at this time is to not  
251 create our own policy, but if the GMT Board of Commissioners wanted to  
252 move in that direction, we would have to take it to the union for  
253 negotiations.

254

255 Commissioner Dimitruk asked what GMT is doing to support optional testing  
256 for staff? GM Moore noted that promoting the safety of the vaccine is key.  
257 Union leadership is supportive of promoting the vaccine. GM Moore said a  
258 standard operating procedure was issued that identified state run testing  
259 sites. On-site testing isn't financially feasible at this time, and testing  
260 availability has been inconsistent to date.

261

262 Chair Waninger noted that the federal site would be launched soon that  
263 would provide at-home testing by request.

264

**265 Chittenden County Regional Planning Commission (CCRPC) Transit Financing  
266 Study Presentation and Endorsement (action item)**

267 GM Moore gave a brief introduction to the CCRPC Transit Financing Study.  
268 Steve Falbel presented the Transit Financing Study.

269

270 Commissioner Davis asked if there was an exploration of using some tier 3  
271 money being directed to transit which would lower individual impact per  
272 kWh? Steve Falbel noted that there is more information on this in the full  
273 study. Commissioner Davis noted that based on person experience, property  
274 transfer tax should be put at a -2 political feasibility.

275

276 Commissioner Kaynor complimented Steve Falbel on the analysis and asked  
277 if the full report could be shared with the full Board.

278



279 Commissioner Spencer asked what is the political strategy around this to give  
280 it some legs so we're not revisiting this study again in 20 years? Steve Falbel  
281 noted that all sorts of things are unique to current day that haven't been the  
282 case in the last 24 years. If groups like the GMT Board talk to legislatures that is  
283 the best way to move this forward.

284  
285 Commissioner Derenthal asked if there is a complimentary report on how to  
286 increase the perception of value of transit to make people more amenable  
287 to this? Steve Falbel noted that there isn't a separate report, but there are  
288 parts of the study that talk about enhancing transit access, especially in rural  
289 areas.

290  
291 Commissioner Dimitruk added that given the realities of staff capacity, we  
292 might want to consider a public relations campaign budget in order to move  
293 forward these ideas.

294  
295 Commissioner Moore asked if the work on this report include the option to  
296 use a combination of some of the revenue sources? Steve Falbel said that  
297 report just lays out each option individually and outlines how to achieve the  
298 full \$21M and shows the pros and cons, but combining options is feasible.

299  
300 Commissioner Bohne asked if the Leagues of Cities and Towns is aware of this  
301 study and what is their reaction? Steve Falbel said he hasn't contacted  
302 them. GM Moore added that the CCRPC had Leagues of Cities and Towns  
303 on their list of groups to outreach to.

304  
305 Commissioner Kaynor asked if there was an exploration of a utility charge at  
306 the wholesale level instead of a charge that is seen on each person's bill?  
307 Steve Falbel said that would be feasible, but that was not part of the  
308 research.

309  
310 Chair Waninger asked about the House Transportation Committee and  
311 Senate Transportation Committee reception of the study? GM Moore noted  
312 that the Senate Transportation Committee wasn't as receptive, but there was  
313 a modification made, based on that testimony, to the proposal outlining that  
314 these are not new fees or revenues, but replacement to some of the funding  
315 in the T-Bill. Chair Waninger asked that, to the extent possible, this study be  
316 seen as a rural study as well.

317



318 Commissioner Spencer made a motion that the GMT Board of Commissioners  
319 endorse the CCRPC Transit Financing Study recognizing that;  
320 1. public transportation is a regional service that should be funded as such;  
321 2. the current non-federal funding structure for transit in Vermont is not  
322 sustainable to support current service levels, let alone able to support future  
323 expansion, to meet the state's climate goals, support continued economic  
324 development and create social equity through accessible mobility options;  
325 3. the current non-federal funding structure for transit in Vermont is not  
326 sufficient to leverage the increasing amounts of federal transit grant funds  
327 that are included in the Bipartisan Infrastructure Deal (Infrastructure  
328 Investment and Jobs Act).  
329 Commissioner Davis seconded. All were in favor and the motion carried.  
330

### **Capstone Mobility and Equity Project Presentation**

331 Director Smith introduced the team from Capstone noting that both  
332 agencies are working in concert on expanding public transportation in  
333 Central Vermont.

334 Sue Minter introduced Capstone and their mission to end poverty. Amanda  
335 Carlson gave a presentation on Capstone's Mobility and Equity project and  
336 the goal to partner with GMT to provide access to the concentric circle  
337 around public transportation in Central Vermont.

338 Commissioner Davis asked how Capstone planned to address the  
339 recruitment challenges? Amanda Holland noted that they are hoping to  
340 recruit a mix of full and part time drivers, which wouldn't be unionized, and  
341 they would be able to provide a flexible schedule. Sue Minter noted that  
342 Capstone understands the challenges of recruitment and believes that  
343 Capstone has a different type of pull.

344 Commissioner Davis also asked about electric vehicles, and asked if there  
345 are any on the market that would meet ADA requirements? Chris Cole noted  
346 that Capstone is hoping to receive funding through the CMAQ program and  
347 not through the FTA account, which would make them exempt from having  
348 lift-equipped vehicles. There was a conversation about this pilot service being  
349 an extension of GMT's MyRide service and that folks requiring accessible  
350 vehicles would be covered by GMT.

351 Commissioner Dimitruk offered two comments, first that the answer on  
352 accessibility was not adequate and noted that the assumption that people  
353



358 using this service wouldn't need accessible vehicles should be revisited.  
359 Commissioner Dimitruk asked if there was a cost comparison to providing a  
360 more traditional service or a combination of expanding car access for those  
361 with licenses? Sue Minter noted that there wasn't cost comparisons of every  
362 option and noted this is an exploration of an innovative option.  
363

364 Amanda Holland noted that there was an exploration of a car share option,  
365 but that type of service is tough to achieve in a very rural area. If there are  
366 times that cars are not being used, there might be an option to use one of  
367 their vehicles as a car share type vehicle.  
368

369 Alternate Commissioner Kaynor noted that this is addressing one of the  
370 climate action goals of reducing vehicles on the road and compliments  
371 other shared ride options that are being explored.  
372 Alternate Commissioner Moore also noted that Capstone should reach out to  
373 RCT about their volunteer driver program.  
374

375 Chair Waninger asked a question about "trauma-informed drivers"? Sue  
376 Minter noted that there is a lot to learn about trauma, especially around  
377 poverty, but noted it is a deeper understanding of folks served by the service  
378 (i.e. substance abuse recovery).  
379

380 GM Moore provided staff perspective, noting that staff is excited to partner  
381 on this project. Our understanding to date that any funds will flow through  
382 GMT as a direct recipient of VTrans and as such, there will be oversight and  
383 compliance responsibilities, including ADA accessibility. Staff will have a goal  
384 of working closely on outreach and eliminating any duplication of services.  
385

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

388 GM Moore said this is an executive session to discuss the rural CBA  
389 negotiation timeline and upcoming mediation for unit bonuses.  
390

391 Commissioner Davis made a motion to find that premature public  
392 knowledge regarding Collective Bargaining negotiations would place GMT  
393 at a substantial disadvantage, Commissioner Dimitruk seconded. All were in  
394 favor and the motion carried.  
395

396 Commissioner Spencer made a motion to enter executive session pursuant to  
397 1 VSA 313(a) (1) (b) to discuss labor relations agreements with employees



398 inviting the General Manager, the Director of Finance, and the Director of  
399 Transportation, Commissioner Bohne seconded. All were in favor and the  
400 Board of Commissioners entered executive session at 9:49AM.  
401  
402 Commissioner Bohne made a motion to exit executive session, Commissioner  
403 Dimitruk seconded. All were in favor and the motion carried. The Board  
404 exited executive session at 10:03AM and no action was taken as a result of  
405 the executive session.  
406  
407 **General Commissioner Comments**  
408 None  
409  
410 **Adjourn**  
411 Commissioner Dimitruk made a motion to adjourn, Commissioner Bohne  
412 seconded. All were in favor and the meeting adjourned at 10:04AM.