



Advisory Committee Meeting
July 26, 2018
GMT Board Room

Present: Kristin Prior, Peter Keating, Kelly Stodard Poor, Kate McCarthy, Marshall Distel, Leah Soderquist, Kathy Lavoie, Sandy Thibault, John Mandeville, Kurt Johnson, Tim Smith

Staff: Trish Redalieu, HR Director
Chris Loyer, Public Affairs Coordinator
Jamie Smith, Marketing & Public Affairs Manager
Rachel Kennedy, Senior Transit Planner

Meeting opened up at 10:01 am.

1. Adjustments were made to the meeting agenda
 - a. GMT Human Resources – Employer Persepctive moved after introductions
 - b. Franklin Grand Isle Workforce Investment Board presentation moved after GMT Human Resources
2. Personal Introductions
3. GMT Human resources Director, Trish Redalieu presents mid size employer perspective
 - a. Requirements to becoming a bus operator
 - i. CDL-B with a passenger endorsement
 - ii. Background check
 - iii. Drug and Alcohol Screening
 - iv. Successful completion of GMT Training program
 - b. Successful recruitment efforts
 - i. New Americans are a population that recruitment is successful with
 1. ELL – English Learners Language grant with State of Vermont
 - c. Agency of Commerce and Development
 - i. Meeting with Deputy Secretary proved to be beneficial for GMT
 - d. Mr. Keating asked “What percentage of GMT’s workforce are drivers”
 - i. Ms. Redalieu answered – 72% or approximately 120 operators
 - e. Mr Mandeville asked “What is the annual turnover rate?”
 - i. Ms. Redalieu anwered – 14-16%
 - ii. Turnover rate is higher in Washington County
4. Franklin Grand Isle Workforce Investment Board – Kathy Lavoie, Director
 - a. Provided a handout with information about the board
 - b. WIB’s role is “relative to the region and related to the state”
 - c. Formidable 4 – Barriers to employment
 - i. Childcare
 - ii. Transportaion
 - iii. Housing
 - iv. Substance Abuse – Recovery

- d. Training and Internships Program
 - i. Matching Employers with employees based on a SWOT analysis
 - e. VSAC Relationship
 - i. Funding for continued education
 - f. Act 77 – Workbase Learning Initiative
 - i. Schools now have internal positions to facilitate workbase learning
 - g. Biggest increase in clients are in the age 23-33 demographic
 - i. Largely due to the wrap around human services
 - h. Community College of Vermont, Vermont Technical College and WIB
 - i. All providing educational opportunities in Franklin County
 - i. Pathways to employment forum
 - j. VT Talent Pipeline Management Team
 - i. State level workforce
 - 1. Construction has been a very successful sector
 - k. Upcoming Leadership Summit in Franklin County
 - i. Transportation
 - ii. Housing
 - iii. Childcare
 - iv. Substance Abuse
 - l. Questions:
 - i. Mrs Stoddard-Poor asked “Do you work with the aging population?”
 - 1. Ms. Lavoie answered “that is a demographic that could certainly be developed further, but currently not significantly”
 - ii. Ms. Mccarthy asked “What do you think legislators need to hear to move the ball forward on the “formidable 4” and What are some compelling ways to be heard?”
 - 1. Ms. Lavoie responded that it is important to remember that the “formidable 4” are all related and the sometimes when legislators get into the session that their focus can become granular depending on their assignments within their legislative roles.
 - 2. Ms. Lavoie discussed the opportunity to hold a transit summit at the Statehouse and referenced a similar example of waterquality.
 - a. TRANSPORTATION SUMMIT supported by multiple members of the Advisory Committee
5. Workforce Development – The role of Public Transit
- a. Powerpoint to be included in available documents
6. NextGen Update
- i. Complete System Analysis – Approved at June Board of Commissioners’ Meeting
 - ii. 3 Phase approach
 - 1. Cost neutral
 - a. Adjust schedule and timpoints
 - i. Simplify service
 - ii. Improve Schedule
 - b. 12-18 months implementation process
 - 2. 5% cost increase
 - a. To address service deficiencies
 - b. 2-5 year implementation process



3. 20% cost increase
 - a. To address service expansions
 - b. 5-10 year implementation process

iii. Public Feedback Report

1. Developed to ensure that the feedback is incorporated into future transit system development

iv. Jeffersonville Commuter #36 changes

1. Timepoint changes
2. Jeffersonville Commuter #36 Analysis Report
 - a. Posted on GMT website at <http://ridegmt.com/wp-content/uploads/0.-July-2018-Board-Packet.pdf> on page 33

7. Questions/topics discussed:

- Funding – Local Match
 - Regional Local Match
 - How external advocates can be useful to GMT and funding
 - Total Costs for service
 - Formula for assessments
 - Staff time dedicated to local match solicitation
 - Cost
- Economic Development – Commissioner
- Workforce Development – Commissioner
- Federal Delegation
 - Senator Sanders
 - Congressman Welch

8. Future Meetings - The committee has not scheduled a future advisory committee meeting at this time.