



**Leadership Committee Meeting Agenda**  
**April 13, 2020 11:00 AM**  
**101 Queen City Road, Burlington VT 05401**

Present via ZOOM:

Commissioner Sharrow  
Commissioner Chittenden  
Commissioner Kaynor  
Commissioner Waninger  
Commissioner Bohne  
Spencer Smith, Member of the public  
Ed Adrian, GMT Legal Council

Jon Moore, Interim General Manager  
Jamie Smith, Director of Planning and  
Marketing  
Nick Foss, Director of Finance  
Trish Redalieu, Director of Human  
Resources

**Open Meeting**

Commissioner Waninger opened the meeting at 11:04AM

**Adjustment of the Agenda**

None

**Public Comment**

Spencer Smith came to discuss the ridership and the electric vehicles.

**Approval of Committee Minutes**

Commissioner Sharrow made a motion to approve the March minutes,  
Commissioner Chittenden seconded. All were in favor and the motion carries.

**GM Updates**

Mr. Moore gave an update on several items related to COVID-19, including: GMT's maximum boarding restrictions on board our vehicles to promote social distancing, disinfecting of vehicles/facilities, and the installation of vinyl curtains to protect the bus operators. GMT's two full time custodians are focusing on cleaning, there are 45 buses a day being cleaned with the electrostatic cleaners.

Mr. Moore talked about VPTA, DVHA, and VTrans writing a letter to the Governor asking that he require transit users to wear face coverings. GMT received 650 surgical face masks for bus operators and 175 cloth neck bands that can be used as cloth coverings.

Commissioner Kaynor asked if all decisions were being made in concert with the union? Mr. Moore stated that they are working together to address individual ideas. Commissioner Waninger stated that folks with chronic health conditions had been advised not to take public transportation, and asked what options were available to them? Mr. Moore said that depended on what programs folks qualified for, and that



anyone who didn't qualify could contact VT 211 for options. There was a brief discussion on fare free service and how that could last until the end of the calendar year.

Mr. Moore gave a brief overview of premium pay for frontline employees. As an organization, GMT has done most all that we can do to limit exposure. It's not possible for bus operators to work from home, so there is some danger of exposure. Mr. Moore shared a document outlining the financial impacts of premium pay. Likely this benefit would be tied to the Stay Home, Stay Safe executive order.

Mr. Moore asked what the approval process should be to implement premium pay? Commissioner Kaynor made a motion for the Leadership Committee to bring a recommendation to the full GMT Board of Commissioner to approve premium pay, as presented by Mr. Moore. Commissioner Sharrow seconded. All were in favor and the motion carried.

Mr. Moore gave a brief overview of weekly COVID-19 reporting requirements for VTrans and CARES funding. Commissioner Waninger asked if there was a time limit on when to spend CARES funding; Mr. Moore indicated that he didn't believe there was.

E-Bus Update: Mr. Moore gave a brief update on the electric buses. One is still not in service and likely will not be until Proterra is allowed on-site.

Vermont Labor Relation Board (VLRB) Hearing: Mr. Moore said he expected to hear a decision around now, but there could be a delay due to COVID-19.

Combined Time Off (CTO) Policy (May): Mr. Moore said that staff's goal would be to have a memo in front of the GMT Board of Commissioners at the May meeting. The current policy almost encourages staff to come to work sick due to the ability to cash time out at the end of the year. Commissioner Bohne noted that he was apprehensive to implement another policy on the backs of the administrative staff. Commissioner Kaynor noted if done with care, it shouldn't be on the backs of the staff, this was the boards intent and this adds appropriate cash-out limits.

#### Board Agenda Items

- GM Update
- VTrans Update
- Continuity of Operations Plan (Possible Action Item)
- FY21 Service Changes (Possible Action Item) (Jamie gave a brief update) Chapin, changes happening for COVID-19 are so drastic that we'll go back to the modified service and folks will be okay.



- Americans with Disability Act (ADA) Request for Proposals (RFP) Update
- FY21 Budget Discussion (Possible Executive Session: 1 V.S.A. § 313(a)(3), Personnel)
- Executive Session: 1 V.S.A. § 313(a)(3), Personnel

Possible Executive Session: 1 V.S.A. § 313(a)(1)(f), Confidential attorney-client communications made for purpose of providing professional legal services to the body.

Commissioner Waninger asked for a high level overview of the need for executive session. Mr. Moore noted it was to update the Committee on the Human Right Commissioner case from the May 2019 incident with school children on board a GMT vehicle. Commissioner Chittenden made a motion to enter executive session inviting Mr. Moore, Ms. Redalieu, and Ed Adrian to join noting premature general public knowledge would place GMT at substantial disadvantage. Commissioner Sharrow seconded, all were in favor and the Leadership Committee entered executive session at 11:58AM.

At 12:14PM Commissioner Bohne moved to exit executive session, seconded by Commissioner Chittenden. All were in favor and the motion carried. The Leadership Committee exited executive session with no action taken.

Adjourn: At 12:14PM Commissioner Kaynor moved to adjourn. Seconded by Commissioner Chittenden. All were in favor.