



1 **Leadership Committee Meeting Minutes**
2 **July 11, 2022 11:00 AM**
3 **101 Queen City Road, Burlington VT 05401**
4 **Meeting held virtually via Zoom Meetings**

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

10
11 **Present:**

12 Jon Moore, General Manager
13 Ashley LaBombard, Marketing & Outreach Coordinator
14 Commissioner Austin Davis, Winooski
15 Commissioner Bob Buerman, Grand Isle County
16 Commissioner Phil Pouech, Hinesburg
17 Stephanie Reid, Director of Human Resources
18 Commissioner Paul Bohne, Essex
19 Nick Foss, Director of Finance
20 Jamie Smith, Director of Planning & Marketing
21 Commissioner Bonnie Waninger, Washington County

22
23 **Open Meeting**

24 Chair Davis opened the meeting at 11:01AM.

25
26 **Adjustment of the Agenda**

27 GM Moore asked that item six of the agenda become a part of the
28 executive session, and that agenda items six and seven be switched.

29
30 **Public Comment**

31 None

32
33 **Approval of Committee Minutes**

34 Commissioner Pouech made a motion to approve the July minutes from both
35 meetings; Commissioner Bohne seconded. Commissioner Davis and
36 Commissioner Bohne were in favor, Commissioner Pouech and Commissioner
37 Buermann abstained and the motion carried.

38
39 **General Manager Report – Updates and Opportunity for Questions**

40 GM Moore provided updates on the following items:



- 41 • The results of the triennial audit are in, and GMT received only 3
42 deficiency findings which is below our peer average of 7-8.
43 • Richard Watts has been elected to be the Hinesburg Alternate Board
44 Member.
45 • VPTA annual board meeting was last week three things of note came
46 out of it: due to the reimbursement methodology of cost sharing we will
47 be receiving 40,000 dollars that represents our share of total profit for
48 the system in FY22. The Transit Financing Study was brought up as VPTA
49 would be a good organization to lead that as a state wide transit
50 association. There is concern on member's part about consolidation
51 and potential loss of control and local involvement if they move
52 forward with this. GM Moore was voted to stay on the VPTA board as
53 secretary as long as he remains a GMT employee.
54

55 **Essex Junction GMT Membership Vote Authorization Resolution Presentation**

56 GM Moore stated that the town of Essex Junction will need to go through a
57 two –step process to have the town become a member of GMT. Step one is
58 having the GMT board pass a resolution authorizing a public vote for
59 membership. Step two is the public vote to join GMT.
60

61 Commissioner Pouech asked if it would require a board vote from the city or
62 a public vote. GM Moore clarified that it needs to be a public vote from the
63 town of Essex Junction.
64

65 Commissioner Waninger asked if this gives the town of Essex Junction a seat
66 on the board, as it will bring the board total to 14 and could potentially
67 cause ties.
68

69 GM Moore asked for a straw poll of the Leadership Committee to see if there
70 is support for the resolution. Results of straw poll was that all were felt positive
71 that the resolution would pass.
72

73 **Wage Adjustment Proposal Discussion**

74 GM Moore stated that he would not adjust wages unless board approval
75 with his resignation. GM Moore asked the committee to enter an executive
76 session to discuss this matter.
77

78 **Executive Session: 1 VSA 313(a) (1) labor relations agreements with** 79 **employees.**



80 Commissioner Bohne made a motion to find that premature public
81 Knowledge regarding wage adjustment would place GMT at a substantial
82 disadvantage. Commissioner Pouech seconded. All were in favor and the
83 motion carried.

84

85 Commissioner Bohne made a motion to enter executive session pursuant to
86 1VSA 313(a)(1), inviting the General Manager, Jon Moore and the director of
87 Human Resources, Stephanie Reid. Commissioner Pouech seconded. All
88 were in Favor and the motion carried and the committee entered executive
89 session at 11:23AM.

90

91 Committee exited executive session at 11:44AM without any action taken.

92

93 **Wage Adjustment Proposal Discussion Continued**

94 GM Moore is proposing Seasonal CDL Operators be paid 25 dollars an hour in
95 order to have more success recruiting for the position. Due to increased
96 funding from Stowe Mountain Resort this would not affect the current
97 seasonal budget.

98

99 GM Moore stated that currently Rural Part-Time CDL Operators are paid 21.75
100 dollars an hour. GM Moore is proposing to increase this to 25 dollars per hour
101 to one, incentivize current part-time operators to take on more hours and
102 two, be more competitive in the current job market. We would be able to
103 afford this with our current budget.

104

105 GM Moore is proposing to increase pay for part-time non-CDL operators from
106 15 dollars per hour to 18 dollars per hour. There would be no budgetary
107 impacts from this increase

108

109 Lastly, GM Moore is proposing to increase pay for Rural Dispatch Supervisors
110 from 21.75 dollars per hour to match the full-time union scale of 26.65 dollars
111 per hour. It is our hope to create better balance between union staff and
112 non-union staff.

113

114 The Leadership Committee was in favor these changes.

115

116 **Executive Session: 1 VSA 313(a)(3), Personnel**

117 Commissioner Bohne made a motion to find that premature public
118 Knowledge regarding personnel would place GMT at a substantial



119 disadvantage. Commissioner Pouech seconded. All were in favor and the
120 motion carried.

121

122 Commissioner Waninger made a motion to enter executive session pursuant
123 to 1 VSA 313(a)(3) to discuss a personnel matter, inviting the General
124 Manager, Jon Moore and the Director of Human Resources, Stephanie Reid.
125 Commissioner Buermann seconded. All were in favor and the committee
126 entered executive session at 11:51AM.

127

128 The Committee exited executive session at 12:03PM with no action taken.

129

130 **General Manager FY23 Compensation**

131 Per the employment agreement with the General Manager the board is to
132 review the GM's salary and make any adjustments or changes. GM Moore is
133 asking the committee to consider a wage adjustment of 2.5% to match the
134 adjustment administrative staff received beginning July 1st, and bring it to the
135 full board.

136

137 Commissioner Buermann made a motion that the Leadership Committee
138 recommend to the full board that the GM receive the same wage increase
139 that non-union employees received as of July 1st. Commissioner Waninger
140 seconded. All were in favor and the motion carried.

141

142 **Draft Board Agenda Review**

143 GM Moore is asking if part of the executive session be carved out to discuss
144 the GM search in open session. Commissioner Bohne feels it is important that
145 the full board be aware of the process that is going on in regard to the GM
146 search and be able to comment on that.

147

148 **Commissioner Comments**

149 None

150

151 **Adjourn**

152 Commissioner Waninger made a motion to adjourn. Commissioner Bohne
153 seconded. All were in favor and the motion carried.