



Green Mountain Transit Board of Commissioners Meeting
November 18, 2025 – 7:30 a.m.
Board Room, Burlington, Vermont

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

Attendees may join in-person or remotely via Zoom.

To join the meeting via Zoom:

Video Conference: <https://us02web.zoom.us/j/7507551826>

- 7:30 a.m. 1. Open Meeting
- 7:31 a.m. 2. Adjustment of the Agenda
- 7:32 a.m. 3. Public Comment
- 7:37 a.m. 4. **Action:** Consent Agenda **Pages 3-12**
 - a. October 21, 2025, Board Meeting Minutes
 - b. Check Register
- 7:40 a.m. 5. **Action:** FY26 Capital Budget Adjustment – Matt Kimball **Pages 13-16**
- 8:00 a.m. 6. **Action:** FY27 Capital Budget – Matt Kimball **Pages 17-21**



- 8:15 a.m. 7. **Presentation:** GMT Urban Climate Assessment – Stephen Falbel and Jason Lorber **Pages 22-36**
- 8:44 a.m. 8. **Presentation:** CATMA Quarterly Update – Sandy Thibault
- 9:00 a.m. 9. **Action:** Authorization for Public Meetings for Potential Modifications to Franklin Commuter, Montpelier LINK, #1, and #11 – Chris Damiani
- 9:10 a.m. 10. **Report:** General Manager
- 9:20 a.m. 11. Reports: Board Committees (Finance, Leadership)
- 9:25 a.m. 12. Commissioner Comments
- 9:30 a.m. 13. Adjournment

Next GMT Board of Commissioners Meeting Date: December 2, 2025

NOTES

- Persons with disabilities who require assistance or special arrangements to participate in programs or activities are encouraged to contact Jamie Smith at 802-540-1098 at least 48 hours in advance so that proper arrangements can be made. Hearing disabled patrons can contact GMT through the Vermont Relay Service (711).
- Free transportation to and from GMT Board Meetings is available within the GMT service area. To make advance arrangements, please call GMT's Customer Service Representatives at 802-540-2468.



1 **Green Mountain Transit Board of Commissioners Meeting**
2 **October 21, 2025 – 7:30 a.m.**
3 **101 Queen City Road, Burlington VT 05401 and Via Zoom**
4

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

10
11 Present:

12 Commissioner Amy Brewer, Williston
13 Commissioner Bob Buermann, Grand Isle County
14 Commissioner Chapin Spencer, Burlington
15 Commissioner Susan Grasso, Shelburne
16 Commissioner Catherine Dimitruk, Franklin County
17 Commissioner Christian Meyer, Washington County
18 Connor Smith, Capital Projects Manager
19 Commissioner Henry Bonges, Milton
20 Commissioner Ilona Blanchard, South Burlington
21 Commissioner Tasha Wallis, Lamoille County
22 Commissioner Andrea Suozzo, Burlington
23 Commissioner Austin Davis, Winooski
24 Commissioner Paul Bohne, Essex Town
25 Alt. Commissioner Kyle Grenier, Grand Isle County
26 Alt. Commissioner Paul Connor, South Burlington
27 Alt. Commissioner Bethany Clark
28 Alt. Commissioner Charlene Tallman, Williston
29 Alt. Commissioner Alec Jones, Lamoille County
30 Clayton Clark, General Manager
31 Jamie Smith, Director of Rider Experience
32 Jimmy Johnson, Director of Transportation
33 Matt Kimball, Director of Transit Infrastructure
34 Aun Farhana, GMT Fellow
35 Nick Foss, Director of Finance
36 Rich Carmo, Senior Accountant
37 Nate Bergeron, GMT Driver
38 Tim Bradshaw, Director of Grants
39 Chris Damiani, Director of Planning



40 Stephanie Reid, Director of Human Resources
41 Tammy Masse, Controller
42 Will Hodgson, Transit Planner
43 Dan Currier, VTrans
44 Bryan Davis, CCRPC
45 Eliana Fox, CCRPC
46 Kimberly Clark, Member of the Public

47
48

49 **Open Meeting**

50 Chair Brewer opened the meeting at 7:32 AM.

51

52 **Adjustment of the Agenda**

53 Sandy Thibault will not be present, remove CATMA update.

54

55 **Public Comment**

56 Kim Clark recommended Jon Moore for General Manager.

57

58 **Action: Consent Agenda**

59 Commissioner Spencer made a motion to approve the consent agenda, and
60 Commissioner Bohne seconded. All were in favor and the motion carried.

61

62 **Action: FY26 Budget Adjustment**

63 Director Foss reviewed the FY26 budget adjustment. Commissioner Bohne made
64 a motion to approve the FY26 budget adjustment as presented, and
65 Commissioner Wallis seconded. All were in favor and the motion carried.

66

67 **Action: Elimination of ADA Fare Free Zone Adjacent to Burlington Portion of #11**

68 Director Damiani gave an overview of the public meeting. Commissioner
69 Spencer made a motion that GMT, in recognition of the end of fare free service
70 on the Burlington portion of the #11 fixed route service, require paratransit fares
71 be collected in the service zone previously been exempt from fares beginning
72 December 1, 2025. Commissioner Grasso seconded, all were in favor and the
73 motion carried.

74

75 **Action: Update Fare and Service Change Policy**

76 Director Damiani presented the changes to the Fare and Service Change policy
77 as a result of the triennial review finding. Commissioner Dimitruk made a motion
78 to approve the proposed amendments to the Fare and Service Change Policy
79 and that the board chair may, at their discretion, approve additional changes to



80 this policy as requested by GMT's Triennial reviewer as long as the policy remains
81 substantially the same. Commissioner Bonges seconded, all were in favor and
82 the motion carried. There was a request that any changes made be presented
83 to the Board.

84

85 **Presentation: Reciprocal Exchange Application**

86 Aun Farhana gave an overview of her current GMT project and an overview of
87 the reciprocal exchange program in Indonesia.

88

89 **Discussion: Service Distributions after Modifications**

90 GM Clark presented the updated service distribution chart since the service
91 adjustments were made.

92

93 **Presentation: Urban Operators Quarterly Update**

94 The union is making a request to have a fare verification process in place for
95 riders who are eligible for discount cash fare at the farebox.

96

97 **Presentation: CATMA Quarterly Update**

98 This item was moved to the November 2025 meeting.

99

100 **Report: General Manager**

101 GM Clark gave an update on several items including; Route 11 change
102 feedback, SSTA let them ride policy to go into effect December 1st, Medicaid
103 audit, and assessment reform.

104

105 **Reports: Board Committees**

106 Committees gave an overview of their last meeting.

107

108 **Commissioner Comments**

109 Great to see people in person at the CATMA summit.

110

111 **Adjournment**

112 Commissioner Clark made a motion to adjourn, and Commissioner Dimitruk
113 seconded. All were in favor and the motion carried.

Vendor ID	Vendor Name	Document Date	Document Number	Document Amount	
V1423	Alling, Andrew	10/3/25	104797	64.40	
V1957	Clark Barbara	10/3/25	104798	88.20	
V2265	Ericson David	10/3/25	104799	43.40	
V1948	Falby James	10/3/25	104800	26.60	
V2194	Hoag James	10/3/25	104801	46.20	
V2306	Long Michelle	10/3/25	104802	43.40	
V2032	Merrill John	10/3/25	104803	667.80	Volunteer
V2275	Nicks Joanne	10/3/25	104804	33.60	
V1800	Sells Catherine	10/3/25	104805	75.60	
V1895	Zinn Walter	10/3/25	104806	39.20	
V279	ABC Bus Companies-Muncie	10/3/25	104807	9,902.80	5 Part Invoices
V316	Able Paint, Glass & Flooring Co.	10/3/25	104808	910.00	
V3001	AECOM Technical Services, Inc	10/3/25	104809	50,024.26	3 Consulting and Planning Invoices
V1305	Allegiant Care	10/3/25	104810	261,246.00	Insurance
V1877	Basel Naresh	10/3/25	104811	150.00	Shoe reimbursement
V2272	Boulerice Allen	10/3/25	104812	192.17	FSA Reimbursement
V284	Brenntag Lubricants Northeast	10/3/25	104813	8,645.89	6 Part Invoices
V225	Burlington Electric Department	10/3/25	104814	4,929.76	7 Electric Bills
V227	Burlington Telecom	10/3/25	104815	5,202.62	2 It Invoices
V1487	Chamberlin, Justin	10/3/25	104816	995.20	Tool Allowance
V2067	Cintas Corporation	10/3/25	104817	1,276.06	6 Maintenance Uniform Invoices
V2081	Clark Clayton	10/3/25	104818	360.00	FSA Reimbursement
V220	Class C Solutions Group	10/3/25	104819	1,586.23	2 Part Invoices
V2308	Cummins Electric Holding, LLC	10/3/25	104820	2,267.92	4 Repair Invoices
V240	D & M Fire and Safety Equipment	10/3/25	104821	250.00	
V401	Dell Business Credit	10/3/25	104822	1,611.46	Software Invoice
V417	Dion Security, Inc.	10/3/25	104823	5,479.90	Replaced crash rods at the DTC
V2110	EIV Technical Services	10/3/25	104824	540.00	
V250	Fisher Auto Parts	10/3/25	104825	4,100.37	25 Part Invoices
V252	FleetPride, Inc	10/3/25	104826	2,645.38	2 Part Invoices
V253	FleetWave Partners, LLP	10/3/25	104827	3,887.10	3 Radio Repeater Invoices
V256	Genfare	10/3/25	104828	3,336.62	Bank Fees
V257	Gillig Corp.	10/3/25	104829	3,356.25	3 Part Invoices
V2027	Goss Dodge	10/3/25	104830	572.52	
V1639	Gratton, Yancey	10/3/25	104831	122.93	FSA Reimbursement
V261	Green Mountain Power	10/3/25	104832	26.49	
V2145	Harrington Deana	10/3/25	104833	23.41	
V1667	Hartford Insurance Co. of the Midwest	10/3/25	104834	7,022.00	Insurance
V263	Heritage Ford	10/3/25	104835	436.32	
V1082	Jusupovic, Mustafa	10/3/25	104836	150.00	Shoe reimbursement
V826	LaRoche Towing & Recovery	10/3/25	104837	1,437.50	3 Tow Invoices
V1891	Minuteman Security Technologies	10/3/25	104838	6,400.55	Badge Printer
V2246	Mohamed Mustaf	10/3/25	104839	446.03	Tool Allowance
V278	Mohawk Mfg. & Supply Co.	10/3/25	104840	412.10	
V792	Myers Container Service Corp.	10/3/25	104841	308.04	
V996	New England Air Systems	10/3/25	104842	526.62	
V1320	NorthEast Mailing Systems, LLC	10/3/25	104843	250.50	
V2010	Nucar Automall of Saint Albans	10/3/25	104844	1,910.03	Part and Repair Invoice
V223	O'Reilly Auto Enterprises, LLC	10/3/25	104845	2,118.21	9 Part Invoices
V1878	Otis Elevator Company	10/3/25	104846	568.00	
V863	P & P Septic Service, Inc	10/3/25	104847	2,469.50	Pumped out wash bay
V1906	Pete's Tire Barns Inc	10/3/25	104848	8,173.66	6 Tire Invoices

V1449	Robinson, Alec	10/3/25	104849	176.95	Training Reimbursement
V2309	Ron Turley Associates, LLC	10/3/25	104850	14,758.00	Software Maintenance
V854	S2Technology	10/3/25	104851	145.00	
V2079	Samsara Inc.	10/3/25	104852	170.82	
V2225	Sunoco LP	10/3/25	104853	17,276.35	Fuel
V734	Thermo King Northeast/Dattco	10/3/25	104854	634.60	
V273	Transit Holding, Inc.	10/3/25	104855	4,566.12	6 Part Invoices
V315	United Parcel Service	10/3/25	104856	98.95	
V1119	Vermont League of Cities & Towns	10/3/25	104857	119.00	
V1683	VHV Company	10/3/25	104858	946.90	
V336	W.B Mason Co., Inc.	10/3/25	104859	492.97	
V2182	White Monica	10/3/25	104860	18.90	
V352	Wiemann-Lamphere Architects Inc.	10/3/25	104861	800.00	
V2248	Anthony Peter	10/3/25	EFT000000018460	782.60	Volunteer
V2186	Barabe James	10/3/25	EFT000000018461	409.50	Volunteer
V2289	Boulerice Judy	10/3/25	EFT000000018462	217.00	Volunteer
V1150	Bruley SR, Mark	10/3/25	EFT000000018463	1,778.00	Volunteer
V548	Burnor, David	10/3/25	EFT000000018464	879.90	Volunteer
V1707	Chase, Betty	10/3/25	EFT000000018465	1,142.40	Volunteer
V1676	Croteau, William	10/3/25	EFT000000018466	1,093.40	Volunteer
V2303	Lamson Diana	10/3/25	EFT000000018467	690.20	Volunteer
V70	LeClair Raymond	10/3/25	EFT000000018468	1,304.80	Volunteer
V2118	Marsh Donald	10/3/25	EFT000000018469	153.30	Volunteer
V771	Sammons Chandra	10/3/25	EFT000000018470	506.10	Volunteer
V2100	Wood Jeremy	10/3/25	EFT000000018471	1,434.30	Volunteer
V3002	Wood Rodney	10/3/25	EFT000000018472	1,920.10	Volunteer
V2175	Woods Barbara	10/3/25	EFT000000018473	319.90	Volunteer
V1225	Camdzic, Hamed	10/3/25	EFT000000018474	280.00	FSA and Shoe Reimbursement
V1446	M T Wallets, LLC	10/3/25	EFT000000018475	3,400.00	Lease
V37	Meigs, Dale	10/3/25	EFT000000018476	1,837.00	FSA Reimbursement
V38	Moore, Jon	10/3/25	EFT000000018477	134.62	FSA Reimbursement
V1994	Reid Stephanie	10/3/25	EFT000000018478	57.93	
V537	Vermont Public Transportation Association	10/3/25	EFT000000018479	300.76	

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V2186	Barabe James	10/17/25	104862	902.30	Volunteer
V1099	Barnett, Wendy	10/17/25	104863	1,030.40	Volunteer
V942	Bushey, Cynthia	10/17/25	104864	93.80	
V1957	Clark Barbara	10/17/25	104865	27.30	
V1884	Donaghy Peardon	10/17/25	104866	125.30	Volunteer
V1450	English, Leslie	10/17/25	104867	68.60	
V1948	Falby James	10/17/25	104868	27.30	
V2032	Merrill John	10/17/25	104869	482.30	Volunteer
V2310	Patenaude Keygan	10/17/25	104870	317.80	Volunteer
V962	Williams, Kenneth	10/17/25	104871	128.52	Volunteer
V415	Amazon Capital Services	10/17/25	104872	4,575.41	35 Office supply, Part and It Invoices
V1481	Amerigas	10/17/25	104873	231.05	
V1334	Background Investigation Bureau, LLC	10/17/25	104874	544.50	
V1062	Bailey Spring & Chassis	10/17/25	104875	200.00	
V2172	Behar Consulting LLC	10/17/25	104876	1,400.00	Consulting Invoice
V2272	Boulerice Allen	10/17/25	104877	272.68	Volunteer
V2196	Brady Industries	10/17/25	104878	472.21	
V225	Burlington Electric Department	10/17/25	104879	1,055.78	DTC Electric Bill
V1227	Burlington Public Works-NON Water!!!	10/17/25	104880	168.00	
V226	Burlington Public Works-Water	10/17/25	104881	4,031.90	4 Water and sewer Bills
V2314	Burlington Safety Laboratory Inc.	10/17/25	104882	49.50	
V851	Champlain Medical	10/17/25	104883	230.00	
V2067	Cintas Corporation	10/17/25	104884	557.06	
V2081	Clark Clayton	10/17/25	104885	950.00	FSA Reimbursement
V1564	Connolly Heather	10/17/25	104886	260.00	
V250	Fisher Auto Parts	10/17/25	104887	491.39	
V252	FleetPride, Inc	10/17/25	104888	2,896.63	3 Part Invoices
V259	Grainger	10/17/25	104889	258.37	
V261	Green Mountain Power	10/17/25	104890	1,913.20	3 Electric Bills
V263	Heritage Ford	10/17/25	104891	197.35	
V2311	Heritage Toyota	10/17/25	104892	468.77	
V681	Iseric, Miralem	10/17/25	104893	109.99	Shoe Allowance
V2224	Jeanne Lamica	10/17/25	104894	1,800.00	2 Cleaning Invoices Berlin
V1378	Johnson, James	10/17/25	104895	120.04	Meal Reimbursement
V268	Loomis	10/17/25	104896	198.55	
V912	Maple Leaf Carpet & Tile Cleaning	10/17/25	104897	4,600.00	Carpet Cleaning Urban
V2245	McCracken Enterprises, Inc.	10/17/25	104898	9,720.00	Bus Storage Invoice
V1419	Middlebury Fence Co., LLC	10/17/25	104899	389.95	
V1709	Monaghan Safar Ducham PLLC	10/17/25	104900	517.50	
V2247	Necrason Group PLLC	10/17/25	104901	3,000.00	Consulting Invoice
V950	Northern ToyotaLift	10/17/25	104902	310.00	
V223	O'Reilly Auto Enterprises, LLC	10/17/25	104903	1,095.00	4 Part Invoices
V534	Omega Electric	10/17/25	104904	75.00	
V1484	Parsons Environment & Infrastructure Group Inc.	10/17/25	104905	47.46	
V2312	Patterson Martin	10/17/25	104906	18.00	
V1906	Pete's Tire Barns Inc	10/17/25	104907	5,839.37	3 Tire Invoices
V1165	Posner, Jordan	10/17/25	104908	935.00	
V1682	Primmer Piper Eggleston & Cramer PC	10/17/25	104909	3,951.70	2 Legal Invoices
V294	RHR Smith & Company	10/17/25	104910	7,881.25	Auditing Invoice
V864	Rick's Towing & Repair, Inc.	10/17/25	104911	525.00	
V1449	Robinson, Alec	10/17/25	104912	605.00	FSA Reimbursement
V2313	Sheldrick Bill	10/17/25	104913	189.54	Boot Allowance
V451	Stowe, Town of Electric Department	10/17/25	104914	99.14	
V2225	Sunoco LP	10/17/25	104915	15,947.40	Fuel

V1875	Sunwealth Project Pool 14 LLC	10/17/25 104916	4,834.02	Solar Invoice
V2107	Sylvester Gary	10/17/25 104917	269.25	FSA Reimbursement
V734	Thermo King Northeast/Dattco	10/17/25 104918	869.59	
V273	Transit Holding, Inc.	10/17/25 104919	2,545.65	2 Part Invoices
V2017	Trapeze Software Group	10/17/25 104920	28,476.01	2 Software Invoices
V1046	ULINE	10/17/25 104921	374.98	
V410	Vermont Gas Systems, Inc.	10/17/25 104922	97.28	
V1459	Vermont Information Consortium LLC	10/17/25 104923	783.00	
V2133	Vital Delivery Solutions LLC	10/17/25 104924	80.94	
V336	W.B Mason Co., Inc.	10/17/25 104925	1,114.83	29 Credit and office supply Invoices
V2248	Anthony Peter	10/17/25 EFT000000018480	1,009.40	Volunteer
V2289	Boulerice Judy	10/17/25 EFT000000018481	224.00	Volunteer
V1150	Bruley SR, Mark	10/17/25 EFT000000018482	1,729.00	Volunteer
V548	Burnor, David	10/17/25 EFT000000018483	1,075.20	Volunteer
V1707	Chase, Betty	10/17/25 EFT000000018484	1,036.00	Volunteer
V1676	Croteau, William	10/17/25 EFT000000018485	1,162.70	Volunteer
V2303	Lamson Diana	10/17/25 EFT000000018486	738.50	Volunteer
V70	LeClair Raymond	10/17/25 EFT000000018487	1,187.90	Volunteer
V2118	Marsh Donald	10/17/25 EFT000000018488	102.90	Volunteer
V771	Sammons Chandra	10/17/25 EFT000000018489	435.40	Volunteer
V2100	Wood Jeremy	10/17/25 EFT000000018490	1,517.60	Volunteer
V3002	Wood Rodney	10/17/25 EFT000000018491	1,540.00	Volunteer
V2175	Woods Barbara	10/17/25 EFT000000018492	554.40	Volunteer
V1879	Bean Kelly	10/17/25 EFT000000018493	36.00	
V124	Kimball, Matt	10/17/25 EFT000000018494	845.00	FSA Reimbursement
V38	Moore, Jon	10/17/25 EFT000000018495	174.45	FSA and Mileage Reimbursement
V1994	Reid Stephanie	10/17/25 EFT000000018496	21.48	
V308	Steadman Hill Consulting, Inc.	10/17/25 EFT000000018497	675.50	
V537	Vermont Public Transportation Association	10/17/25 EFT000000018498	512.28	

Vendor ID	Vendor Name	Document Date	Document Number	Document Amount	
V1481	Amerigas	10/24/25	104926	307.54	
V2196	Brady Industries	10/24/25	104927	153.42	
V284	Brenntag Lubricants Northeast	10/24/25	104928	5,271.75	Part Invoice
V228	C.I.D.E.R., Inc.	10/24/25	104929	40,748.44	E&D, Medicaid, CVAA , Care partner and MM Rides
V851	Champlain Medical	10/24/25	104930	235.00	
V2067	Cintas Corporation	10/24/25	104931	557.06	
V237	Comcast	10/24/25	104932	159.89	
V2104	Community Rides Vermont, Inc.	10/24/25	104933	3,923.80	Medicaid and RJA Rides
V1564	Connolly Heather	10/24/25	104934	260.00	
V252	FleetPride, Inc	10/24/25	104935	734.76	
V799	Gauthier Trucking Company, Inc.	10/24/25	104936	600.45	
V256	Genfare	10/24/25	104937	3,004.38	Bank Fees fare Media
V263	Heritage Ford	10/24/25	104938	388.08	
V2311	Heritage Toyota	10/24/25	104939	92.17	
V2297	Justin Kirk	10/24/25	104940	1,300.00	Lawn Care Invoice
V328	Kirk's Automotive Inc.	10/24/25	104941	2,454.00	4 Part invoices
V270	Lowe's	10/24/25	104942	767.25	
V2013	Luneau Brothers Glass LLC	10/24/25	104943	470.54	
V2015	M&T Bank	10/24/25	104944	5,167.45	Training, Meals, IT and Part Invoices
V283	Neopart LLC	10/24/25	104945	149.16	
V2010	Nucar Automall of Saint Albans	10/24/25	104946	769.08	
V223	O'Reilly Auto Enterprises, LLC	10/24/25	104947	212.50	
V1906	Pete's Tire Barns Inc	10/24/25	104948	6,032.40	5 Tire Invoices
V302	Sports & Fitness Edge Inc.	10/24/25	104949	401.20	
V2085	Summit Fire and Security	10/24/25	104950	590.00	
V273	Transit Holding, Inc.	10/24/25	104951	371.64	
V315	United Parcel Service	10/24/25	104952	32.32	
V336	W.B Mason Co., Inc.	10/24/25	104953	56.96	

Vendor ID	Vendor Name	Document Date	Document Number	Document Amount	
V1423	Alling, Andrew	10/31/25	104954	36.40	
V2147	Andors Carolyn	10/31/25	104955	28.00	
V2149	Chesarek John	10/31/25	104956	44.80	
V1450	English, Leslie	10/31/25	104957	34.30	
V2265	Ericson David	10/31/25	104958	41.30	
V1948	Falby James	10/31/25	104959	56.00	
V2032	Merrill John	10/31/25	104960	294.00	Volunteer
V1800	Sells Catherine	10/31/25	104961	47.60	
V217	Airgas USA, LLC	10/31/25	104962	407.77	
V2196	Brady Industries	10/31/25	104963	145.92	
V284	Brenntag Lubricants Northeast	10/31/25	104964	1,221.00	Part Invoice
V2315	Carmo Richard	10/31/25	104965	137.00	FSA Reimbursement
V570	Chittenden County Regional Planning Commission	10/31/25	104966	76,413.21	Raise Grant
V2067	Cintas Corporation	10/31/25	104967	1,313.94	6 Maintenance Uniform Invoices
V220	Class C Solutions Group	10/31/25	104968	3,236.98	10 Part Invoices
V1564	Connolly Heather	10/31/25	104969	130.00	
V1956	Crystal Clean Inc.	10/31/25	104970	1,148.73	Hazardous Waste Removal
V2062	Donald Rob	10/31/25	104971	447.08	Tool Allowance
V250	Fisher Auto Parts	10/31/25	104972	1,505.84	20 Part Invoices
V252	FleetPride, Inc	10/31/25	104973	5,846.01	5 Part Invoices
V2088	Gilbert Cynthia	10/31/25	104974	508.02	Training Reimbursement
V2027	Goss Dodge	10/31/25	104975	521.60	
V259	Grainger	10/31/25	104976	3,980.61	2 Maintenance Supply Invoices
V2304	Hayes Robert	10/31/25	104977	150.00	Shoe Reimbursement
V263	Heritage Ford	10/31/25	104978	45.75	
V1210	Howard, Andrew	10/31/25	104979	22.00	
V1958	Karagic Nermin	10/31/25	104980	139.50	Shoe Reimbursement
V328	Kirk's Automotive Inc.	10/31/25	104981	5,913.00	2 Part Invoices
V826	LaRoche Towing & Recovery	10/31/25	104982	500.00	
V1004	Marcu, Daniel	10/31/25	104983	150.00	Shoe Reimbursement
V1923	Mcgee Ford Of Montpelier	10/31/25	104984	1,223.91	4 Part Invoices
V133	Mezetovic, Nusret	10/31/25	104985	150.00	Shoe Reimbursement
V2183	Miles Theodore	10/31/25	104986	387.10	FSA Reimbursement
V283	Neopart LLC	10/31/25	104987	4,875.00	2 Part Invoices
V950	Northern Toyota Lift	10/31/25	104988	216.06	
V223	O'Reilly Auto Enterprises, LLC	10/31/25	104989	520.32	
V1906	Pete's Tire Barns Inc	10/31/25	104990	4,437.40	11 Tire and Tire Disposal Invoices
V1249	Petrosyan, Oleg	10/31/25	104991	150.00	Shoe Reimbursement
V864	Rick's Towing & Repair, Inc.	10/31/25	104992	525.00	
V297	Safety-Kleen Systems, Inc.	10/31/25	104993	2,470.34	5 Hazardous waste removal Invoices
V2225	Sunoco LP	10/31/25	104994	45,186.96	Fuel
V2107	Sylvester Gary	10/31/25	104995	9.42	
V2074	T-Mobile	10/31/25	104996	2,116.30	Communication Invoice
V734	Thermo King Northeast/Dattco	10/31/25	104997	84.21	
V273	Transit Holding, Inc.	10/31/25	104998	992.30	
V1046	ULINE	10/31/25	104999	92.56	
V876	Vehicle Maintenance Program, Inc.	10/31/25	105000	119.94	
V391	Verizon Wireless	10/31/25	105001	1,277.46	Communication Invoice
V335	Vermont Department of Labor	10/31/25	105002	10,015.54	Quarterly Unemployment
V1119	Vermont League of Cities & Towns	10/31/25	105003	105.00	
V2248	Anthony Peter	10/31/25	EFT000000018499	896.70	Volunteer
V2186	Barabe James	10/31/25	EFT000000018500	389.90	Volunteer
V2289	Boulerice Judy	10/31/25	EFT000000018501	252.00	Volunteer
V1150	Bruley SR, Mark	10/31/25	EFT000000018502	1,927.80	Volunteer
V548	Burnor, David	10/31/25	EFT000000018503	1,223.60	Volunteer
V1707	Chase, Betty	10/31/25	EFT000000018504	1,105.30	Volunteer
V1676	Croteau, William	10/31/25	EFT000000018505	1,190.70	Volunteer
V2303	Lamson Diana	10/31/25	EFT000000018506	534.10	Volunteer

V70	LeClair Raymond	10/31/25 EFT000000018507	1,200.50	Volunteer
V771	Sammons Chandra	10/31/25 EFT000000018508	651.70	Volunteer
V2100	Wood Jeremy	10/31/25 EFT000000018509	1,233.40	Volunteer
V3002	Wood Rodney	10/31/25 EFT000000018510	1,705.90	Volunteer
V2175	Woods Barbara	10/31/25 EFT000000018511	90.30	
V101	Bradshaw, Tim	10/31/25 EFT000000018512	89.00	
V1066	Cassell, Robert Jr.	10/31/25 EFT000000018513	109.34	FSA Reimbursement
V1446	M T Wallets, LLC	10/31/25 EFT000000018514	3,400.00	Lease St Albans
V38	Moore, Jon	10/31/25 EFT000000018515	134.62	Dcap Reimbursement
V1994	Reid Stephanie	10/31/25 EFT000000018516	67.75	
V303	SSTA	10/31/25 EFT000000018517	246,659.37	ADA and E&D rides



To: GMT Board of Commissioners

From: Matt Kimball, Director of Transit Infrastructure

CC: Nicholas Foss, Director of Finance
Clayton Clark, General Manager
GMT Finance Committee

Date: November 13, 2025

RE: Proposed FY26 Capital Budget Adjustment

Attached is an amended Capital Budget for approval by the Board of Commissioners. GMT and VTrans have executed an amendment to the Urban State Grant Agreement, and the attached capital budget adjustment includes updates to multiple project line items to reflect the changes in the amendment. Enclosed with this memo is the proposed adjusted FY26 Capital Budget.

FY26 Urban Capital

This amendment captures multiple changes to align the FY26 capital budget with Amendment #1 to GMT's state grant agreement, the programming of additional direct federal capital funds, the programming of local capital funds from the City of Burlington, and adjustments to carryforward project amounts. Several projects utilizing GMT's direct federal capital funds were shown with the typical 80/10/10 Fed/State/Local funding split in prior budgets. After discussions with VTrans, they are only able to award \$2,600 in matching state funds toward Line U (31 QCP Facility Improvements + Master Plan Study) at this time. Staff anticipated this possibility and carried a higher LCM obligation in the FY26 operating budget adjustment to allow GMT to match certain projects above 10%. This change is being reflected in this capital budget adjustment.

Specific changes to the capital budget are outlined below:

- Line E (Facility PM) – Increased by \$19,536.69 due to new funding award from VTrans. Increase FY26 LCM by \$1,953.67.
- Line F (Spare Parts, Misc. Support Equipment) – Increased by \$111,697.50 due to new funding award from VTrans. Increase FY26 LCM by \$11,169.75.
- Line L (Passenger Amenities) – Local Capital Match from FY26 increased by \$4,897.82 so that GMT can meet the full 20% non-federal match obligation, less \$102.18 in state dollars applied from FY24 carryforward matching state funds paid to GMT.
- Added Line LB for “City of Burlington Passenger Amenity Improvements (Bus Stop Improvements, Rider Communications Technology, DTC Technology) (100% Local)” to program \$90,370 in local capital funds provided by the City of Burlington to fund amenity improvements at Burlington bus stops and the DTC. Increase FY26 LCM by \$90,370.
- Line N (ITS Improvements) - Local Capital Match from FY26 increased by \$36,229.10 so that GMT can meet the full 20% non-federal match obligation.
- Line O (Server Replacement & IT Equipment) – Increased by \$9,319.21. Staff is programming \$11,753 in 80% federal capital support equipment funds from VT-2023-007 to help fund the server replacement. This allowed staff to meet the budget requirements



for this project and request VTrans to shift additional funding to Facility PM by decreasing the pass-through funding line for this project from \$25,000 to \$19,076.71. Cumulatively, these changes increase the budget line by \$9,319.21. FY26 LCM is increased by \$2,345.92 with this change.

- Line P (Replacement Shop Truck) – Increased by \$6,500 due to new funding from VTrans. Increase FY26 LCM by \$650.
- Line U (31 QCP Facility Improvements + Master Plan Study) – Increased by \$17,712 to program additional direct federal funds (matched by GMT at 20%) to fund replacement of shop heaters at 31 QCP and additional gas work in addition to the Master Plan Study. Reduced overall state match for this line item to \$2,600 and increase FY26 LCM by \$2,474.40.
- Line V (Phase 2 Electric Bus Charging Infrastructure) – Increased by \$230,201 to fund extended warranties for Heliox Bus Chargers and a Service Level Agreement (SLA) for enhanced technical support from Heliox. This change has not been reflected in the grant amendment, but VTrans has provided pre-award authority to GMT to execute the SLA ahead of a second grant amendment anticipated to take place in January. No increase to FY26 LCM as matching funds for this project will come from GMT's prior year local capital match fund.
- Line W (Upgrade Fire Suppression System at 101 QCP) – Decreased by \$79.29 to reflect the actual carryforward balance from FY25. No change to FY26 LCM as matching funds for this project will come from GMT's prior year local capital match fund.
- Line Z (Replacement Office & Technology Support Equipment-FY25 Carryforward) – Decreased by \$1,952.36 to reflect actual carryforward balance from FY25. No change to FY26 LCM as matching funds for this project will come from GMT's prior year local capital match fund.

The cumulative changes result in an increase of \$482,754 to the overall capital budget and \$150,740 to the current year local capital match. The majority of the local capital match increase is attributed to \$90,370 in local capital funds provided by the City of Burlington, which are programmed to the budget with this change.

FY26 Rural Capital

Project Descriptions for Lines AK & AL have been updated to reflect current plans to purchase Liquefied Petroleum Gas (LPG) cutaway buses and associated fueling infrastructure. No changes are made to budget line item amounts.

The proposed capital budget adjustment was presented to the Finance Committee on 11/13/25, who voted in favor of recommending the budget adjustment for approval by the full Board of Commissioners.

****Staff is recommending approval from the GMT Board of Commissioners to amend the FY26 capital budget to incorporate the changes in the proposed FY26 Capital Budget Adjustment enclosed with this memo.****

FY26 Proposed Urban Capital											
Priority	Item	Description	100%	Federal*	State*	Local*	From GMT Current fiscal year Local Capital Match	From Prior Year Local Capital Match Fund	From Non-GMT local Funds	Federal Funds Awarded by Vtrans	Federal Funds Awarded by FTA
1	A	6 - Replacement 35' Heavy-Duty Buses (Electric) @ \$1,269,036 each (85% Fed/11.93% State/3.07% Local)**	\$ 7,614,216.00	\$6,472,084	\$812,132	\$ 330,000	\$ -	\$ -	\$ 330,000	\$6,472,084	
1	C	6 - Replacement SSTA*** Vehicles (4 Cutaways @ \$156,000 each + 2 Unmodified Vans @ \$45,000 each)	\$ 714,000.00	\$606,900	\$35,700	\$ 71,400	\$ -	\$ -	\$ 71,400	\$606,900	
1	E	Facility PM (Site Improvements, siding/flashing rehab, window sill repair, building electrical PM, lubricant system replacement, kitchen and bathroom rehab, DTC C.N.A) (Using \$24,448 in FY25 carryforward funds)	\$ 44,016.69	\$35,213	\$4,402	\$ 4,402	\$ 1,954	\$ 2,448		\$35,213	
1	F	Spare parts, miscellaneous support equipment	\$ 186,697.50	\$149,358	\$18,670	\$ 18,670	\$ 18,670	\$ -		\$149,358	
2	J	Electric Bus Diagnostic Equipment, Special Tools, and PPE (90% Federal/8% State/2% Local)	\$ 96,734.00	\$87,061	\$7,739	\$ 1,935	\$ 1,935	\$ -		\$87,061	
2	K	Electric Bus Deployment Workforce Development (80% Federal/0% State/20% Local)	\$ 55,000.00	\$44,000	\$0	\$ 11,000	\$ 11,000	\$ -		\$44,000	
2	L	Passenger Amenities (shelter install and field repair, bus stop bench deployment, and bike amenities)	\$ 50,000.00	\$40,000	\$102.18	\$ 9,898	\$ 9,898	\$ -		\$0	\$40,000
2	LB	City of Burlington Passenger Amenity Improvements (Bus Stop Improvements, Rider Communications Technology, DTC Technology) (100% Local)	\$ 90,370.00	\$0	\$0	\$ 90,370	\$ 90,370	\$ -			
3	N	ITS Improvements (Automatic Voice Annunciators, Automatic Passenger Counters, DTC Passenger Information & ADA accessibility improvements)	\$ 362,291.00	\$289,833	\$0	\$ 72,458	\$ 72,458	\$ -		\$0	\$289,833
3	O	Server Replacement & IT Equipment	\$ 33,767.96	\$27,014	\$1,908	\$ 4,846	\$ 4,846	\$ -		\$15,261	\$11,753
1	P	1 - Replacement Shop Truck (One Ton) - Utilizes carryforward funds from FY25	\$ 56,500.00	\$45,200	\$5,650	\$ 5,650	\$ 650	\$ 5,000		\$45,200	
3	S	Consulting for New Accounting System Software Procurement	\$ 25,000.00	\$20,000	\$2,500	\$ 2,500	\$ 2,500	\$ -		\$20,000	
1	T	Third Party Inspection and Post-Delivery Audit for HD Bus Orders	\$ 15,625.00	\$12,500	\$1,563	\$ 1,563	\$ 1,563	\$ -		\$12,500	
1	U	31 QCP Facility Improvements + Master Plan Study	\$ 77,712.00	\$62,170	\$2,600	\$ 12,942	\$ 6,585	\$ 6,357		\$0	\$62,170
CF-1	V	Phase 2 Electric Bus Charging Infrastructure (90% Fed/9% State/1% Local) (FY25 Carryforward)	\$ 2,161,435.00	\$1,945,292	\$194,529	\$ 21,614	\$ -	\$ 21,614		\$1,945,292	
CF-1	W	Upgrade Fire Suppression System at 101 QCP Bus Storage Area (90% Fed/5% State/5% Local) (FY25 Carryforward)	\$ 427,749.07	\$384,974	\$21,387	\$ 21,387	\$ -	\$ 21,387		\$384,974	
CF-2	X	Design/Consulting Assistance for 5339 Grant Application (FY25 Carryforward)	\$ 34,338.26	\$27,471	\$3,434	\$ 3,434	\$ -	\$ 3,434		\$27,471	
CF-2	Y	Replacement Maintenance Software Purchase (FY25 Carryforward)	\$ 19,000.00	\$15,200	\$1,361	\$ 2,439	\$ 539	\$ 1,900		\$0	\$ 15,200
CF-2	Z	Replacement Office & Technology Support Equipment (Badge Printer replacement, General IT equipment) (FY25 Carryforward)	\$ 7,632.04	\$6,106	\$763	\$ 763	\$ -	\$ 763		\$6,106	
Total			\$ 12,072,085	\$ 10,270,374	\$ 1,114,440	\$ 687,270	\$ 222,966	\$ 62,904	\$ 401,400	\$ 9,851,419	\$ 418,955
							Total Local Match		\$ 285,870		

*80% Federal, 10% State, and 10% Local unless otherwise stated.

** Local match below equivalent diesel bus estimate due to commitment from Vtrans to cover increase in local match from diesel to electric

*** Special Services Transportation Agency

FY26 Proposed Rural Capital											
Priority	Item	Description	100%	Federal*	State*	Local*	From GMT Current fiscal year Local Capital Match	From Prior Year Local Capital Match Fund	From Non GMT Local Funds	Federal Funds Awarded by Vtrans	Federal Funds Awarded by FTA
1	AD	Spare Parts, Misc. Support Equipment, etc	\$ 34,150	\$27,320	\$3,415	\$ 3,415	\$ 3,415			\$27,320	
1	AE	Facility PM for Rural Facilities (Berlin Main Entrance rehab including ADA accessibility, Shop Floor overhaul, LED lighting, roof flashing repair)	\$ 115,850	\$92,680	\$11,585	\$ 11,585	\$ 11,585			\$92,680	
1	AF	New Central Vermont Facility Planning, Acquisition, and Design Activities	\$ 40,000	\$32,000	\$4,000	\$ 4,000	\$ 4,000			\$32,000	
2	AG	Passenger Amenity Improvements (Refurbish/Install one shelter, install bus stop benches)	\$ 45,000	\$36,000	\$4,500	\$ 4,500	\$ 4,500			\$36,000	
3	AH	Replacement Office Equipment (Computers, monitors, etc.)	\$ 6,000	\$4,800	\$600	\$ 600	\$ 600			\$4,800	
1	AI	1-Replacement Cutaway @ \$160,000 each (82% Fed/8% State/10% Local) - Includes insurance proceeds from total loss accident of Bus #2110	\$ 160,000	\$131,798	\$12,202	\$ 16,000	\$ 16,000			\$131,798	
1	AJ	2-Replacement EV Ford Transit Vans + Associated Charging Infrastructure (FY18 LONO grant)	\$ 532,985	\$426,388	\$106,597	\$ -	\$ -	\$ -		\$426,388	
1	AK	Carbon Reduction Funding - Replacement LPG*** Cutaways (80% Federal/20% State) (FY25 Carryforward)	\$ 800,000	\$640,000	\$160,000	\$ -	\$ -	\$ -		\$640,000	
1	AL	Carbon Reduction Funding LPG*** Fueling Infrastructure (80% Federal/20% State) (FY25 Carryforward)	\$ 124,000	\$99,200	\$24,800	\$ -	\$ -	\$ -		\$99,200	
Total			\$ 1,857,985	\$ 1,490,186	\$ 327,699	\$ 40,100	\$ 40,100	\$ -	\$ -	\$ 1,490,186	\$ -
							Total Local Match		\$ 40,100		

*80% Federal, 10% State, and 10% Local unless otherwise stated.

** Cutaway Bus = Truck/Van Front/Bus Body

*** LPG = Liquefied Petroleum Gas (Propane)



To: GMT Board of Commissioners

From: Matt Kimball, Director of Transit Infrastructure
Nicholas Foss, Director of Finance
Clayton Clark, General Manager

CC: GMT Finance Committee

Date: November 13, 2025

RE: Proposed FY27 Capital Budget

Per 24 App. V.S.A. ch. 801, § 7 (a) of GMT's Municipal Charter, the Board of Commissioners are to prepare a budget for the Authority for the next fiscal year. The following memo accompanies the preliminary FY27 Capital Budget for GMT for consideration by the Board of Commissioners.

Line A: 7 - Replacement 40' Heavy-Duty Buses (Electric) @ \$1,353,120 each

Replacements for seven (7) 2009 series 40' buses in GMT's fleet. These buses reached their Useful Life Benchmark (ULB) of 12 years in February 2021. These vehicles will be replaced with heavy-duty electric buses with a current price projection of \$1,353,120 each, not including charging equipment and installation. Through a combination of VW settlement funds from the Vermont Department of Environmental Conservation and Tier III incentive funding from Burlington Electric Department, these vehicles are being programmed with no local capital match from GMT.

Line B: 4 - Replacement Heavy-Duty Buses (Diesel-Hybrid) (3-35' @ \$922,850 each + 1-40' @ \$930,000 each)

Replacement for three (3) 30' and (1) 40' diesel heavy-duty transit buses in GMT's fleet (2010 510-514 series and 2009 940 series). These buses reached their Useful Life Benchmark (ULB) of 12 years in February 2021 and 2022. Current price projections anticipate that these vehicles would cost between \$922,850 (35') and \$930,000 (40'). GMT staff worked with VTrans and the Vermont Department of Environmental Conservation to take advantage of an opportunity with FTA to submit proposals to restructure existing no-emission LowNo awards to allow for the purchase of low-emission buses. The parties collaborated to submit a proposal to FTA, which would restructure VTrans' FFY2023 and FFY2024 LowNO funding opportunity awards to allow for a purchase of thirteen (13) battery-electric transit buses and seven (7) diesel-hybrid transit buses while maintaining sufficient funding for charging infrastructure and the full non-federal match amount coming from the VW settlement award to Vermont. This approach will increase the total buses purchased with these two grants from seventeen (17) to twenty (20).

Line C: 6 - Replacement SSTA LPG Cutaway Replacements @ \$192,500 each

Replacement for six (6) 22' cutaway buses in GMT's fleet of leased vehicles to SSTA. All six cutaway buses being replaced reached their ULB of 5 years between June and August 2024. GMT submitted a 5339 LowNo application for funding to purchase twelve (12) propane autogas (LPG) cutaway buses and associated fueling infrastructure and training for cutaways leased to SSTA. Upon a successful funding award, GMT would purchase six (6) LPG cutaways in FY27 and six (6) in FY28.



Line D: 3- Replacement SSTA Gas Vehicle Replacements (1 Ford Transit + 2 non-ADA minivans)

For the purchase of one (1) Ford Transit van to replace an ADA conversion van currently leased to SSTA and two (2) non-ADA minivans to replace sedans previously leased to SSTA which have exceeded their useful life and are no longer in service. The ADA conversion van reached its ULB of 4 years in December 2024 and the sedans reached their 4 year ULB in February 2018.

Line E: Facility PM

Preventive Maintenance for GMT's Chittenden County facilities. Items include replacement of the maintenance shop lubricant system, tile floor replacement at the 101 QCP facility, renovations to staff kitchens, selective lighting replacement, DTC HVAC repair and maintenance, DTC sewer maintenance, and electrical upgrades.

Line F: Spare parts, miscellaneous support equipment

This line is for the purchase of spare parts for GMT's Urban fleet, as well as the replacement of smaller maintenance support equipment as needs arise.

Line G: Mid-Life Overhaul for three Heavy-Duty Buses (Engine, Transmission, corrosion repair)

This line is for the purchase of equipment and major components to perform mid-life overhaul of key powertrain components and bodywork to address corroded materials and mitigate further corrosion. Overhauls would be performed on buses placed into service in FY18, roughly 8-9 years into their 12-year service life.

Line H: Electric Bus Charging Infrastructure Phase 3

This line is for the installation of two (2) Heliox 180 kW depot chargers feeding a total of six (6) dispensers inside the 101 Queen City Park facility. This installation will be a continuation of the Phase 2 charging infrastructure project at the 101 Queen City Park facility that is funded in FY26 and is slated for construction in Spring 2026. Electric charging infrastructure is eligible for a 90% federal share for LONO awards. Additionally, VTrans has committed a higher state match share for this project as part of the FFY2023 and FFY2024 LONO grant awards, resulting in a local match requirement of \$37,229 from GMT.

Line I: Electric Bus Deployment Workforce Development

This line is for eligible expenses including travel, meals, and lodging for training opportunities related to GMT's deployment and maintenance of battery-electric buses. GMT staff are also exploring the use of these funds for the purchase of reference materials and working with a consultant to develop more formal internal procedure documents pertaining to the operation and maintenance of electric buses. Additionally, staff are working with VEIC to explore the use of these funds for the development of an apprenticeship program for electric bus maintenance. GMT is still spending down the original workforce development award from VTrans' FY2022 LowNo grant, which carries an 80% Federal/20% Local split, resulting in a local share of \$18,000 for this line item.

Line J: Electric Bus Diagnostic Equipment, Special Tools, and PPE

This line is for the purchase of equipment, tooling, and PPE for use in the maintenance of Battery-Electric Buses. Funding to support these efforts was included in the FFY2023 LONO grant award to VTrans and is eligible for a 90% federal share. In addition, VTrans has committed to covering 80% of the non-federal match as part of the award, leaving a local share of \$760 from GMT for these purchases.



Line K: LPG Fueling Infrastructure for SSTA Cutaways

In relation to Line C outlined above, this line item would cover permitting, site work, and electrical activities to install a concrete pad for a 1,000 gallon skid system LPG fueling tank and pump to be sited at SSTA to support the purchase of LPG cutaways. The tank and pump system would be leased over a 5-year period to support removal or relocation if necessary.

Line L: GMT LPG Project Administration

GMT's FFY2025 LowNo included \$42,895 in project administration funding to support GMT's activities in developing procurement materials for LPG fueling infrastructure and construction oversight activities.

Line M: LPG Vehicle and Infrastructure Training

This line is for eligible expenses to provide training to SSTA and GMT staff (if desired) regarding the operation and deployment of LPG vehicles and fueling technology.

Line N: Passenger Amenities Improvements including ADA accessibility improvements

GMT included improvements at several urban bus stops as part of its 5339 Bus and Bus Facilities grant application. The 5339 program allows a 90% federal share for bus stop improvement projects which bring the bus stop into compliance with ADA requirements. Staff requested funding for improvement projects at eight (8) bus stops in the greater Burlington area with some featuring Simme seat benches and enclosed shelters at others depending on ridership and existing conditions at the stop. The FY27 capital budget will capture five of the eight improvement projects included in the application, pending a successful award from FTA.

Line O: Replacement Bus Wash for 101 QCP

GMT's bus wash system has exceeded its useful life and maintenance costs and downtime have increased in recent years. Additionally, the current system lacks modern features found on current wash systems, which improve wash quality and are more efficient. Staff requested funding for a replacement bus wash in its 5339 Bus and Bus Facilities grant application, which is slated to take place in FY27 upon a successful funding award to GMT.

Line P: Diesel Fuel Tank and Pump Replacement

As identified in the 2024 capital needs assessment performed on the 101 Queen City Park facility, the diesel fuel tank and pump are original to the building construction in 1997 and is approaching end of life. The assessment states that fuel storage tanks have an expected useful life of 25-30 years. The current fuel tank will reach 29 years of age in 2026 and, as a critical piece of infrastructure for GMT's transit operations, its replacement should be prioritized. Replacement of the fuel tank and pump was included in GMT's 5339 Bus and Bus Facilities grant application.

Line Q: 101 QCP Building Envelope Repair and Maintenance

As GMT's facility approaches 30 years of age, the building envelope has significant corrosion issues in multiple areas that should be addressed to avoid energy loss, deficiencies in door functionality, and potential safety hazards. Additionally, staff have observed recurring water leak issues along the northern face of the admin area of the building, the source of which has been difficult to pinpoint and mitigate. Staff requested funding in GMT's 5339 Bus and Bus Facilities grant application to address areas of the building envelope exhibiting the most severe wear and tear, which would be completed in FY27 upon a successful funding award to GMT.



Line R: Improvements to Exterior Walkway Corridor between Driver Break Room and Bus Garage

Staff performed some office rearrangement after replacing the bus lifts in the maintenance shop to move dispatch and the driver break room to the first floor admin area to reduce staff travel through the shop. This has been a successful transition, however the path of travel for Drivers now crosses the exterior courtyard and in front of the bus wash exit, yielding a reduction in employee comfort and potential safety issues. GMT requested funding as part of its 5339 Bus and Bus Facilities grant application for the purchase and installation of a canopy over the courtyard patio and walkway area as well as an ice melt system in front of the wash bay exit. This project is being programmed for FY27 pending a successful funding award.

Line S: Replacement Office and Technology Support Equipment

This line is for the projected replacement of IT equipment at the DTC and GMT main office. Items include replacement passenger information monitors at the DTC, scheduled computer replacements for GMT staff, IT hardware replacements, and selective replacement of security system equipment.

Line T: Third Party Inspection and Post-Delivery Audit for HD Bus Orders

This line would be utilized to contract with a third party to perform bus line inspection services for GMT's heavy-duty electric and diesel-hybrid bus orders. In addition, GMT would contract with the same vendor to perform Buy America audits for both vehicle orders.

The above line items represent a total urban capital budget of \$18,210,721 and total local capital match from GMT of \$533,478. The proposed sources of local capital match are \$186,000 from FY27 local funding and \$347,478 from the prior year local capital match fund.

GMT staff are not presenting a rural capital budget for FY27 at this time as the Authority is in the process of transferring its rural services to other Vermont transit providers effective July 1, 2026.

The proposed FY27 Capital Budget was presented to the Finance Committee on 11/13/25, who voted in favor of recommending the proposed budget for approval by the full Board of Commissioners.

Staff is requesting the Board to approve the FY27 Capital Budget totaling \$18,210,271 for adoption.

Green Mountain Transit
11-18-25 Proposed

FY27 Proposed Urban Capital

Priority	Item	Description	100%	Federal*	State*	Local*	From GMT Current fiscal year Local Capital Match	From Prior Year Local Capital Match Fund	From Non-GMT local Funds	Federal Funds Awarded by Vtrans	Federal Funds Awarded by FTA
1	A	7 - Replacement 40' Heavy-Duty Buses (Electric) @ \$1,353,120 each (85% Fed/10.94% State/4.06% Local)**	\$ 9,471,840	\$8,051,064	\$1,035,776	\$ 385,000	\$ -	\$ -	\$ 385,000	\$8,051,064	
1	B	4 - Replacement Heavy-Duty Buses (Hybrid) (3 - 35' @ \$922,852 each + 1 - 40' @ \$930,000 each) (85% Fed/7.5% State/7.5% Local)	\$ 3,698,556	\$3,143,773	\$277,392	\$ 277,392	\$ -	\$ 277,392		\$3,143,773	
1	C	6 - Replacement SSTA*** LPG**** Cutaways @ \$192,500 each	\$ 1,155,000	\$981,750	\$57,750	\$ 115,500	\$ -	\$ -	\$ 115,500	\$0	\$981,750
1	D	3 - Replacement SSTA*** Gas Vehicles (1-Ford Transit + 2-nonADA Minivans)	\$ 204,000	\$173,400	\$10,200	\$ 20,400	\$ -	\$ -	\$ 20,400	\$0	\$173,400
1	E	Facility PM (shop lubricant system replacement, 101 QCP tile floor replacement, staff kitchen rehab, DTC HVAC repair and maintenance, DTC sewer maintenance)	\$ 72,800	\$58,240	\$7,280	\$ 7,280	\$ 7,280	\$ -		\$58,240	
1	F	Spare parts, miscellaneous support equipment	\$ 328,559	\$262,847	\$32,856	\$ 32,856	\$ 32,856	\$ -		\$262,847	
1	G	Mid-Life Overhaul for three Heavy-Duty Buses (Engine, Transmission, corrosion repair)	\$ 156,000	\$124,800	\$15,600	\$ 15,600	\$ 15,600	\$ -		\$124,800	
2	H	Electric Bus Charging Infrastructure Phase 3 (90% Fed/7.5% State/2.5% Local)	\$ 1,483,134	\$1,334,821	\$111,084	\$ 37,229	\$ 37,229	\$ -		\$1,334,821	
1	I	Electric Bus Deployment Workforce Development (80% Federal/0% State/20% Local)	\$ 90,000	\$72,000	\$0	\$ 18,000	\$ 18,000			\$72,000	\$0
2	J	Electric Bus Diagnostic Equipment, Special Tools, and PPE (90% Federal/8% State/2% Local)	\$ 38,000	\$34,200	\$3,040	\$ 760	\$ 760	\$ -		\$34,200	
2	K	LPG**** Fueling Infrastructure for SSTA Leased Cutaways	\$ 37,950	\$34,155	\$1,297.50	\$ 2,498	\$ -	\$ -	\$ 2,498	\$0	\$34,155
2	L	GMT LPG**** Project Administration	\$ 42,895	\$34,316	\$3,467	\$ 5,113	\$ 5,113	\$ -		\$0	\$34,316
2	M	LPG**** Vehicle and Infrastructure Training for SSTA	\$ 2,360	\$1,888	\$236	\$ 236	\$ -	\$ -	\$236	\$0	\$1,888
3	N	Passenger Amenity Improvements including ADA accessibility improvements (90% Federal)	\$ 74,270	\$66,843	\$3,714	\$ 3,714	\$ 3,714	\$ -		\$0	\$66,843
3	O	Replacement Bus Wash for 101 QCP	\$ 877,357	\$701,886	\$87,736	\$ 87,736	\$ 17,649	\$ 70,087		\$0	\$701,886
1	P	Diesel Fuel Tank and Pump Replacements	\$ 129,000	\$103,200	\$12,900	\$ 12,900	\$ 12,900	\$ -		\$0	\$103,200
1	Q	101 QCP Building Envelope Repair and Maintenance	\$ 185,000	\$148,000	\$18,500	\$ 18,500	\$ 18,500	\$ -		\$0	\$148,000
2	R	Improvements to Exterior Walkway Corridor between Driver Break Room and Bus Garage	\$ 113,000	\$90,400	\$11,300	\$ 11,300	\$ 11,300	\$ -		\$0	\$90,400
3	S	Replacement Office and Technology Equipment (security system, general IT hardware,)	\$ 35,000	\$28,000	\$3,500	\$ 3,500	\$ 3,500	\$ -		\$28,000	
1	T	Third Party Inspection & Buy America Audit for HD Bus Orders	\$ 16,000	\$12,800	\$1,600	\$ 1,600	\$ 1,600	\$ -		\$12,800	
Total			\$ 18,210,721	\$ 15,458,382	\$ 1,695,227	\$ 1,057,112	\$ 186,000	\$ 347,478	\$ 523,634	\$ 13,122,545	\$ 2,335,838
							Total Local Match		\$ 533,478		

*80% Federal, 10% State, and 10% Local unless otherwise stated.

** Local match below equivalent diesel bus estimate due to commitment from Vtrans to cover increase in local match from diesel to electric

*** Special Services Transportation Agency

**** LPG = Liquefied Petroleum Gas (propane)



MEMORANDUM

To: Clayton Clark
From: Jason Lorber and Stephen Falbel
Date: November 5, 2025
Subject: Results summary from GMT 2025 Employee/Board Survey

In September 2025, Aplomb Consulting and Steadman Hill conducted a re-assessment of GMT's culture via an anonymous board and staff survey that mirrored a 2023 survey.

This memo is divided into these sections:

- Executive summary
- Recommendations
- Detailed analysis of responses
- Quantitative findings



Executive Summary

Green Mountain Transit employees and board members share a deep pride in GMT's public mission and a common desire for greater clarity, accountability, and alignment. The survey results reflect both that commitment and the urgency of strengthening leadership systems to support it.

Staff consistently said the **best parts** about working at GMT were their **coworkers, community impact, and benefits**. They value the camaraderie, flexibility, and shared purpose that define the organization at its best. At the same time, many noted **challenges** tied to **governance, communication, and culture**. These are issues that trace back to unclear roles, uneven accountability, and persistent funding uncertainty.

Board members echoed those themes, praising GMT's dedicated workforce and recent leadership progress while recognizing the **need for stronger governance focus, predictable funding, and clearer policy direction**.

Both groups see **opportunity in the 2026 rural service transfer**, viewing it as a chance to refocus GMT on its urban mission and strengthen organizational stability.

Overall, the survey paints a picture of an agency with **strong values and committed people**, but one that has been hampered by a **lack of strategic coherence and unclear accountability**. The tone of the responses is not defeatist—it's *constructively impatient*. Employees and board members alike want GMT to succeed and are ready to engage in the work required.



Recommendations

Based on the survey findings, six prioritized actions would most strengthen GMT's leadership, culture, and operations.

1. **Strengthen the Board.** The board would benefit from more structure, deeper expertise, and stronger accountability, with more of a focus on strategic planning, clarifying priorities, and building trust. Doing so would be felt throughout the entire organization. A defined governance framework should set expectations for attendance, fiduciary responsibility, and policy focus.
2. **Establish Agency-Wide Accountability Systems.** Just as the board should model accountability, the General Manager should communicate and enforce clear performance expectations, evaluations, and consistent follow-through across the organization, and particularly with the management team.
3. **Develop and Communicate a Strategic Plan.** A 5-year plan should be co-owned by the board and staff leadership, defining what success looks like and how every department contributes to it.
4. **Rebuild Culture and Trust.** There is a lack of trust between levels and departments. Culture repair should include cross-functional collaboration and open communication. Invest in real team building, equity, and recognition, not just perks.
5. **Strengthen Safety and Infrastructure.** Continue to address fleet condition, facilities, and safety training to ensure well-being for employees and the public.
6. **Use the 2026 Rural Transfer as a Reset.** Treat the transfer as an opportunity to define GMT's urban focus and demonstrate the cultural and structural improvements now underway.



More detailed analysis of responses:

Overall, respondents to the survey said that GMT is strong, and regaining footing, even amid challenges.

Morale is strong and improving overall, with many expressing cautious optimism about the future. There's widespread pride in the mission and appreciation for colleagues, but also exhaustion from years of underfunding, unclear accountability, and governance dysfunction. Clayton's leadership continues to be widely seen as a bright spot: restoring trust, improving communication, and signaling direction. The 2026 rural transition is broadly seen as a chance to reset, refocus, and rebuild a stronger, more cohesive, urban-centered organization.

It is important to read the details below with that in mind. While challenges remain significant, many respondents see meaningful progress underway.

1. Strengths and Positives

Shared Pride and Mission

- **Meaningful work:** Staff (union and non-union) feel their work matters to the community: helping people get where they need to go, especially those with limited mobility or resources.
- **Community visibility and impact** are deeply valued motivators.

People and Camaraderie

- **Coworker relationships** are repeatedly cited as one of the best aspects of working at GMT.
- Non-union and union employees alike describe **strong teamwork** within departments and a general sense of mutual support.



Benefits and Stability

- **Benefits and job security** are viewed as top perks, especially health insurance and paid time off.
- Some also mention **schedule flexibility** and **work-life balance** as advantages.

Leadership and Direction (recent)

- A number of comments especially from non-union staff express **renewed optimism under current leadership (Clayton)**, citing better communication, transparency, and morale.
- Several note that **things are getting better**, with more structure and a clearer sense of direction emerging.

2. Core Challenges and Pain Points

Structural and Governance Issues

- **Board governance capacity** remains one of the most frequently mentioned areas for improvement. Respondents cited the need for **greater policy expertise, more consistent attendance and engagement, and clearer boundaries** between governance and operations.
- The board's **self-assessed effectiveness and visibility** continue to rank among the lowest-rated areas compared to other aspects of GMT's leadership, suggesting opportunities for **training, clearer expectations, and role alignment** to strengthen overall performance.
- Repeated frustrations were expressed about **state/federal** limitations.



Culture, Accountability, and Inequity

- Deep frustration with **uneven accountability**, both for underperforming employees and for management.
- Several describe a **status quo culture** that stifles new ideas and discourages innovation.
- **Union/non-union divide**: resentment about perceived inequities in benefits, discipline, and influence.

Leadership and Direction

- Multiple responses (especially long and detailed ones) highlight a **lack of strategic vision, planning, and follow-through**.
- Directors described as being **burned-out, risk-averse, and not operating like a team**.
- **Absence of accountability systems** (no work plans, goals, or consequences) is seen as a major barrier to progress.

Safety, Pay, and Working Conditions

- Concerns about **unsafe conditions, tight schedules, and encounters with hostile or unstable passengers**.
- Union employees frequently cite **inadequate wages, rising insurance costs, and lack of enforcement for workplace discipline**.
- Non-union staff worry about losing their good benefits and feel it unfair that they pay more for them than do union members.



3. Improvements and Hopes

What's Getting Better

- **Communication and transparency** under current leadership.
- **Morale improvements** due to responsiveness, fairness, and more structure.
- **Rural transfer** seen by many as a relief, and they expect it to reduce workload and allow GMT to focus more effectively on the urban system.
- Some see progress on **long-term planning** and want more.

“Magic Wand” Changes (Recurring Themes)

- **Stable, sustainable funding**
- **Accountability systems** at all levels
- **Improved board governance** and professionalization
- **Cultural renewal**: more inclusion, recognition, and team building
- **Facility and fleet upgrades**: cleaner, safer work environments
- **Better pay equity** and clarity around salary structures

4. Culture Snapshot

Positive Threads

- Most people like their colleagues.
- Love of GMT's mission, public transit, and serving the public.
- There's cautious optimism about a cultural reset, with notes about GMT's “heart in the right place” and “light at the end of the tunnel.”



Strains

- **Us vs. them dynamics** (with a particular feeling of disrespect among non-union).
- **Cynicism and fatigue** among longer-tenured staff.
- **Fear of funding instability** affecting morale and retention.
- Reports of **disrespect, inequity, and outdated practices** still surface in several responses.

5. Impact of the 2026 Rural Transfer

- **The transfer is seen as a strong net positive** according to board, union, and non-union members.
- **Many are rejoicing**, seeing it as a great opportunity to reduce workload and allow a laser-focus on Chittenden/urban operations. Otherwise, no strong impacts are seen.
- **Some regret** losing experienced colleagues or board members.

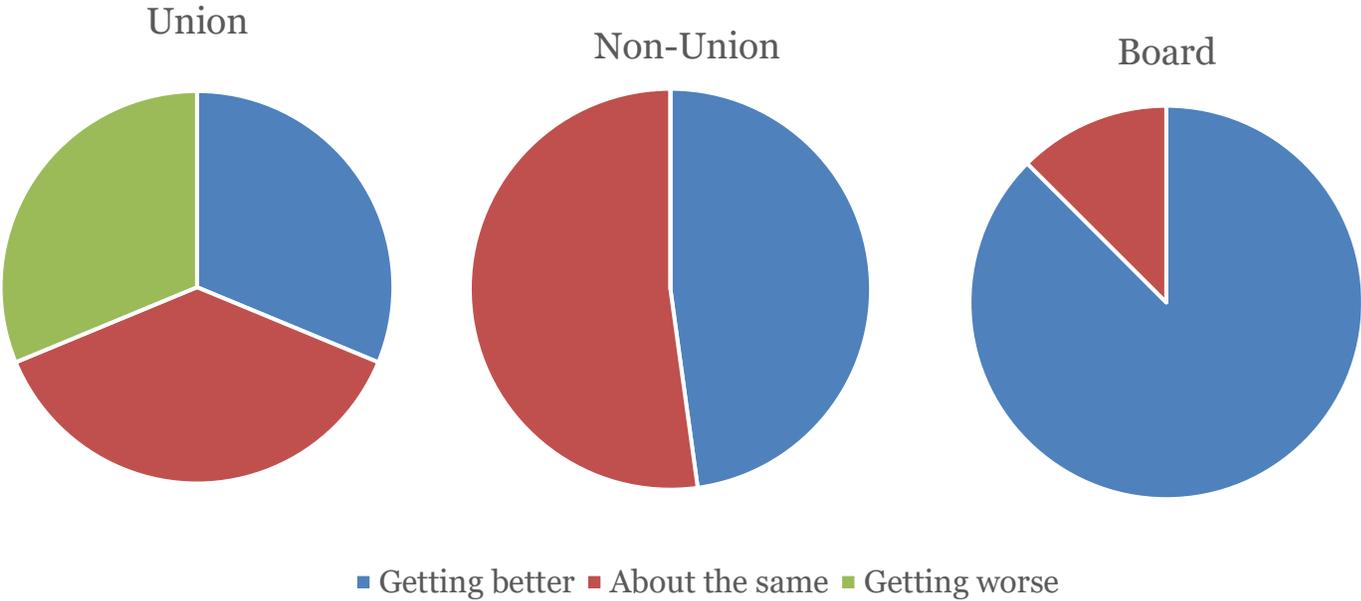
6. Board Perspective Highlights

- The board recognizes **committed staff, Clayton's leadership, and incremental improvements** in planning and communication.
- Main concerns: **funding instability, union influence, and lack of strategic clarity**.
- Several board members want to **focus more on long-term policy and vision**, not day-to-day operations, and wish there was more team building and accountability on the board.



Quantitative Findings

As shown in the pie charts below, none of the non-union or board respondents thought that GMT was getting worse over the past two years, though about a third of union employees felt things were getting worse. This may be due to the recency of the announcement of substantially increased out-of-pocket costs for health insurance for 2026.



Among all statements in the survey, the average rating (on a 1-to-5 scale with 5 being the most positive) improved modestly from 2023 to 2025:

- Union members’ average increased from 3.8 to 3.9
- Non-union members’ average increased from 3.7 to 3.8
- Board members’ average increased from 4.2 to 4.4



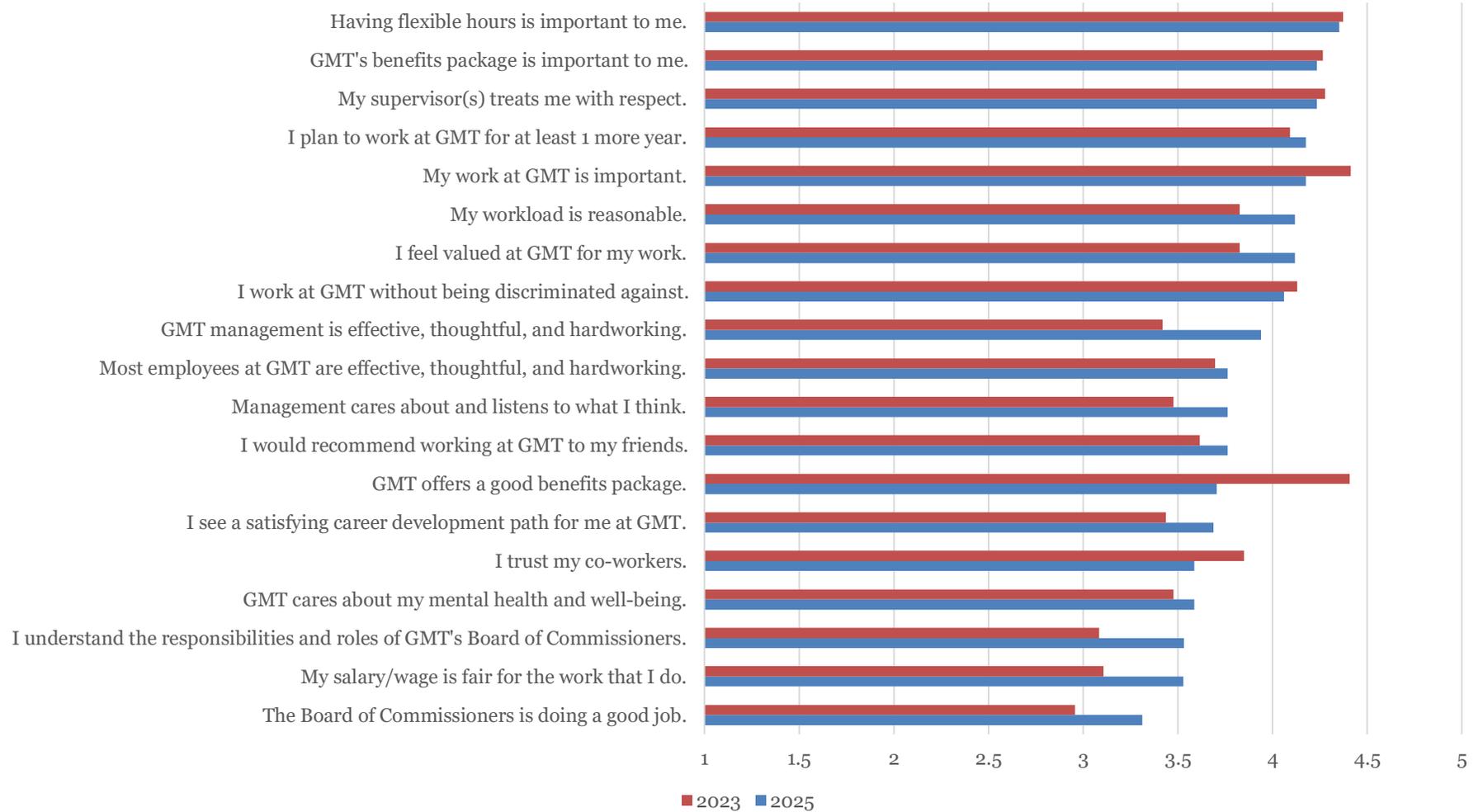
The 2025 survey was limited to GMT employees in Chittenden County and the full Board of Commissioners. Berlin employees had already been surveyed a second time in 2024, and with the Franklin/Grand Isle transition to RCT occurring in early 2026, GMT decided there was little value in surveying employees based in St. Albans.

Participation in the survey declined. In 2025, a total of 49 responses were received, including 9 board members, 23 non-union employees, and 17 union employees. The 2023 survey included 98 survey responses, including 14 board members, 31 non-union employees and 43 union employees (of whom 12 were based in Berlin or St. Albans).

Charts on the following pages present the detailed quantitative findings compare the 2025 survey results to the 2023 survey.

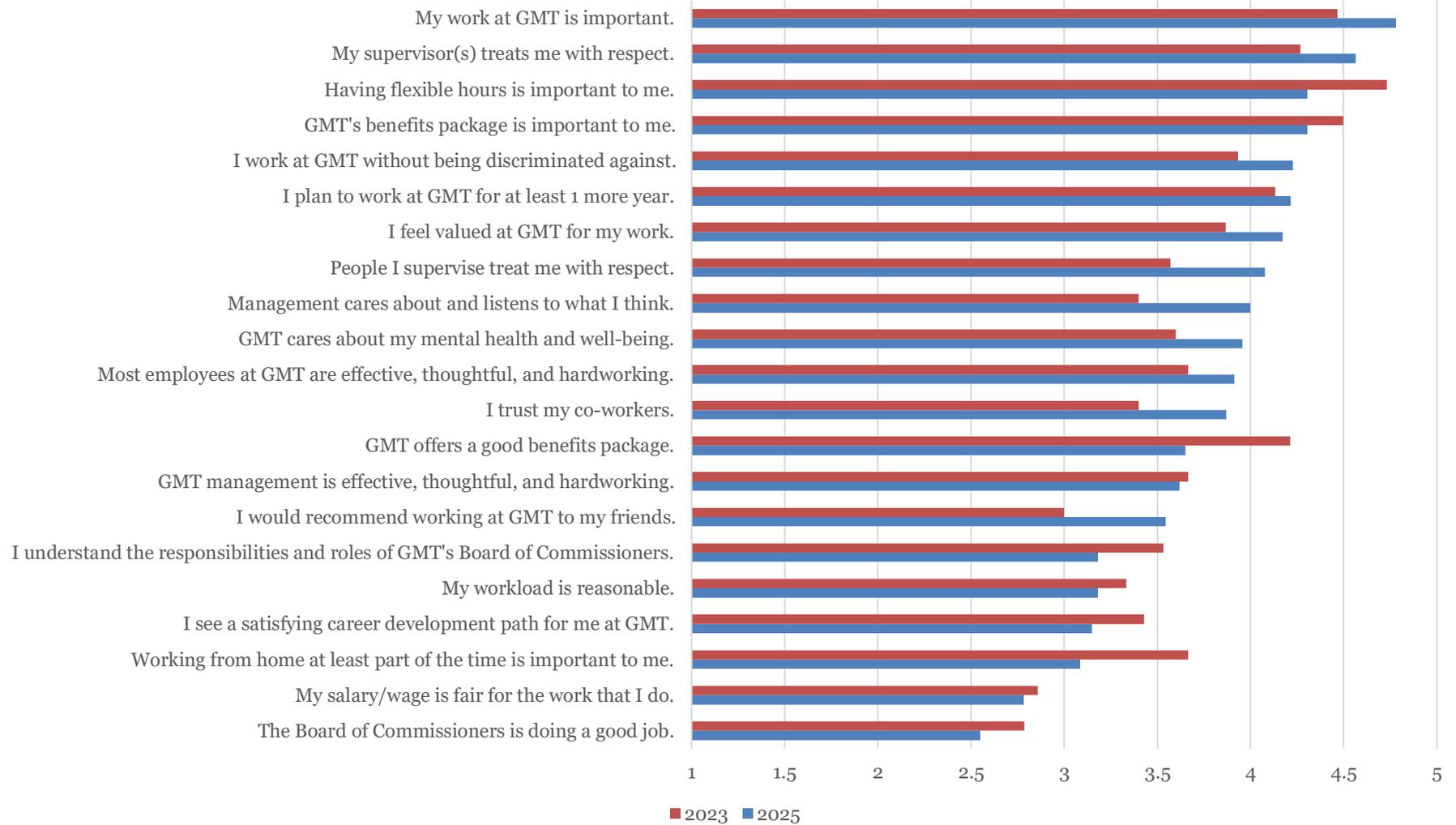


Union Employees



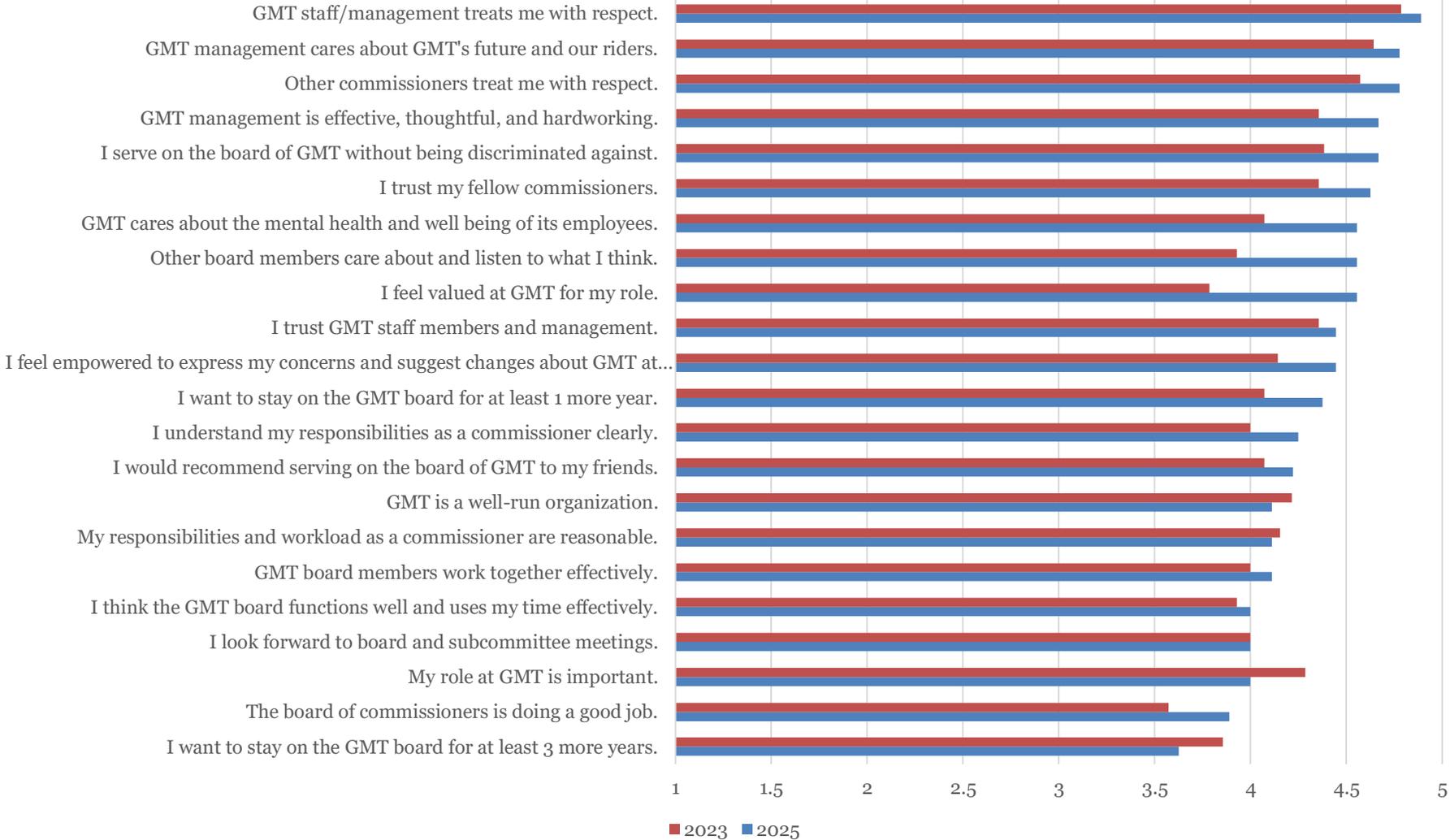


Non-Union Employees



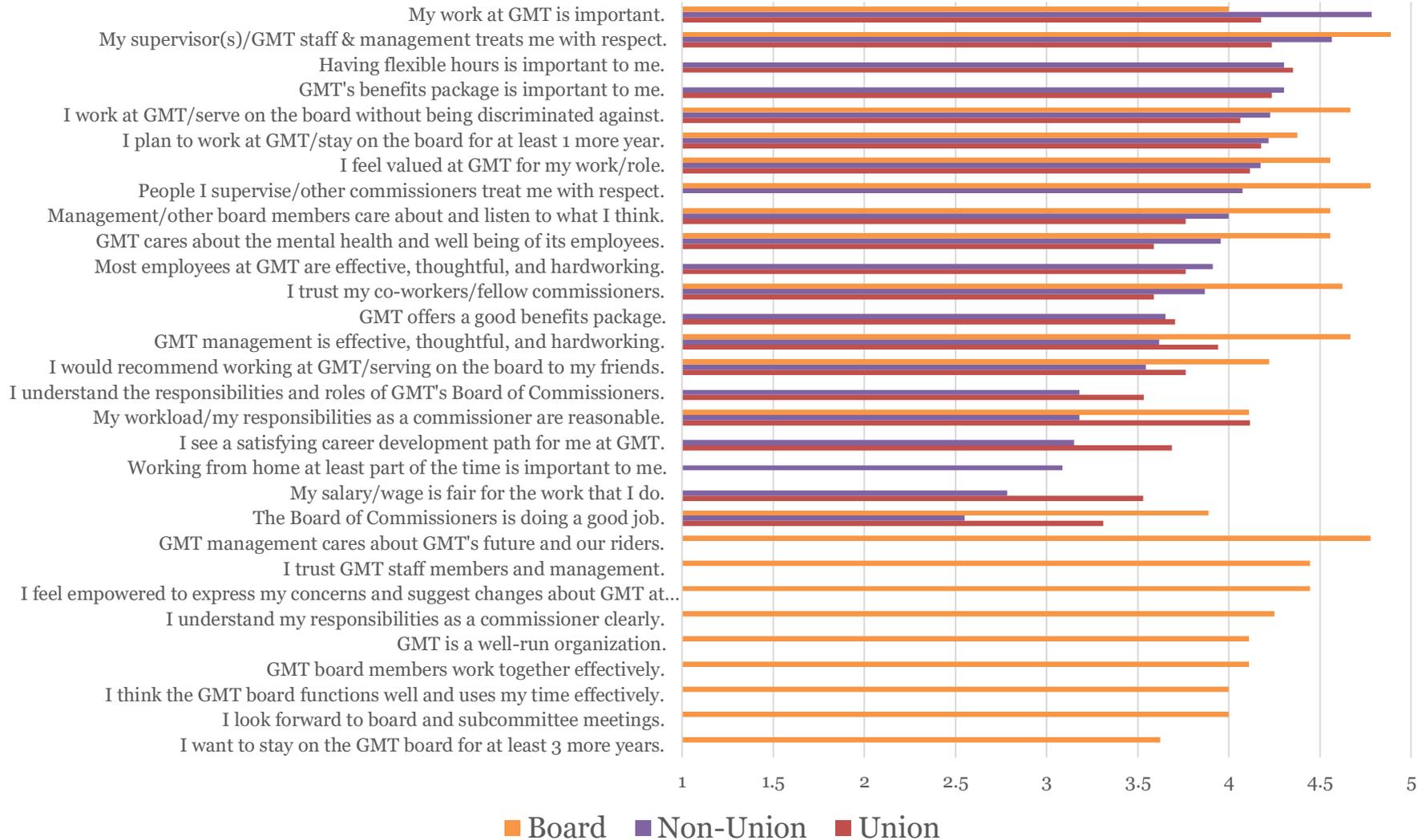


Board Members





Comparison of 2025 Ratings





	Union	Non-Union
Management cares about and listens to what I think.	0.29	0.60
I would recommend working at GMT to my friends.	0.15	0.55
People I supervise treat me with respect.		0.51
I trust my co-workers.	-0.26	0.47
GMT cares about my mental health and well-being.	0.11	0.36
My work at GMT is important.	-0.24	0.32
I feel valued at GMT for my work.	0.29	0.31
My supervisor(s) treats me with respect.	-0.04	0.30
I work at GMT without being discriminated against.	-0.07	0.29
Most employees at GMT are effective, thoughtful, and hardworking.	0.07	0.25
I plan to work at GMT for at least 1 more year.	0.08	0.08
GMT management is effective, thoughtful, and hardworking.	0.52	-0.05
My salary/wage is fair for the work that I do.	0.42	-0.07
My workload is reasonable.	0.29	-0.15
GMT's benefits package is important to me.	-0.03	-0.20
The Board of Commissioners is doing a good job.	0.36	-0.24
I see a satisfying career development path for me at GMT.	0.25	-0.28
I understand the responsibilities and roles of GMT's Board of Commissioners.	0.45	-0.35
Having flexible hours is important to me.	-0.02	-0.43
GMT offers a good benefits package.	-0.70	-0.56
Working from home at least part of the time is important to me.		-0.58

This table compares average rating changes from 2023 to 2025 for union and non-union staff members. Green shading is a positive change and red shading a negative change. Pale, or no shading represents stability. In general, the change in ratings of non-union staff members were slightly more negative than those of union members. The strongest negative change regarded the benefits package.



To: Finance Committee (FC)

From: Nick Foss, Director of Finance
Tammy Masse, Controller
Rich Carmo, Senior Staff Accountant

Date: November 7, 2025

RE: Finance Report

Attachments:
September Financials

Department Updates:

- **Service Reduction Progress Report:** Service reductions have had an impact; however initial financial results point to a possible variance versus staff's estimates. Based on year-to-date payroll data it appears that driver pay hours could end the year roughly 1.8K over initial targets (1.3% variance). In addition, overtime rates have risen above expectations due to a reduced driver roster. Through September driver's wages are 1.3% higher than benchmark and staff will continue to monitor performance versus expectations.
- **Older Persons & Disabled (O&D) Funding:** O&D funding was reduced in FY26 by \$350K, and even greater when factoring in the discontinuation of the Mobility-For-All funding (\$300K), which was used in FY25 to cover overages. Staff estimate that funding could run out by February if spending velocity continues unabated. As a result, program changes are being proposed and will be shared with the Leadership Committee, Mobility Committees and VTRANS, with the hopes of extending funding and preserving services, especially for critical care and Adult Day programs. Staff have communicated this to VTRANS and have been told there is limited additional funding available state-wide.
- **Rural Transfer/Proposed FY27 Operating Budget:** Staff will be providing their Proposed FY27 Operating Budget to the Finance Committee and Board of Commissioners in December. This will allow any necessary changes to be made in the month of January and necessitate passage before the February deadline. The proposed budget will factor in the rural transfer, which will result in additional cost pressures, and an urban deficit based on current funding assumptions.
- **Proposed FY27 Assessments:** Proposed assessment figures have been provided to city and town managers. This year's assessments have been complicated by changes in the ADA assessment formula, which need to be brought to each



member community for retroactive approval. Due to this process not being completed in FY26, staff will be crediting back a portion of the assessment and will not be recommending any further reduction in the ADA discount for FY27. To offset the financial impact of this, staff will be recommending a higher increase in the fixed route assessment than has typically been requested. Members are encouraged to look at how their total assessment changed rather than individually, as the absolute increase is roughly in-line with past increases. In addition, fixed route increases have been re-balanced to reflect the service reductions that went into place.

- **TransitRe Meeting:** Staff will be meeting with representatives from TransitRe this month to discuss possible risk management solutions for the Authority. TransitRe is a member owned reinsurance captive domiciled in Vermont that offers property and casualty reinsurance specialized for public transit. The past two insurance renewal cycles have been very difficult for GMT, due to the overall insurance market, and the inherent difficulty that public transit providers have been having with locating appropriate and affordable coverage. Staff is looking forward to learning more about the organization and any possible solutions that could be explored.
- **SSTA Meeting:** This month staff met with GMT's contracted service provider for paratransit services in Chittenden County to discuss current operations and to receive a financial update. As of September, SSTA is operating in the black in both the ADA and O&D program, with an operating surplus of \$22K and \$16K respectively. The current transit rate has been set at \$84.50 with actual operations only costing \$83 per revenue hour. Regarding the budget, ADA costs are 1.3% higher than benchmark, however staff are hopeful that there may be some seasonal demand factors driving the variance.
- **Retirement Committee Update:** The Retirement Committee met in October and Minutes for the meetings can be found [HERE](#). Highlights from the meeting included a recommendation from GMT's investment advisor which led to a committee action to replace the BlackRock Emerging Markets Equity fund with the Dodge & Cox Emerging Markets Stock fund. In addition, the committee reviewed fund line-up performance and discussed topics on the rural transfer. This committee meets quarterly with the next meeting occurring in January or February.



Liquidity Update:

Cash Balance*	\$ 1,956,104
Cash Equivalents Market Value*	\$ 3,916,723
Line of Credit (Less Utilization)	\$ 2,700,000
Days of Cash on Hand**	23.5
Days of Cash & Cash Equivalents on Hand**	70.6
Days of Cash & Cash Equivalents on Hand + Credit**	103.0

*Values as of 9/30/25; excludes Petty Cash

**Expenses based on Avg. Monthly Expenses YTD

Investments Update:

Portfolio as of 09/30/25			
	Cost Basis	Market Value	Maturity Value
U.S. Treasury Bill Due 10/2/25	\$ 1,091,870	\$ 1,105,878	\$ 1,106,000
U.S. Treasury Bill Due 10/28/25	\$ 1,040,976	\$ 1,051,799	\$ 1,055,000
U.S. Treasury Bill Due 12/2/25	\$ 703,682	\$ 708,216	\$ 713,000
U.S. Treasury Bill Due 12/30/25	\$ 1,047,552	\$ 1,050,788	\$ 1,061,000
Total:	\$ 3,884,081	\$ 3,916,682	\$ 3,935,000
Portfolio Market Value	\$ 3,916,682		
Total Money Market Value	\$ 41		
Total Investments:	\$ 3,916,723		
Investment Returns Since Inception*:	\$ 433,854		

*Portfolio inception date is 1/11/23

Financial Snapshot:

As of **September**, the **Authority** had a **total operating deficit** of **\$221.8K**. Please note that due to the status of the FY25 Audit, staff have been unable to close out the fixed asset module and therefore cannot report the current change in net assets. Staff expect this to only be a short-term delay in net asset reporting and plan to provide full accounting by December or January.

The operating result between divisions is the following:

- ❖ **Urban Division = \$5K Operating Deficit**
 ➡ Because the Urban grant billing process is based on reimbursement net of local contributions, operating surpluses, or deficits (unless grant funding ran out), should be minor and result from timing differences and accruals.



Future Guidance: The urban operating deficit is right where we would expect it to be, close to net zero impact, which remains at a low 0.1% of revenues. The deficit is not expected to widen significantly as a percentage of total revenues. Staff continue to work to improve grant billing processes and ensure a full capture of all allowable expenses for reimbursement.

❖ **Rural Division= \$216.7K Operating Deficit**

➡ This deficit is largely due to the delay in completing O&D (formally E&D) grant billings due to data integrity issues. Only September has been completed thus far for Q1 which is driving the current deficit. The team has been working on updating the data for both July and August and expect this to be completed by next month.

Future Guidance: The approved FY26 Operating Budget was passed with a deficit of roughly \$688K, which was entirely contained to the rural division. There is the risk that losses could be higher than budget due to projected shortages of O&D funding. As previously mentioned, staff is working with partners to amend ride parameters to reduce demand and stretch funding for the remainder of FY26.

Budget Variances Revenues

Revenue variances are as of September (25% benchmark) – reference September Financials

Local Operating Assistance: The rural variance (6.7%) is due to most local contributions not being recognized until the start of seasonal service. In addition, several communities either reduced or discontinued their contributions which lowered revenue recognition year-to-date with \$44.3K of revenue versus \$55.9K at this point last year.

Other State Grants: The urban variance (4.6%) is due to zero utilization in Q1 of GMT's 5311 Flex-to-5307 grant funding (\$355K), which will likely occur in Q2. This funding is equivalent to GMT's formula 5307 funds, except that additional funding is provided by VTRANS instead of the FTA. The rural variance (40.2%) is due to high utilization, driven by reduced funding, in state match provided for the Washington County MyRide service – GMT received roughly \$58K in FY26 versus \$280K last year, which is causing the funding to be spent down quicker. In addition, GMT's RTAP training funds (\$20K annually) has already been completely exhausted.

Investment Income: The urban variance (14.2%) is the result of lower urban cash levels generating less interest income than anticipated, however this is



an immaterial portion of overall urban operating revenues. The rural variance (64.3%) is due to the opposite – higher rural cash levels and interest rates remaining higher than originally expected.

Rural Miscellaneous Revenue: This is largely made up of warranty revenue or rebates for vehicle purchases, which can be volatile from year to year. Staff typically use the previous year's data to set the budget and may need to revisit this approach in future budget years. This line is currently below (34%) its budget target.

Budget Variances Expenses

Expense variances are as of September (25% benchmark) – reference September financials

Salaries and Wages: Wages as whole look according to budget with minimal variance. Staff's only concerns would be the roughly 100 basis point variance in urban drivers (see *Service Reduction Progress Report*) and the 200-basis point spacing in rural drivers wages versus benchmark. Staff would like to see the rural driver's variance expand in the coming months considering the financial impact that seasonal service brings.

Rural Unemployment Tax: Unemployment costs are over benchmark (40%). Fluctuations in this account have historically been due to the temporary positions to support Seasonal Service, as well as standard employee turnover. With the ongoing Rural Transfer, some unforeseen changes could occur. Total business is still under benchmark at 20%.

Rural Employee Development: Offsite training needs led to variance, specifically in the Planning/Ops departments. Rural exceeded the benchmark and are at 105.8% of the budget.

Urban Legal Fees Expenses: Budget for Urban is at 38.7%. We are also now using a second 3rd party to assess legal matters. All costs strive from both Monaghan Safar Ducham PLLC and Primmer Piper Eggleston & Cramer PC Services.

Urban Passenger Facility Expenses: Budget is currently at 100.9% due to final payments for the park and ride leases. The link is no longer utilizing these services and final payments were all made in Q1.

Rural Other Transportation (incl Cabs): Budget is currently at 42.2% primarily due to reductions in the O&D program in Chittenden County. This expense line



includes the payments made to SSTA to provide O&D service and they have currently spent \$215K of the \$435K budget as of the end of Q1.

If you have any questions about this report please email nfoss@ridegmt.com or call (802) 540-2455.



Green Mountain Transit Authority
Budget v. Actual Report
For the Three Months Ending Tuesday, September 30, 2025

BENCHMARK = 25%

REVENUES

FEDERAL, STATE AND LOCAL REVENUE

	Urban	Rural	Combined	Urban	Rural	Combined	Urban	Rural	Combined	Urban	Rural	
	Current Fiscal Year To Date			FY26 ADJ BUDGET (Approved Oct. 2025)			Budget Variance			PYTD 2025		
Municipal Member Assessments	\$713,681		\$713,681	\$2,854,722		\$2,854,722	25.0%	0.0%	25.0%	\$693,303		
Municipal Paratransit Assessments	\$300,118		\$300,118	\$1,200,473		\$1,200,473	25.0%	0.0%	25.0%	\$243,109		
Local Operating Assistance	\$1,820	\$44,386	\$46,206	\$7,280	\$662,124	\$669,404	25.0%	6.7%	6.9%	\$13,985	\$55,889	
Federal Urban Formula Grant	\$1,238,202		\$1,238,202	\$4,778,578		\$4,778,578	25.9%	0.0%	25.9%	\$1,283,284		
Federal Rural Operating Grant		\$335,441	\$335,441		\$1,320,000	\$1,320,000	0.0%	25.4%	25.4%		\$343,681	
State Regular Subsidy Operating Grant	\$550,000	\$225,136	\$775,136	\$2,200,000	\$1,140,000	\$3,340,000	25.0%	19.7%	23.2%	\$500,000	\$254,387	
E&D Grants and Local Match		\$327,132	\$327,132		\$1,370,075	\$1,370,075	0.0%	23.9%	23.9%		\$455,820	
Other State Grants	\$19,313	\$91,453	\$110,766	\$414,375	\$227,733	\$642,108	4.7%	40.2%	17.3%	\$370,746	\$108,873	
Other Federal Grants	\$1,423,955	\$396,798	\$1,820,753	\$5,885,932	\$1,840,000	\$7,725,932	24.2%	21.6%	23.6%	\$1,219,572	\$512,887	
Fund Balance Reserves							0.0%	0.0%	0.0%			
Capital Reserve Revenue							0.0%	0.0%	0.0%			
Total Federal, State and Local Revenues	\$4,247,088	\$1,420,347	\$5,667,435	\$17,341,360	\$6,559,932	\$23,901,292	24.5%	21.7%	23.7%	\$4,324,000	\$1,731,537	

OPERATING REVENUE

Passenger Revenue	\$453,129		\$453,129	\$1,838,703		\$1,838,703	24.6%	0.0%	24.6%	\$469,740	
Paratransit Passenger Fares	\$39,796		\$39,796	\$169,888		\$169,888	23.4%	0.0%	23.4%	\$30,144	
Advertising Revenue	\$30,276		\$30,276	\$180,000	\$2,000	\$182,000	16.8%	0.0%	16.6%	\$52,410	\$810
Investment Income	\$28	\$56,281	\$56,310	\$200	\$87,500	\$87,700	14.2%	64.3%	64.2%	\$40	\$61,300
Miscellaneous Revenue				\$5,000	\$1,500	\$6,500	0.0%	0.0%	0.0%		
Sales Of Equipment				\$5,000	\$5,000	\$10,000	0.0%	0.0%	0.0%	\$4,295	\$5,690
Medicaid Purchase Of Svc		\$827,966	\$827,966		\$2,900,000	\$2,900,000	0.0%	28.6%	28.6%		\$713,725
Purchase of Service	\$9,788	\$8,133	\$17,921	\$29,450	\$33,500	\$62,950	33.2%	24.3%	28.5%	\$8,277	\$9,092
Warranty Revenue							0.0%	0.0%	0.0%		
Operating Revenue	\$533,017	\$892,380	\$1,425,397	\$2,228,241	\$3,029,500	\$5,257,741	23.9%	29.5%	27.1%	\$564,906	\$790,617
Total Revenue	\$4,780,105	\$2,312,727	\$7,092,832	\$19,569,601	\$9,589,432	\$29,159,033	24.4%	24.1%	24.3%	\$4,888,906	\$2,522,154

EXPENSES

SALARIES AND WAGES

Other Wages	\$580,107	\$441,228	\$1,021,335	\$2,268,496	\$1,753,833	\$4,022,329	25.6%	25.2%	25.4%	\$574,802	\$392,913
Driver/Operator Wages	\$1,243,775	\$669,762	\$1,913,537	\$4,723,546	\$2,907,295	\$7,630,841	26.3%	23.0%	25.1%	\$1,670,015	\$732,816
Vehicle Repair Wages	\$363,602	\$56,158	\$419,760	\$1,542,810	\$227,682	\$1,770,492	23.6%	24.7%	23.7%	\$305,359	\$55,142
Salaries and Wages	\$2,187,483	\$1,167,148	\$3,354,631	\$8,534,852	\$4,888,810	\$13,423,662	25.6%	23.9%	25.0%	\$2,550,177	\$1,180,872

PERSONNEL TAXES AND BENEFITS

Payroll Taxes (FICA/MC)	\$177,682	\$95,799	\$273,481	\$690,470	\$395,505	\$1,085,975	25.7%	24.2%	25.2%	\$208,679	\$96,243
Unemployment Tax Exp		\$10,016	\$10,016	\$25,000	\$25,000	\$50,000	0.0%	40.1%	20.0%	\$2,154	
Medical Insurance/HRA	\$544,558	\$232,692	\$777,250	\$2,261,664	\$1,036,408	\$3,298,072	24.1%	22.5%	23.6%	\$582,841	\$210,960
Pension Plan Expenses	\$127,821	\$43,661	\$171,482	\$479,517	\$146,065	\$625,582	26.7%	29.9%	27.4%	\$126,767	\$34,814
Employee Development	\$2,201	\$21,153	\$23,354	\$43,000	\$20,000	\$63,000	5.1%	105.8%	37.1%	\$7,552	\$7,305
Other Employee Benefits	\$35,699	\$17,269	\$52,969	\$164,957	\$71,354	\$236,311	21.6%	24.2%	22.4%	\$36,529	\$14,309
Personnel Taxes and Benefits	\$887,962	\$420,589	\$1,308,551	\$3,664,608	\$1,694,332	\$5,358,940	24.2%	24.8%	24.4%	\$964,522	\$363,630

GENERAL AND ADMIN EXPENSES

Admin Supplies and Expenses	\$17,864	\$7,121	\$24,985	\$90,600	\$31,600	\$122,200	19.7%	22.5%	20.4%	\$18,527	\$5,378
Recruiting Expenses		\$599	\$599	\$10,000	\$8,500	\$18,500	0.0%	7.0%	3.2%		\$1,367
Dues and Subscriptions	\$927	\$650	\$1,577	\$5,000	\$10,000	\$15,000	18.5%	6.5%	10.5%	\$2,512	\$2,000
Travel and Meetings	\$165	\$199	\$364	\$3,500	\$11,000	\$14,500	4.7%	1.8%	2.5%	\$1,474	\$1,660
Board Development							0.0%	0.0%	0.0%		
Communications	\$14,592	\$14,356	\$28,948	\$56,300	\$50,100	\$106,400	25.9%	28.7%	27.2%	\$13,435	\$14,203
Computer Service Exp	\$44,929	\$20,409	\$65,338	\$232,950	\$116,619	\$349,569	19.3%	17.5%	18.7%	\$20,526	\$37,343
Legal Fees	\$7,739	\$2,689	\$10,428	\$20,000	\$15,000	\$35,000	38.7%	17.9%	29.8%	\$3,541	\$4,846
Insurance	\$376,035	\$204,908	\$580,943	\$1,524,780	\$833,495	\$2,358,275	24.7%	24.6%	24.6%	\$348,375	\$170,583
Audit Fees				\$22,768	\$9,757	\$32,525	0.0%	0.0%	0.0%		
Consulting Fees	\$8,953	\$6,238	\$15,190	\$32,600	\$18,000	\$50,600	27.5%	34.7%	30.0%	\$5,838	\$3,303
General and Admin Expenses	\$471,204	\$257,168	\$728,372	\$1,998,498	\$1,104,071	\$3,102,569	23.6%	23.3%	23.5%	\$414,228	\$240,683

OPERATIONS EXPENSES

Background Checks	\$114	\$2,168	\$2,282	\$4,500	\$12,500	\$17,000	2.5%	17.3%	13.4%	\$430	\$1,507
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Green Mountain Transit Authority
Budget v. Actual Report
For the Three Months Ending Tuesday, September 30, 2025

BENCHMARK = 25%

	Urban	Rural	Combined	Urban	Rural	Combined	Urban	Rural	Combined	Urban	Rural
	Current Fiscal Year To Date			FY26 ADJ BUDGET (Approved Oct. 2025)			Budget Variance			PYTD 2025	
Drug & Alcohol Testing							0.0%	0.0%	0.0%	\$46	
DOT Testing	\$1,315	\$2,105	\$3,420	\$6,600	\$8,000	\$14,600	19.9%	26.3%	23.4%	\$1,451	\$1,370
Employment Recruitment Program							0.0%	0.0%	0.0%		
Driver's Uniforms	\$1,990	\$1,011	\$3,001	\$31,000	\$15,500	\$46,500	6.4%	6.5%	6.5%	\$2,718	\$1,144
Safety Expense				\$2,500	\$500	\$3,000	0.0%	0.0%	0.0%		
Misc. Operating Exp	\$1,115		\$1,115	\$4,000	\$1,000	\$5,000	27.9%	0.0%	22.3%	\$1,625	\$2,538
Operations Expenses	\$4,534	\$5,284	\$9,818	\$48,600	\$37,500	\$86,100	9.3%	14.1%	11.4%	\$6,270	\$6,559
PLANNING EXPENSES											
Other Planning Expenses		\$5,643	\$5,643		\$68,750	\$68,750	0.0%	8.2%	8.2%		\$20,716
MPO Planning Expenses	\$162,210		\$162,210	\$524,000		\$524,000	31.0%	0.0%	31.0%	\$14,937	
Planning Expenses	\$162,210	\$5,643	\$167,853	\$524,000	\$68,750	\$592,750	31.0%	8.2%	28.3%	\$14,937	\$20,716
VEHICLE/BUILDING MAINTENANCE EXP (15 Industrial)											
Parts Expense - Non-Revenue Vehicles	\$1,479	\$137	\$1,616	\$10,000	\$5,000	\$15,000	14.8%	2.7%	10.8%	\$2,773	\$124
Parts Expense - Revenue Vehicles	\$96,578	\$24,866	\$121,443	\$887,000	\$139,000	\$1,026,000	10.9%	17.9%	11.8%	\$150,970	\$36,910
Tires	\$27,702	\$7,891	\$35,594	\$150,000	\$60,000	\$210,000	18.5%	13.2%	16.9%	\$23,827	\$8,472
Facility Maintenance	\$34,365	\$25,467	\$59,832	\$170,000	\$81,400	\$251,400	20.2%	31.3%	23.8%	\$60,017	\$29,487
Passenger Facility Expenses	\$4,665		\$4,665	\$4,624		\$4,624	100.9%	0.0%	100.9%	\$18,906	
Security Expenses	\$645		\$645				0.0%	0.0%	0.0%		
Cleaning Expense							0.0%	0.0%	0.0%		
Repeater Fees	\$6,738	\$4,923	\$11,661	\$28,000	\$20,400	\$48,400	24.1%	24.1%	24.1%	\$6,675	\$4,986
Light, Heat and Water	\$40,296	\$7,771	\$48,067	\$193,800	\$71,400	\$265,200	20.8%	10.9%	18.1%	\$34,427	\$5,067
Fuel - Vehicles	\$227,023	\$54,469	\$281,492	\$907,000	\$500,000	\$1,407,000	25.0%	10.9%	20.0%	\$230,755	\$68,474
Maintenance Tools/Supplies/Uniforms	\$50,011	\$3,081	\$53,092	\$155,954	\$33,434	\$189,388	32.1%	9.2%	28.0%	\$25,421	\$3,506
Misc Maint Expenses and fees	\$7,362	\$5,083	\$12,445	\$33,000	\$28,000	\$61,000	22.3%	18.2%	20.4%	\$14,102	\$11,188
Vehicle/Building Maintenance Exp	\$496,863	\$133,688	\$630,551	\$2,539,378	\$938,634	\$3,478,012	19.6%	14.2%	18.1%	\$567,873	\$168,214
CONTRACTOR EXPENSES											
ADA/SSTA Paratransit	\$587,508		\$587,508	\$2,232,321		\$2,232,321	26.3%	0.0%	26.3%	\$528,430	
Partner Local Share							0.0%	0.0%	0.0%		
Functional Assessment Costs							0.0%	0.0%	0.0%		
Volunteer Drivers		\$84,197	\$84,197		\$345,000	\$345,000	0.0%	24.4%	24.4%		\$87,335
Other Transportation (incl Cabs)		\$364,794	\$364,794		\$864,700	\$864,700	0.0%	42.2%	42.2%		\$389,122
Contractor Expenses	\$587,508	\$448,990	\$1,036,499	\$2,232,321	\$1,209,700	\$3,442,021	26.3%	37.1%	30.1%	\$528,430	\$476,457
MARKETING EXPENSE											
Bus Tickets/Fare Media				\$10,000		\$10,000	0.0%	0.0%	0.0%		
Marketing Expense	\$878	\$1,561	\$2,439	\$26,320	\$15,000	\$41,320	3.3%	10.4%	5.9%	\$2,891	\$145
Public Information	\$8,657	\$4,446	\$13,103	\$34,000	\$15,000	\$49,000	25.5%	29.6%	26.7%	\$8,831	\$964
Marketing Expense	\$9,535	\$6,007	\$15,542	\$70,320	\$30,000	\$100,320	13.6%	20.0%	15.5%	\$11,722	\$1,109
OTHER EXPENSES											
Allowance for Doubtful Accounts							0.0%	0.0%	0.0%		
Debt Service/Capital Reserve							0.0%	0.0%	0.0%		
Bond Interest							0.0%	0.0%	0.0%		
Capital Match	\$55,742	\$10,025	\$65,767	\$222,966	\$40,100	\$263,066	25.0%	25.0%	25.0%	\$39,475	\$35,175
Other Expenses	\$55,742	\$10,025	\$65,767	\$222,966	\$40,100	\$263,066	25.0%	25.0%	25.0%	\$39,475	\$35,175
TOTAL EXPENSES	\$4,863,042	\$2,454,542	\$7,317,583	\$19,835,543	\$10,011,897	\$29,847,440	24.5%	24.5%	24.5%	\$5,097,634	\$2,493,416
Current Year Deferred Costs	\$2,969		\$2,969				0.0%	0.0%	0.0%	(\$10,119)	
OH Admin Allocation	\$114,686	(\$114,686)		\$456,861	(\$456,861)		25.1%	25.1%	0.0%	\$102,693	(\$102,693)
Urban Shop Allocation	\$38,143	(\$38,143)		\$210,000	(\$210,000)		18.2%	18.2%	0.0%	\$91,523	(\$91,523)
Service Cost Allocation	(\$77,916)	\$77,916		(\$400,920)	\$400,920		19.4%	19.4%	0.0%	(\$101,944)	\$101,944
ALLOCATIONS BETWEEN PROGRAMS	\$74,912	(\$74,912)		\$265,941	(\$265,941)		28.2%	28.2%	0.0%	\$92,271	(\$92,271)
Balance Of Operating Budget	(\$5,055)	(\$216,727)	(\$221,782)	\$0	(\$688,406)	(\$688,406)				(\$126,576)	(\$63,533)
Capital Revenue											



Green Mountain Transit Authority
Budget v. Actual Report
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BENCHMARK = 25%

	Urban	Rural	Combined	Urban	Rural	Combined	Urban	Rural	Combined	Urban	Rural
	Current Fiscal Year To Date			FY26 ADJ BUDGET (Approved Oct. 2025)			Budget Variance			PYTD 2025	
Federal Revenue	\$96,118	\$42,174	\$138,292	\$10,270,886	\$1,490,186	\$11,761,072	0.9%	2.8%	1.2%	\$108,713	\$692,590
State Revenue	\$9,870	\$5,272	\$15,141	\$1,114,444	\$327,699	\$1,442,143	0.9%	1.6%	1.0%	\$18,125	\$45,211
Paratransit Lease Revenue				\$71,400		\$71,400	0.0%	0.0%	0.0%		
Local Match Revenue	\$55,742	\$10,025	\$65,767	\$222,966	\$40,100	\$263,066	25.0%	25.0%	25.0%	\$39,475	\$35,175
Total Capital Revenue	\$161,729	\$57,471	\$219,200	\$11,679,696	\$1,857,985	\$13,537,681	1.4%	3.1%	1.6%	\$166,313	\$772,975
Capital Expenses											
Vehicles				\$8,400,341	\$1,469,192	\$9,869,533	0.0%	0.0%	0.0%		\$735,344
Maintenance Parts and Equipment	\$47,983	\$947	\$48,930	\$312,383	\$40,150	\$352,533	15.4%	2.4%	13.9%	\$24,830	\$10,848
Passenger Amenities	\$21,240	\$51,771	\$73,011	\$211,160	\$82,034	\$293,194	10.1%	63.1%	24.9%	\$4,718	
Facility Repairs and Improvements	\$49,848	(\$860)	\$48,988	\$3,033,610	\$259,041	\$3,292,651	1.6%	0.3%	1.5%	\$155,749	\$75,629
Total Capital Expenses	\$119,071	\$51,857	\$170,928	\$11,957,494	\$1,850,417	\$13,807,911	1.0%	2.8%	1.2%	\$185,298	\$821,822
Balance of Capital Budget	\$42,658	\$5,613	\$48,272	(\$277,798)	\$7,568	(\$270,230)	15.4%	74.2%	17.9%	(\$18,985)	(\$48,846)
Transfer of Purchases to Fixed Assets				\$10,896,165	\$1,634,224	\$12,530,389	0.0%	0.0%	0.0%	\$104,982	\$735,344
Deferred Costs							0.0%	0.0%	0.0%		
Depreciation Expense	\$6,298		\$6,298	(\$3,522,240)	(\$1,166,628)	(\$4,688,868)	0.2%	0.0%	0.1%	\$6,298	
Subtotal	\$6,298	\$0	\$6,298	\$7,373,925	\$467,596	\$7,841,521	0.1%	0.0%	0.1%	\$111,280	\$735,344
Current Change in Net Assets	\$43,901	(\$211,114)	(\$167,213)	\$7,096,127	(\$213,242)	\$6,882,884	0.6%	99.0%	2.4%	(\$34,282)	\$622,965