

Green Mountain Transit Special Board Meeting
November 12, 2019, 7:30AM
GMT Administrative Offices
101 Queen City Park Road, Burlington, VT 05401

Present:

Commissioner Waninger
Commissioner Sharrow
Commissioner Kaynor
Commissioner Bohne
Commissioner Spencer (phone)
Commissioner Davis (phone)
Commissioner Powers (Phone)
Commissioner Buermann (phone)

Commissioner Pouech (phone)
Commissioner Dimitruk (phone)
Jamie Smith, Dir. of Marketing/Planning
Sarah McKee, GovHR
Ed Adrienne, Legal Counsel
Scott Cameron, Legal Counsel
Jon Moore, Interim General Manager

- Welcome & Introductions
 - Commissioner Waninger opened the meeting at 7:35AM.
- Adjustments to the Agenda
 - There were no adjustments to the agenda.
- Public Comment
 - Commissioner Kaynor came early, observed the buses running like clockwork despite the weather. He wanted to give kudos to staff.
 - Commissioner Sharrow noted that reliable service in bad weather is a big plus for riders, and makes our service more appealing.
- General Manager Search
 - Commissioner Waninger gave an update on the General Manager search process and timeline. This meeting is the kick-off with GovHR. The anticipated start date for the new hire would be around March 30, 2020. There is a chance that date will change, depending on Board schedules, etc.
 - Commissioner Waninger will update the GMT full staff on the process via memo.
- Recap of General Manager search process and anticipated schedule Interview with Executive Search Firm
 - Sarah McKee gave a brief update on the schedule, including the timeline for brochure delivery and the anticipated date for the job announcement.
 - Sarah McKee walked through a series of interview questions with the GMT Board of Commissioners:
 - **Question 1: Verifying the experience details for the announcement.**
There was a discussion regarding experience, wage, and other

details. Commissioner Waninger offered to do a quick wage comparison locally to help determine a fare compensation.

▪ **Question 2: What challenges and opportunities will the new GM face?**

- Opportunity to connect the rural and urban systems in a way that other municipalities across the country are trying to do.
- Immediate challenge would include three collective bargaining agreements being negotiated at once. A long-term opportunity to look at new and creative models for transit.
- Immediate challenge would include financial stability.
- Opportunity to bring staff together, creating a tighter organization overall.
- Opportunity to work with the State of VT on climate goals.
- Opportunity to address first mile, last mile concerns.
- Opportunity to change the culture of the organization from back to front.
- Opportunity to find new sources of revenue.
- Opportunity to explore fleet electrification and work to reduce the barriers to electrification.
- Opportunity to build communication, inclusion.
- Opportunity to create stronger relationships with all communities.
- Opportunity to instill confidence and boost morale for everyone.

▪ **Question 3: Why would someone want to move here?**

- VT is a small state and a great place to live and raise a family.
- Recreational activities and outdoor activities all year.
- Educational opportunities, strong public education system.
- Opportunity to live in an urban or rural location and still be close to everything.
- Easily accessible and available medical facilities.
- VT is largely supportive of public transportation.
- Quality of life, however someone would choose to quantify that.
- Scale of the state is such that we have access to legislators; they are often our friends.
- There is an opportunity to solve a big transportation problem that would become a model nationally.

▪ **Question 4: What skills or qualifications would you like to see in the next General Manager?**

- Strong leader
- Public face
- Positive history of working with a unionized workforce
- Strong process background
- Strong communicator

- Values inclusion and diversity
- Strong and respected without being a dictator
- Self-assured, confident without arrogance
- Willing to take on a challenge and make a big impact
- **What does “It” look like and what if “it” went away?**
 - Revenue/budget, if those challenges went away there would be an opportunity to move forward.
 - Ability to change and be flexible
 - Trust, if it goes away then we are back where we started

Sarah McKee noted one thing that has not been mentioned previously. The ability for a manager to build a strong board, building board consensus is a skill. Goes back to communication and the difference between working for a board -vs- managing a board.

The Board of Commissioners went into a five-minute break at 8:55AM and reconvened at 9:01AM.

- Possible Executive Session(s)
 - A motion was made to go into executive session to receive legal advice regarding a labor issue previously discussed in executive session; premature public knowledge of this matter would place GMT at a disadvantage. Commissioner Kaynor moved the motion, Commissioner Bohne seconded. All were in favor and the motion carried.
 - Commissioner Kaynor made a motion to enter executive session inviting legal counsel and Interim General Manager Jon Moore to stay. Commissioner Sharrow seconded. All were in favor and the motion carried.

10:00AM: Commissioner Bohne made a motion to leave executive session; Commissioner Sharrow seconded. All were in favor and the motion carried.

10:03AM: Commissioner Kaynor made a motion to Authorize counsel to file a response to the petition pending at the Vermont Labor Relations Board to determine whether the supervisory positions at issue are eligible to form a bargaining unit; Commissioner Bohne seconded. All were in favor and the motion carried.

Commissioner Bohne made a motion was made to adjourn, Commissioner Sharrow seconded the motion. All were in favor and the motion carried. The meeting adjourned at 10:04AM.