

Board of Commissioner's Meeting

February 10th, 2026

Commissioners In Attendance:

Albert Wenta, Town of Proctor Representative

Chester Brown, Rep of West Rutland

Jim Haff, Town of Killington Representative

Commissioners, Virtual Attendance

Devon Neary, Chair of Board

Matthew Patry, Vermont State University - Castleton

Ethan Pepin, RRPC Transportation Coordinator

MVRTD Staff in Attendance

Ron Euber, Operations Manager

Jade McClallen, Executive Director

Stacy Newman, HR Manager

Tyler D'Ambrosio, Sr. Marketing Coordinator

Patti Johnson, Finance Director

Guests, Virtual Attendance

Jeremy Whiting, VTRANS Coordinator

Public in Attendance

Lori Borelli, Passenger

Call to Order Call to order at 10:10 AM by Devon Neary.

Motion to Approve Motion to approve February 10th agenda by Jim. Seconded by Chet.
Motion passes with none opposed.

Motion to Approve Jim requests name be added to attendance list of January 20th minutes.
Motion to approve January 13th and January 20th minutes by Jim. Seconded by Albert.
Motion passes with none opposed.

Open to Public Lori asks about the cart policy on fleet vehicles. Ron clarifies that big wagons are not allowed on buses but smaller carts can be folded upon boarding.

Service Reduction Adjustment Update Jade gives a quick update on Service Reductions. Overarchingly the same, minor adjustments since previously presented resulted in under \$1,000 difference in savings. Jim questions what the shortfall will be by end of Fiscal year. Jade replies that it should be approx. \$100k. Further clarifying that with the reductions, MVRTD is projecting a positive return of approx. \$300k by end of FY27.

Jim clarifies with Jade that we are not looking at any additional reductions if this financial status holds. Ron asks for clarification if these service reductions are permanent. Jade replies that they will be reevaluated by the end of FY27 and that MVRTD is hoping to return as much service as possible. Jim shares that he would like Devon to spearhead a conversation about a timeline of the reversal of service reductions. Devon replies that he is glad to do so, especially once we have more information on MVRTD budget as well as state and federal funding.

Devon asks Ron about the response to service reductions thus far. Ron replies that people are adjusting: some people aren't happy and others are okay with it. Jim asks about the staff response to the reductions. Ron replies that so far there is a negligible difference in morale if any. Drivers' scheduled hours have not been greatly affected.

Devon asks more pointedly if there were any specific hardship cases. Ron replies that people were left without transportation to work, as well as the evening. For the evening passengers, a bus was sent to get them home. Jim says put this in the back of our mind if we ever have to do another service reduction-- there should be a small bus that goes around the first few days of a service reduction to ensure that nobody is missed.

Financial Report – P&L

Patti gives an overview of the district's financials up to end of 2025. She notes that the figures will change a bit as we are still waiting on the state for final figures to finalize our calculations. She included explanations of discrepancies but noted that next year's financials will be cleaner as we have begun using QuickBooks which has a much more comprehensive breakdown. She also adds that we are sending Medicaid approximately 100k over the next 5 weeks due to an erroneous overpayment last year.

Jade adds that legislature is looking to increase transportation budget and she is hopeful that the bill passes and that MVRTD receives a reasonable portion of the budget increase. In that same vein, Jim asks for an update on fare implementation.

As such, Jade gives an overview of Draft 2 of the Fare Reimplementation Plan. Fares will be increased as they have been stagnant for almost 50 years. The bus pass structure will also be updated to reflect 2026 fare rates. Furthermore, Jade clarifies that we will only have 3 monthly pass types: City-Fixed Monthly, All Route Monthly, and an All Route Seasonal for simplicity for both the riders and MVRTD staff.

Furthermore, she shares that MVRTD is working with Evalon, a municipal focused payment company through Community Bank, that would be the backbone POS system for fare/pass purchases. The total estimated annual costs would be approximately 63k per year with an initial investment of approximately \$1,000. The majority of the annual costs would be from the wages of a Transit Center Attendant.

Ethan jumps in that the pass structure may be too confusing for current and new riders especially as the contemporary fare rates included in the provided packet do not include this type of structure. Tyler replies that the information was simply not included in the table presented to board but most if not all of the contemporaneous agencies use a multi-level fare/pass structure. Ethan and Devon request a look into single rate vs multi-level fare/pass structure.

Jim contends that pass structure is a better value with current structure. Devon does agree that if it pushes people towards passes than it would be much easier administratively. Jim and Devon agree to discuss this further at the next board meeting in March at which time a formal vote can be held.

Motion to Authorize Motion to authorize Marble Valey staff to proceed with fare implementation planning pending final rates to be determined by Board of Commissioners by Ethan. Seconded by Jim. Motion passes with none opposed.

PTO to CTO Policy Proposal Update

Stacy shares the update on PTO to CTO policy. Currently MVRTD is providing PTO based on years of service along with 2 personal days and 11 holidays. Part-timers get 16 hours of personal time and 40 hours of sick time to meet VT state requirements.

With the updated CTO policy, employees will receive equivalent amount of PTO as previous system and will still be able to use PTO in minimum one-hour increments. Furthermore as in the current system, time off will be front-loaded. Stacy shares that leadership is hoping that this move will reduce payroll tracking complications as well as improve company morale.

In proposed policy, employees that do not use Holiday CTO, it will get turned into regular CTO. Employees will no longer receive holiday shift differential on top of 8 hours of CTO give per holiday. Patti contends that policy should state “Employees must have worked previously scheduled day as opposed to day before” due to scheduling differences that may arise. Majority agrees.

On the topic of buy-backs, Stacy shares that under the current policy, employees receive up to 50% of unused PTO at end of Fiscal Year which has placed a huge financial strain on the district. For an implementation timeline, in July 2026, there will be a 50% employee buyback as well as 100% annual cto pre-loaded. In January of 2027, there will be a rollover of up to 80 hours of CTO. July 2027, employees will receive 50% of annual CTO pre-loaded. In January 2028, implementation will be complete and 100% of annual CTO preloaded and a rollover of up to 80 hours of CTO. Jim clarifies that this policy is not cumulative and that there is a maximum amount of CTO added in the policy language. Stacy agrees to add this to the policy language.

Motion to Approve Motion to approve with corrections as presented on proposed CTO policy by Jim. Seconded by Albert. Motion passes with none opposed.

Motion to Approve Motion to approve CTO policy implementation in employee handbook as presented. Seconded by Chet. None opposed, motion passes.

Other Business Devon shares that Traci has resigned from the board in its entirety.

Jim shares that he has a meeting with Ron set for Friday of this week to discuss additional bus runs to Killington. He clarifies that he will not be speaking on behalf of the board at this meeting, rather he will be speaking as a representative of Killington. Therefore, the final decision on this additional service is to be made by the Board.

Jade shares that MVRTD’s lease for the Transit Center has decreased by approximately \$4,400 per year and that rate is locked in for the next 3 years. Furthermore, the demolition of 158 Spruce Street is continuing on schedule. We are also finalizing a marketing packet

that is to be shared with the Board prior to its send out to local businesses. Jim thanks everyone for listening and getting the work presented to the point where it is today.

Adjournment Meeting is adjourned at 11:10AM by Devon Neary.