



December 16, 2025

Update on Transfer of GMT's Rural Service to RCT and TVT

To: House and Senate Transportation Committees
Vermont Agency of Transportation
Rural Community Transportation (RCT)
Tri Valley Transit (TVT)

From: Green Mountain Transit Board of Commissioners

As discussed during the 2025 legislative session, Green Mountain Transit (GMT) will transfer our rural service to Rural Community Transportation (RCT) and Tri Valley Transit (TVT). This update will describe the positive work being done by GMT, RCT, TVT, and VTrans to make public transit better in Vermont.

Transfer Timing

At this time, GMT and TVT are targeting a July 1, 2026, transfer date for Washington County Service.

At this time, GMT and RCT are targeting a January 1, 2026, transfer date for Franklin and Grand Isle County service. Transfer of Lamoille Service (Stowe Mountain Shuttle) to RCT will occur during the 2026-2027 ski season.

Broad Support within GMT for Transfer

GMT's 2023 organizational assessment was the catalyst for considering a transfer of rural service. The assessment included surveying employees and board members. The results, which showed widespread concern over workloads, demonstrated the challenges of being one of the few urban and rural providers in the nation. The assessment's top recommendation was to determine whether GMT should continue its dual mission when it was staffed only for an urban mission.

The climate assessment was repeated in October 2025, and the results show broad internal support for the transfer of rural service. When asked if things are getting better, worse, or the same, 0% of administrative staff and board members reported that GMT is headed in the wrong direction.

Most importantly, our perception is that rural staff are largely neutral or in favor of the transfers. When this process began, our rural teams expressed trepidation about moving to a new employer. This trepidation began to dissolve when GMT staff began working with their new organizations and it became clear that there would be no loss of jobs and that the new organizations were committed to consumer service and employee satisfaction.

Collaboration Fuels Transfer Process

Shortly after the end of the 2025 legislative session, GMT, RCT, TTV, and VTrans began the process of transferring service, with coordination provided by Steadman Hill Consulting (Steadman Hill was involved both with GMT's organizational assessment and the financial study of the transfer). Two working groups were established to attend to the transfer details for both receiving organizations. Outside the working groups, GMT staff have had an opportunity to work closely with RCT and TTV.

In June 2025, the GMT Board of Commissioners held a retreat to identify issues and concerns related to the transfer. By and large the working groups

have successfully addressed these concerns, and GMT staff and board members have had their opportunity to provide input that has been received in a collaborative and thoughtful manner.

Throughout this process, RCT and TVT have demonstrated commitment to our riders and employees. GMT's good feelings about the direction we are moving in are largely a result of our confidence that our people are in good hands.

Continued Negotiations:

Commuter Service Connecting to Chittenden County

One of the problems to solve during the transfer period is how to fund and operate commuter service that connects Franklin and Washington Counties to Chittenden County.

The Franklin Commuter connects St. Albans, Milton, and Colchester on its way to downtown Burlington. The Montpelier LINK connects Montpelier, Waterbury, and Richmond. Issues we'll discuss include local match, potential sharing of routes, and collection of fares for any service not provided by GMT. We are confident that we can work with VTrans, RCT, and TVT to provide service the community needs in the most financially efficient way possible.

Appreciation for Urban Funding Support

GMT appreciates the past support from the Legislature and Administration for our urban service. The reductions we've made over the past year would have been much more severe without this assistance.

For a variety of reasons, the rural transfers will have a negative financial impact on GMT urban. We are hopeful that VTrans will maintain their commitment to limit the financial impact of the transfers so that the rural transfers do not result in additional losses to urban service.