



**CASCO BAY ISLAND TRANSIT DISTRICT
 MINUTES OF THE BOARD OF DIRECTORS MEETING OF
 August 4, 2022
 In Person/Video Conference/Phone**

Attendance

Webex In Person Phone Absent

Directors:

| | | | | |
|--------------------------------|-------------------------------|----------------|--|--|
| Braden (Pres) | X (arrived late & left early) | | | |
| Wentworth (1 st VP) | | X | | |
| Crowley (2 nd VP) | | X | | |
| Hoffman (Treasurer) | | X | | |
| Luedke (Clerk) | | X (Left early) | | |
| Anderson (Ast. Clk) | X | | | |
| Cohen | X | | | |
| Donovan | | X | | |
| Higgins | X | | | |
| Murray | X (Late) | | | |
| Pizey | | X | | |
| Radis | | X | | |

Staff:

| | | | | |
|-----------|---|---|--|--|
| Berg | | X | | |
| Gildart | | X | | |
| Greven | | X | | |
| Mavodones | | X | | |
| Pottle | X | | | |

Public:

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|--------------|---|---|--|--|
| C. Hoppin | | X | | |
| F. Somers | X | | | |
| A. Wight | | X | | |
| R. Donovan | X | | | |
| R. Rockelein | X | | | |

Guests:

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**1. Call to Order:**

- A. *The Board meeting was called to order at 7:47 AM by Vice President Wentworth*
- B. *It was noted that the meeting was being recorded*
- C. *Vice President Wentworth asked Berg to do a roll call of who was attending the meeting, which he did.*

2. Approve the minutes of the June 23, 2022 Board of Directors meeting

- A. *This item was postponed until the next Board meeting to incorporate requested changes*
- B. *There was a discussion of process regarding changes to the minutes. Berg stated that the draft minutes are sent to the Board on the Friday prior to the Board meeting and then again the day before the meeting. If Directors can review the minutes and submit any changes prior to the Board meeting they will be incorporated using "track changes" and sent the day before. If there are any questions about requested changes it may delay the vote until the following Board meeting.*

3. Business

- A. *Consideration and action to reduce 2022 Down Bay summer service during August 13, 2022 to September 5, 2022*
 - a) *Vice President Wentworth asked Berg to introduce the topic which he did including the following:*
 - i) *National trend regarding difficulty of hiring*
 - ii) *Seasonal hires leaving earlier than previous years*
 - iii) *Can either make a planned three week reduction or start to have more frequent unscheduled service cancellations*
 - iv) *Actions already taken:*
 - (1) *Suspended taking on new charters for 2022*
 - (2) *Already canceled some charters to maintain regularly scheduled service*
 - (3) *Suspended all radio advertisements except for hiring ads and the two remaining music cruises*
 - (4) *Social media activity reduced to minimal levels*
 - v) *Have honored all staff vacation requests*
 - vi) *Qualified Admin staff filling in when possible*
 - vii) *Only forced crew a few times*
 - viii) *Decided a wholesale change was too extreme for the remainder of the summer schedule*
 - ix) *Realized we had to reduce the schedule by a shift not just by 1 or 2 runs.*
 - x) *Elimination of a shift for Peaks was not practical so looked at down bay schedules*
 - xi) *We believe the proposed reduction has least amount of impact*
 - xii) *Sent it out to Down Bay Directors.*
 - xiii) *Followed up with a call to each Director*
 - xiv) *The only concern we heard was USPS employees getting to their island Post Office (one from Long and one from GD. We reached out and determined they could use the 8 AM service).*
 - xv) *As a result there is a proposed adjusted schedule from August 13 – Sept 5 for the Board to discuss and act on or not.*
 - (1) *Eliminate the 5:30 AM (IB), 7:15 AM (DB) and 11:00 AM (IB) down bay service. This will eliminate one shift with an approx. savings of 56 Captain hours and 120 Deckhand hours per week*
 - (2) *It only eliminates one run on the weekend*
 - (3) *This will have some impact on the restaurants at Diamond Cove but believe it is the least disruptive option.*
 - xvi) *In order to do this the following schedule is proposed*
 - (1) *July 29: Schedule release to public*
 - (2) *August 13: Effective date of change*
 - (3) *September 5: end of summer schedule*
 - b) *Vice President Wentworth asked if there was a motion*
 - c) *Crowley moved to reduce the Downbay schedule as presented; Pizey seconded.*
 - d) *Vice President Wentworth opened the floor to public comments.*



- i) *Alex Wight (owner/operator of the Crown Jewel restaurant located at Diamond Cove) expressed concern about the elimination of the 11 AM service which will significantly disrupt her lunch service and its impact to the bottom line.*
- ii) *There were no other public comments*
- e) *Vice President Wentworth opened the floor to Board comments (Down Bay Directors first)*
 - i) *Crowley appreciated leaving the early and late service intact. Asked a question about the remaining music cruises. Berg explained about the remaining cruises and stated that if staffing a music cruise impacted regularly scheduled service the music cruise would be canceled.*
 - ii) *Donovan shared that the overall impact to Long Island is not huge. Interisland travel also not a huge impact but will be inconvenient. Concerned about no 11 AM service which will be inconvenient to some. Very concerned about financial impact to a business that was described earlier. Also, very concerned about how we got here. It appears CBL was not ready. Should not have gotten to this point. Owe an apology to restaurant.*
 - iii) *Luedke agreed it has been very challenging for CBL to schedule service especially in today's environment. However, very concerned about impact to restaurant and it is unfair to the businesses on the island who, per state legislation, have no other choice to get people to their businesses. Disappointed it has come to this. Will not support the proposed change.*
 - iv) *Pizey shared it is not an impact to his island, but he is also concerned about business impact*
 - v) *Wentworth's first concern was for the impact to interisland travel. While a reduction is unfortunate, we should have seen this coming. Concerned for impact to business.*
 - vi) *Vice-President Wentworth asked to hear from Mark's perspective as Manager of the Maine State Ferry System*
 - vii) *Higgins shared that the MSFS was in the exact same situation as CBL. MSFS is in an all hands-on deck situation and still have had to cancel service. Staffing shortage is real and not just in Maine. The ferry systems in Maine are doing better than the airlines. Planned schedule reduction is much better than unscheduled cancellations which will have unintended consequences like staff burn out. Board should be supportive of the staff at CBL.*
 - viii) *Crowley suggested chartering another vessel to help with the elimination of the 11AM service*
 - ix) *Luedke suggested business should group together to change the state legislation so the business can have other options to transport customers.*
 - x) *Radis suggested using COVID related funding to accomplish Crowley's suggestion. Berg gave an overview of the eligible use of COVID funding*
 - xi) *Hoffman expressed her concern about the impact to businesses. Big concern is the bigger picture. Staffing issues were known far in advanced. Current crew is under great stress in the chaos of the summer. Concerned about CBL as a place to work and turnover. Wants to better understand the hiring practices of CBL.*
 - xii) *Wentworth agreed and suggested it be a future agenda item for Executive Committee and/or Operations Committee to discuss.*
 - xiii) *Hoffman shared that the Board should be behaving like a Board and not try to delve into details. Board should always be pushing to helping Management and holding them accountable for the big picture. It is the Board's responsibility to insist that Management be prepared to talk about bigger issue of staffing and not have to go through committees.*
 - xiv) *Berg replied they would be glad to discuss the accusations, but it was not on the agenda today, Would like to share what staff is up against. Today's meeting is for the Board to decide if they want a planned reduction or have unscheduled service cancellations which are very likely to happen.*
 - xv) *Radis said neither option is a good one. Likes Crowley's suggestion and thinks it should be investigated more. Feels the least impactful decision is a scheduled reduction.*
 - xvi) *Anderson agrees, it is a choice of the lesser of two evils. Asked for peoples thoughts on the implications to businesses of unscheduled cancellations. Secondly, would have liked to see a couple of other options like diverting a Peaks boat to the Cove.*



- xvii) *Luedke thought no one prefers unscheduled cancellations. More concerned about precedence it sets for business to go to the legislature for changes. Recognized the work Management does and how complex this is.*
- xviii) *Donovan repeated that the impact to Long Island will not be huge. Also, recognizes the challenge of the staff for the summer. The Board did not do its job by doing more due diligence.*
- xix) *Cohen concerned about impact to Business. Covid is not a surprise and mask wearing should be mandatory. A person who has applied to a job has not received any feedback. Disappointed move ahead with a boat with no numbers. I am sure there are more creative solutions. There needs to be more discussion among the Directors because CBL is in opposition of its charter in so many ways. Season business have a very short time. CBL doing a complete disservice to all but cutting service when there are other options. Music cruises should be canceled. Solely disappointed in how whole process has played out. The Board needs to be talking more.*
- xx) *Murray agrees with Anderson. Lesser of two evils. No one wants to be in this position, but a planned scheduled reduction is better so the residents and businesses can plan so he will support that.*
- xxi) *Vice President Wentworth asked if an amendment might be considered for CBL to work with outside entity or use a Peaks boat to help businesses.*
- xxii) *Discussion followed.*
- xxiii) *Crowley made a motion to amend the motion on the table by adding “encourage staff to seek alternatives to provide 11 AM service to Diamond Cove” Radis seconded the motion*
- xxiv) *Wight shared that they have good relationships with charter companies and can transport enough people for their 36-seat restaurant. Offered to talk with them. The restaurant had a record breaking month in July and most customers came via CBL.*
- xxv) *Cohen shared her thoughts about Covid funding and legislation.*
- xxvi) *Radis suggested the reduction of the shift may offset the hiring of a charter*
- xxvii) *Hoffman reminded the Board that the economic impact has not been presented so we don’t really know what it will be.*
- f) *Vice President Wentworth called for a roll call vote on the amendment.*
- g) *Berg did a roll call vote. The motion passed unanimously (11-0, Braden had left)*
- h) *Vice President Wentworth called for a roll call vote on the amended motion.*
- i) *Berg did a roll call vote. The motion passed (8-3) Cohen, Hoffman and Luedke voted against.*
- j) *Follow up communication to the Board from Berg later on August 4:*
 - i) *“It turns out the restaurant issue that was discussed at length this morning was only for the 11 on Saturday and Sunday which we can easily accommodate since another shift can jump on that like is done now (because there is no 5:30 and 7:45 AM on the weekend). So, the Saturday and Sunday schedule will not change for the rest of the summer schedule only the weekday schedules.”*

4. Workshops

- a) There were no workshops

CBITD Board Minutes 08.04.2022 FINAL

Final Audit Report

2022-11-17

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|-----------------|---|
| Created: | 2022-11-17 |
| By: | Jessica James (jessica@longfellowcomms.com) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAERkSdBltomg9XxHMYZrvsHEsw3Sql25W |

"CBITD Board Minutes 08.04.2022 FINAL" History

-  Document created by Jessica James (jessica@longfellowcomms.com)
2022-11-17 - 6:19:58 PM GMT- IP address: 98.2.227.44
-  Document emailed to jamesl@cascobaylines.com for signature
2022-11-17 - 6:20:46 PM GMT
-  Email viewed by jamesl@cascobaylines.com
2022-11-17 - 6:22:46 PM GMT- IP address: 67.244.56.61
-  Signer jamesl@cascobaylines.com entered name at signing as James M. Luedke
2022-11-17 - 6:23:09 PM GMT- IP address: 67.244.56.61
-  Document e-signed by James M. Luedke (jamesl@cascobaylines.com)
Signature Date: 2022-11-17 - 6:23:11 PM GMT - Time Source: server- IP address: 67.244.56.61
-  Agreement completed.
2022-11-17 - 6:23:11 PM GMT