

Regional Transit Authority

Fiscal Year 2018/2019 Budget



- Projected Fiscal Year 2019/2020 Budget
- Projected Five Year Capital Budget

May 2, 2018

SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY VISION STATEMENT, VISION ELEMENTS, MISSION STATEMENT AND STRATEGIC DIRECTION

VISION

The RTA of the future is an integral part of the “SLO lifestyle.” From the vineyards in North County, to the secluded beach towns on the North Coast, to multi-faceted communities in the South County, residents and visitors use public transportation rather than relying on their cars.

Vision Elements

- Continue successful partnerships with jurisdictions, county, other public agencies, businesses and schools.
- Provide excellent, reliable, sustainable seamless service that is effective in getting residents and visitors where they want to travel.
- Secure reliable funding.
- Implement an Intelligent Transportation Systems (ITS) program to improve service quality and provide efficiencies.
- Develop a well-executed image-building campaign with a single face for public transportation.

MISSION

The Mission of RTA is to provide safe, reliable and efficient transportation services that improve and enhance the quality of life for the citizens and visitors of San Luis Obispo County.

STRATEGIC DIRECTION

- Stabilize and grow funding.
- Continue to improve service quality: On-time performance, scheduling and routing, customer amenities on our vehicles and at our bus stops, operating procedures.
- Consolidate and streamline operations to improve efficiency and effectiveness of public transportation throughout the county.
- Include public transportation as part of the lifestyle evolution needed to confront climate change.
- Reduce Vehicle Miles Traveled.
- Embrace technological improvements that will positively impact efficiency and quality of service.

SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY VALUES

Commitment to Serve

Provide valuable services to the public and direct our energies in strengthening our relationships with our customers and the community while maintaining responsible ethical fiscal management.

Leadership

Be trustworthy, credible, confident, progressive and influential in all we do.

Teamwork

Work together with trust, support and mutual cooperation and respect. Provide an environment that fosters frank and open communication. Have Fun in our daily activities and keep issues in perspective. Have pride in our accomplishments while taking on our challenges with spirit and vigor.

Integrity

Promote honesty, loyalty, dignity, respect, decency, fairness, courtesy, responsibility, and character.

Human Development

Provide the appropriate resources and environment for employees to be successful, motivate individuals to take initiative and to be creative in all of our efforts.

SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY

May 2, 2018

STAFF REPORT

AGENDA ITEM: B-1

TOPIC: Fiscal Year 2018-19 Operating and Capital Budget

PRESENTED BY: Tania Arnold, Deputy Director/CFO

STAFF RECOMMENDATION: Adopt Fiscal Year 2018-19 Budget as Presented

RTAC RECOMMENDATION: Adopt

BACKGROUND/DISCUSSION:

We are pleased to present a fiscally constrained Fiscal Year 2018-19 operating budget, and an advisory FY19-20 operating plan. In addition, we are presenting a five-year capital program.

We appreciate the Board's support and leadership. The budget presentation assumes the same core levels of service miles and hours for fixed route services that are currently being operated, with the exception of a new school tripper service between Cayucos and the Morro Bay High School campus. In accordance with the adopted RTA Strategic Business Plan (SBP), the RTA will make consistent efforts to explore new service and service delivery options as well as work with regional efficiencies in the delivery of transportation to the jurisdictions. Also, as noted in the SBP, recommended changes to seasonal or lifeline services (i.e., Shandon Dial-A-Ride) will include target productivity standards that must be met in order to qualify for continued funding. These SBP items were developed to support the RTA Short Range Transit Plan language in Chapter 4 Goals and Objectives. The hours and miles for fixed route services are calculated using the ITS system.

Runabout hours and miles are assumed to decline slightly from FY17-18 with the full impact of the shift implemented in February 2017 by Tri-Counties Regional Center realized. Staff will continue to monitor the Runabout service, including the premium fare charged to TCRC starting in January 2018 and the functional assessments as part of the certification and recertification process. Should service demands change significantly during the fiscal year, a budget amendment will be presented to the Board for consideration.

Route 14 service will continue to operate during peak academic year travel periods between downtown San Luis Obispo and the main Cuesta College campus, our highest trip generators in the regional system. The Route 15 service along the North Coast will continue to operate as a deviated fixed route service to conserve limited resources.

In May 2014, the RTA adopted a reserve policy – one for cash flow purposes, and one for capital projects. As noted during the budget assumptions presentation in March 2018, staff will review this policy during the coming fiscal year to determine an appropriate reserve amount for the self-insured retention requirement for our various lines of insurance.

No Local Transit Fund (LTF) is required for local match for any of the proposed capital projects. The FY18-19 RTA operating budget is proposed at \$9,367,000 and the capital budget is proposed at \$5,118,240. With the additional State Transit Assistance (STA) funds made available through the new Senate Bill 1 – Road Repair and Accountability Act of 2017 (SB1 Augmentation) fund, the LTF request from each RTA jurisdiction has reduced significantly in comparison to original projections.

It should be noted that staff continues to present separate columns in the revenue and expense tables for Paso Robles Express fixed route and dial-a-ride services, as well as for the County-funded (SLOCAT) transit services. This separation is presented so that readers can easily distinguish between core RTA services and those operated under contract for our partner agencies. Staff will present a mock up for demonstration purposes under a separate agenda item what the budget would look like if South County Transit consolidates into the RTA on January 1, 2019.

In summary, RTA staff has done a tremendous job of holding the line on expenses. The major increases in this year's operating budget are costs for vehicle liability insurance, the wage adjustments programmed and projected in the Collective Bargaining Agreement for covered employees, and costs associated with our health plan. Recent declines in fuel costs have provided a welcome financial relief despite associated ridership declines, although we do not expect fuel costs to remain static into the future.

The budget packet contains the following items:

- Our Vision and Mission statements,
- Budget Assumptions adopted by the Board at its March 7, 2018 meeting,
- Fiscally constrained FY18-19 operating and capital budgets,
- Fiscally unconstrained FY19-20 operating budget, and
- Fiscally unconstrained FY19-20 through FY22-23 capital budgets.

Lastly, we have broken each fixed route service into weekday, Saturday and Sunday sections to better understand the financial commitment necessary to operate these distinct services should service reductions become necessary due to funding or other constraints. Staff will be prepared to present a budget amendment in January 2019 should SB1 be repealed by voters in November 2018.

Revised Revenue Assumptions

We are predicating the revenue stream for the FY18-19 budget on the latest information that we have available on Local Transportation Funds (LTF) and State Transit Assistance (STA) funding for the region. SLOCOG's current countywide LTF projection

apportionments are up 16% in FY18-19 in comparison to FY17-18 amounts. The original advisory FY18-19 budget presented in May 2017 included an estimated LTF request of \$5,479,010. The influx of STA SB1 Augmentation funds mentioned above that staff is proposing to cover operational costs, partnered with a reduction in cost estimates (primarily workers compensation reductions), resulted in a reduction in the LTF request to \$4,386,600. The FY17-18 request was \$4,350,850.

For FY19-20 staff estimates a roughly 8% increase in operating costs, with a significant portion of the increase for wages as identified in the Collective Bargaining Agreement (CBA). As a result, early projections for FY19-20 LTF funding is up over 16% at \$5,113,570. There are other significant assumptions, including the continued use of STA for operations due to the STA SB1 Augmentation. Staff will provide updates to the Board during future funding presentations.

Staff also worked with SLOCOG to program Rural Transit Funds for operations, which is higher than prior years.

Federal funding apportionments are still being evaluated. Amounts for capital projects in North and South County will need to be adjusted due to reduced federal funding from the FTA Section 5307 Small Transit Intensive Cities program.

Administration and Operations Expenses

Workers compensation insurance provided by CSAC Excess Insurance Authority has decreased, which provided a welcome relief – especially with the realization that worker's compensation for transit services is especially challenging statewide as loss development trends for the state are not favorable. We continue to work with our employee committee that has evaluated workplace safety and has initiated a proactive program to address the number of claims and severity of the claims. Staff will also investigate any cost-savings that might be accrued if the RTA and SOCO TRANSIT payrolls were to be consolidated.

The overall Administration Expense for RTA core services is relatively flat compared to last fiscal year. Marketing and reproduction has increased slightly with staff anticipating doing a rounded campaign in FY18-19 to address declining ridership, although the cost for conducting a customer perception survey has been removed. Professional development increased to emphasize communication, team building, and prepare staff for the next FTA Triennial Audit.

The proposed service delivery cost is up by roughly 5% from what was identified in the FY17-18 budget. The primary reasons for this increase are described below.

As included in the budget assumptions that your Board accepted in March 2018, the new 4-year CBA was ratified in November 2017, with new wage scales that began January 1, 2018. The FY18-19 budget includes significant changes in wages and benefits, primarily due to the California Legislature's recent minimum wage hike to \$15.00 per hour by 2021 will result in wage compression issues. RTA's current average

hourly wage for Bus Operators is \$16.15 per hour, with a current starting wage rate of \$14.30. An annual inflationary adjustment for non-union employees (excluding Operations Supervisors) of 3.6% will be implemented in July 2018. The Operations Supervisor classification CPI increase adjustment will be implemented in January 2019, to coincide with Bus Operator wage scale adjustments identified in the CBA. Employees within the salary range for their position will be eligible for a step merit increase subject to performance assessments. The wage scales for non-CBA employees is presented in tabular format at the end of this budget document.

Staff has included preliminary numbers for the CalTIP general liability and auto physical damage renewal, as well as the addition of employment practices liability coverage through ERMA. Staff will also be evaluating options for consolidating insurance coverage between RTA and SoCo Transit, which would reduce duplicative administrative charges.

Finally, due to the unrest in North Africa and the Middle East, fuel prices have continued to swing wildly over the past few years. Staff has tried to budget fuel somewhat conservatively, but we may need to adjust it if fuel prices change significantly during the fiscal year. Due to our limited infrastructure, we are unable to purchase fuel in bulk to realize economies of scale. It should be noted that diesel-powered buses manufactured after 2009 also require the use of Diesel Exhaust Fluid (DEF) to meet emissions requirements. DEF costs more than diesel fuel, and it is used at a roughly 5% ratio DEF to diesel; its use is included in the fuel line item.

Fixed Route Ridership Patterns

The draft Short Range Transit Plan includes a number of service improvements to meet current and projected future demand for regional transit services. In particular, new mid-day express runs on Routes 9 and 10, as well as later evening services, were recommended for FY17-18. However, those improvements cannot be implemented without significant new funding and will remain financially-unconstrained until or unless new operating funds can be secured.

Capital Program

The focus of our capital program will continue to be development and implementation of the new bus maintenance facility on Elks Lane, as well as vehicle replacements for both fixed route and Runabout services. We have also programmed the following minor capital projects:

- \$51,700 for specialized maintenance equipment to improve efficiencies;
- One support vehicle replacement;
- Bus stop improvements; and
- Miscellaneous computer equipment, including a network switch replacement and additional server drives.

In FY18-19, funding of \$388,880 is included from the STA SB1 State of Good Repair program to keep the operations and maintenance facility on Elks Lane moving forward.

To be conservative, we did not assume the same level of funding in FY19-20 to FY22-23.

It should be noted that a portion of the FY17-18 capital funds for fully funded projects, such as the design and engineering for the operations and maintenance facility on Elks Lane, bus stop improvements, and bus rehabilitation will need to be carried over to FY18-19. However, due to the timing of the projects and in order to provide a clear picture of what is new and what has been previously programmed, staff is recommending that the Board consider a budget amendment in November 2018 to address carryover items. The carryover will have no financial impact to local jurisdictions.

Also included is a projected five-year capital improvement program as part of the budget plan. While only the first year is financially constrained, the projects identified in the ensuing four years provide a snapshot of future capital needs and potential cost levels. It should be noted that staff has only identified replacement projects and easily identifiable on-going projects (i.e., computer needs and bus stop improvements) in the capital improvement program. No expansion vehicles are included in the base budget. It should be noted that the two recent SLOCOG SB1 Congested Corridor grant proposals include expansion buses; should funding be granted, staff will present a budget amendment for consideration. The capital program also includes the estimated construction cost for the operations and maintenance facility on Elks Lane. These numbers will be revised as staff moves forward with the design and engineering. Also of note is the significant amount included in FY22-23 for 40' fixed route bus replacements. No LTF funds are currently programed for capital projects.

The final principal payments for the existing loan for the 179 Cross Street building improvements project that began in 2006 will occur in FY18-19.

Conclusion and Staff Recommendation

Fiscal Year 2018-19 will be another challenging year, including financial barriers and the need to implement the long-planned facility related capital project. The prospect of SB1 repeal also looms large, and could result in the need for the RTA to take a larger portion of LTF funds. We look forward to working with our customers, the Board and other stakeholders in providing the highest quality of transportation services to residents of and visitors to our community. We believe that this budget reflects the path set by your Board in previous years and, although we would like to do more, we believe that this budget provides the optimum levels of service within the confines of existing limited resources.

The Staff recommends that the Board adopt the FY18-19 budget as presented.

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SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY
March 7, 2018
STAFF REPORT

AGENDA ITEM: B-1

TOPIC: Fiscal Year 2018-19 Budget Assumptions

ACTION: Approve Budget Assumptions

PRESENTED BY: Tania Arnold, Deputy Director/CFO

STAFF RECOMMENDATION: Approve Budget Assumptions to Enable Staff to Begin Development of FY18-19 & FY19-20 Operating and Capital Budgets

BACKGROUND/DISCUSSION:

The following report outlines staff's recommended budget assumptions for the RTA's Fiscal Year 18-19 Operating and Capital Budget, and it is the first step in the development of our operating budget and operating program. It should be noted that the RTA is again developing a two-year operating budget and five-year capital budget. As in past years, only the first year would be financially-constrained, while the out-years should be considered advisory. Upon the Board's guidance and approval of these assumptions, staff will prepare a detailed report along with preliminary budget numbers for presentation to the Executive Committee at their April 11th meeting prior to the final draft budget presentation to the Board in May.

KEY ISSUES

1. Address SoCo Transit's request to consolidate with the RTA.
2. State Transit Assistance (STA) funds used primarily for capital projects are projected to be up slightly due to new Senate Bill 1 – Road Repair and Accountability Act (SB-1) funds.
3. Local Transportation Funds (LTF) used for operating purposes are projected to be flat to the region.
4. Liability costs continue to escalate, despite the RTA's good safety record.
5. We continue to focus on Runabout costs, which had been escalating in recent years but have leveled off.
6. Fuel costs continue to remain low; this also results in declining ridership & fares.

Mission Statement

The Mission of the RTA is to provide safe, reliable and efficient transportation services that improve and enhance the quality of life for the citizens of and visitors to San Luis Obispo County.

Objectives and Revenue Impacts

- 1) Maintain service levels and hours of service that meet the standards of productivity and demand of our customers and communities through the effective and efficient delivery of RTA Fixed Route and Runabout core services.
 - a) SLOCOG is working on STA funding projections for FY17-18 that take into account new SB-1 Road Repair and Accountability Act funds. RTA received just under \$450,000 in STA capital project funding in FY17-18. Staff will work with SLOCOG staff to determine a realistic estimate for FY18-19.
 - b) Continue to monitor the results and impacts of the December 31, 2017 fare increase, both on RTA Fixed Route and on the Runabout service, which included the establishment of a Runabout premium service fare.
 - c) The FY17-18 budget adopted in May 2017 included \$4,488,200 in LTF operating revenues. At that same meeting, the advisory FY18-19 LTF amount was \$5,479,010. Staff is still developing estimated annual FY17-18 expenses, which impacts the carryover amount that could reasonably be identified for the FY18-19 budget.
 - d) Federal Transit Administration (FTA) Section 5307, 5311 and 5339 operating funding and capital funding for FY18-19 will be presented as previously presented in May 2017, taking into account preliminary projected revenues identified in the Fixing America's Surface Transportation (FAST) Act. Should the actual annual authorizations for federal transportation programs increase or decrease for any of these programs, staff would adjust these assumptions accordingly.
 - e) FTA Section 5307 operating funding from the Santa Maria Urbanized Area for RTA Route 10 will be budgeted based on commitments with Santa Barbara County Association of Governments (SBCAG) and the City of Santa Maria. This amount is approximately \$28,000 lower than what was included in the projection for FY18-19 and staff continues discussions with SBCAG officials for Santa Maria UZA funding for RTA Route 10 operations.
 - f) Detailed miles/hours and span of service for each RTA core Fixed Route and Runabout will be provided with the draft budget. For context, detailed budgets based on miles/hours and span of service will also be provided separately for SLO County Services and North County Local Services. Staff will also present a mock budget that includes SoCo Transit under a possible consolidation scenario.

- g) Staff will continue to research and evaluate new revenue resources should any potential shortfall in operating revenues arise. If we are unable to secure funding, staff would recommend that the Board consider adjusting the TDA allocation from the RTA jurisdictions and/or adjust service levels.
 - h) Due to changes in self-insured retention requirements, staff will review and provide recommendations regarding the RTA reserve policy, which was originally adopted in May 2014.
- 2) Address the request for tripper fixed route bus service between Cayucos and Morro Bay High School, as was included in the SLOCOG Unmet Transit Needs process.
 - 3) Work with the SLOCOG in evaluating region-wide service efficiencies.
 - a) Transit agencies across the country have experienced ridership declines due to the relatively low price of fuel and increasing private automobile ownership rates, which are affecting farebox recovery ratios. Other factors also include changes to the California minimum wage. We will continue discussions with SLOCOG regarding RTA's request to reduce the farebox recovery ratio in the three San Luis Obispo County urbanized areas to 15%.
 - b) Review the tasks and financial impacts included in the SoCo Transit contract for administrative, financial, marketing, maintenance and dispatch services, and evaluate efficiencies with the RTA – including SoCo Transit's request to consolidate into the RTA.
 - c) The RTA will work with SLOCOG staff and other transit providers to evaluate efficiencies in the provision of service throughout the county.
 - d) Staff will use the *2018-20 RTA Strategic Business Plan* as well as the *2016 Short Range Transit Plan* to evaluate potential efficiencies, and with Board concurrence, implement efficiencies.
 - 4) Evaluate options and provide analysis on the 5-year capital improvement program and methods to fund these needs.
 - a) Staff will work with SLOCOG on appropriate projects for the Augmented STA portion of SB-1 funds for RTA projects. For FY17-18, the RTA received funding for the design and engineering of the garage facility on Elks Lane as well as approximately \$59,000 that has been added to capital replacement reserves to match federal funds for three low floor Gillig buses to be delivered in the summer of 2020. These new SB-1 funds are an important source of capital revenues for the RTA and the other transit operators in our region.
 - b) Staff will work with SLOCOG on appropriate projects for future State of Good Repair portion of SB-1 funds for RTA projects, including funding toward the

construction of the garage facility on Elks Lane, reducing the need for LTF or outside financing to fund the project.

- 5) Address projected changes in demand for Runabout service.
 - a) Runabout service hours and miles are projected to remain flat based on recent demand trends, particularly with the shift in Tri-Counties Regional Center ridership that began in February 2017. In FY13-14, the burgeoning demand would have required significant Runabout service level increases but, with a variety of measures implemented at the Board's direction, Runabout demand has decreased.
 - b) To ensure that only those persons truly eligible for Runabout service are initially registered or re-registered, staff will continue to conduct functional assessments as part of the Runabout application process. This process was added in early 2016. Staff will also provide mobility training for disabled persons who are able to use Fixed Route services for some or all of their travel needs. Staff will also work with such as the Paso Robles Independent Skills Program to assist with travel training.
 - c) Staff does not foresee needing to move forward with using supplemental taxicab services, but should future service expansions be required staff will revisit this option.
- 6) Implement the RTA's strategy to develop a long-term administrative, operations and maintenance facility.

Expenses Impacts

- 1) Fuel consumption and price will be budgeted conservatively; diesel fuel will be budgeted at \$3.30 per gallon. Included in the fuel line item will be diesel exhaust fluid (DEF), used to lower diesel exhaust emissions on the newer Fixed Route vehicles.
- 2) Insurance Expenses:
 - a) CalTIP liability insurance premiums are projected to increase. The exact amount is not known at this time, as CalTIP actuaries are still working on May 1, 2018 through April 30, 2019 rates. Estimates will be available from CalTIP in time to include in the RTA April 2018 draft budget. Although the number of RTA losses based on mileage has been lower than the pool average, the pool has experienced significant negative claims development, and the pool is working to ensure the stability of the pool and ensure equity between all members.
 - b) CalTIP vehicle physical damage will increase minimally due to the added asset value of newer vehicles in the fleet.

- c) As of July 1, 2017 CalTIP no longer provides employment practices liability insurance coverage as part of the premiums paid for general liability coverage. The RTA was able to join the Employment Risk Management Authority (ERMA) to obtain coverage. The annual premium is estimated at \$25,000 with a \$50,000 self-insured retention.
- d) Workers compensation premiums through the CSAC Excess Insurance Authority are projected to increase, with the realization that workers compensation for transit services is especially challenging statewide as loss development trends in the state are not favorable. Staff will obtain a more refined estimate in early March. We continue to work with our employee committee that has evaluated workplace safety and has initiated a proactive program to address the number of claims and severity of the claims.
- e) Property insurance will increase due to the addition of the Paso yard and because of the significant losses in the property insurance market, namely the fires and mudslides in California and hurricanes in the southern United States.
- f) For budget-making purposes, staff is assuming an 8% annual increase for healthcare costs for each of the next two fiscal years.

3) Staffing Expenses:

- a) The new 4-year Collective Bargaining Agreement (CBA) was ratified in November 2017, with new wage scales that began January 1, 2018. The FY18-19 budget will include significant changes in wages and benefits, primarily due to the effects of changes to the California minimum wage program.
- b) For FY18-19 core RTA services, the number of budgeted full-time positions will increase slightly, by approximately a half-time person. More specifically, in an effort to address hiring, retention and losses, a part-time position in training will be converted to a full-time position.
- c) For FY17-18, the overall number of budgeted positions for the North County and SLO County services will remain the same. It should be noted that the marginal costs and revenues the services will be treated in the budget the same way as prior years: as separate and distinct columns.
- d) An annual inflationary adjustment based on the December 2016 to December 2017 Consumer Price Index (CPI) for non-union employees (excluding Operations Supervisors) of 3.6% will be implemented in July 2018. The Operations Supervisor classification CPI increase adjustment will be implemented in January 2019, to coincide with Bus Operator wage scale adjustments identified in the CBA. Employees within the salary range for their position will be eligible for a step merit increase subject to performance assessments.

Proposed Budget Calendar

- February 14 Detailed budget assumptions and revenue forecast to Executive Committee
- March 7 Obtain Board concurrence on proposed draft budget assumptions
- March 7 Provide mid-year FY17-18 Budget data to Board (no additional budget amendments are being requested)
- March 31 Based on feedback from Executive Committee draft FY18-19 Budget Draft complete.
- April 11 Draft FY18-19 Budget presentation to Executive Committee
- April 17 Formal FY18-19 Budget presentation to RTAC
- May 2 Final Board Budget presentation; Board adoption of FY18-19 Budget

Staff Recommendation

Approve the budget assumptions and budget calendar so that a detailed work plan and budget may be developed.

**SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY
PROPOSED OPERATING REVENUE BUDGET FOR 2018/2019**

	2016/2017 COMBINED ACTUAL	2017/2018 ADOPTED OPERATING BUDGET	2017/2018 ADOPTED SLOCAT BUDGET	2017/2018 ADOPTED N. COUNTY BUDGET	2018/2019 PROPOSED OPERATING BUDGET	2018/2019 PROPOSED SLOCAT BUDGET	2018/2019 PROPOSED N. COUNTY BUDGET	2019/2020 PROJECTED OPERATING BUDGET	2019/2020 PROJECTED SLOCAT BUDGET	2019/2020 PROJECTED N. COUNTY BUDGET
FUNDING SOURCES:										
GENERAL RESERVES	2,788,093	1,931,090	245,580	180,800	1,747,520	143,078	174,480	1,558,790	100,900	163,890
1. ESTIMATED FUND BALANCE	2,788,093	1,931,090	245,580	180,800	1,747,520	143,078	174,480	1,558,790	100,900	163,890
2. LESS REQUIRED RESERVES FOR FISCAL YEAR										
CASH FLOW REQUIREMENTS PER TDA	2,357,470	1,455,000	96,710	174,480	1,558,790	100,900	163,890	1,708,660	110,340	180,280
TOTAL	2,357,470	1,455,000	96,710	174,480	1,558,790	100,900	163,890	1,708,660	110,340	180,280
3. FUND BALANCE AVAILABLE	430,623	476,090	148,870	6,320	188,730	42,178	10,590	(149,870)	(9,440)	(16,390)
NON TDA SOURCES										
FARES	1,223,742	1,210,730	40,910	102,100	1,263,280	33,320	104,090	1,288,550	33,990	106,170
SCT MANAGEMENT CONTRACT	114,900	119,270	-	-	124,660	-	-	131,050	-	-
COUNTY MANAGEMENT CONTRACT	82,110	85,230	-	-	90,130	-	-	94,750	-	-
NORTH COUNTY MANAGEMENT CONTRACT	40,320	41,850	-	-	43,740	-	-	45,980	-	-
INTEREST	11,287	8,860	650	-	12,150	490	-	8,140	330	-
STATE TRANSIT ASSISTANCE (STA) INCLUDING SB1	-	-	-	-	399,080	109,170	-	553,840	148,220	-
RURAL TRANSIT FUND (Administration)	30,000	30,000	-	-	30,000	-	-	30,000	-	-
RURAL TRANSIT FUND (Operating Funds)	300,000	300,000	-	-	402,460	-	-	402,460	-	-
FEDERAL TRANSIT ADM (FTA) (Section 5307) - San Luis Obispo	520,940	546,990	-	-	574,340	-	-	603,060	-	-
FEDERAL TRANSIT ADM (FTA) (Section 5311) - Operating	524,930	498,210	-	-	503,200	-	-	514,700	-	-
FEDERAL TRANSIT ADM (FTA) (Section 5307-N. County) - Operating	1,027,723	838,950	-	237,660	878,400	-	249,540	919,820	-	262,021
FEDERAL TRANSIT ADM (FTA) (Section 5307-SM) - Operating	332,850	349,490	-	-	366,960	-	-	385,310	-	-
FEDERAL TRANSIT ADM (FTA) (Section 5307) - S. County Operating	491,000	513,050	-	-	536,200	-	-	560,510	-	-
CUESTA CONTRIBUTION ROUTE 12	60,450	68,080	-	-	75,220	-	-	84,670	-	-
CUESTA CONTRIBUTION NORTH COUNTY	40,580	-	-	40,580	-	-	40,580	-	-	40,580
SPECIAL EVENTS REVENUE/OTHER	36,008	-	-	-	-	-	-	-	-	-
4. SUB TOTAL	4,836,840	4,610,710	41,560	380,340	5,299,820	142,980	394,210	5,622,840	182,540	408,771
5. TOTAL FUND BALANCE & NON TDA FUNDING	5,267,463	5,086,800	190,430	386,660	5,488,550	185,158	404,800	5,472,970	173,100	392,381

B-1-16

FUNDING SOURCES:

TDA REQUIRED

CITY OF ARROYO GRANDE
CITY OF ATASCADERO
CITY OF GROVER BEACH
CITY OF MORRO BAY
CITY OF PASO ROBLES
CITY OF PISMO BEACH
CITY OF SAN LUIS OBISPO
COUNTY OF SAN LUIS OBISPO

Population
Based

18%
49%

TDA REQUIREMENTS BEFORE 5311 EXCHANGE
LESS: RURAL TRANSIT FUND/5311 EXCHANGE

6. NET TDA REQUIREMENTS

7. TOTAL FUNDING SOURCES

8. FUNDING USES:

ADMINISTRATION
INTEREST EXPENSE
MANAGEMENT CONTRACTS
SERVICE DELIVERY
CONTINGENCY

9. TOTAL FUNDING USES

2016/2017 COMBINED ACTUAL	2017/2018 ADOPTED OPERATING BUDGET	2017/2018 ADOPTED SLOCAT BUDGET	2017/2018 ADOPTED N. COUNTY BUDGET	2018/2019 PROPOSED OPERATING BUDGET	2018/2019 PROPOSED SLOCAT BUDGET	2018/2019 PROPOSED N. COUNTY BUDGET	2019/2020 PROJECTED OPERATING BUDGET	2019/2020 PROJECTED SLOCAT BUDGET	2019/2020 PROJECTED N. COUNTY BUDGET
200,014	226,679	-	-	227,552	-	-	265,263	-	-
334,761	394,767	-	-	396,446	-	-	462,147	-	-
150,848	171,271	-	-	172,409	-	-	200,981	-	-
118,025	137,073	-	-	138,076	-	-	160,959	-	-
923,919	401,402	-	567,930	407,287	-	558,480	474,785	-	645,519
88,380	104,588	-	-	105,809	-	-	123,344	-	-
673,290	783,153	-	-	789,588	-	-	920,443	-	-
1,832,844	2,131,917	353,940	-	2,149,434	371,232	-	2,505,649	427,290	-
4,322,081	4,350,850	353,940	567,930	4,386,600	371,232	558,480	5,113,570	427,290	645,519
(524,930)	(498,210)	-	-	(503,200)	-	-	(514,700)	-	-
3,797,151	3,852,640	353,940	567,930	3,883,400	371,232	558,480	4,598,870	427,290	645,519
9,064,614	8,939,440	544,370	954,590	9,371,950	556,390	963,280	10,071,840	600,390	1,037,900
1,351,072	1,605,920	10,000	58,010	1,569,260	7,500	107,920	1,633,100	6,760	111,810
30,960	30,490	-	-	11,640	-	-	-	-	-
237,330	119,270	85,230	41,850	124,660	90,130	43,740	131,050	94,750	45,980
7,415,139	7,098,790	427,750	840,600	7,573,670	436,910	800,240	8,207,850	475,350	867,850
17,570	84,970	21,390	14,130	92,720	21,850	11,380	99,840	23,530	12,260
9,052,071	8,939,440	544,370	954,590	9,371,950	556,390	963,280	10,071,840	600,390	1,037,900

**SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY
PROPOSED CAPITAL REVENUE BUDGET FOR 2018/2019**

		2016/2017 COMBINED ACTUAL	2017/2018 AMENDED CAPITAL BUDGET	2017/2018 AMENDED SLOCAT BUDGET	2017/2018 AMENDED N. COUNTY BUDGET	2018/2019 PROPOSED CAPITAL BUDGET	2018/2019 PROPOSED SLOCAT BUDGET	2018/2019 PROPOSED N. COUNTY BUDGET	2019/2020 PROJECTED CAPITAL BUDGET	2019/2020 PROJECTED SLOCAT BUDGET	2019/2020 PROJECTED N. COUNTY BUDGET
FUNDING SOURCES:											
	CAPITAL PROJECTS RESERVE	770,206	821,573	8,690	40,330	656,950	119,330	235,630	530,800	119,330	342,580
1.	ESTIMATED FUND BALANCE	770,206	821,573	8,690	40,330	656,950	119,330	235,630	530,800	119,330	342,580
2.	LESS REQUIRED RESERVES FOR FISCAL YEAR										
	CAPITAL PROJECTS RESERVE	870,593	656,953	119,330	123,740	530,800	119,330	342,580	512,610	119,330	5,320
	TOTAL	870,593	656,953	119,330	123,740	530,800	119,330	342,580	512,610	119,330	5,320
3.	FUND BALANCE AVAILABLE	(100,387)	164,620	(110,640)	(83,410)	126,150	-	(106,950)	18,190	-	337,260
NON TDA SOURCES											
B-1-17	STATE TRANSIT ASSISTANCE (STA) WITH SB1 AUGMENTATION IN FY 18/19	518,695	410,000	71,590	57,880	384,580	39,050	106,950	229,820	-	106,950
	LOW CARBON TRANSIT OPERATIONS PROGRAM (LCTOP)	26,961	264,040	-	-	-	-	-	-	-	-
	PROPOSITION 1B FUNDING - SAFETY & SECURITY	574,699	210,180	-	-	-	-	-	-	-	-
	STA SB1 AUGMENTATION (Prior Years) & STATE OF GOOD REPAIR	-	806,120	39,050	25,530	388,880	-	-	-	-	-
	PROPOSITION 1B FUNDING - BUS REPLACEMENT	-	-	-	-	683,170	-	-	-	-	-
	CONGESTION MITIGATION AND AIR QUALITY (CMAQ)	-	-	-	-	396,000	-	-	-	-	-
	RURAL TRANSIT FUND (Capital)	63,652	-	-	-	-	-	-	-	-	-
	FEDERAL TRANSIT ADM (FTA) (Section 5307) - San Luis Obispo	97,531	337,090	-	-	983,970	-	-	290,640	-	-
	FEDERAL TRANSIT ADM (FTA) (Section 5309) - State of Good Repair	4,189	-	-	-	-	-	-	-	-	-
	FEDERAL TRANSIT ADM (FTA) (Section 5339) - Bus and Bus Facilities	3,663	79,220	-	-	873,210	65,220	-	-	-	409,820
	FEDERAL TRANSIT ADM (FTA) (Section 5311f)	-	-	-	-	-	-	-	-	-	-
	FEDERAL TRANSIT ADM (FTA) (Section 5307-North County)	295,702	982,170	-	-	398,310	-	-	351,900	-	-
	FEDERAL TRANSIT ADM (FTA) (Section 5307-South County)	257,531	389,890	-	-	883,970	-	-	290,640	-	-
4.	SUB TOTAL	1,842,623	3,478,710	110,640	83,410	4,992,090	104,270	106,950	1,163,000	-	516,770
5.	TOTAL FUND BALANCE & NON TDA FUNDING	1,742,236	3,643,330	-	-	5,118,240	104,270	-	1,181,190	-	854,030
6.	NET TDA REQUIREMENTS	-	-	-	-	-	-	-	-	-	26,670
7.	TOTAL FUNDING SOURCES	1,742,236	3,643,330	-	-	5,118,240	104,270	-	1,181,190	-	880,700
8.	FUNDING USES:										
	CAPITAL	1,541,640	3,442,730	-	-	4,906,570	104,270	-	1,181,190	-	880,700
	LOAN PAYDOWN	200,596	200,600	-	-	211,670	-	-	-	-	-
9.	TOTAL FUNDING USES	1,742,236	3,643,330	-	-	5,118,240	104,270	-	1,181,190	-	880,700

		Actual Combined FY 2016-17	Amended Operating Budget FY 2017-18	Proposed Operating Budget FY 2018-19	Projected Operating Budget FY 2019-20
Administration and Service Delivery Totals					
	Hours	72,834	77,750	72,080	72,080
	Miles	1,619,141	1,722,730	1,624,850	1,624,850
Administration:					
Labor	operations cost	655,459	855,390	894,050	939,910
Labor - Administration Workers Comp	operations cost	68,662	70,930	65,150	66,450
Office Space Rental	operations cost	404,548	477,880	458,500	472,240
Property Insurance	operations cost	16,340	17,240	19,780	20,180
Professional Technical Services	operations cost	73,266	99,990	98,480	100,940
Professional Development	operations cost	38,663	37,670	46,270	39,270
Operating Expense	operations cost	250,847	270,460	265,450	280,900
Marketing and Reproduction	hourly	80,617	90,720	95,530	103,560
North County Management Contract	operations cost	(40,320)	(41,850)	(43,740)	(45,980)
County Management Contract	operations cost	(82,110)	(85,230)	(90,130)	(94,750)
SCT Management Contract	operations cost	(114,900)	(119,270)	(124,660)	(131,050)
Total Administration		1,351,072	1,673,930	1,684,680	1,751,670
Service Delivery:					
Labor - Operations	hourly	3,786,731	4,245,580	4,556,490	4,974,990
Labor - Operations Workers Comp	hourly	464,554	479,910	440,830	449,650
Labor - Maintenance	hourly	939,441	989,230	1,033,450	1,132,380
Labor - Maintenance Workers Comp	hourly	135,956	140,450	129,010	131,590
Fuel	miles	778,888	1,054,460	991,560	1,020,710
Insurance (Liability, Physical Damage, Employment Practices)	miles	571,725	615,000	720,500	792,550
Special Transportation (for SLOCAT)	n/a	38,668	43,900	43,900	47,930
Avila Trolley	n/a	52,150	69,900	61,750	67,420
Maintenance (parts, supplies, materials)	miles	598,140	636,610	703,460	777,330
Maintenance Contract Costs	miles	48,886	92,100	129,870	156,500
Total Operations		7,415,139	8,367,140	8,810,820	9,551,050
Contingency	hourly	17,570	120,490	125,950	135,630
Interest Expense	operations cost	30,960	30,490	11,640	-
Management Contracts		237,330	246,350	258,530	271,780
TOTAL FUNDING USES		9,052,071	10,438,400	10,891,620	11,710,130

	Actual Capital Expenditures FY 2016-17	Amended Capital Budget FY 2017-18	Proposed Capital Budget FY 2018-19	Projected Capital Budget FY 2019-20	Projected Capital Budget FY 2020-21	Projected Capital Budget FY 2021-22	Projected Capital Budget FY 2022-23
Capital Expenditures							
Capital/Studies:							
Computer System Maintenance/Upgrades	37,217	52,220	31,830	33,420	35,090	36,840	38,680
Miscellaneous Capital							
Facility Improvements	-	32,540	-	-	-	-	-
Maintenance Equipment	29,103	42,010	-	-	-	-	-
Rotary Lift/Wireless Lift	-	-	-	-	-	-	-
Passenger Protection 1300 buses	4,536	-	-	-	-	-	-
Specialized Maintenance Tools	-	33,500	51,700	54,290	-	-	-
Desks and Office Equipment	9,595	6,600	10,000	-	-	-	-
Radios	-	-	-	-	6,600	-	-
Vehicle ITS/Camera System	590,451	163,510	-	-	-	-	-
Bus Stop Improvements/Bus Stop Solar Lighting	16,860	295,100	36,470	38,290	40,200	42,210	44,320
Bus Rehabilitation	-	126,000	-	-	-	-	-
RouteMatch Dispatching Software/Call Back System	33,150	-	-	-	-	-	-
Vehicles	-	-	-	-	-	-	-
Support Vehicles	60,618	-	18,000	-	56,700	63,000	-
40' Coaches	-	-	3,140,380	-	631,800	1,326,700	4,875,600
Trolley replacement vehicles	204,268	-	-	-	-	-	253,300
Cutaway and Dial A Ride Vehicles	-	-	81,520	880,700	-	-	-
Runabout Vehicles	289,284	-	729,320	555,200	261,300	316,600	-
Total Capital Outlay	1,275,082	751,480	4,099,220	1,561,900	1,031,690	1,785,350	5,211,900
Loan Pay down	200,596	200,600	211,670	-	-	-	-
Short Range Transit Plans - Nipomo	-	-	22,750	-	-	-	-
Elks Lane Project	126,391	1,831,420	888,870	499,990	6,000,000	4,000,000	-
Paso Property Improvements	140,167	859,830	-	-	-	-	-
TOTAL FUNDING USES	1,742,236	3,643,330	5,222,510	2,061,890	7,031,690	5,785,350	5,211,900

		Total Adopted Budget FY 2017-18	Weekday Proposed Budget FY 2018-19	Saturday Proposed Budget FY 2018-19	Sunday Proposed Budget FY 2018-19	Total Proposed Budget FY 2018-19	Projected Budget FY 2019-20
Route 9							
	Hours	14,320	12,730	680	460	13,870	13,870
	Miles	386,750	343,580	19,880	13,350	376,810	376,810
Administration:							
Total Administration (Net of Contracts)		319,360	296,640	16,290	10,990	323,920	336,720
Service Delivery:							
Labor - Operations	hourly	734,080	770,430	41,150	27,840	839,420	916,520
Labor - Operations Workers Comp	hourly	82,880	74,540	3,980	2,690	81,210	82,840
Labor - Maintenance	hourly	171,020	174,740	9,330	6,310	190,380	208,620
Labor - Maintenance Workers Comp	hourly	24,250	21,810	1,170	790	23,770	24,240
Fuel	miles	230,560	205,460	11,890	7,980	225,330	231,960
Insurance	miles	134,850	149,520	8,650	5,810	163,980	180,380
Maintenance (parts, supplies, materials)	miles	135,730	142,410	8,240	5,530	156,180	172,590
Maintenance Contract Costs	miles	19,640	26,290	1,520	1,020	28,830	34,750
Total Operations		1,533,010	1,565,200	85,930	57,970	1,709,100	1,851,900
Capital/Studies:							
Total Capital Outlay		1,306,750	1,471,730	80,800	54,510	1,607,040	541,840
Contingency	hourly	17,490	18,390	980	660	20,030	21,570
Interest Expense	operations cost	6,270	2,310	120	80	2,510	-
TOTAL FUNDING USES		3,182,880	3,354,270	184,120	124,210	3,662,600	2,752,030
TOTAL NON-CAPITAL EXPENDITURES		1,876,130	1,882,540	103,320	69,700	2,055,560	2,210,190

		Total Adopted Budget FY 2017-18	Weekday Proposed Budget FY 2018-19	Saturday Proposed Budget FY 2018-19	Sunday Proposed Budget FY 2018-19	Total Proposed Budget FY 2018-19	Projected Budget FY 2019-20
Route 10							
	Hours	12,560	10,680	620	370	11,670	11,670
	Miles	394,210	339,370	20,020	12,050	371,440	371,440
Administration:							
Total Administration (Net of Contracts)		295,530	263,640	15,390	9,220	288,250	299,570
Service Delivery:							
Labor - Operations	hourly	643,850	646,360	37,520	22,390	706,270	771,150
Labor - Operations Workers Comp	hourly	72,700	62,530	3,630	2,170	68,330	69,700
Labor - Maintenance	hourly	150,010	146,600	8,510	5,080	160,190	175,530
Labor - Maintenance Workers Comp	hourly	21,270	18,300	1,060	630	19,990	20,400
Fuel	miles	235,000	202,940	11,970	7,210	222,120	228,650
Insurance	miles	137,450	147,680	8,710	5,240	161,630	177,800
Maintenance (parts, supplies, materials)	miles	138,340	140,670	8,300	4,990	153,960	170,130
Maintenance Contract Costs	miles	20,020	25,970	1,530	920	28,420	34,250
Total Operations		1,418,640	1,391,050	81,230	48,630	1,520,910	1,647,610
Capital/Studies:							
Total Capital Outlay		1,209,260	1,307,980	76,380	45,730	1,430,090	482,070
Contingency	hourly	15,330	15,420	900	530	16,850	18,150
Interest Expense	operations cost	5,500	1,940	110	70	2,120	-
TOTAL FUNDING USES		2,944,260	2,980,030	174,010	104,180	3,258,220	2,447,400
TOTAL NON-CAPITAL EXPENDITURES		1,735,000	1,672,050	97,630	58,450	1,828,130	1,965,330

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		Total Adopted Budget FY 2017-18	Weekday Proposed Budget FY 2018-19	Saturday Proposed Budget FY 2018-19	Sunday Proposed Budget FY 2018-19	Total Proposed Budget FY 2018-19	Projected Budget FY 2019-20
Route 12, 14 and 15							
	Hours	12,000	9,610	1,010	710	11,330	11,330
	Miles	331,620	271,030	29,370	20,420	320,820	320,820
Administration:							
Total Administration (Net of Contracts)		269,720	227,310	24,140	16,910	268,360	278,940
Service Delivery:							
Labor - Operations	hourly	615,150	581,610	61,130	42,970	685,710	748,680
Labor - Operations Workers Comp	hourly	69,460	56,270	5,910	4,160	66,340	67,670
Labor - Maintenance	hourly	143,310	131,910	13,860	9,750	155,520	170,410
Labor - Maintenance Workers Comp	hourly	20,330	16,470	1,730	1,220	19,420	19,800
Fuel	miles	197,680	162,080	17,560	12,210	191,850	197,490
Insurance	miles	115,620	117,940	12,780	8,890	139,610	153,570
Maintenance (parts, supplies, materials)	miles	116,380	112,340	12,170	8,460	132,970	146,940
Maintenance Contract Costs	miles	16,840	20,740	2,250	1,560	24,550	29,590
Total Operations		1,294,770	1,199,360	127,390	89,220	1,415,970	1,534,150
Capital/Studies:							
Total Capital Outlay		1,103,670	1,127,730	119,780	83,890	1,331,400	448,870
Contingency	hourly	14,660	13,880	1,460	1,030	16,370	17,620
Interest Expense	operations cost	5,260	1,740	180	130	2,050	-
TOTAL FUNDING USES		2,688,080	2,570,020	272,950	191,180	3,034,150	2,279,580
TOTAL NON-CAPITAL EXPENDITURES		1,584,410	1,442,290	153,170	107,290	1,702,750	1,830,710

		Total Adopted Budget FY 2017-18	Total Proposed Budget FY 2018-19	Projected Budget FY 2019-20
Runabout				
	Hours	30,710	27,330	27,330
	Miles	506,180	453,750	453,750
Administration:				
Total Administration (Net of Contracts)		594,210	554,860	577,140
Service Delivery:				
Labor - Operations	hourly	1,574,250	1,654,040	1,805,960
Labor - Operations Workers Comp	hourly	177,760	160,030	163,230
Labor - Maintenance	hourly	366,760	375,150	411,060
Labor - Maintenance Workers Comp	hourly	52,020	46,830	47,770
Fuel	miles	301,750	271,340	279,320
Insurance	miles	176,490	197,460	217,210
Maintenance (parts, supplies, materials)	miles	177,640	188,080	207,830
Maintenance Contract Costs	miles	25,700	34,720	41,840
Total Operations		2,852,370	2,927,650	3,174,220
Capital/Studies:				
Total Capital Outlay		23,630	772,430	589,120
Contingency	hourly	37,500	39,470	42,500
Interest Expense	operations cost	13,460	4,960	-
TOTAL FUNDING USES		3,521,170	4,299,370	4,382,980
TOTAL NON-CAPITAL EXPENDITURES		3,497,540	3,526,940	3,793,860

		Adopted Budget FY 2017-18	Total Proposed Budget FY 2018-19	Projected Budget FY 2019-20
County Services				
Administration:				
Total Administration (Net of Contracts)		95,230	97,630	101,510
Service Delivery:				
Labor - Operations	hourly	180,430	194,140	211,970
Labor - Operations Workers Comp	hourly	20,830	18,780	19,160
Labor - Maintenance	hourly	42,140	44,030	48,240
Labor - Maintenance Workers Comp	hourly	6,100	5,500	5,610
Fuel	miles	21,740	19,900	20,490
Insurance	miles	11,090	13,410	14,750
Special Transit (Senior Vans, Incentives, etc)	n/a	43,900	43,900	47,930
Avila Trolley	n/a	69,900	61,750	67,420
Maintenance (parts, supplies, materials)	miles	27,630	29,970	33,120
Maintenance Contract Costs	miles	4,000	5,530	6,660
Total Operations		427,760	436,910	475,350
Capital/Studies:				
Total Capital Outlay		-	81,520	-
Contingency	hourly	21,390	21,850	23,530
Short Range Transit Plans - Nipomo		-	22,750	-
Interest Expense	operations cost	-	-	-
TOTAL FUNDING USES		544,380	660,660	600,390
TOTAL NON-CAPITAL EXPENDITURES		544,380	556,390	600,390

		Adopted Total Budget FY 2017-18	Proposed Route A & B Budget FY 2018-19	Proposed Paso DAR Budget FY 2018-19	Total Proposed Budget FY 2018-19	Projected Budget FY 2019-20
North County Services						
	Hours	8,160	6,370	1,510	7,880	7,880
	Miles	103,970	88,640	13,390	102,030	102,030
Administration:						
Total Administration (Net of Contracts)		99,860	124,380	27,280	151,660	157,790
Service Delivery:						
Labor - Operations	hourly	497,830	385,520	91,390	476,910	520,710
Labor - Operations Workers Comp	hourly	56,280	37,300	8,840	46,140	47,060
Labor - Maintenance	hourly	115,990	87,440	20,730	108,170	118,520
Labor - Maintenance Workers Comp	hourly	16,470	10,920	2,590	13,510	13,770
Fuel	miles	67,730	53,010	8,010	61,020	62,810
Insurance	miles	39,500	38,570	5,830	44,400	48,840
Maintenance (parts, supplies, materials)	miles	40,890	36,740	5,550	42,290	46,730
Maintenance Contract Costs	miles	5,910	6,780	1,020	7,800	9,410
Total Operations		840,600	656,280	143,960	800,240	867,850
Capital/Studies:						
Total Capital Outlay		-	-	-	-	-
Contingency	hourly	14,130	9,200	2,180	11,380	12,260
Interest Expense	operations cost	-	-	-	-	-
TOTAL FUNDING USES		954,590	789,860	173,420	963,280	1,037,900
TOTAL NON-CAPITAL EXPENDITURES		954,590	789,860	173,420	963,280	1,037,900

RTA Staff Salary Schedule

Effective July 1, 2018

SLORTA POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Administrative Assistant	\$41,714.18	\$43,799.90	\$45,989.90	\$48,289.39	\$50,220.97	\$51,727.60	\$52,762.15
Operations Supervisor	\$41,783.24	\$43,872.40	\$46,066.02	\$48,369.32	\$50,304.10	\$51,813.22	\$52,849.48
Administrative Assistant - Finance	\$43,799.90	\$45,989.90	\$48,289.39	\$50,703.86	\$52,732.01	\$54,313.97	\$55,400.25
Accounting Technician	\$43,799.90	\$45,989.90	\$48,289.39	\$50,703.86	\$52,732.01	\$54,313.97	\$55,400.25
Transit Training Instructor/Mobility Specialist	\$48,289.39	\$50,703.86	\$53,239.05	\$55,901.01	\$58,137.04	\$59,881.15	\$61,078.77
Lead Supervisor	\$58,696.05	\$61,630.86	\$64,712.40	\$67,948.02	\$70,665.94	\$72,785.92	\$74,241.63
Human Resources Officer	\$60,163.45	\$63,171.63	\$66,330.21	\$69,646.72	\$72,432.59	\$74,605.57	\$76,097.67
Maintenance Supervisor	\$67,948.02	\$71,345.41	\$74,912.69	\$78,658.32	\$81,804.66	\$84,258.79	\$85,943.96
Manager, Marketing and Community Relations	\$69,646.72	\$73,129.04	\$76,785.50	\$80,624.78	\$83,849.77	\$86,365.26	\$88,092.56
Manager, Safety and Training	\$69,646.72	\$73,129.04	\$76,785.50	\$80,624.78	\$83,849.77	\$86,365.26	\$88,092.56
Grants & Financial Manager	\$76,785.50	\$80,624.78	\$84,656.02	\$88,888.82	\$92,444.37	\$95,217.71	\$97,122.07
Manager, Maintenance and Facilities	\$82,591.24	\$86,720.80	\$91,056.84	\$95,609.69	\$99,434.07	\$102,417.10	\$104,465.44
Manager, Operations	\$95,609.69	\$100,390.17	\$105,409.67	\$110,680.16	\$115,107.37	\$118,560.58	\$120,931.79
Deputy Director/CFO	\$116,214.18	\$122,024.88	\$128,126.12	\$134,532.44	\$139,913.74	\$144,111.15	\$146,993.37