

RTA Fiscal Year 2024/2025 Operating Budget

Projected Five Year Capital Budget



May 1, 2024

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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 1, 2024
STAFF REPORT**

AGENDA ITEM: C-2

TOPIC: Fiscal Year 2024-25 Operating and Capital Budget

PRESENTED BY: Tania Arnold, Deputy Director/CFO

STAFF RECOMMENDATION: Adopt the Fiscal Year 2024-25 Budget as Presented

EXEC RECOMMENDATION: Bring the Fiscal Year 2024-25 Budget as Presented to the Board for Approval with the Adjustment of FTA 5307 from Santa Maria to \$0, Offset by Reserve Carryover

RTAC RECOMMENDATION: No quorum

BACKGROUND/DISCUSSION:

We appreciate the Board’s support and leadership during these unprecedented times as we work to present a fiscally constrained Fiscal Year 2024-25 operating budget, and an advisory FY25-26 operating plan. In addition, we are presenting a five-year capital program.

The budget packet contains the following items:

- Our Vision and Mission statements,
- Budget Assumptions adopted by the Board at its March 6, 2024 meeting,
- Fiscally constrained FY24-25 operating and capital budgets,
- Fiscally unconstrained FY25-26 operating budget, and
- Fiscally unconstrained FY25-26 through FY28-29 capital budgets (expense only for FY26-27 through FY28-29).

It should be noted that staff continues to present separate columns in the revenue and expense tables for South County Transit (SoCo Transit), 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. More succinctly, core services are defined as the intercity RTA fixed-routes (RTA Routes 9, 10, 12, 14 and 15), as well as the countywide ADA complementary paratransit services known as RTA Runabout.

We have broken each RTA core 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. Additionally, express and tripper service expense information has been broken out for RTA services. Note that should any of the services be increased, reduced and/or eliminated, there are “fixed” expense items that would need to be reallocated to the other services (such as administration costs, and operations management/oversight costs) as part of the final budget or a future budget amendment. Additionally, the allocation model for maintenance labor and workers compensation is now being allocated to each route or service based on miles instead of hours. This is especially important, as staff has proposed to our transit agency partner in Santa Maria that any new or re-established Route 10 Express services be competitively bid between our two agencies. Publishing the RTA’s subcategory costs openly will provide decision-makers with clearer picture of actual projected costs.

The budget presentation assumes operation of the same core levels of service miles and hours for fixed-route services that is currently being operated. In some cases, these service levels are lower than what was assumed and adopted as part of the FY23-24 budget, for example, for Runabout and North County Services, as we have made minor adjustments as part of our recovery from the COVID-19 pandemic. In accordance with the adopted RTA Strategic Business Plan (SBP) and as noted in the budget assumptions, 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.

As noted during the presentation of the budget assumptions report at the March 6th RTA Board meeting, below are the key issues staff is working to address in the FY24-25 budget plan:

KEY ISSUES

1. Address the uncertainties the agency currently faces, including state funding uncertainty. Impacts of these uncertainties include:
 - a. Liability costs, which have recently stabilized due to the RTA’s good safety record, but the market continues to be extremely volatile.

In March 2024, staff was pleased to learn that workers compensation insurance provided by PRISM (Public Risk Innovation Solutions Management) is projected to be in line with prior years projections, not incurring the significant increases the agency had recently endured, which is of note, especially in times of increasing wages. The premiums continue to be predictable and provide a welcome relief – especially with the realization that worker’s compensation across all employment sectors, including for transit services, is especially challenging statewide as loss development trends for the state have not been favorable.

In late March 2024 we also received the estimated premium for our general liability and vehicle physical damage insurance policies. The annual premium cost for these two insurance policies is also projected to be in line with what was projected during the FY23-24 budget process as a result of staff's continual work with our employee committee that has evaluated workplace safety and has initiated a proactive program to reduce the number and severity of claims.

Property insurance has increased due to fully insuring the new Bus Maintenance Facility and the addition of flood insurance, which is required because the facility was federally funded and located in a 100-year floodplain.

- b. Continuing to focus on containment of Runabout subsidies, especially as ridership continues to increase as we recover from the pandemic.

Runabout hours and miles for FY24-25 are projected to be below what was included in the FY23-24 budget, which we expected to increase dramatically but ended up not meeting our initial projections. The FY24-25 estimate reflects current demand trends. Staff continues to monitor the Runabout service, including the premium fare charged to Tri-Counties Regional Center that started in January 2018 and resumption of the in-person 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, which may include options such as taxicab service as noted in the budget assumptions.

- c. Address staffing and retention, particularly in the Bus Operator classification.

The new and relatively low-cost paid family leave program implemented in July 2022 continues to bring positive feedback from staff. It brings the RTA leave program more in line with the leave provided by many private employers who participate in the state disability insurance (CA SDI) program.

The budget presentation has been updated starting in FY24-25 to show the subcategories included in Labor – Operations in order to provide more understanding about the cost drivers. This helps as the agency looks at which subcategories would and would not be impacted by service level changes.

- 2. Continue efforts to implement Zero-Emission Bus technologies, including implementing our first two battery-electric buses (BEBs) delivered in March 2024 and expansion of recharging infrastructure for planned additional BEBs in the

coming years. Included in the fixed route capital program for FY25-26 is the replacement of:

- Two diesel-powered buses purchased in 2010 and three diesel-powered buses purchased in 2013, with BEBs ordered in December 2023.
- Three diesel-powered buses purchased in 2013, with BEBs to be ordered in the fall of 2024.
- Four diesel-powered buses purchased in 2013, with diesel-powered buses to be ordered in the fall of 2024.

Of note is the significant financial resources required for vehicle replacements, which is based the vehicle replacements and type included in the *RTA Zero Emission Rollout Plan* adopted by the Board in March 2023. It is also important to note that our annual budget plan show the year(s) that capital project expenditures occur – not necessarily the year(s) when we begin to apply for various funds through grant proposals for higher-cost projects such as bus purchases. This can be confusing to the casual reader, since SLOCOG and our other funding partners show the year(s) that funds are allocated to our capital projects rather than the year(s) the funds are expended.

3. State Transit Assistance (STA) funds are projected to be down slightly in the region compared to the original FY23-24 allocation. With the additional STA funds made available through the SB-1 augmentation, the RTA has been able to leverage STA as the local match on more capital projects, keeping other local funding available for operations.

Staff continues to apply for the competitive funds from SLOCOG under the State of Good Repair program, and the RTA has applied for funding toward the replacement of four diesel vehicles which are included in the advisory FY25-26 budget.

4. Local Transportation Funds (LTF) are used primarily for operating purposes, and are also projected to be down in the region. The RTA will continue to maximize all other funding sources first before determining the need for LTF.

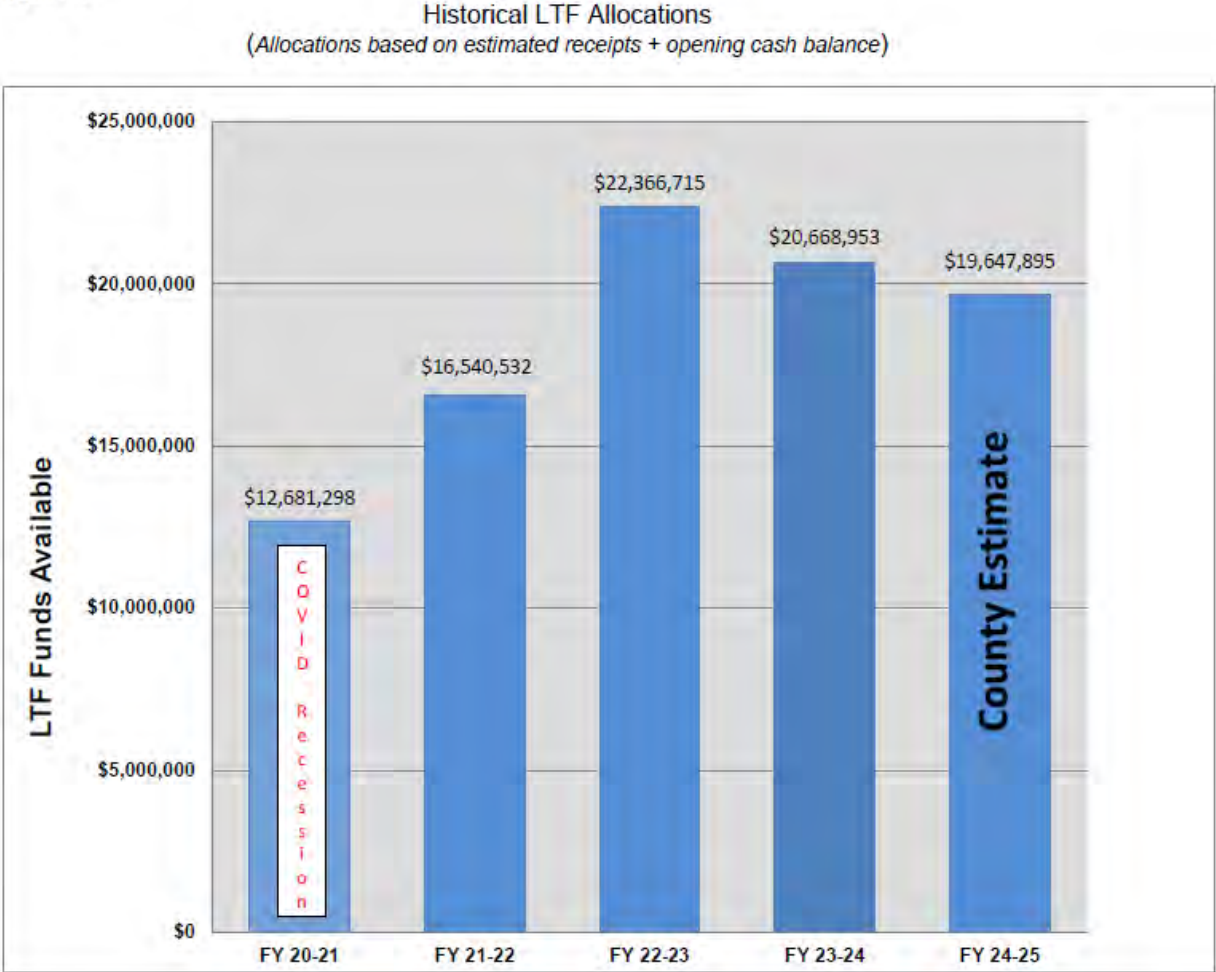
Staff acknowledges current LTF estimates to the region, as presented in the April 3, 2024 SLOCOG Agenda Item B-2. That staff report discusses the LTF coming into the region as:

“2024/25 Local Transportation Fund (LTF) - \$19,647,895 (5% decrease in LTF available for distribution)

The County Auditor’s estimated cash balance at June 30, 2024 is \$1,897,895, 35% below FY 23/24. The decrease in opening cash balance

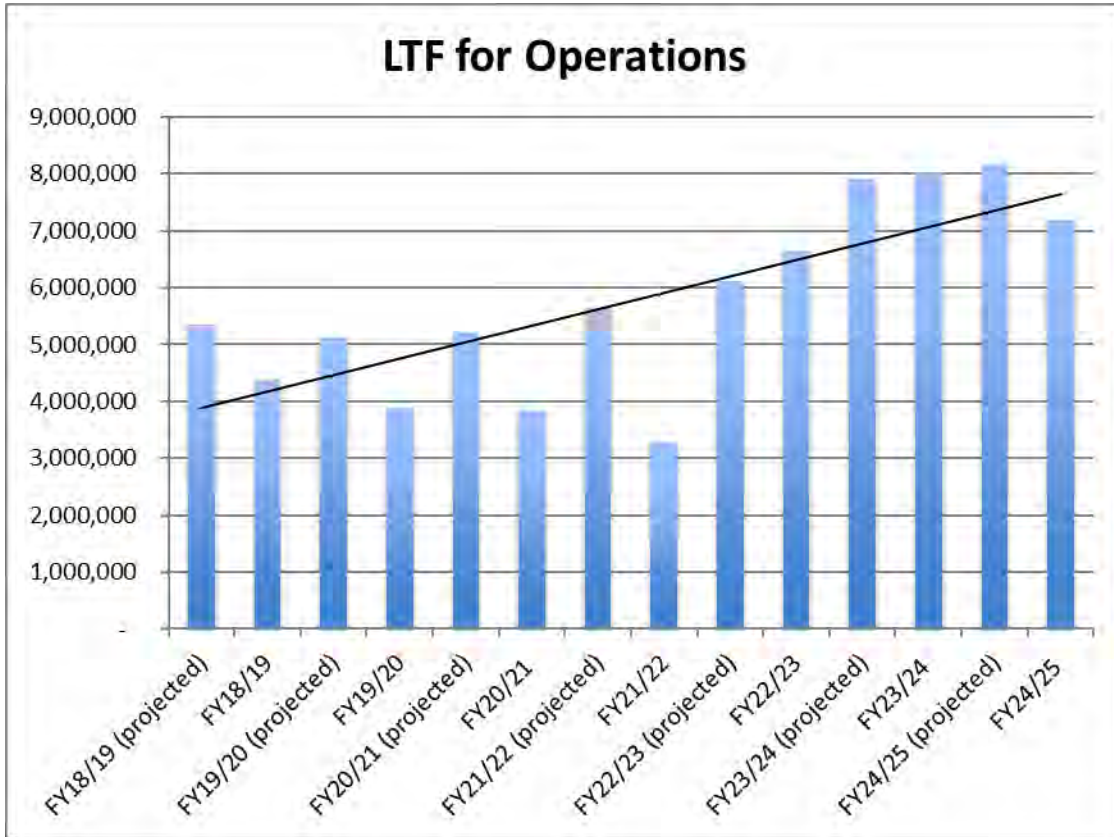
is primarily due to a high beginning cash balance in FY 22/23, which was allocated in that year. This figure is difficult to predict. The estimate shows expected revenue deposits equaling \$17,750,00 (inclusive of interest income) for a total of \$19,647,895. Figure 1 depicts the trend in LTF Distribution:

Figure 1



The proposed RTA budget includes LTF of \$7,196,660 for operations and \$472,140 for capital (total of \$7,668,800 prior to the Rural Transit Fund Exchange), which is a decrease from the amount included as an advisory FY24-25 total LTF projection of \$8,630,620 presented at the May 2023 Board meeting. A large portion of this decrease is a result from the current level of service being below originally anticipated budget levels, and additional federal funding being programmed. Additionally, there is \$750,000 included in the reserve request for FY24-25 which will help reduce the projected LTF for FY25-26. The LTF request is a significant increase from FY20-21 and FY21-22, but is more in line with the projected LTF included in prior two-year budget plans as indicated in the chart below. This increase is in large part due to the increase in funding provided by the “Coronavirus Aid, Relief, and Economic Security Act” (CARES Act), which was a \$2 trillion emergency funding package designed to blunt the worst and

most immediate impacts of the COVID-19 pandemic, allowing for a reduced LTF amount in FY20-21 and a carryover to FY21-22.



The capital budget includes LTF in accordance with the requirements outlined in the TIFIA loan agreement approved by the Board in September 2020.

5. Federal Transit Administration (FTA) formula funds (Sections 5307, 5339 and 5311) for Federal Fiscal Year 2024 are projected to be slightly higher than in recent years, which may help reduce the need for LTF by all transit operators in the county.

A special note on FTA Section 5307 – Santa Maria funds: officials from the RTA, SLOCOG, Santa Barbara County Association of Governments and the City of Santa Maria continue to negotiate for continuation of pass-through FTA Section 5307 funds to partially fund RTA Route 10 SLO – Santa Maria services and to discuss other service-related issues, include a fare share agreement. Staff will provide updates as negotiations continue, and any agreement would require Board ratification. Although we originally believed that we had a path forward for FY24-25 pass-through of FTA Section 5307 funds allocated to the Santa Maria urbanized area for services currently operated, the original amount of \$254,790 presented in the draft budget has been removed. Staff has not included this funding source for FY25-26.

6. Fuel costs continue to be volatile and significantly higher than prior years; this also impacts ridership and fare revenues.

Due to the current global uncertainty, fuel prices have continued to swing wildly, especially in the last few months. Staff has tried to budget fuel somewhat conservatively and believes the \$5.10 included in the March 2024 budget assumptions be in line with current market conditions. If the projections need to be adjusted, staff will bring a budget amendment to the Board for consideration. 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.

7. Completion of the RTA's Joint Short Range Transit Plan (SRTP) in late calendar year 2024 will help guide future RTA services. Interim working papers have also informed FY24-25 budgetary priorities.

Revised Expenses Assumptions

The overall Administration Expense for RTA core services is up by approximately 9% compared to FY23-24. Two main factors are associated with this increase. As previously noted, the property insurance line-item has been impacted by the difficult insurance market. Additionally, the professional technical services line-item has increased in order to upgrade the software system used for our legacy fare collection system as well as a partnership with Achievement House to service specific bus stops in the South County region. Marketing and Reproduction has decreased due to passenger surveys being conducted by the consultant as part of the Short-Range Transit Plan instead of by RTA-hired temporary support, and that cost is added back in for FY25-26.

The proposed Service Delivery cost is up by roughly 6% from what was identified in the FY23-24 budget. The primary reason for this increase is associated with the increase in wages as identified in Collective Bargaining Agreement that covers Bus Operators, Mechanics, Parks Clerk and Utility employees, and rising fuel prices. As noted earlier, the labor for operations has been delineated more finely in four pertinent subcategories.

Capital and Planning Program

The focus of our capital program will be to secure replacements for vehicles that have reached their economically useful life. We have also programmed the following capital projects:

- \$48,800 for specialized maintenance equipment to improve efficiencies;
- Bus stop improvements;
- Engine replacements for the Gillig vehicles purchased in 2018; and
- Miscellaneous computer equipment, including regular computer and copier replacements. Additionally, updating the computerized Runabout dispatching system to be more in line with the needs of riders and to enhance productivity.

It should be noted that a portion of the FY23-24 capital funds for fully funded projects, such as vehicle replacements and bus stop improvements that have been delayed, is not carried over to the proposed FY24-25 budget. These on-going projects will be captured in a budget amendment after the FY24-25 has started, and the carryover will require no new financial resources from local jurisdictions because the funding has been previously secured.

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; if any new projects are identified upon adoption of the Short-Range Transit Plan in late 2024, those projects could be included in a FY24-25 budget amendment.

Conclusion

Fiscal Year 2024-25 will be a particularly challenging year. We look forward to working with our customers, the Board and other stakeholders in providing stability and 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.

Staff Recommendation for Executive Committee:

Recommend staff provide the FY24-25 budget to the Board for approval at the May 1st Board meeting.

Executive Committee recommended staff remove the FTA 5307 of \$254,790 from the City of Santa Maria and use the offset reserve carryover to future fiscal years to hold LTF required as presented.

Staff Recommendation for RTAC:

Recommend staff provide the FY24-25 budget to the Board for approval at the May 1st Board meeting.

No meeting held due to lack of quorum.

Staff Recommendation for the Board:

Recommend that the Board adopt the FY24-25 budget as presented.

SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY

MARCH 6, 2024

STAFF REPORT

AGENDA ITEM: C-1

TOPIC: Fiscal Year 2024-25 Budget Assumptions

ACTION: Approve FY24-25 Budget Assumptions

PRESENTED BY: Tania Arnold, Deputy Director/CFO

STAFF RECOMMENDATION: Adopt the Budget Assumptions and Budget Calendar So That a Detailed Work Plan and Budget May Be Developed

STAFF RECOMMENDATION

FOR EXECUTIVE COMMITTEE: Bring the Budget Assumptions and Budget Calendar to the Board So That a Detailed Work Plan and Budget May Be Developed

BACKGROUND/DISCUSSION:

The following report outlines staff's recommended budget assumptions for the RTA's Fiscal Year 2024-25 Operating and Capital Budget, and it is the first step in the development of our operating budget and capital 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. The budget assumptions were presented to the RTA Executive Committee for review and their recommended staff bring the assumptions to the RTA Board at its March 6th meeting. Upon the Board's guidance and approval, staff will prepare a detailed report along with preliminary budget numbers for presentation to the Executive Committee at their April 10th meeting and the Regional Transit Advisory Committee (RTAC) at their April 18th meeting prior to the final draft budget presentation to the full Board on May 1st.

KEY ISSUES

1. Address the uncertainties the agency currently faces, including state funding uncertainty. Impacts of these uncertainties include:
 - a. Liability costs, which have recently stabilized due to the RTA's good safety record, but the market continues to be extremely volatile.
 - b. Continuing to focus on containment of Runabout subsidies, especially as ridership continues to increase as we recover from the pandemic.

- c. Address staffing and retention, particularly in the Bus Operator classification.
2. Continue efforts to implement Zero-Emission Bus technologies, including implementing our first two battery-electric buses (BEBs) in 2024 and expansion of recharging infrastructure for planned additional BEBs in the coming years.
3. State Transit Assistance (STA) funds are projected to be down slightly in the region compared to the original current fiscal year allocation.
4. Local Transportation Funds (LTF) are used primarily for operating purposes, and are also projected to be down in the region. The RTA will continue to maximize all other funding sources first before determining the need for LTF.
5. Federal Transit Administration (FTA) formula funds (Sections 5307, 5339 and 5311) for Federal Fiscal Year 2024 are projected to be higher than in recent years, which may help reduce the need for LTF by all transit operators in the county.
6. Fuel costs continue to be volatile and are significantly higher than in prior years; this also impacts ridership and fare revenues.
7. Completion of the RTA's Joint Short Range Transit Plan (SRTP) in late calendar year 2024 will help guide future RTA services. Interim working papers will also inform FY24-25 budgetary priorities.

Mission Statement

As a reminder, 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 existing service levels and hours of service and, as feasible, increase service, including recommendations from the SRTP and other regional plans, 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 core¹ services:
 - a) The RTA originally received \$836,270 in STA funding in FY23-24 for RTA core services. Staff will work with SLOCOG staff to determine a realistic estimate for FY24-25.
 - b) Continue to monitor the results and impacts on ridership and fares based on the existing fare structure, including information received as part of the SRTP regarding likely changes to the fare structure. Staff is also eager to participate in moving to fare platforms such as the Cal-ITP system. The last system-wide fare change was implemented in December 31, 2017, both on RTA Fixed-Route and on the Runabout service, which included the establishment of a Runabout premium service fare.
 - c) The FY23-24 budget adopted in May 2023 included \$6,614,830 in LTF operating revenues. Also at the May 2023 Board meeting, the advisory FY24-25 LTF projection was \$7,365,570. Staff is still developing an estimated annual FY23-24 revenue and expense projection, which impacts the carryover amount that could reasonably be identified for the FY24-25 budget. Staff does anticipate an additional budget amendment for the Board to consider at the May Board meeting to record additional FTA Section 5307 funds for FY23-24, which will increase the LTF carryover for FY24-25.
 - d) FTA Sections 5307, 5311 and 5339 operating funding and capital funding for FY24-25 will be based on feedback received as staff works with SLOCOG and the other transit operators through the programming of projects process. Monies for FTA-funded projects are reimbursed either as progress payments or as full payment at the end of the project and/or fiscal year, which requires focused care by staff to ensure adequate cash flow.
 - e) Detailed miles/hours and span of service for each RTA core Fixed-Route and for 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, South County Transit, and North County Local Services.

¹ Core services are defined as:

1. Hourly weekday services on RTA Routes 9, 10 and 12;
2. Five trips/day on Saturdays for Routes 9, 10, 12, and Monday-Saturday on Route 15;
3. Three trips/day on Sundays for Routes 9, 10, 12 and 15;
4. Peak period weekday service on Route 14 during open session of Cuesta College;
5. Peak period commuter Express services on Routes 9, 10 and 12; and
6. Runabout service that matches the fixed-route service days operated in each community.

- f) Productivity of each RTA-operated Fixed-Route service during holiday time periods, specifically associated with the service provided during the weeks of Thanksgiving, Christmas and New Years, will be reviewed to determine appropriate service levels.
 - g) Staff will continue to research and evaluate new revenue sources 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, and now that consolidation has been completed, staff is recommending an actuarial study to specifically determine self-insured retentions and reserves for the general liability, workers compensation, and employment practices insurance programs. The estimated cost is \$15,000.
- 2) Work with SLOCOG and our transit agency partners in the region to evaluate region-wide service efficiencies:
- a) Transit agencies across the country were highly impacted by the COVID-19 pandemic, which continues to impact ridership and farebox revenues. As a result, the State of California suspended farebox recovery ratio requirements through the end of FY22-23. Although legislation has not yet been approved to make adjustments to existing TDA law regarding minimum fare recovery ratio requirements moving forward, staff is optimistic that revisions to the legislation will be approved ahead of the penalty year (which would be FY26-27²).
 - b) The RTA will work with SLOCOG staff and other transit providers to evaluate efficiencies in the provision of service throughout the county through both the SLOCOG Social Services Transportation Advisory Committee and through the RTAC.
 - c) Staff will use the *2018-20 RTA Strategic Business Plan* as well as the working papers as they are released for the SRTP that is in progress, to evaluate potential efficiencies and, with Board concurrence, implement efficiencies as appropriate. Additionally, the RTA will address the Zero Emission Bus requirements of the Innovative Clean Transit (ICT) Rollout Plan. The ICT was adopted at the March 2023 Board meeting.

² In the event a transit claimant does not meet its farebox ratio, SLOCOG will comply with provision 6633.9, Non-Compliance with Required Ratio:

1. The first year of non-compliance is the grace year. (FY23-24)
2. The second year of non-compliance is the non-compliance year. (FY24-25)
3. The third year is the determination year. (FY25-26)
4. The fourth year is the penalty year: TDA funds are reduced by the difference between the required revenues (in non-compliance year) and the actual revenues. (FY26-27)

- 3) Evaluate options and provide analysis on the 5-year capital improvement program and methods to fund these needs:
 - a) Staff will continue to work with SLOCOG to prioritize capital projects using the State of Good Repair STA (SGR) portion of SB-1 funds. These SB-1 funds are an important source of revenues for the RTA and the other transit operators in our region. It directly impacts the RTA's need for LTF to fund operations and the local match for capital projects by reducing local match needed for federal funds, and interest when financing for capital projects is needed.
 - b) Other potential capital funds intended to support our transition to zero-emission buses include AB617 Clean Air Program, Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project (HVIP), Volkswagen Mitigation Funds, and LCTOP. Staff will continue to leverage all grant funds to the greatest extent possible in order to conserve local funds.
- 4) Address projected changes in demand for Runabout service:
 - a) Runabout service hours and miles are still lower than were originally projected for FY23-24, and staff is closely monitoring service needs to determine when service will return to pre-pandemic levels. Staff will seek the Board's direction as demand is anticipated to increase over time.
 - b) Staff suspended in-person Runabout service eligibility assessments during the pandemic and during the past year so that our training staff could focus on training newly-hired Bus Operator candidates. Staff plans to reinstitute this Runabout eligibility assessments program in FY24-25 to ensure that only those persons truly eligible for Runabout service are initially registered or re-registered as part of the Runabout application process. Staff will also provide mobility training for disabled persons who are able to occasionally use Fixed-Route services for some or all of their travel needs.
 - c) Staff does not foresee needing to move forward with using supplemental taxicab services at this time, but should future Runabout service expansions be required or if staffing shortages persist, staff will revisit this option or other staff classification options.

Expenses Impacts

- 1) Fuel prices continue to be extremely volatile; fuel will be budgeted at \$5.10 per gallon in FY24-25. Included in the Fuel line-item will be diesel exhaust fluid (DEF), which is used to lower diesel exhaust emissions on model year 2015 and newer Fixed-Route vehicles. Should fuel prices substantially increase or decrease to such

a degree that it would have a profound effect on the overall budget, staff will address the change in a budget amendment.

- 2) Related, as we implement BEBs beginning in late FY23-24, we will get a better handle on per-mile electrical recharging costs. However, since only two BEBs will be operated, the overall impact to fueling/energy costs is expected to initially be relatively small in FY24-25.
- 3) Insurance Expenses:
 - a) California Transit Indemnity Pool (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, 2024 through April 30, 2025 rates. Estimates will be available from CalTIP in time to include in the RTA draft budget presented to the Executive Committee at its April 10, 2024 meeting. Although the experience modification factor of RTA is in line with the statewide pool average, the RTA did experience large claims in February 2019 and January 2021, which continue to impact current and future premiums. The pool had experienced significant negative claims development several years ago but those have stabilized due to efforts of all the member agencies to ensure the stability of the pool and ensure equity in costing among all members. This included a recent actuarial study on the formulas used in applying and calculating each agency's experience modification factor. More importantly, the California liability market continues to contract, which also increases per-mile costs.
 - b) CalTIP vehicle physical damage will increase due to the added asset value of newer vehicles in the fleet and the recent property damage seen in the market, namely due to the recent wildfires and flooding in California and other weather-related disasters across the globe.
 - c) Our annual Employment Risk Management Authority premium is estimated at \$45,000, with a \$50,000 self-insured retention. This self-insured retention does not currently have a reserve in place to cover it should a loss develop.
 - d) Workers compensation premiums charged by our carrier (Public Risk Innovation, Solutions, and Management, or PRISM) are projected to increase slightly, 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 February and again in late March. We continue to work with our employee Safety Committee that evaluates workplace safety and initiates proactive programs to address the number of claims and severity of the claims. Although premiums are expected to rise, a significant portion of that increase is attributable to the increase in wages identified in the collective bargaining agreement.

- e) Property insurance will increase due to now owning the facility at 253 Elks Lane and due to the significant losses in the property insurance market, most recently the wildfires in California and other weather-related disasters globally. Additionally, we are required to maintain flood insurance for our new Bus Maintenance Facility because its construction was federally funded.
- f) For budget-making purposes, staff is assuming an 8% annual increase for healthcare costs for each of the next two fiscal years. Staff believes that this estimate is reasonable based on historical price increases. This will include the paid family leave program that was implemented in July 2022, which brought the leave benefits closer to those offered under the state disability insurance program.

4) Staffing Expenses:

- a) In May 2023 the Board approved a 3-year Collective Bargaining Agreement (CBA) that will expire on December 31, 2025. Staff notes the fiscal uncertainty that the expiration has on the projected FY25-26 information that will be included in the budget presentation.
- b) The number of FY24-25 budgeted full-time equivalent (FTE) positions will remain the same as in FY23-24. Should adjustments to the FTE count need to be revised, staff will bring that proposal to the Board along with any new or revised job descriptions, if applicable.
- c) For FY24-25, the overall number of budgeted positions for the non-core services (North County, SoCo Transit, 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 in the budget tables.
- d) An annual inflationary wage adjustment based on the December 2022 to December 2023 Consumer Price Index (CPI) of 3.5% will be implemented in July 2024 for those employees not covered by the collective bargaining agreement. Employees within the salary range for their position will be eligible for a step merit increase subject to performance assessments and budgetary authority.
- e) The RTA Board of Directors took action at its September 6, 2023 meeting to implement the increase in contribution percentage of 0.43% for the retirement plan with San Luis Obispo County Pension Trust (SLOCPT) in July 2024 rather than January 2024. Traditionally and in line with how the County treated increases for unrepresented employees in June 2022 for FY22-23 through FY24-25, the RTA will assume the 0.43% pickup. This is related to management, administration and confidential employees, and does not include the employees who are covered by the CBA with Teamsters Local 986.

Proposed Budget Calendar

- February 14 Detailed budget assumptions and revenue forecast to Executive Committee.
- March 6 Obtain Board concurrence on proposed draft budget assumptions.
- March 31 Based on feedback from Executive Committee draft FY24-25 Budget Draft complete.
- April 10 Draft FY24-25 Budget presentation to Executive Committee
- April 18 Formal FY24-25 Budget presentation to RTAC
- May 1 Budget Amendment #2 for FY23-24; Final Board Budget presentation for FY24-25; Board adoption of FY24-25 Budget

Staff Recommendation for the Board:

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

**SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY
OPERATING REVENUE BUDGET FOR 2024/2025**

	2022/2023 Combined Actual	2023/24 Amendment #2 RTA Core Budget	2023/24 Amendment #1 SoCo Transit Budget	2023/24 Adopted SLOCAT Budget	2023/24 Amendment #2 North County Budget	2024/25 Proposed RTA Core Budget	2024/25 Proposed SoCo Transit Budget	2024/25 Proposed SLOCAT Budget	2024/25 Proposed North County Budget	2025/26 Projected RTA Core Budget	2025/26 Projected SoCo Transit Budget	2025/26 Projected SLOCAT Budget	2025/26 Projected North County Budget
FUNDING SOURCES:													
GENERAL RESERVES	3,428,857	2,534,270	393,279	189,530	243,150	3,966,150	759,860	226,770	316,140	2,889,610	480,190	166,170	200,770
1. ESTIMATED FUND BALANCE	3,428,857	2,534,270	393,279	189,530	243,150	3,966,150	759,860	226,770	316,140	2,889,610	480,190	166,170	200,770
2. LESS REQUIRED RESERVES FOR FISCAL YEAR													
CASH FLOW REQUIREMENTS PER TDA	3,108,159	2,267,680	357,660	156,770	215,740	2,394,400	480,190	166,170	200,770	2,528,280	488,460	173,120	201,820
OFFSET RESERVE TO CARRYOVER TO FUTURE FISCAL YEARS	252,070	1,248,470	402,200	-	100,400	495,210	-	-	-	-	-	-	-
TOTAL	3,360,229	3,516,150	759,860	156,770	316,140	2,889,610	480,190	166,170	200,770	2,528,280	488,460	173,120	201,820
3. FUND BALANCE AVAILABLE	68,628	(981,880)	(366,581)	32,760	(72,990)	1,076,540	279,670	60,600	115,370	361,330	(8,270)	(6,950)	(1,050)
NON TDA SOURCES													
FARES	860,739	681,720	139,530	20,170	123,230	749,660	107,240	18,420	146,850	824,370	117,930	20,260	161,490
SoCo TRANSIT MANAGEMENT CONTRACT	126,430	133,360	-	-	-	141,160	-	-	-	149,210	-	-	-
COUNTY MANAGEMENT CONTRACT	108,970	114,950	-	-	-	121,670	-	-	-	128,610	-	-	-
NORTH COUNTY MANAGEMENT CONTRACT	52,870	55,770	-	-	-	59,030	-	-	-	62,400	-	-	-
INTEREST	70,410	39,360	-	-	-	60,000	-	-	-	60,000	-	-	-
STATE TRANSIT ASSISTANCE (STA) INCLUDING SB1	1,687,036	106,180	399,330	402,090	204,310	350,270	433,890	369,370	295,060	266,790	493,960	353,210	383,100
RURAL TRANSIT FUND (Administration)	30,000	30,000	-	-	-	30,000	-	-	-	30,000	-	-	-
FEDERAL TRANSIT ADM (FTA) (Section 5307) - San Luis Obispo	652,400	980,800	-	-	-	840,000	-	-	-	850,500	-	-	-
FEDERAL TRANSIT ADM (FTA) (Section 5311) - Operating	762,127	777,370	-	-	-	792,910	-	-	-	816,700	-	-	-
FTA (Section 5311) - Operating CARES/CRRSAA/ARPA	-	635,900	-	-	-	-	-	-	-	-	-	-	-
FEDERAL TRANSIT ADM (FTA) (Section 5307-N. County) - Operating	1,361,000	1,333,000	-	-	419,400	1,133,000	-	-	356,500	1,155,700	-	-	363,600
FEDERAL TRANSIT ADM (FTA) (Section 5307-SM) - Operating	-	255,090	-	-	-	-	-	-	-	-	-	-	-
FTA (Section 5307-SM) - Operating CARES	160,984	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL TRANSIT ADM (FTA) (Section 5307) - S. County Operating	1,264,000	1,189,400	1,021,530	33,670	-	950,000	944,460	35,540	-	969,600	999,600	37,303	-
CUESTA CONTRIBUTION FOR ROUTE 12 AND 14	106,680	115,240	-	-	-	147,210	-	-	-	155,060	-	-	-
CUESTA CONTRIBUTION NORTH COUNTY	40,580	-	-	-	40,580	-	-	-	40,580	-	-	-	40,580
SPECIAL EVENTS REVENUE/OTHER	58,650	-	422,570	-	-	-	111,710	-	-	-	110,000	-	-
4. SUB TOTAL	7,342,876	6,448,140	1,982,960	455,930	787,520	5,374,910	1,597,300	423,330	838,990	5,468,940	1,721,490	410,773	948,770
5. TOTAL FUND BALANCE & NON TDA FUNDING	7,411,504	5,466,260	1,616,379	488,690	714,530	6,451,450	1,876,970	483,930	954,360	5,830,270	1,713,220	403,823	947,720
TDA REQUIRED													
CITY OF ARROYO GRANDE	666,714	436,220	281,299	-	-	388,962	254,570	-	-	464,890	342,073	-	-
CITY OF ATASCADERO	593,587	726,795	-	-	-	655,562	-	-	-	783,532	-	-	-
CITY OF GROVER BEACH	498,332	302,998	195,390	-	-	270,572	177,086	-	-	323,389	237,955	-	-
CITY OF MORRO BAY	201,200	249,562	-	-	-	222,999	-	-	-	266,530	-	-	-
CITY OF PASO ROBLES	1,125,045	743,391	-	-	486,180	666,109	-	-	213,990	796,139	-	-	248,090
CITY OF PISMO BEACH	307,338	190,307	122,721	-	-	170,694	111,717	-	-	204,015	150,117	-	-
CITY OF SAN LUIS OBISPO	1,190,374	1,445,058	-	-	-	1,295,399	-	-	-	1,548,270	-	-	-
COUNTY OF SAN LUIS OBISPO	3,826,090	3,933,769	113,341	290,230	-	3,526,363	103,507	338,480	-	4,214,735	139,085	455,437	-
TDA REQUIREMENTS BEFORE 5311 EXCHANGE	8,408,681	8,028,100	712,751	290,230	486,180	7,196,660	646,880	338,480	213,990	8,601,500	869,230	455,437	248,090
LESS: RURAL TRANSIT FUND/5311 EXCHANGE	(762,127)	(1,413,270)	-	-	-	(792,910)	-	-	-	(816,700)	-	-	-
6. NET TDA REQUIREMENTS	7,646,554	6,614,830	712,751	290,230	486,180	6,403,750	646,880	338,480	213,990	7,784,800	869,230	455,437	248,090
7. TOTAL FUNDING SOURCES	15,058,057	12,081,090	2,329,130	778,920	1,200,710	12,855,200	2,523,850	822,410	1,168,350	13,615,070	2,582,450	859,260	1,195,810
FUNDING USES:													
ADMINISTRATION	2,128,541	1,902,380	173,260	7,500	102,220	2,055,910	213,060	7,890	104,950	2,196,740	215,940	8,170	106,530
PERS BUYOUT	178,308	178,310	-	-	-	178,310	-	-	-	178,310	-	-	-
BUILDING DECOMMISSIONING	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT CONTRACTS	288,270	-	133,360	114,950	55,770	-	141,160	121,670	59,030	-	149,210	128,610	62,400
SERVICE DELIVERY	12,462,938	9,867,670	1,992,740	647,230	1,026,780	10,474,470	2,139,700	683,100	990,520	11,092,540	2,181,760	712,730	1,009,360
CONTINGENCY	-	132,730	29,770	9,240	15,940	146,510	29,930	9,750	13,850	147,480	35,540	9,750	17,520
9. TOTAL FUNDING USES	15,058,057	12,081,090	2,329,130	778,920	1,200,710	12,855,200	2,523,850	822,410	1,168,350	13,615,070	2,582,450	859,260	1,195,810

Population Based

**SAN LUIS OBISPO REGIONAL TRANSIT AUTHORITY
CAPITAL AND PLANNING REVENUE BUDGET FOR 2024/2025**

		2022/2023 Combined Actual Capital Budget	2023/24 Amended RTA Capital Budget	2023/24 Amended SoCo Transit Capital Budget	2023/24 Amended SLOCAT Capital Budget	2023/24 Adopted North County Capital Budget	2024/25 Proposed RTA Core Capital Budget	2024/25 Proposed SoCo Transit Capital Budget	2024/25 Proposed SLOCAT Capital Budget	2024/25 Proposed North County Capital Budget	2025/26 Projected RTA Core Capital Budget	2025/26 Projected SoCo Transit Capital Budget	2025/26 Projected SLOCAT Capital Budget	2025/26 Projected North County Capital Budget
FUNDING SOURCES:														
BEGINNING CAPITAL PROJECTS RESERVE		1,758,160	874,790	231,850	133,230	4,680	663,950	135,080	38,190	10,420	786,260	121,530	22,150	56,260
1.	ESTIMATED FUND BALANCE	1,758,160	874,790	231,850	133,230	4,680	663,950	135,080	38,190	10,420	786,260	121,530	22,150	56,260
LESS REQUIRED RESERVES FOR FISCAL YEAR														
CAPITAL PROJECTS RESERVE		1,244,550	663,950	135,080	38,190	10,420	786,260	121,530	22,150	56,260	847,350	154,950	31,070	63,680
TOTAL		1,244,550	663,950	135,080	38,190	10,420	786,260	121,530	22,150	56,260	847,350	154,950	31,070	63,680
3.	FUND BALANCE AVAILABLE	513,610	210,840	96,770	95,040	(5,740)	(122,310)	13,550	16,040	(45,840)	(61,090)	(33,420)	(8,920)	(7,420)
NON TDA SOURCES														
STATE TRANSIT ASSISTANCE (STA) WITH SB1 AUGMENTATION		211,392	730,090	82,220	10,870	136,180	297,360	142,500	4,960	112,660	380,840	82,430	21,120	24,620
LOW CARBON TRANSIT OPERATIONS PROGRAM (LCTOP)		-	246,010	-	-	-	-	-	-	-	-	-	-	-
STATE OF GOOD REPAIR		-	448,610	-	-	-	-	-	-	-	271,770	203,810	-	94,290
TRANSIT AND INTERCITY RAIL CAPITAL PROGRAM (TIRCP)		-	-	-	-	-	-	-	-	-	10,316,340	3,469,530	-	1,605,130
RURAL TRANSIT FUND (Capital)		-	-	-	-	-	-	-	-	-	777,770	232,280	-	107,460
FEDERAL TRANSIT ADM (FTA) (Section 5307) - San Luis Obispo		245,187	982,680	-	-	-	424,870	-	-	-	568,280	254,120	-	117,570
FEDERAL TRANSIT ADM (FTA) (Section 5339) - Bus and Bus Facilities		170,362	835,170	-	63,280	-	300,000	-	-	-	4,202,250	66,830	-	30,920
FEDERAL TRANSIT ADM (FTA) (Section 5307-North County)		270,069	1,060,530	-	-	-	502,370	-	-	-	647,180	254,120	-	117,570
FEDERAL TRANSIT ADM (FTA) (Section 5307-Santa Maria) - CARES		14,355	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL TRANSIT ADM (FTA) (Section 5307-South County)		486,957	909,190	430,140	312,160	-	424,870	46,500	-	-	568,280	301,420	-	117,570
OTHER		-	-	-	-	-	-	-	-	-	1,122,000	-	-	-
SUB TOTAL		1,398,323	5,212,280	512,360	386,310	136,180	1,949,470	189,000	4,960	112,660	17,732,710	4,864,540	21,120	2,215,130
4.	TOTAL FUND BALANCE & NON TDA FUNDING	1,911,933	5,423,120	609,130	481,350	130,440	1,827,160	202,550	21,000	66,820	17,671,620	4,831,120	12,200	2,207,710
TDA REQUIRED														
CITY OF ARROYO GRANDE		4,418	25,655	-	-	-	24,938	-	-	-	24,757	-	-	-
CITY OF ATASCADERO		7,507	42,743	-	-	-	42,378	-	-	-	41,726	-	-	-
CITY OF GROVER BEACH		3,300	17,820	-	-	-	18,631	-	-	-	17,222	-	-	-
CITY OF MORRO BAY		2,545	14,677	-	-	-	14,364	-	-	-	14,194	-	-	-
CITY OF PASO ROBLES		7,798	43,720	-	-	-	44,020	-	-	-	42,397	-	-	-
CITY OF PISMO BEACH		2,033	11,192	-	-	-	11,475	-	-	-	10,865	-	-	-
CITY OF SAN LUIS OBISPO		15,057	84,985	-	-	-	84,985	-	-	-	82,451	-	-	-
COUNTY OF SAN LUIS OBISPO		40,993	231,349	-	-	-	231,349	-	-	-	224,449	-	-	-
TDA REQUIREMENTS FOR TIFIA LOAN REPAYMENT		83,650	472,140	-	-	-	472,140	-	-	-	458,060	-	-	-
6.	FINANCING FOR BUS MAINTENANCE FACILITY	-	-	-	-	-	-	-	-	-	-	-	-	-
7.	TOTAL FUNDING SOURCES	1,995,582	5,895,260	609,130	481,350	130,440	2,299,300	202,550	21,000	66,820	18,129,680	4,831,120	12,200	2,207,710
FUNDING USES:														
CAPITAL		1,550,947	5,173,120	609,130	481,350	130,440	1,424,160	202,550	21,000	66,820	12,055,620	3,326,990	12,200	1,511,840
LOAN PAYMENTS		444,635	472,140	-	-	-	472,140	-	-	-	458,060	-	-	-
SHORT RANGE TRANSIT PLAN		-	250,000	-	-	-	-	-	-	-	-	-	-	-
REGIONAL CONTACTLESS CHARGING		-	-	-	-	-	-	-	-	-	2,238,000	-	-	-
ELKS LANE PROJECTS		-	-	-	-	-	403,000	-	-	-	4,500,000	-	-	-
MASTER PLANNING & IMPLEMENTATION- OFFSITE FAST CHARGING		-	-	-	-	-	-	-	-	-	-	1,504,130	-	695,870
9.	TOTAL FUNDING USES	1,995,582	5,895,260	609,130	481,350	130,440	2,299,300	202,550	21,000	66,820	19,251,680	4,831,120	12,200	2,207,710

Population
Based

		Actual Combined FY 2022-23	Amended Operating Budget FY 2023-24	Proposed Operating Budget FY 2024-25	Projected Operating Budget FY 2025-26
Administration and Service Delivery Totals					
	Hours		83,260	79,390	81,910
	Miles		1,776,120	1,851,210	1,894,480
Administration:					
Labor	operations cost	1,424,645	1,260,560	1,334,260	1,410,390
Labor - Administration Workers Comp	operations cost	41,821	45,630	47,560	49,570
Office Space Rental	operations cost	53,398	58,030	59,770	62,680
Property Insurance	operations cost	216,314	239,060	283,570	336,370
Professional Technical Services	operations cost	162,538	247,410	320,550	289,490
Professional Development	operations cost	52,975	91,450	97,340	114,400
Operating Expense	operations cost	334,951	398,380	419,320	433,770
Marketing and Reproduction	operations cost	130,169	148,920	141,300	170,930
North County Management Contract	operations cost	(52,870)	(55,770)	(59,030)	(62,400)
County Management Contract	operations cost	(108,970)	(114,950)	(121,670)	(128,610)
SCT Management Contract	operations cost	(126,430)	(133,360)	(141,160)	(149,210)
Total Administration		2,128,541	2,185,360	2,381,810	2,527,380
Service Delivery:					
Labor - Operations	hourly	7,017,330			
Bus Operators	hourly		5,268,100	5,581,200	5,817,440
Training Staff	hourly		403,910	422,910	440,890
Operations Supervisors/Schedulers	hourly		1,458,720	1,551,600	1,654,560
Ops. Mgt. / Oversight	hourly		414,340	448,750	469,870
Labor - Operations Workers Comp	hourly	322,174	346,030	360,680	375,950
Labor - Maintenance	miles	1,783,771	1,809,490	1,998,840	2,045,360
Labor - Maintenance Workers Comp	miles	86,580	94,750	98,760	102,940
Fuel	miles	1,643,778	1,651,890	1,565,280	1,565,280
Insurance (Liability, Physical Damage, Employment Practices)	miles	767,693	855,850	1,010,430	1,150,710
Special Transportation (for SLOCAT)	n/a	63,066	33,740	33,500	35,160
Maintenance (parts, supplies, materials)	miles	694,948	1,029,610	1,059,720	1,178,010
Maintenance Contract Costs	miles	83,598	167,990	156,120	160,220
Total Operations		12,462,938	13,534,420	14,287,790	14,996,390
Contingency	hourly	-	187,680	200,040	210,290
PERS Buyout	operations cost	178,308	178,310	178,310	178,310
Building Decommissioning		-	-	-	-
Management Contracts		288,270	304,080	321,860	340,220
TOTAL FUNDING USES		15,058,057	16,389,850	17,369,810	18,252,590

	Actual Capital Budget FY 2022-23	Amendment #1 Capital Budget FY 2023-24	Proposed Capital Budget FY 2024-25	Projected Capital Budget FY 2025-26	Projected Capital Budget FY 2026-27	Projected Capital Budget FY 2027-28	Projected Capital Budget FY 2028-29
Capital and Planning Expenditures							
Capital/Studies:							
Computer System Maintenance/Upgrades	72,787	180,750	296,730	111,570	117,150	123,010	129,160
Miscellaneous Capital							
Maintenance Equipment	186,898	46,500	48,800	49,600	50,400	51,200	51,970
Vehicle ITS/Camera System	-	138,000	-	-	-	-	-
Bus Stop Improvements	16,789	467,480	106,400	108,000	109,700	111,400	113,070
Large Capital Repairs	302,212	869,800	375,000	375,000	-	-	-
Vehicles							
Support Vehicles	34,948	256,070	45,600	46,600	76,900	37,800	80,750
Fixed Route Vehicles	689,850	3,130,460	-	15,075,780	5,361,600	3,930,800	4,091,900
Trolley replacement vehicles	-	293,200	-	-	-	350,000	-
Cutaway and Dial A Ride Vehicles	-	177,280	-	-	203,870	466,200	-
Runabout Vehicles	247,463	834,500	842,000	1,140,100	448,400	-	294,720
Total Capital Outlay	1,550,947	6,394,040	1,714,530	16,906,650	6,368,020	5,070,410	4,761,570
Loan Repayments	444,635	472,140	472,140	458,060	458,060	458,060	458,060
Short Range Transit Plan	-	250,000	-	-	-	-	-
Regional Contactless Charging	-	-	-	2,238,000	-	-	-
Elks Lane Projects	-	-	403,000	4,500,000	-	-	-
Master Planning & Implementation - Offsite fast charging	-	-	-	2,200,000	-	-	-
TOTAL FUNDING USES	1,995,582	7,116,180	2,589,670	26,302,710	6,826,080	5,528,470	5,219,630

		Total Adopted Budget	Weekday Proposed Budget	Express Proposed Budget	Saturday Proposed Budget	Sunday Proposed Budget	Total Proposed Budget	Projected Budget
		FY 2023-24	FY 2024-25	FY 2024-25	FY 2024-25	FY 2024-25	FY 2024-25	FY 2025-26
Route 9								
	<u>Measure:</u>							
	Annual Hours	12,840	11,520	290	740	500	13,050	13,050
	Annual Miles	345,010	283,710	10,920	21,080	14,020	329,730	329,730
Administration:								
	Total Administration (Net of Contracts)	\$ 328,090	\$ 334,500	\$ 10,340	\$ 22,940	\$ 15,380	\$ 383,160	\$ 395,660
Service Delivery:	<u>Basis:</u>							
	Labor - Operations	\$ 1,100,770						
	Bus Operators		\$ 766,170	\$ 19,290	\$ 49,220	\$ 33,250	\$ 867,930	\$ 876,830
	Training Staff		\$ 58,060	\$ 1,460	\$ 3,730	\$ 2,520	\$ 65,770	\$ 66,450
	Operations Supervisors/Schedulers		\$ 213,000	\$ 5,360	\$ 13,680	\$ 9,240	\$ 241,280	\$ 249,380
	Ops. Mgt. / Oversight		\$ 61,600	\$ 1,550	\$ 3,960	\$ 2,670	\$ 69,780	\$ 70,820
	Labor - Operations Workers Comp	\$ 50,480	\$ 49,510	\$ 1,250	\$ 3,180	\$ 2,150	\$ 56,090	\$ 56,670
	Labor - Maintenance	\$ 263,990	\$ 289,810	\$ 11,150	\$ 21,530	\$ 14,320	\$ 336,810	\$ 336,780
	Labor - Maintenance Workers Comp	\$ 13,820	\$ 14,320	\$ 550	\$ 1,060	\$ 710	\$ 16,640	\$ 16,950
	Fuel	\$ 313,530	\$ 234,390	\$ 9,020	\$ 17,420	\$ 11,580	\$ 272,410	\$ 266,190
	Insurance	\$ 162,440	\$ 151,310	\$ 5,820	\$ 11,240	\$ 7,480	\$ 175,850	\$ 195,690
	Maintenance (parts, supplies, materials)	\$ 195,420	\$ 159,050	\$ 6,120	\$ 11,820	\$ 7,860	\$ 184,850	\$ 201,110
	Maintenance Contract Costs	\$ 31,890	\$ 23,300	\$ 900	\$ 1,730	\$ 1,150	\$ 27,080	\$ 27,140
	Total Operations	\$ 2,132,340	\$ 2,020,520	\$ 62,470	\$ 138,570	\$ 92,930	\$ 2,314,490	\$ 2,364,010
Capital/Studies:								
	Total Capital Outlay	\$ 1,019,670	\$ 136,310	\$ 4,210	\$ 9,350	\$ 6,270	\$ 156,140	\$ 3,540,870
Contingency	hourly	\$ 27,510	\$ 28,260	\$ 870	\$ 1,940	\$ 1,300	\$ 32,370	\$ 31,880
PERS Buyout	operations cost	\$ 38,530	\$ 34,400	\$ 1,060	\$ 2,360	\$ 1,580	\$ 39,400	\$ 38,000
Loan Repayment	operations cost	\$ 102,020	\$ 91,080	\$ 2,820	\$ 6,250	\$ 4,190	\$ 104,340	\$ 97,620
TOTAL FUNDING USES		\$ 3,648,160	\$ 2,645,070	\$ 81,770	\$ 181,410	\$ 121,650	\$ 3,029,900	\$ 6,468,040
TOTAL NON-CAPITAL EXPENDITURES		\$ 2,526,470	\$ 2,417,680	\$ 74,740	\$ 165,810	\$ 111,190	\$ 2,769,420	\$ 2,829,550

		Total Adopted Budget	Weekday Proposed Budget	Express Proposed Budget	Saturday Proposed Budget	Sunday Proposed Budget	Total Proposed Budget	Projected Budget
		FY 2023-24	FY 2024-25	FY 2024-25	FY 2024-25	FY 2024-25	FY 2024-25	FY 2025-26
Route 10								
	<u>Measure:</u>							
	Annual Hours	10,790	10,150	-	710	400	11,260	11,260
	Annual Miles	339,270	285,750	-	20,190	12,180	318,120	318,120
Administration:								
Total Administration (Net of Contracts)		\$ 291,190	\$ 312,930	\$ -	\$ 21,990	\$ 12,800	\$ 347,720	\$ 359,200
Service Delivery:	<u>Basis:</u>							
Labor - Operations	hourly	\$ 925,030						
Bus Operators	hourly		\$ 675,050	\$ -	\$ 47,220	\$ 26,600	\$ 748,870	\$ 756,560
Training Staff	hourly		\$ 51,150	\$ -	\$ 3,580	\$ 2,020	\$ 56,750	\$ 57,340
Operations Supervisors/Schedulers	hourly		\$ 187,670	\$ -	\$ 13,130	\$ 7,400	\$ 208,200	\$ 215,170
Ops. Mgt. / Oversight	hourly		\$ 54,280	\$ -	\$ 3,800	\$ 2,140	\$ 60,220	\$ 61,110
Labor - Operations Workers Comp	hourly	\$ 42,430	\$ 43,620	\$ -	\$ 3,050	\$ 1,720	\$ 48,390	\$ 48,890
Labor - Maintenance	miles	\$ 221,840	\$ 291,890	\$ -	\$ 20,620	\$ 12,440	\$ 324,950	\$ 324,920
Labor - Maintenance Workers Comp	miles	\$ 11,620	\$ 14,420	\$ -	\$ 1,020	\$ 610	\$ 16,050	\$ 16,350
Fuel	miles	\$ 308,310	\$ 236,080	\$ -	\$ 16,680	\$ 10,060	\$ 262,820	\$ 256,820
Insurance	miles	\$ 159,740	\$ 152,400	\$ -	\$ 10,770	\$ 6,500	\$ 169,670	\$ 188,800
Maintenance (parts, supplies, materials)	miles	\$ 192,160	\$ 160,190	\$ -	\$ 11,320	\$ 6,830	\$ 178,340	\$ 194,030
Maintenance Contract Costs	miles	\$ 31,350	\$ 23,470	\$ -	\$ 1,660	\$ 1,000	\$ 26,130	\$ 26,190
Total Operations		\$ 1,892,480	\$ 1,890,220	\$ -	\$ 132,850	\$ 77,320	\$ 2,100,390	\$ 2,146,180
Capital/Studies:								
Total Capital Outlay		\$ 856,870	\$ 127,520	\$ -	\$ 8,960	\$ 5,220	\$ 141,700	\$ 3,214,600
Contingency	hourly	\$ 23,120	\$ 26,440	\$ -	\$ 1,860	\$ 1,080	\$ 29,380	\$ 27,510
PERS Buyout	operations cost	\$ 34,200	\$ 32,180	\$ -	\$ 2,260	\$ 1,320	\$ 35,760	\$ 34,500
Loan Repayment	operations cost	\$ 90,550	\$ 85,200	\$ -	\$ 5,990	\$ 3,490	\$ 94,680	\$ 88,630
TOTAL FUNDING USES		\$ 3,188,410	\$ 2,474,490	\$ -	\$ 173,910	\$ 101,230	\$ 2,749,630	\$ 5,870,620
TOTAL NON-CAPITAL EXPENDITURES		\$ 2,240,990	\$ 2,261,770	\$ -	\$ 158,960	\$ 92,520	\$ 2,513,250	\$ 2,567,390

		Total (12/14/15)	Weekday	Weekday Rte 14	Saturday	Sunday	Total	Projected
		Adopted	Proposed	Proposed	Proposed	Proposed	Proposed	Budget
		Budget	Budget	Budget	Budget	Budget	Budget	Budget
		FY 2023-24	FY 2024-25	FY 2024-25	FY 2024-25	FY 2024-25	FY 2024-25	FY 2025-26
Route 12, and Route 14 Tripper								
	<u>Measure:</u>							
	Annual Hours	10,890	6,190	130	480	450	7,250	7,250
	Annual Miles	310,690	240,570	165,060	12,330	11,340	429,300	429,300
Administration:								
	Total Administration (Net of Contracts)	\$ 283,940	\$ 224,580	\$ 86,150	\$ 14,190	\$ 13,200	\$ 338,120	\$ 350,210
Service Delivery:								
	<u>Basis:</u>							
	Labor - Operations	\$ 933,600						
	Bus Operators		\$ 411,680	\$ 8,650	\$ 31,920	\$ 29,930	\$ 482,180	\$ 487,130
	Training Staff		\$ 31,190	\$ 660	\$ 2,420	\$ 2,270	\$ 36,540	\$ 36,920
	Operations Supervisors/Schedulers		\$ 114,450	\$ 2,400	\$ 8,870	\$ 8,320	\$ 134,040	\$ 138,540
	Ops. Mgt. / Oversight		\$ 33,100	\$ 700	\$ 2,570	\$ 2,410	\$ 38,780	\$ 39,340
	Labor - Operations Workers Comp	\$ 42,820	\$ 26,600	\$ 560	\$ 2,060	\$ 1,930	\$ 31,150	\$ 31,480
	Labor - Maintenance	\$ 223,910	\$ 245,740	\$ 168,610	\$ 12,590	\$ 11,580	\$ 438,520	\$ 438,480
	Labor - Maintenance Workers Comp	\$ 11,720	\$ 12,140	\$ 8,330	\$ 620	\$ 570	\$ 21,660	\$ 22,070
	Fuel	\$ 282,340	\$ 198,750	\$ 136,370	\$ 10,190	\$ 9,370	\$ 354,680	\$ 346,570
	Insurance	\$ 146,280	\$ 128,300	\$ 88,030	\$ 6,580	\$ 6,050	\$ 228,960	\$ 254,780
	Maintenance (parts, supplies, materials)	\$ 175,980	\$ 134,860	\$ 92,530	\$ 6,910	\$ 6,360	\$ 240,660	\$ 261,840
	Maintenance Contract Costs	\$ 28,710	\$ 19,760	\$ 13,560	\$ 1,010	\$ 930	\$ 35,260	\$ 35,340
	Total Operations	\$ 1,845,360	\$ 1,356,570	\$ 520,400	\$ 85,740	\$ 79,720	\$ 2,042,430	\$ 2,092,490
Capital/Studies:								
	Total Capital Outlay	\$ 864,820	\$ 91,520	\$ 35,110	\$ 5,780	\$ 5,380	\$ 137,790	\$ 3,134,180
	Contingency	\$ 23,340	\$ 18,970	\$ 7,280	\$ 1,200	\$ 1,120	\$ 28,570	\$ 17,710
	PERS Buyout	\$ 33,340	\$ 23,090	\$ 8,860	\$ 1,460	\$ 1,360	\$ 34,770	\$ 33,640
	Loan Repayment	\$ 88,300	\$ 61,150	\$ 23,460	\$ 3,860	\$ 3,590	\$ 92,060	\$ 86,410
TOTAL FUNDING USES		\$ 3,139,100	\$ 1,775,880	\$ 681,260	\$ 112,230	\$ 104,370	\$ 2,673,740	\$ 5,714,640
TOTAL NON-CAPITAL EXPENDITURES		\$ 2,185,980	\$ 1,623,210	\$ 622,690	\$ 102,590	\$ 95,400	\$ 2,443,890	\$ 2,494,050

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		Weekday Proposed Budget	Saturday Proposed Budget	Sunday Proposed Budget	Total Proposed Budget	Projected Budget
		<u>FY 2024-25</u>	<u>FY 2024-25</u>	<u>FY 2024-25</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>
Route 15						
	<u>Measure:</u>					
	Annual Hours	2,280	550	390	3,220	3,220
	Annual Miles	72,520	16,990	10,050	99,560	99,560
Administration:						
Total Administration (Net of Contracts)		\$ 74,530	\$ 17,720	\$ 11,550	\$ 103,800	\$ 107,270
Service Delivery:	<u>Basis:</u>					
Labor - Operations	hourly					
Bus Operators	hourly	\$ 151,640	\$ 36,580	\$ 25,940	\$ 214,160	\$ 216,350
Training Staff	hourly	\$ 11,490	\$ 2,770	\$ 1,970	\$ 16,230	\$ 16,400
Operations Supervisors/Schedulers	hourly	\$ 42,160	\$ 10,170	\$ 7,210	\$ 59,540	\$ 61,530
Ops. Mgt. / Oversight	hourly	\$ 12,190	\$ 2,940	\$ 2,090	\$ 17,220	\$ 17,470
Labor - Operations Workers Comp	hourly	\$ 9,800	\$ 2,360	\$ 1,680	\$ 13,840	\$ 13,980
Labor - Maintenance	miles	\$ 74,080	\$ 17,360	\$ 10,270	\$ 101,710	\$ 101,690
Labor - Maintenance Workers Comp	miles	\$ 3,660	\$ 860	\$ 510	\$ 5,030	\$ 5,120
Fuel	miles	\$ 59,910	\$ 14,040	\$ 8,300	\$ 82,250	\$ 80,370
Insurance	miles	\$ 38,680	\$ 9,060	\$ 5,360	\$ 53,100	\$ 59,090
Maintenance (parts, supplies, materials)	miles	\$ 40,650	\$ 9,520	\$ 5,630	\$ 55,800	\$ 60,720
Maintenance Contract Costs	miles	\$ 5,960	\$ 1,400	\$ 830	\$ 8,190	\$ 8,200
Total Operations		\$ 450,220	\$ 107,060	\$ 69,790	\$ 627,070	\$ 640,920
Capital/Studies:						
Total Capital Outlay		\$ 30,370	\$ 7,220	\$ 4,710	\$ 42,300	\$ 959,990
Contingency	hourly	\$ 6,300	\$ 1,500	\$ 980	\$ 8,780	\$ 7,870
PERS Buyout	operations cost	\$ 7,660	\$ 1,820	\$ 1,190	\$ 10,670	\$ 10,300
Loan Repayment	operations cost	\$ 20,290	\$ 4,830	\$ 3,150	\$ 28,270	\$ 26,470
TOTAL FUNDING USES		\$ 589,370	\$ 140,150	\$ 91,370	\$ 820,890	\$ 1,752,820
TOTAL NON-CAPITAL EXPENDITURES		\$ 538,710	\$ 128,100	\$ 83,510	\$ 750,320	\$ 766,360

		Total Adopted Budget	Total Proposed Budget	Projected Budget
		<u>FY 2023-24</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>
Runabout				
	<u>Measure:</u>			
	Annual Hours	27,410	22,890	25,410
	Annual Miles	464,490	360,550	403,820
Administration:				
Total Administration (Net of Contracts)		\$ 615,090	\$ 561,230	\$ 644,180
Service Delivery:	<u>Basis:</u>			
Labor - Operations	hourly	\$ 2,349,870		
Bus Operators	hourly		\$ 1,522,360	\$ 1,707,290
Training Staff	hourly		\$ 115,360	\$ 129,390
Operations Supervisors/Schedulers	hourly		\$ 423,220	\$ 485,580
Ops. Mgt. / Oversight	hourly		\$ 122,400	\$ 137,900
Labor - Operations Workers Comp	hourly	\$ 107,770	\$ 98,380	\$ 110,340
Labor - Maintenance	miles	\$ 563,560	\$ 368,300	\$ 412,450
Labor - Maintenance Workers Comp	miles	\$ 29,510	\$ 18,200	\$ 20,760
Fuel	miles	\$ 422,100	\$ 297,870	\$ 326,000
Insurance	miles	\$ 218,690	\$ 192,290	\$ 239,660
Maintenance (parts, supplies, materials)	miles	\$ 263,090	\$ 202,120	\$ 246,300
Maintenance Contract Costs	miles	\$ 42,930	\$ 29,620	\$ 33,240
Total Operations		\$ 3,997,520	\$ 3,390,120	\$ 3,848,910
Capital/Studies:				
Total Capital Outlay		\$ 732,760	\$ 946,240	\$ 1,205,980
Contingency	hourly	\$ 58,740	\$ 47,420	\$ 62,070
PERS Buyout	operations cost	\$ 72,240	\$ 57,710	\$ 61,870
Loan Repayment	operations cost	\$ 191,270	\$ 152,810	\$ 158,940
TOTAL FUNDING USES		\$ 5,667,620	\$ 5,155,530	\$ 5,981,950
TOTAL NON-CAPITAL EXPENDITURES		\$ 4,743,590	\$ 4,056,480	\$ 4,617,030

		Total Adopted Budget FY 2023-24	Proposed Route 21 Budget FY 2024-25	Proposed Route 24 Budget FY 2024-25	Proposed Route 27 Budget FY 2024-25	Proposed Route 28 Budget FY 2024-25	Total Proposed Budget FY 2024-25	Projected Budget FY 2025-26
South County Transit								
	<u>Measure:</u>							
	Annual Hours	13,890	3,810	3,850	3,030	3,860	14,550	14,550
	Annual Miles	219,180	74,100	57,090	39,640	53,400	224,230	224,230
Administration:								
	Total Administration (Net of Contracts)	\$ 306,620	\$ 100,580	\$ 92,590	\$ 70,170	\$ 90,880	\$ 354,220	\$ 365,150
Service Delivery:								
	<u>Basis:</u>							
	Labor - Operations	hourly \$ 1,190,800						
	Bus Operators	hourly	\$ 253,390	\$ 256,050	\$ 201,520	\$ 256,720	\$ 967,680	\$ 977,610
	Training Staff	hourly	\$ 19,200	\$ 19,400	\$ 15,270	\$ 19,450	\$ 73,320	\$ 74,090
	Operations Supervisors/Schedulers	hourly	\$ 70,440	\$ 71,180	\$ 56,020	\$ 71,370	\$ 269,010	\$ 278,050
	Ops. Mgt. / Oversight	hourly	\$ 20,370	\$ 20,590	\$ 16,200	\$ 20,640	\$ 77,800	\$ 78,960
	Labor - Operations Workers Comp	hourly \$ 54,620	\$ 16,380	\$ 16,550	\$ 13,020	\$ 16,590	\$ 62,540	\$ 63,180
	Labor - Maintenance	miles \$ 285,590	\$ 75,690	\$ 58,320	\$ 40,490	\$ 54,550	\$ 229,050	\$ 229,020
	Labor - Maintenance Workers Comp	miles \$ 14,950	\$ 3,740	\$ 2,880	\$ 2,000	\$ 2,700	\$ 11,320	\$ 11,530
	Fuel	miles \$ 199,180	\$ 61,220	\$ 47,170	\$ 32,750	\$ 44,120	\$ 185,260	\$ 181,020
	Insurance	miles \$ 103,200	\$ 39,520	\$ 30,450	\$ 21,140	\$ 28,480	\$ 119,590	\$ 133,080
	Maintenance (parts, supplies, materials)	miles \$ 124,150	\$ 41,540	\$ 32,000	\$ 22,220	\$ 29,940	\$ 125,700	\$ 136,760
	Maintenance Contract Costs	miles \$ 20,250	\$ 6,090	\$ 4,690	\$ 3,260	\$ 4,390	\$ 18,430	\$ 18,460
	Total Operations	\$ 1,992,740	\$ 607,580	\$ 559,280	\$ 423,890	\$ 548,950	\$ 2,139,700	\$ 2,181,760
Capital/Studies:								
	Total Capital Outlay	\$ 243,530	\$ 57,520	\$ 52,940	\$ 40,130	\$ 51,960	\$ 202,550	\$ 3,326,990
	Contingency	hourly \$ 29,770	\$ 8,500	\$ 7,820	\$ 5,930	\$ 7,680	\$ 29,930	\$ 35,540
	Loan Repayment	operations cost \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL FUNDING USES		\$ 2,572,660	\$ 774,180	\$ 712,630	\$ 540,120	\$ 699,470	\$ 2,726,400	\$ 5,909,440
TOTAL NON-CAPITAL EXPENDITURES		\$ 2,329,130	\$ 716,660	\$ 659,690	\$ 499,990	\$ 647,510	\$ 2,523,850	\$ 2,582,450

			Adopted Budget	Total Proposed Budget	Projected Budget
			FY 2023-24	FY 2024-25	FY 2025-26
County Services					
Administration:					
		Total Administration (Net of Contracts)	\$ 122,450	\$ 129,560	\$ 136,780
Service Delivery:					
Labor - Operations	hourly		\$ 407,150		
Bus Operators	hourly			\$ 301,170	\$ 313,920
Training Staff	hourly			\$ 22,820	\$ 23,790
Operations Supervisors/Schedulers	hourly			\$ 83,730	\$ 89,290
Ops. Mgt. / Oversight	hourly			\$ 24,220	\$ 25,360
Labor - Operations Workers Comp	hourly		\$ 18,670	\$ 19,460	\$ 20,280
Labor - Maintenance	miles		\$ 97,640	\$ 107,860	\$ 110,370
Labor - Maintenance Workers Comp	miles		\$ 5,110	\$ 5,330	\$ 5,560
Fuel	miles		\$ 37,860	\$ 35,870	\$ 35,870
Insurance	miles		\$ 19,610	\$ 23,150	\$ 26,360
Special Transit (Senior Vans, Incentives, etc)	n/a		\$ 33,740	\$ 33,500	\$ 35,160
Maintenance (parts, supplies, materials)	miles		\$ 23,600	\$ 21,930	\$ 22,510
Maintenance Contract Costs	miles		\$ 3,850	\$ 4,060	\$ 4,260
		Total Operations	\$ 647,230	\$ 683,100	\$ 712,730
Capital/Studies:					
		Total Capital Outlay	\$ 10,870	\$ 21,000	\$ 12,200
Contingency	hourly		\$ 9,240	\$ 9,750	\$ 10,190
Loan Repayment	operations cost		\$ -	\$ -	\$ -
TOTAL FUNDING USES			\$ 789,790	\$ 843,410	\$ 871,900
TOTAL NON-CAPITAL EXPENDITURES			\$ 778,920	\$ 822,410	\$ 859,700

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		Total Adopted Budget	Proposed Route A & B Budget	Proposed Paso DAR Budget	Total Proposed Budget	Projected Budget
		<u>FY 2023-24</u>	<u>FY 2024-25</u>	<u>FY 2024-25</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>
North County Services						
	<u>Measure:</u>					
	Annual Hours	7,440	5,730	1,440	7,170	7,170
	Annual Miles	97,480	77,550	12,170	89,720	89,720
Administration:						
	Total Administration (Net of Contracts)	\$ 157,990	\$ 134,030	\$ 29,950	\$ 163,980	\$ 168,930
Service Delivery:						
	<u>Basis:</u>					
	Labor - Operations	hourly	\$ 637,840			
	Bus Operators	hourly		\$ 381,090	\$ 95,770	\$ 476,860
	Training Staff	hourly		\$ 28,880	\$ 7,260	\$ 36,140
	Operations Supervisors/Schedulers	hourly		\$ 105,940	\$ 26,620	\$ 132,560
	Ops. Mgt. / Oversight	hourly		\$ 30,640	\$ 7,700	\$ 38,340
	Labor - Operations Workers Comp	hourly	\$ 29,250	\$ 24,630	\$ 6,190	\$ 30,820
	Labor - Maintenance	miles	\$ 152,970	\$ 79,220	\$ 12,430	\$ 91,650
	Labor - Maintenance Workers Comp	miles	\$ 8,010	\$ 3,910	\$ 610	\$ 4,520
	Fuel	miles	\$ 88,590	\$ 64,070	\$ 10,050	\$ 74,120
	Insurance	miles	\$ 45,890	\$ 41,360	\$ 6,490	\$ 47,850
	Maintenance (parts, supplies, materials)	miles	\$ 55,220	\$ 43,470	\$ 6,820	\$ 50,290
	Maintenance Contract Costs	miles	\$ 9,010	\$ 6,370	\$ 1,000	\$ 7,370
	Total Operations		\$ 1,026,780	\$ 809,580	\$ 180,940	\$ 990,520
						\$ 1,009,360
Capital/Studies:						
	Total Capital Outlay	\$ 130,440	\$ 54,610	\$ 12,210	\$ 66,820	\$ 1,511,840
Contingency		hourly	\$ 15,940	\$ 11,320	\$ 2,530	\$ 13,850
Loan Repayment		operations cost	\$ -	\$ -	\$ -	\$ -
TOTAL FUNDING USES			\$ 1,331,150	\$ 1,009,540	\$ 225,630	\$ 1,235,170
TOTAL NON-CAPITAL EXPENDITURES			\$ 1,200,710	\$ 954,930	\$ 213,420	\$ 1,168,350

RTA Staff Salary Schedule

FY 2024/2025 - Unrepresented Positions

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Administrative Assistant	\$53,571.47	\$56,250.06	\$59,062.57	\$62,015.69	\$64,496.32	\$66,431.22	\$67,759.84
Customer Service Clerk (<i>proposed, see A-9</i>)	\$53,571.47	\$56,250.06	\$59,062.57	\$62,015.69	\$64,496.32	\$66,431.22	\$67,759.84
Accounting Technician I	\$56,250.06	\$59,062.57	\$62,015.69	\$65,116.48	\$67,721.13	\$69,752.77	\$71,147.82
Accounting Technician II	\$61,875.07	\$64,968.83	\$68,217.26	\$71,628.13	\$74,493.25	\$76,728.04	\$78,262.60
Operations Supervisor	\$65,756.59	\$69,044.42	\$72,496.64	\$76,121.48	\$79,166.33	\$81,541.32	\$83,172.15
Scheduling Supervisor	\$65,756.59	\$69,044.42	\$72,496.64	\$76,121.48	\$79,166.33	\$81,541.32	\$83,172.15
Facilities Assistant Manager	\$67,458.87	\$70,831.82	\$74,373.41	\$78,092.07	\$81,215.75	\$83,652.21	\$85,325.28
Transit Training Instructor	\$70,205.95	\$73,716.26	\$77,402.06	\$81,272.17	\$84,523.05	\$87,058.74	\$88,799.91
Transit Training Instructor/Mobility Specialist	\$70,205.95	\$73,716.26	\$77,402.06	\$81,272.17	\$84,523.05	\$87,058.74	\$88,799.91
Lead Supervisor	\$75,380.46	\$79,149.48	\$83,106.95	\$87,262.30	\$90,752.80	\$93,475.38	\$95,344.89
Human Resources Officer	\$77,264.97	\$81,128.22	\$85,184.63	\$89,443.86	\$93,021.62	\$95,812.27	\$97,728.51
Maintenance Assistant Manager	\$82,776.86	\$86,915.69	\$91,261.48	\$95,824.55	\$99,657.54	\$102,647.25	\$104,700.20
Manager, Marketing and Community Relations	\$89,443.86	\$93,916.04	\$98,611.85	\$103,542.44	\$107,684.15	\$110,914.66	\$113,132.95
Manager, Grants	\$89,443.86	\$93,916.04	\$98,611.85	\$103,542.44	\$107,684.15	\$110,914.66	\$113,132.95
Manager, Safety and Training	\$89,443.86	\$93,916.04	\$98,611.85	\$103,542.44	\$107,684.15	\$110,914.66	\$113,132.95
Manager, Maintenance and Facilities	\$106,067.87	\$111,371.27	\$116,939.83	\$122,786.83	\$127,698.30	\$131,529.25	\$134,159.84
Manager, Operations	\$122,786.83	\$128,926.17	\$135,372.47	\$142,141.09	\$147,826.74	\$152,261.53	\$155,306.76
Deputy Director/CFO	\$141,576.53	\$148,655.35	\$156,088.11	\$163,892.54	\$170,448.23	\$175,561.68	\$179,072.91
Executive Director	\$156,169.55						\$189,815.04

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