

# report

GENERAL MANAGER'S



## AC Transit Hits Record High with NBO Graduates

May marks a significant milestone for AC Transit, with 20 new Bus Operators (NBOs) graduating, setting an all-time high, while maintaining an impressively low attrition rate of just 2. The “Big 20” as they coined themselves are now ready for revenue service out of the Richmond-Division 3.

The average certification rate has risen from 75% in 2024 to 83% to date in 2025. This improvement reflects not just one change, but the strengthened collaboration between the Operations and Human Resources teams, including the upcoming launch of a three-day New Bus Operator Orientation.

The District, however, continues to navigate the challenges of the Bay Area labor market, particularly the significant task of recruiting Bus Operators amid soaring housing costs and intense competition for talent from other transportation-related employers.

As a result, the District is continually assessing and refining its recruitment strategies, onboarding processes, and overall approach to operator training. These workforce efforts were recently recognized by the East Bay Economic Development Alliance (East Bay EDA), which honored the District with the prestigious 2025 East Bay Innovation Award for Community Impact.

The successful transition of the Big 20 into professional Bus Operators also represents another significant achievement: Division 3 is now fully staffed with enough Bus Operators to cover all its regularly scheduled runs.



**Front row,** Left to Right: R. Ward, J. Vanpelt II, M. Villaseñor, D. Turrentine, Y. Ortiz, M. McKinney, B. Mathews, P. Mason, T. Harris Sr, **Back row,** Left to Right: J. Haliburton, U. Gregory, D. Guerrero-Benitez, M. Ghezavat, J. Castro, J. Blackard II, L. Byrd Jr, F. Assali, R. Aviles Jr, T. Austin, M. Aaron Jr

Nearly 150 key stakeholders, including mayors and councilmembers, joined over 50 community organizations during the series of 2025 State of AC Transit Breakfast Briefings, underscoring strong regional interest in the future of public transit.

## Breakfast Briefings Tackle Fiscal Gap with Elected Officials and Community Stakeholders

AC Transit is nearing the conclusion of its 2025 State of AC Transit Breakfast Briefings: a series of ward-focused public forums designed to keep community leaders and elected officials informed about our transit district's top priorities and initiatives.

These engaging morning gatherings showcase our ongoing innovations and emphasize the increasing urgency of AC Transit's fiscal challenges as the District enters a pivotal year of transition.

While a few briefings are still to come, nearly 150 key stakeholders have already participated. Attendees include Fremont Mayor Salwan and Councilmembers Desrie Campbell, Kathy Kimberlin, and Yang Shao; Newark Councilmember Matthew Jorgens; Berkeley Councilmembers Igor Tregub and Brent Blackaby; El Cerrito Mayor Carolyn Wysinger and Councilmember Rebecca Saltzman; Albany Councilmembers Jennifer Hansen-Romero and John Anthony Miki; and BART Director Barnali Ghosh. Community representation was equally strong, with participation from over 50 organizations, including the AC Transit General Manager's Access Committee (GMAC), Fremont Mobility Commission, East Bay School for the Blind, Black Cultural Zone, and East Bay Leadership Council.

The discussions have centered on AC Transit's projected \$41 million deficit for the upcoming fiscal year, which is expected to widen significantly, reaching nearly \$72 million by FY 2026-27. The briefings have also helped the public better understand the District's four-year budget shortfall, which has increased by 55%, increasing from a \$149 million projection last fall to an alarming \$224 million under revised revenue estimates.

A key point shared during the briefings was the District's strategy for improving its financial outlook. In addition to reducing operating costs by cutting non-essential spending and implementing hiring controls, AC Transit outlined plans to increase revenue. While the AC Transit Board of Directors recently approved a fare increase, the District is also exploring other funding options to strengthen its financial position.

*continued on page 2*

## what's inside

- AC Transit Appoints New General Manager
- Realign Means Smarter Network by the 'Numbers'
- New Throne Restrooms are Flush with Praise
- Ready in 1-2-3: New 3-Day Orientation
- Oakland Ballers and AC Transit Pitch a Fresh Start

## Advocating for Essential Transit Funding

AC Transit has a longstanding tradition of working closely with lawmakers to advocate for transit funding, often through letters of support. These support letters serve multiple purposes: they highlight the urgency of securing the \$2 billion budget “ask” stewarded by Senator Jesse Arreguin and Assemblymember Mark Gonzalez to bridge the short-term transit funding gap; demonstrate strong alignment between elected officials and the communities they represent and can play a key role in shaping how funds are prioritized in the state budget.



Councilmembers and community groups requested details on AC Transit's rising four-year budget shortfall, now \$224 million - up from \$149 million last fall.

AC Transit has prepared a letter of support that underscores, for lawmakers, the vital importance of maintaining transit funding, emphasizing its essential role in sustaining economic recovery and advancing equity.

"More than 75 percent of pre-pandemic riders have returned, and ridership continues to grow. Of those riders, 65 percent are low-income, 75 percent are people of color, and nearly half are entirely transit dependent."

The support letter also highlights that transit funding is not solely an issue for AC Transit, but a vital necessity for the East Bay.



Berkeley Councilmember Igor Tregub discusses with the AC Transit team how he and fellow elected officials can champion the District's request for additional operating resources.

"Without new investment, AC Transit faces deep service reductions that echo the severe and painful cuts made during the shelter-in-place orders of the 2020 COVID-19 pandemic. That would be devastating for our community. State investment is urgently needed to maintain the current 85 percent service level while long-term funding solutions, such as SB 63, are developed."

## Securing Sustainable Funding

The support letter also emphasizes the urgent need to secure a long-term, sustainable funding source, such as Senate Bill (SB) 63. This proposal aims to place a 30-year, half-cent sales tax measure on the November 2026 ballot for San Francisco, Contra Costa, and Alameda Counties. Co-sponsored by State Senators Scott Wiener and Jesse Arreguin, the measure represents more than a policy - it serves as a vital lifeline.

During the briefings, AC Transit also shared details about what our transit district refers to as its Plan B - a District-led parcel tax measure. Polling conducted in March 2025 revealed that while voters highly value quality public transit and recognize AC Transit's financial challenges, many remain tax-averse and have low confidence in government and the economy. Consequently, a proposed \$13 per month parcel tax received a 54% to 61% support level, and a \$19 per month parcel tax garnered between 48% and 53% support, but neither reached the two-thirds majority needed to pass.

This year's annual Breakfast Briefings took on a renewed focus, emphasizing the urgent need for policymakers and the community to actively support and safeguard the future of AC Transit's bus network.

The Honorable Mike McGuire  
President pro Tem  
California State Senate  
1021 O Street, Ste. 8518

Senator Scott Wiener  
California State Senate  
1021 O Street, Ste. 8620  
Sacramento, CA 95814

Assemblymember Jesse Gabriel  
California State Assembly  
P.O. Box 942849  
Sacramento, CA 94249

The Honorable Robert Rivas  
Speaker  
California State Assembly  
1021 O Street, Ste. 8330

Senator Laura Richardson  
California State Senate  
1021 O Street, Ste. 7340  
Sacramento, CA 95814

Assemblymember Steve Bennett  
California State Assembly  
P.O. Box 942849  
Sacramento, CA 94249

### Re: Support for \$2 Billion Budget Request to Sustain California Public Transit

Dear Pro Tem McGuire, Speaker Rivas, Senators Wiener and Richardson, Assemblymember Gabriel and Bennett,

As a local elected official representing the [City of XXXX], I write in strong support of the \$2 billion budget request, championed by Senator Arreguin and Assemblymember Gonzalez, to stabilize and sustain public transit operations across California. This investment is essential to protecting mobility for our residents - especially those who depend on the Alameda-Contra Costa Transit District (AC Transit) every day.

AC Transit is a lifeline in our community. It connects students to school, workers to jobs, and families to opportunity, while also providing critical regional connections to BART, Amtrak, SFMTA, and other local transit agencies. More than 75 percent of pre-pandemic riders have returned, and ridership continues to grow. Of those riders, 65 percent are low-income, 75 percent are people of color, and nearly half are entirely transit dependent. In our city and throughout the East Bay, these are the people who keep our economy moving, and they rely on frequent, reliable bus service to get where they need to go.

Like other transit systems across the state, AC Transit faces deep operational deficits projected at \$224 million over the next four years due to pandemic-era revenue losses, inflation, labor costs, and the expiration of state and federal relief funds. Without new investment, AC Transit faces deep service reductions that echo the severe and painful cuts made during the shelter-in-place orders of the 2020 COVID-19 pandemic.

AC Transit has drafted a letter of support for lawmakers, highlighting the critical need to maintain transit funding, not just for the District, but as an essential investment in East Bay equity and the economy.



## Llamas Appointed as AC Transit's New General Manager and CEO



*Llamas joined AC Transit in 2012 as the Director of Maintenance and was selected as Chief Operating Officer in 2017. During the selection process, the Board highlighted his deep connection with the agency's 2,300 employees and his strong grasp of the Bay Area's distinctive transit landscape as key factors that set him apart.*

The AC Transit Board of Directors announced the appointment of Salvador "Sal" Llamas as the transit district's new General Manager and Chief Executive Officer, beginning May 15.

Mr. Llamas' appointment follows a national search led by Krauthamer & Associates, a firm with 50+ years of executive placement experience. The process included community and employee listening sessions that helped shape priorities and leadership qualities for AC Transit's next General Manager.

Each finalist showed strong leadership, but Mr. Llamas stood out for his strong connection with our 2,300 employees and deep understanding of the Bay Area's unique transit needs.

"As AC Transit's Chief Operating Officer, Sal showed a comprehensive understanding of our operating and capital budgets – an asset critical to ensuring the District's immediate and long-term stability. With the new fiscal year ushering in a period of undeniable transition, the Board recognized the need for a solutions-oriented executive who can guide us through ongoing fiscal challenges with agility and foresight. We are confident that Mr. Llamas brings all these qualities, and more, to his new role as GM-CEO."

Mr. Llamas joined AC Transit in 2012 as Director of Maintenance and became Chief Operating Officer in 2017. Over 13 years, he has driven key improvements, including a nearly 10% boost in on-time performance and a 43% drop in accident rates. He also led the District's Emergency Operations Center during the COVID-19 pandemic.

He led key initiatives, including the Transit Asset Management Plan, Safety Plan, and the nationally recognized 5X5 Study, a roadmap for zero-emission fleet transitions.

For Mr. Llamas, transit was a lifeline growing up. After eight years in the U.S. Marine Corps, he returned to Los Angeles to give back, beginning as an Equipment Maintenance Supervisor at LA Metro. His dedication propelled him to Maintenance Operations Manager before joining AC Transit, reflecting a lifelong commitment to service and impact.

"My time with the District has only strengthened my resolve that our bus lines are essential lifelines, driving the success of the East Bay. That success takes a team, and AC Transit is home to some of the most ingenious professionals in the industry. Although the pandemic has shifted rider demands, it will not shift our time-honored commitment to equitable, reliable, accessible, and, most importantly, affordable transit. I am grateful for the opportunity to continue our shared mission as General Manager," said Salvador Llamas.

Mr. Llamas holds a B.S. in Business Administration and leadership certifications from APTA, Eno, and NTI. He also supports emerging transit professionals through his involvement with Latinos in Transit.

AC Transit thanks Interim General Manager Kathleen Kelly for her steady leadership during this transition. Her expertise ensured stability and progress, and we deeply appreciate her dedication to the District and its communities.

## Bay Area Transit Agencies Unite for a Media Blitz during All Aboard Transit Day

In a powerful show of regional unity and support for public transportation, the Metropolitan Transportation Commission (MTC), in partnership with AC Transit, other major Bay Area transit agencies, and the Bay Area Air Quality Management District, hosted a high-profile press event for "All Aboard Transit Day."



*Outside San Francisco's Ferry Building, Board President Diane Shaw spoke with television, radio, and print reporters, stressing AC Transit's essential role in supporting East Bay students and essential workers.*

*continued on page 4*

The event encouraged residents across all nine Bay Area counties to ride buses, trains, and ferries to spotlight the essential role of public transit in daily life and regional sustainability. San Francisco Supervisor and Air District board member Bilal Mahmood addressed the media, emphasizing the urgency of supporting public transportation amid looming budget shortfalls and potential service cuts.

"Transit funding is critical. Agencies throughout the Bay Area are facing fiscal challenges," Mahmood said. "It's more important than ever to highlight how essential transit is to the economic and personal well-being of residents across the region."

Representing AC Transit, Board President Diane Shaw spoke to reporters from television, radio, and print outlets, reminding the East Bay community of AC Transit's critical role.

"We are more than a network of bus lines; we are lifelines," said Shaw. As she highlighted AC Transit's all-new bus network – Realign Service Changes — which goes into effect on August 10.



Reaching an audience of over 360,000, President Shaw highlighted during the press conference that the Realign Service Changes will bring an improved bus network with 74 lines changing for the better on August 10. She also used the moment to introduce the District's newly appointed General Manager, Sal Llamas.

Shaw stressed how the new network was designed with equity and post-pandemic travel needs in mind.

"We've invested the past two years into Realign. Seventy-four lines are changing for the better, including the full restoration of school service. This will help connect 30,000 students and countless essential workers who depend on AC Transit as their only means of transportation."

The event also aligned with the kickoff of the Spare the Air summer smog season, aimed at reducing vehicle emissions through increased transit use. Shaw underscored AC Transit's pioneering leadership in zero emission bus technology.

"We're already getting riders to home, work, and school on cutting-edge zero emission buses. In 2023, our ZEB fleet saved 1,082 metric tons of greenhouse gases and that number rose to 1,396 metric tons in 2024."

The press event also served as an ideal opportunity to introduce the District's newly appointed General Manager and CEO, Sal Llamas.

With outreach from the press event reaching more than 365,000 viewers through local TV coverage alone, "All Aboard Transit Day" marked a strong push to boost public transit ridership and environmental responsibility across the Bay Area

## New Bus Line Numbers Pave the Way for a Smarter Network this August

This August represents a significant turning point for AC Transit riders as the Realign Service Changes, approved by the Board last October, are implemented throughout our bus network. With a focus on equity, these changes aim to enhance reliability and connectivity by thoughtfully redesigning some bus lines across our service areas. While new routes bring exciting opportunities, they also introduce new bus line numbers that may initially feel unfamiliar. However, as AC Transit moves closer to August, frontline employees and riders can look forward to a more streamlined, responsive system tailored to the way people are traveling in the post-pandemic East Bay.

Realign will introduce eight new bus line numbers: 9, 22, 30, 31, 72L, 211, 231, and 281. AC Transit carefully considers many factors when updating line numbers, including whether a route's destinations or endpoints have changed significantly. This helps ensure clear communication and a smoother transition for riders.

### Here's a Summary of the Updated Bus Lines

New Line 9 combines parts of Lines 10 and 99 to offer a seamless one-seat ride between San Leandro BART and Union City BART. The newly designated Line 22 extends the current Line 29 along Alcatraz Avenue, bringing service to an area that previously had none.

The existing Line 21 is receiving significant terminal adjustments and will be renumbered as Line 31. Its current companion route, Line 20, serving Fruitvale Avenue and Park Street, will become the new Line 30, strengthening the link between these coordinated routes.

New Line 211 and existing Line 210 will work together for combined frequency improvements along Fremont Avenue, which ultimately better reliability. Similarly, the new Line 231 significantly extends existing Line 212, while removing the Pacific Commons stop.

Additionally, the all-new Line 281 will be shortened and no longer serve Mission Boulevard, the Niles District, or Fremont BART.

In some instances, AC Transit chooses to preserve historically significant line numbers, even when routes change slightly. Lines 18 and 88 will maintain their numbers this August. Line 18 will return to serve Park Boulevard and Montclair as it did a decade ago, and Line 88 will continue its decades-long service along Sacramento and Market





Parts of Lines 10 and 99 form the backbone of the all-new Line 9, now providing riders with a convenient one-seat ride between San Leandro BART and Union City BART.

Streets. Since these changes involve only one endpoint and most riders will travel the same routes, AC Transit opted to keep these familiar numbers.

Line numbers may also be updated to reflect changes in service type rather than routing. Line 72R, a Rapid line introduced before the Tempo system, will shift to a 30-minute frequency and be renamed Line 72L to align with current limited-stop service standards.

Through these thoughtful adjustments, AC Transit is making its network easier to understand and more efficient, while respecting the history and needs of its riders.

These informative 45-minute breakfast briefings reinforce the critical need for policymakers and the community to actively support and preserve the future of AC Transit's bus network.



The current Line 21 will undergo major terminal changes and be renumbered as Line 31.

## Batter Up! Oakland Ballers and AC Transit Pitch a Fresh Start

AC Transit is proud to step up to the plate once again, partnering for a second year with the Oakland Ballers – the new 'boys of summer' are redefining what it means to be a professional baseball team.

More than just a startup, the Ballers are the East Bay's only professional baseball team, fueled by a star-studded roster of co-owners whose influence spans the worlds of music, sports, and entertainment. From Billie Joe Armstrong, the iconic frontman of Green Day, and hip-hop legend Too \$hort, to Olympic champion Natalie Coughlin and former NBA powerhouse Antonio Davis, the Ballers are backed by a dream team that also includes Emmy and Grammy winner Blair Underwood and multi-hyphenate comedian Chelsea Peretti.

Together, this powerhouse group is not just building a team; they're building a movement, and AC Transit is proud to be on board.

This marketing partnership offers strong visibility. At Ballers' stadium - West Oakland's Raimondi Park - AC Transit will be featured in front of 4,000 in-person fans and even more viewers tuning into televised games, with exposure on the stadium's big screens, outfield signage, co-branded social media, public address announcements, and in-game entertainment.



Additional outreach will take place during select games through on-site tabling events. Throughout the season, a specially wrapped Oakland Ballers-themed bus will operate across all four of our bus divisions.

Baseball brings communities together, builds lasting memories, and fosters civic pride. By aligning with a game deeply woven into the fabric of East Bay life, AC Transit not only strengthens its visibility but also reinforces its role as a community partner.

continued on page 6

"AC Transit's continued partnership with the Oakland Ballers is helping drive both new and returning riders to our bus network, while boosting the visibility of our transit district on and off the field," said General Manager Sal Llamas. "As the preferred way to reach Ballers games, our goal is to expand access for residents who may not have a car, while also generating new foot traffic for local vendors and small businesses along our bus lines to Raimondi stadium."

On June 20, AC Transit, The Ballers, and BART will team up for "Public Transit Day," a celebration honoring the frontline teams that keep the East Bay moving. While details are still being finalized, plans include special ticket offers, a coordinated AC Transit/BART meetup, in-game shoutouts, and community highlights to recognize the vital contributions of transit workers.

Take the 29, NL, or 14 to Raimondi Park to see the Oakland Ballers all season long!

## Operator Smartphones Unlock New Restrooms and They're Flush with Praise

In a world where restroom access was once a behind-the-scenes struggle, a new star emerges - sleek, touchless, and powered by sunlight. The Throne is more than a restroom - Operators describe it as a revolution. And like any great Hollywood blockbuster, its plot is elegantly simple: elevate the comfort and well-being of frontline heroes. The execution? Nothing short of Oscar-worthy.

Like a Hollywood premiere, this debut featured five sleek, high-tech portable restroom units placed in strategic locations, carefully selected through a collaboration with ATU Local 192, including South Hayward, West Oakland, El Cerrito Del Norte, and Richmond BART Stations, as well as 108th and MacArthur.

Thanks to a script crafted by forward-thinking minds, Operators are stepping into the spotlight with high-tech access through the Throne app – a secure, invite-only experience accessible via a unique QR code issued by division management and Road Supervision.

To ensure a smooth premiere, the District produced easy-to-follow, mobile-friendly instructional videos for both Apple and Android users. Once downloaded, the app becomes the Operator's key to comfort.

With location services on, the app magically reveals a map showing only AC Transit Thrones. As Operators approach – within 150 feet – the app cues the dramatic moment: "open door." And just like that, the magic happens. The door opens. Lights transition on. Water flows touch-free. Even the toilet flushes with a quiet sense of futuristic flair. It's a fully automated experience designed for ease, dignity, and privacy.

Yet the story does not end there. As Operators exit, they're prompted to rate cleanliness – a real-time feedback loop that keeps the vendor on standby. Collective low ratings, and the cleaning crew is dispatched. It's a system that's as responsive as it is revolutionary. Since opening day, the response has been nothing short of rave-worthy. By May 14, an impressive 286 Operators had registered for exclusive access, entering their codes like VIP passes to a better break.

Of those, 155 operators have experienced a Throne firsthand, many more than once, contributing to an impressive 796 total uses across the five locations. The fan favorite? West Oakland, commanding the spotlight with an outstanding 32.79% of all visits, followed closely by 108th Avenue with 30.78%, proving that when it comes to restrooms, location is everything.

Still, the true test of any blockbuster is audience ratings. With an average cleanliness score of 4.68 out of 5, and 64% of users weighing in, the Thrones are being hailed as long overdue. Operators are taking to the stage (and their phones) to record glowing reviews:

**"I want to tell you personally, I just went inside a Throne, and I think it's the best investment the District has made for Operators... 100."**

**– Bus Operator Donald D., D6**

**"I made a video in front of the Throne showing it off... I will share it with other Operators!"**

**– Bus Operator Lakisha H, D2**

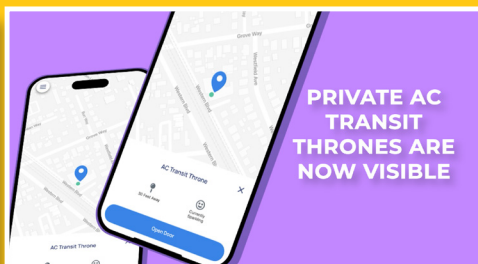
**"Using the app and the Throne is way better than the port-a-potty—it's cleaner and feels safer."**

**– Bus Operator Nate D., D2**

**"It's innovative. I've never seen this with any employer. So, thank you!"**

**– Bus Operator Thomas N., D4**

So, while enroute, cue the app, and step into the spotlight because every Operator deserves a Throne.



Bus Operators were given unique QR codes and a mobile-friendly instructional video for Apple and Android, shown above, to support a smooth Throne restroom launch.



# AC Transit Rolls Out All-New Three-Day Orientation Experience

In April 2023, the District launched a weeklong New Bus Operator (NBO) Orientation Program to help new hires feel well-prepared as they start their transit careers, while also helping them acclimate to the District's various operating divisions. Recognizing that the scale and complexity of the District can feel overwhelming at first, the orientation program offers guidance and resources to ease the transition and build confidence from the outset.



*Training Department's Michael Flocchini presents to NBO Class 155 during April's three-day orientation, outlining the TEC's clear expectations and the strong support network available to every new hire.*

Because NBOs are fundamental to our bus network, the Human Resources team evaluated the effectiveness of the orientation program. To measure its impact and ensure alignment with high-volume recruitment goals, HR gathered feedback from both new operators and staff. This input helped identify what's working well, surface challenges, guide resource adjustments when needed, and support informed decisions that enhance overall performance.

As a result of our internal assessment, the NBO Orientation program will now transition from a five-day model to a more streamlined three-day format. This condensed approach focuses on the most critical aspects of early onboarding while reducing time away from core training activities. Additionally, the orientation will now take place at the Training and Education Center, allowing new operators to become familiar with the facility where they will complete their formal instruction.

As new hires begin their careers, each department they engage with plays a vital role in supporting their success and understanding of the organization. So, orientation offers an intensive exposure starting with the Training Department to equip NBOs with the foundational skills to perform their roles safely and delivering clear expectations and consistent support throughout orientation. The General Manager also presents to provide a high-level overview of the District's mission and direction.

A discussion with Civil Rights and Compliance ensures equity and nondiscrimination in service delivery, while EEO reinforces our commitment to a fair and inclusive workplace.

Transportation and Road Supervision offer operational insights and expectations, with ATU introducing the role of the union in protecting worker rights. Additionally, the Mentor Programs connect NBOs with experienced colleagues for peer guidance.

With classroom training dedicated to behind-the-wheel success, orientation is critical to understanding accurate compensation and access to essential resources through Timekeeping, Payroll, and Benefits. Each NBO is offered insight into Wellness and Workers Compensation/Leave Management to promote physical and mental well-being.

The Maintenance team explains the importance of fleet upkeep, and IT supports the tools employees use daily. Deferred Compensation and UNIFY Credit Union provide financial planning resources, while Graduate Learning and Learning and Development highlight ongoing professional growth opportunities. Sustainability showcases our environmental commitments, and the Drug & Alcohol program underlines the importance of a safe and compliant workplace.

Together, each element of the new three-day orientation provides a comprehensive foundation for success at AC Transit.

## From the Driver's Seat to the Interview Table: Mentor Committee Takes the Wheel in Recruitment

Together, each element of the new three-day orientation provides a comprehensive foundation for success at AC Transit.

The nonverbal cues and in-the-moment interactions that help candidates understand AC Transit's culture - and allow the recruitment team to build rapport and evaluate fit - were difficult to replicate on screen.



*Veteran Bus Operators lend their frontline experience to interview panels, using real-world insight to help identify candidates with the skills and temperament needed to serve our communities.*

continued from page 7

The nonverbal cues and in-the-moment interactions that help candidates understand AC Transit's culture - and allow the recruitment team to build rapport and evaluate fit - were difficult to replicate on screen.



Veteran Bus Operators lend their frontline experience to interview panels, using real-world insight to help identify candidates with the skills and temperament needed to serve our communities.

Veteran Bus Operators were reintroduced to the interview process in late 2024, bringing frontline insight and experience back into candidate evaluations. Each applicant now participates in a single, in-person interview that includes either a veteran Operator or an Operator Mentor on the panel. To ensure a diversity of perspectives, a rotating group of 21 veteran Bus Operators and Mentors from across all operating divisions take part in the interview process. This approach ensures we select individuals who not only meet technical requirements but also embody the professionalism and service excellence our community expects.

This collaborative panel also reinforces that AC Transit is an employer where peer support and shared knowledge are foundational to our workplace culture.

## Procurement Quarterly Report

Solicitations and option years are fundamental to the success and efficiency of AC Transit's procurement process because they support strategic goals, cost control, and operational continuity.

A **solicitation** is a formal process through which the District invites suppliers or contractors to submit bids – typically in the form of Requests for Proposals (RFPs) – for goods, services, or construction projects.

An **option year** is a provision in a contract that allows the District to extend the base term by up to three (3) years, using pricing that was pre-approved at the time the contract was originally awarded.

As with all internal processes, the District is continually seeking ways to improve access to information, making it easier to understand and monitor procurement activities.

To support this goal, the District is streamlining its quarterly reporting to include option year awards recently approved by the General Manager on contracts previously authorized by the Board. Additionally, the report will feature newly issued solicitations that are likely to result in contracts requiring future Board action.

### Quarterly Contract Option Years Exercised

#### January to March, 2025

Contract Description	Supplier Name	Original Contract Start Date	Option Start Date	Option Cost	Exec Dept
Drug & Alcohol Screening Test & Medical Exam	Zenith Health Network, LLC	1/1/21	1/1/25	\$ 30,000	Civil Rights & Compliance
Drug & Alcohol Screening Test & Medical Exam	CCCMA Occupational Health Clinic	1/1/21	1/1/25	\$ 27,000	Civil Rights & Compliance
Drug & Alcohol Screening Test & Medical Exam	Concentra	1/1/21	1/1/25	\$ 28,067	Civil Rights & Compliance
Messer Hydrogen System O&M	Messer	6/2/20	1/1/25	\$ 364,406	Operations
Financial Audit Services	Crowe, LLP	6/1/20	12/1/24	\$ 20,400	Finance
State Legislative Advocacy Services	Platinum Advisors, LLC	2/12/20	2/12/25	\$ 36,559	External Affairs, Marketing & Communications

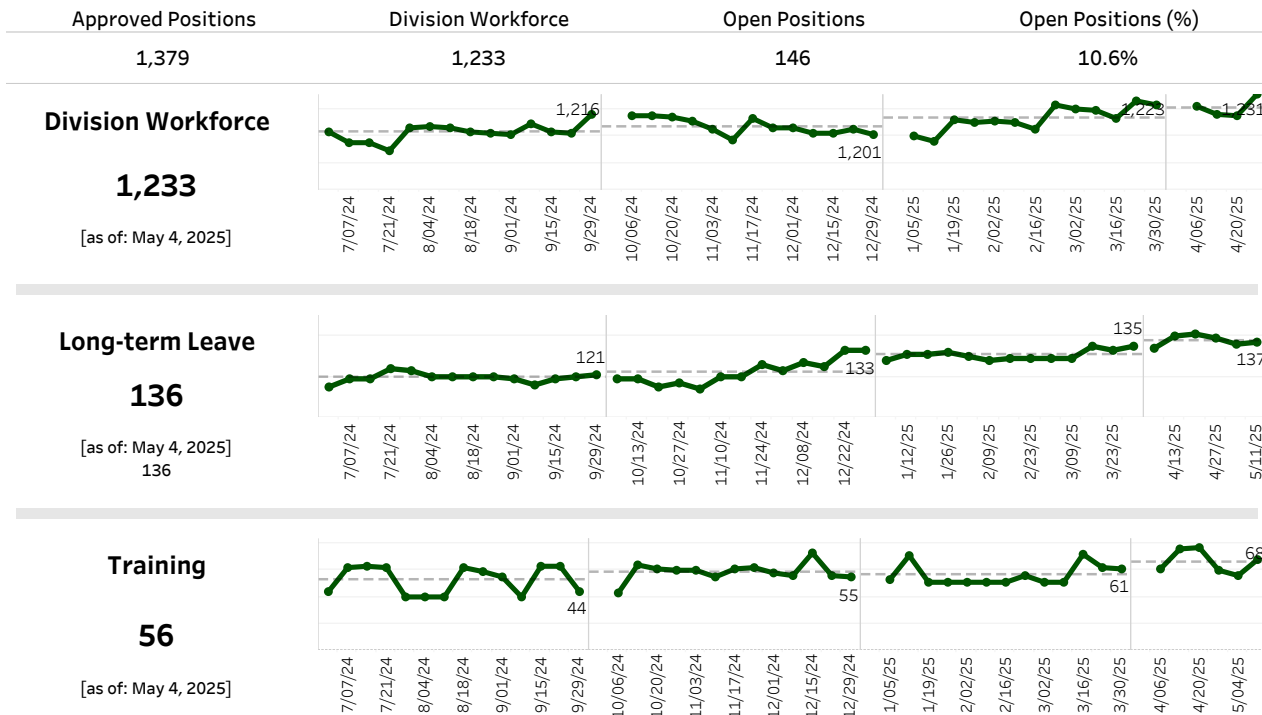
### Quarterly Solicitations January to March, 2025

Solicitation Description	Solicitation Type	Exec Dept	Open Date	Close Date
On-Call Project Management & Construction Management (PM/CM)	RFP	Planning & Engineering	2/7/25	3/7/25



# Human Resources Personnel Report

**OPEN POSITIONS | Bus Operator:** [Approved positions - Division workforce] as of May 4, 2025



## MONTHLY | Bus Operator: Hiring & Workforce Trends

### WORKFORCE CHANGE

#### Hiring

**22**

[YTD FY 2025 | April]

#### Separations

**-13**

[YTD FY 2025 | April]

#### Promotions

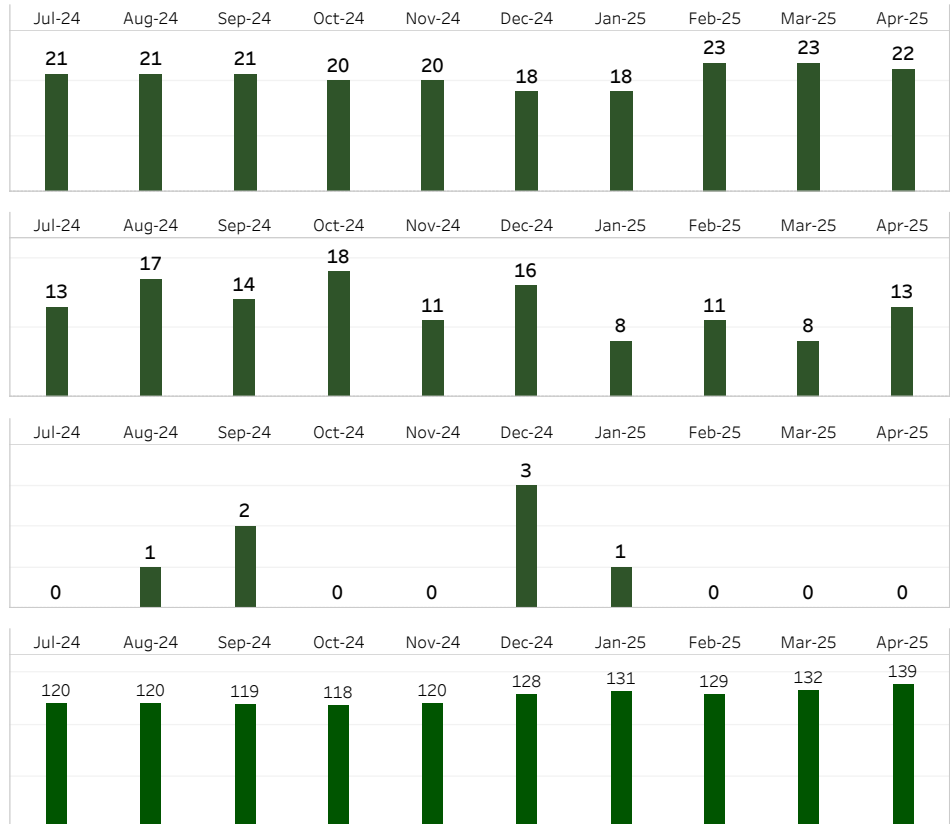
**-0**

[YTD FY 2025 | April]

#### Long-Term Leave

**-7**

[YTD FY 2025 April]



**APR 2025 NET GAIN: +2**

