

report

GENERAL MANAGER'S



Fall is the ideal time for Realign's rollout, as it coincides with the reactivation of Supplementary Service for the back-to-school season.

Free Vaccines Support Employee Health and Safety

Offering free vaccines across AC Transit's worksites has become a crucial public health initiative in the wake of the COVID-19 pandemic. Accessible vaccines can dramatically increase uptake among employees, reducing barriers like cost, travel, and time that often deter our staff from seeking immunization on their own. Dating back to 2020, the District began providing free vaccine clinics, offering COVID and flu shots at all worksites for staff. This year, the 2024 flu vaccine clinic was offered to protect not only our workforce but also operations, as vaccinated employees are less likely to experience severe illness or prolonged absences. The District's vaccine clinics demonstrate AC Transit's commitment to employee well-being, community health, and in addition to boosting immune systems the clinics boost herd immunity and curbing the spread of infectious diseases.



Superintendent Navraj Padda rolled up his sleeves and shut his eyes as he received this year's flu vaccine.

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Realign Slated for Fall 2025 Launch

For nearly two years, AC Transit has dedicated countless hours, workforce efforts, and resources to adjusting our bus network in response to the major changes in ridership and commuting patterns since the pandemic. This exhaustive review of every bus line is known as Realign. Key elements of the plan include introducing new bus lines, eliminating underperforming routes, and adjusting the frequency of other routes, all with a strong focus on equity.

AC Transit staff members took on additional duties as the "Realign Team" and were vested with the demanding task of conducting outreach sessions, often working seven days a week for several months. These efforts culminated in three public hearings where we collected formal feedback from communities and stakeholders.

Ultimately, on October 9, the Board of Directors approved the Realign Final Network Plan in a 5-2 vote. Although the vote is complete, staff will keep the Board regularly updated and maintain engagement and outreach with the communities we serve.

Throughout Realign, staff has worked closely with our labor partner, ATU Local 192, to design and plan various adjustments, including additional runtimes, frequency changes, stop modifications, and all-new layovers, all focused on identifying the optimal time to launch Realign.



The Realign plan is equity focused and introduces new bus lines, eliminates underperforming routes, and adjust the frequency of routes.

Since service changes occur four times a year – in December, March, June, and August – during what is known as the "signup," Realign would be integrated into one of these existing scheduling periods.

Building on this service change framework, AC Transit now plans to implement Realign during the Fall 2025 Service Planning period, which the District refers to as the August General Signup.

August is the ideal time for this rollout, as this signup period coincides with the reactivation of Supplementary Service for the back-to-school season, stop changes, alignment with other transit agency schedules, and more.

Senator Alex Padilla's Staff Explore How We'll Use Low-No Grant



COO Salvador Llamas and Capital Projects Director Joe Callaway show Huls the mechanical operations behind D2's successful hydrogen facility.

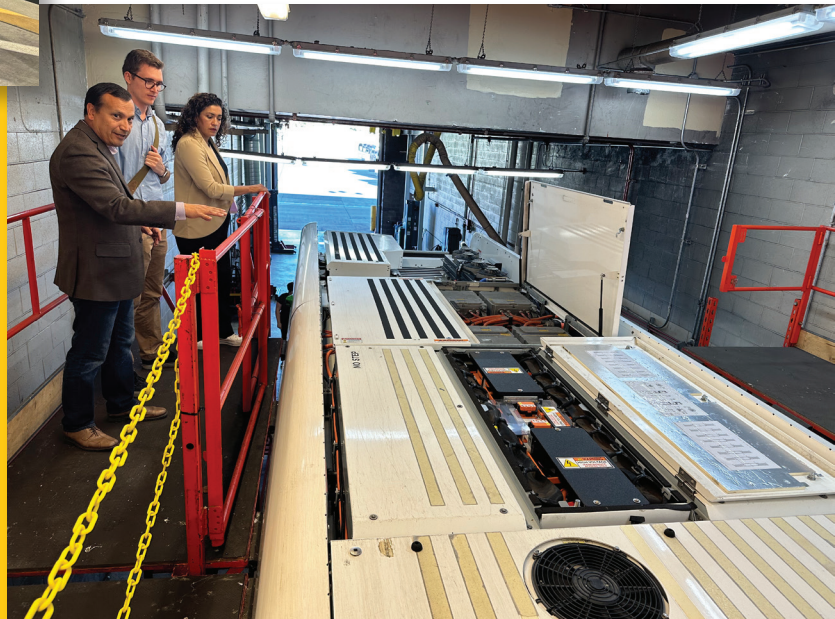


Jacob Huls, Senator Alex Padilla's transportation policy advisor, learning about fuel cell bus fueling.

AC Transit's Emeryville Division 2 recently hosted Jacob Huls, transportation policy advisor for U.S. Senator Alex Padilla (D-Calif.), during his visit to the Bay Area from Washington, D.C., to learn more about transportation issues impacting the Senator's district.

In July, Senator Padilla played a key role in securing nearly \$234 million from the Department of Transportation (DOT) for 16 California projects aimed at transitioning to low-and zero-emission bus models. AC Transit received \$15 million to purchase new hydrogen fuel cell buses, replace older diesel buses, and expand our Hayward Division 6 hydrogen fueling infrastructure. The funding will also launch a workforce development program to train staff on zero emission bus technologies, enhancing service reliability and air quality.

Huls climbed atop a hydrogen fuel cell bus to gain a firsthand understanding of why AC Transit is a global leader in zero emission technologies and how our district plans to effectively utilize funding from the Low-No grant program and the Grants for Buses and Bus Facilities program.



Maintenance Director Cecil Blandon, Huls, and Legislative Affairs Director Claudia Burgos explore the FCEB's propulsion system and its role atop the zero emission bus.

Lobby Makeover with Fresh, Functional Flair

You're probably familiar with a nip-and-tuck, but it's not every day you hear of a facelift involving a bike rack and trophies. AC Transit staff, however, is giving the Downtown Oakland General Office lobby a fresh, modern makeover.

The Marketing and Maintenance teams have created an area for riders to learn about loading bikes on buses, featuring our demonstration folding bike rack. The display includes a wall decal showing the lower front of an AC Transit Bus, complete with instructions on how to use the rack. There's also a QR code that links to the "Bikes on Buses" section of the AC Transit website.



Huls learns why handling high-voltage components in electric buses and pressurized hydrogen systems in fuel cell buses requires special protective gear to prevent worker injuries.



Transit Excellence Since 1960

The upgraded display cabinet features interior LED lighting to showcase nearly 65 years of AC Transit trophies and historical memorabilia.



The demonstration model features an info graphic, which allows riders to see the functionality, design, and ease of use of the folding bike rack.

Additionally, we have begun upgrading and filling the trophy case. The upgrades include new LED interior lights and branding for the District on the front of the case. This display now features three shelves of awards and trophies, along with one shelf dedicated to historical memorabilia, including a digital photo frame showcasing archival images of our service history.

More pieces will be added over the next few weeks, and we plan to make regular updates to keep the display fresh and relevant. This showcase is a beautiful way to share and celebrate the District's nearly 65 years of accomplishments, and we hope you enjoy it.

AC Transit IT Team Scores High Marks in TSA Cybersecurity Assessment

AC Transit's Information and Technology team recently achieved a score of over 96% in all areas of the Transportation Security Administration Cy-BASE cybersecurity assessment, highlighting our robust capabilities in risk management, protective safeguards, threat detection, incident response, and disaster recovery.

The Transportation Security Administration (TSA) Cy-BASE cybersecurity assessment is a program designed to evaluate the cybersecurity practices and vulnerabilities of the transportation sector, particularly focusing on critical infrastructure such as aviation, rail, transit, and other modes of transportation. The "Cy-BASE" stands for Cybersecurity Baseline Assessment for Security and Evaluation, and it helps assess the resilience of transportation systems against cyber threats.

This assessment is part of TSA's broader efforts to improve the security and safety of transportation networks by identifying weaknesses in digital systems, implementing preventive measures, and ensuring compliance with cybersecurity standards to safeguard sensitive data and infrastructure from cyberattacks.

For AC Transit riders and the communities we serve, the nearly 100% Cy-BASE cybersecurity assessment translates to stronger protection of our internally engineered innovations like mobile payment, offering greater confidence in uninterrupted service, even in the event of cyber threats.



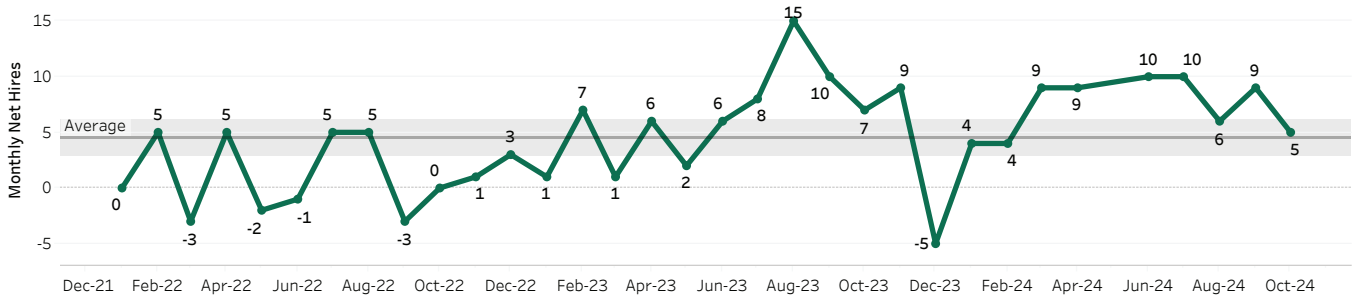
AC Transit's top tier "Cy-BASE" score demonstrates the resilience of the District's IT systems in defending against cyber threats.

Human Resources Personnel Report

HIRING - OPERATORS [Jan 2022 - Nov 2024]

Total Hiring	Total Separations	Net Hires	Op Promotions: 12-Mo	Bus Operator		
571	434	137	25	Hiring	Separations	
				2022	182	167
				2023	209	142
				2024	180	125
				Grand Total	571	434

Monthly Net Hires [Total Hires - Total Separations]



TOTAL HIRES v SEPARATIONS by Division

		2022				2023				2024				Grand Total
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Hiring	D-2 Bus Drivers	11	6	17	2	10	15	2	24	14				101
	D-3 Bus Drivers	3	1	5	3	8	2	15	6		16			59
	D-4 Bus Drivers	14	18	3	17	15	13	15	6	27	11			139
	D-6 Bus Drivers		3	6	9	3	13	15	4	1	1	16		71
	Transportation Training	11	9	24	20	9	13	15	6	11	12	50	21	201
Separations	D-2 Bus Drivers	5	3	3	4	3	2	3	1	3	1	2	2	32
	D-3 Bus Drivers	3	5	2	1	2	4	4	3	1	4	1		30
	D-4 Bus Drivers	3	6	13	8	1	4	8	6	4	6	10	5	74
	D-6 Bus Drivers	5	3	2	6	1	8	1	4	4	3	2	1	40
	Long Term Leave	8	12	11	11	13	12	6	8	11	10	8	5	115
Transportation Training	13	6	17	17	16	12	7	13	13	8	18	3	143	
Grand Total	76	72	103	98	81	98	91	81	89	72	107	37	1,005	

HIRES v SEPARATIONS TREND

*Data reflects Promotions during FY2024

