


report

GENERAL MANAGER'S



Rare air. Eight times over. AC Transit has now captured eight Best of the Best (runner-up for Grand Champion) or Grand Champion honors at the International Bus Rodeo – a historic streak spanning 1999, 2000, 2001, 2002, 2006, 2018, 2019, and now 2026.



The Technology Transforming East Bay Paratransit

For East Bay Paratransit (EBP), May 1, 2026, marked far more than a routine software upgrade. It marked a major technological leap forward for one of the Bay Area's most essential mobility services.

In a sweeping modernization effort, East Bay Paratransit — the longstanding partnership between AC Transit and BART — successfully transitioned from its decades-old scheduling platform to a next-generation system developed by Spare Labs.

Behind the scenes, the change was years in the making.

In 2024, the Boards of both AC Transit and BART approved replacing EBP's aging ADEPT software system, which had become increasingly limited, difficult to maintain, and was scheduled to lose vendor support after 2027. The new Spare platform was selected to modernize nearly every aspect of paratransit operations: from dispatching and routing to customer management and service monitoring.

The result is a system built for real-time decision-making.

Spare's technology introduces dynamic route optimization and live dispatching capabilities that allow staff to respond more quickly to changing road conditions, delays, and detours. Customer feedback and eligibility records are now centralized

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Three Months. Thousands More Riders. A Transit Turnaround Takes Shape

AC Transit has recorded its first consecutive three-month year-over-year ridership increase of the post-pandemic era, signaling a major milestone in the East Bay's transit recovery and a sharp acceleration in rider demand in Fiscal Year 2025–26.

The sustained ridership growth across February, March, and April reflects growing confidence in public transportation and underscores the essential role AC Transit continues to play in connecting East Bay residents to jobs, schools, healthcare, shopping, and recreation.

The momentum began in February 2026, when AC Transit posted a remarkable 6% year-over-year ridership increase, adding 192,875 monthly riders compared to February FY 2024–25. The increase stands in sharp contrast to the prior fiscal year, when February ridership declined by approximately 130,270 riders, or 4%. February 2026 marked the strongest February ridership performance recorded by the District in the last three fiscal years.



March delivered AC Transit's strongest ridership surge yet, adding 270,247 riders systemwide for an 8% year-over-year jump.

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into a more streamlined system, while new performance monitoring tools provide deeper operational insight than ever before.

The modernization effort also extended directly into the fleet itself.

Paratransit vehicles are now equipped with updated computer tablets that display map-based pickup and drop-off locations in real time, helping operators navigate more accurately and adapt quickly to road closures or unexpected detours.

For dispatchers, the upgrade has been immediately noticeable.

“Spare makes it easier to see what’s going on out there, and the live map makes it so easy to tell the drivers what they need to do.”

Another dispatcher described the platform as significantly more user-friendly than the previous system.

“It’s nice to be able to navigate and open multiple screens. The Spare platform is much more user-friendly; no site crashing, on-the-spot updating of address, and way better communication between the drivers, dispatchers, and the bases. The live map is great too.”

Riders are noticing improvements as well.

“The app payment hasn’t changed much, but we can see the ride in advance now, which is much nicer. Paying for the ride, the day of works fine. Everything is working well. So far, so good.”

The transition also required extensive customer outreach. Riders received updates through email announcements, while recorded messages on the EBP phone system helped prepare customers for the change before launch day arrived.

And while the first phase is now complete, the work is far from over.

Since the launch of the new software platform, AC Transit and East Bay Paratransit staff have continued closely monitoring system performance and making adjustments aimed at improving efficiency and reliability. At the same time, planning is already underway for the project’s second phase, which will focus on additional customer-facing enhancements.

For a service built around accessibility and reliability, the transition represents more than newer software. It reflects smarter, more responsive mobility that is powered by technology.

Ridership momentum intensified even further in March. AC Transit recorded an impressive 8% year-over-year increase, representing an additional 270,247 riders systemwide compared to March FY 2024–25. By comparison, the previous fiscal year saw only a modest increase of 15,137 riders, or 0.4% growth. The sharp jump illustrates a substantial strengthening in transit demand and rider activity across the District’s service area.

The trend continued into April, as East Bay residents increasingly relied on AC Transit bus lines for work commutes, school trips, medical appointments, and everyday travel. April FY 2025–26 ridership increased by 108,379 rides, representing more than 3% year-over-year growth over April FY 2024–25. In comparison, April FY 2024–25 recorded an increase of 80,881 rides, or approximately 2.3% growth over FY 2023–24.

“This is far more than incremental ridership growth,” said Sal Llamas, General Manager. “It is real-time proof that the refinements made to our Realign bus network, implemented on the very first day of February, are responding directly to what riders and frontline employees told us mattered most in their daily lives. From reliability and trip timing to stronger connections across the East Bay, we are seeing riders step on board with renewed confidence.”

Realign launched in summer 2025 and was necessary to right-size AC Transit’s bus network and make service more nimble, reliable, and responsive to how East Bay riders travel today.

More than two years of planning informed its implementation. However, with any major service change involving more than 120 bus lines, even the strongest plans cannot predict every real-world variable: shifting traffic patterns, hybrid work realities, construction impacts, and evolving rider habits, just to name a few.

That is why feedback between Realign’s launch and the start of the calendar year mattered. Based on the input from our riders and frontline employees, AC Transit rolled out schedule adjustments on February 1 to improve how service operates across the East Bay and strengthen on-time performance.

The results are undeniable: our first sustained three-month year-over-year ridership increase in the post-pandemic era.

The Comeback Coach: Saving 2301

It was an unimaginable scene in early March 2024.

The drivers of a sedan and a small compact collided as one attempted a left turn. The impact sent the sedan out of control, across the raised center median, directly into the dedicated bus lane, and into a head-on collision with Tempo coach 2301.

Fortunately, injuries were limited, and our Bus Operator walked away. But the damage to the coach was crushing. To many outside the District, 2301 looked beyond repair.

Yet the battered, broken, and shattered Tempo coach was not written off. It was towed to the Central Maintenance Facility, where AC Transit's mechanics and body shop teams made their diagnosis.

Their prognosis was bold: 2301 could be rebuilt to OEM specifications.

What followed was nothing short of a bionic reconstruction. The battered coach arrived on March 11, and rebuilding began with the entire front section of the 60-foot articulated bus forward of the steer axle. That alone required precision, patience, and a level of technical expertise rarely seen outside a manufacturing floor. Still, this was not factory assembly. This was surgical restoration.

CMF's Body, Fabrication, and Electronics Shops, as well as the Revenue Repair team worked hand in hand, almost like mechanical plastic surgeons, carefully managing every phase of disassembly, structural repair, and reassembly. The work included replacing the forward chassis structure, performing structural fabrication and welding, reconstructing flooring, replacing and aligning the entry door, restoring the wheelchair ramp, and repairing the related mechanical, electrical, and air systems that allow the coach to operate safely.

Every step had to happen in the right order. Every measurement mattered.

Extensive structural checks and frame adjustments were required to realign the bus structure to OEM factory specifications. The team had to ensure proper fitment, safe operation, and seamless integration of repaired and restored systems. In other words, 2301 could not simply look repaired. It had to perform like a fully roadworthy Tempo coach.

Even after two years of exhaustive work, the CMF team could not claim victory based on appearance alone. Coach 2301 still had to undergo inspections, road testing, final adjustments, cleaning, painting, and detailing before it could be cleared for revenue service.

The bold prognosis, and extraordinary work that followed, ultimately spanned 770 days. Which underscores that in an age when everything from clothing to engines can feel disposable, 2301 tells a different story.

Rather than replace a high-value 60-foot artic, AC Transit's maintenance professionals restored it, avoiding significant replacement costs and long procurement lead times while extending the useful life of an essential fleet asset.

The return of Tempo coach 2301 is more than a repair story. It is a showcase of craftsmanship technical discipline, and employee pride. It is also a powerful example of the District's State of Good Repair goals in action: protecting public investments, maximizing existing assets, and proving that, in the hands of our skilled CMF teams, even the most battered coach can be brought back to life.



Battered and broken Coach 2301 arrived at CMF just two days after the crash, requiring replacement of the entire front section forward of the steer axle.



A bionic rebuild of the forward chassis structure included structural fabrication and welding, floor reconstruction, entry door replacement and alignment, and restoration of the wheelchair ramp.



After 2 years and 40 days of inspections, road testing, and final adjustments, Coach 2301 returned to revenue service.

Zero Violations. One Massive Responsibility.

You often hear about the District's advertising campaigns, award-winning Bus Operator training, new approaches to keeping buses clean, and the innovation driving our transition to zero-emission technology. Behind the scenes, however, there is another team quietly helping keep the District moving safely and in compliance with some of the strictest regulations in the country.

In fact, many employees may be surprised to learn that the District seamlessly manages hazardous materials and waste, oversees compliance with air and water quality standards, and monitors fuel and emissions standards across Divisions and operations every single day.

Even more remarkable: during the past six months, the District recorded zero violations of local, state, or federal environmental laws.

For most public transit agencies, this level of compliance is exceptionally difficult to achieve. Why? Environmental regulations are layered, highly technical, and constantly evolving. Despite the complexity, that enormous responsibility is managed by a three-person Environmental Engineering team: Dan Ruslen, the team's manager; Almarose Kaplan, who oversees environmental compliance for Divisions 2 and 3, as well as the General Offices; and Sarah Fockler, who supports the Central Maintenance Facility along with Divisions 4 and 6.

Their work may not often make headlines, but its impact is felt everywhere, every day. As part of Planning and Engineering and reporting directly to Capital Projects, the Environmental Engineering team plays a critical role in supporting a wide range of inspections and compliance testing Districtwide. Their work includes air quality inspections, stormwater testing, wastewater compliance reviews, hazardous materials oversight, fire code inspections, and fuel storage tank inspections at the General Office, CMF, and Divisions 2, 3, 4, and 6. Most importantly, and newsworthy, every inspection was completed without a single violation.

The inspections are conducted by what can feel like an alphabet soup of agencies, each focused on a different part of environmental compliance.

That includes the Bay Area Air District, which inspects gasoline dispensing systems and other permitted equipment, such as emergency generators.

It also includes Certified Unified Program Agencies, or CUPAs, in Contra Costa County, Alameda County, and the Hayward Fire Department. These agencies review programs tied to hazardous materials, hazardous waste, aboveground fuel tanks, and underground storage tanks.

Local cities, including Richmond, Emeryville, Oakland, and Hayward, also conduct inspections related to wastewater discharge, stormwater runoff, and hazardous materials.

Together, these inspections help ensure the District's properties are not only in full environmental compliance but also safe for employees and the many communities surrounding our facilities. To the Environmental Engineering team: thank you for the work that often goes unseen but is never unnoticed in its impact.



The above-ground storage tank was just one of many compliance areas where the District recorded zero environmental violations.

Internal Town Halls Bring Clarity to Complex Challenges

Throughout April and May, AC Transit continued its tradition of quarterly employee Town Halls with six sessions focused on keeping employees informed during one of the most financially challenging periods facing the District.



The GM and District leadership used the Town Halls to separate fact from fiction, giving employees direct answers, clearer context, and a stronger understanding of the issues shaping the District.

CEO Salvador Llamas opened the Town Halls by outlining the District Priorities and four guiding principles: operational performance, organizational effectiveness, rider experience and satisfaction, and financial stability. His message emphasized that meeting those goals will require collaboration across every department and division.

Assistant General Manager Paul Kincaid provided context on the state's approved \$55 million "bridge" loan, which will help cover the coming fiscal year's budget gap. Chief Financial Officer Chris Andrichak explained that despite the temporary relief, District deficits are still projected to grow over at least the next five fiscal years without a long-term, sustainable funding source.

Director of Service Development Robert del Rosario then addressed the District's Contingency Service Plan, described as a "worst-case scenario" that could include up to a 16% service reduction and as many as 300 layoffs if a regional transportation ballot measure fails. Staff clarified that the Contingency Service Plan is not a decision to cut service or reduce the workforce. It is preparation for what could happen if the District's structural deficit remains unresolved.

The Town Halls also served as myth-busting sessions where no question was off limits. Employees asked how the Contingency Plan could affect service delivery and staffing, while others sought clarification on election-cycle rules related to the potential ballot measure.

Executive Director of External Affairs Claudia Burgos explained that District resources can never be used to persuade voters. Employees may educate the public with factual information about how a ballot measure could impact transit service, operations, or jobs, but cannot advocate for a "yes" or "no" vote while acting in an official District capacity. Employees engaging in personal political activity also cannot use District property, job titles, work time, or District-logged attire.

Employees also wanted to know what actions are being explored to generate new revenue. Staff discussed opportunities such as providing printing services for outside transit agencies like SamTrans, which has recognized the quality of AC Transit's in-house print shop operations.

Additional questions ranged from whether increased ridership alone could solve the deficit. Staff explained that ridership would need to nearly double because fares cover less than 15% of operating costs, and asked whether AC Transit was exploring self-driving buses. Staff clarified the District is not participating in autonomous bus testing, which remains in early stages elsewhere.

That open exchange is exactly why the Town Halls matter. At a time when the District is managing financial pressure, planning uncertainty, and major public policy decisions, the April and May Town Halls gave employees something essential: clear information directly from the people closest to the work.



District leadership emphasized that the Contingency Service Plan is not a preferred direction, but rather a worst-case planning measure that would only be considered if sustainable long-term funding is not secured.

They also reinforced a larger truth. AC Transit's path forward depends not only on funding decisions, service plans, or budget forecasts, but on an informed workforce that understands the stakes and remains engaged in the District's mission.

Reinventing Ardenwood Park & Ride

For years, drivers heading toward the Dumbarton Bridge have known the routine all too well: crawling traffic, brake lights stretching endlessly ahead, and a commute that can test anyone's patience before the workday even begins.

That is why, in 2009, AC Transit began operating the Ardenwood Park & Ride in Newark: an effort designed to help reduce congestion by pulling hundreds of cars off crowded roadways and offering commuters another way across the Bay.



Potential Ardenwood upgrades could include mobile security camera units, parking payment kiosks, and expanded onsite security presence to improve safety and customer experience.

Then came the pandemic.

Like many commuter-focused services, Ardenwood saw activity slow dramatically as offices emptied and remote work reshaped travel habits almost overnight. In the years since, something unexpected has happened: the traffic returned, just differently.

Today's hybrid work schedules have transformed commuting patterns around the East Bay. Instead of traditional Monday-through-Friday congestion, traffic now surges heavily on select weekdays, creating new pressure points on already crowded roadways leading to the Peninsula.

Accordingly, with the return of congestion has come renewed demand for the bus lines serving Ardenwood Park & Ride.

That includes Line U, the District's Transbay service connecting Fremont BART, Ardenwood Park & Ride, and Stanford University via the Dumbarton Bridge, as well as Line 281, which links Union City BART, Ardenwood, Newark, and NewPark Mall. For riders continuing deeper into the Peninsula, AC Transit supported Line DB extends service to Stanford Oval while providing stops at Menlo Park and the Palo Alto Caltrain Station. District supported Line DB1 expands access to major destinations, including the Palo Alto VA Hospital and Stanford Research Park along Deer Creek Road.

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A proposed \$6 daily parking fee could soon arrive at Ardenwood Park & Ride.

Located at Ardenwood Boulevard and Highway 84, the 349-space lot quickly became a popular option for Peninsula-bound riders. Most parking was free on a first-come, first-served basis, with only 50 reserved paid spaces.

And for years, it worked.

Commuters parked, boarded a bus, and bypassed some of the Bay Area's most frustrating traffic by taking AC Transit service over the Dumbarton Bridge.

Now, the District is taking a fresh look at what Ardenwood could become next.

As AC Transit faces historic financial challenges projected over at least the next five fiscal years, the Board of Directors has tasked staff to identify ways to increase revenue while protecting transit service. One option under consideration is introducing a daily parking fee at Ardenwood Park & Ride.

The proposed fee, currently estimated at \$6 per day, would help offset the costs of operating and maintaining the facility, which the District says has operated at a financial loss for many years.

Ardenwood's proposal is about more than simply charging for parking.

The District recently completed restriping work at the lot and plans additional upgrades, including mobile security camera units, parking vending machines, and daily onsite security personnel. At the same time, AC Transit will soon begin a public outreach effort at Ardenwood and on board the lines serving the lot to better understand who uses the park-and-ride, and how potential changes could affect riders.

The survey effort will help inform a Title VI equity analysis before any final Board decision is made.

If approved later this year, paid parking at Ardenwood Park & Ride could begin as early as January 2027.

For many riders, Ardenwood has long been viewed as a place to park before boarding the bus. But as commuting habits continue to evolve and the District rethinks how to sustain service in a changing financial landscape, the lot may now represent something bigger. Ardenwood is being innovative in how existing transit infrastructure can adapt to meet the realities of a new commuting era.

Inside the Program Helping AC Transit Do More With Less

At AC Transit, stretching public dollars does not mean doing less. It often means doing more with a clear understanding of how much useful life remains, particularly in every coach the District operates.

That is the heart of the Midlife Program, a major fleet rehabilitation effort designed to keep buses reliable throughout their expected 12-year, or longer, service life. For heavy-duty transit buses, the FTA benchmark is generally 12 years or 500,000 miles, whichever comes first. In the real world of public transit, fleet replacement is not always as simple as retiring a coach on schedule and rolling in a new one the next day.



One of the clearest examples of smart resource management is the use of in-frame engine overhauls.

Funding cycles, procurement timelines, supply chain delays, and the District's transition to next-generation bus technologies all require careful planning. That is where the Midlife Program becomes more than maintenance. It becomes a smart investment strategy.

Many buses entering the program were approaching or had already exceeded 300,000 miles, the point where major rehabilitation is often needed to maintain dependable service through the rest of a bus's lifecycle. Rather than wait for major components to fail in the field, the Central Maintenance Facility teams bring the work forward, inspecting, rebuilding, restoring, and returning buses to service with renewed strength.

The first phase focused on the District's 2013–2016 diesel fleet, including 40-foot Gillig buses and 60-foot New Flyer articulated coaches. More than 120 buses were identified

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CMF determines the right level of investment based on the bus's condition, mileage, and expected remaining service life.

as exceeding 300,000 miles and requiring rehabilitation. In total, 289 buses were completed, closing out Phase 1 ahead of the mid-April 2026 goal.

Each coach receives a pre-midlife inspection to evaluate its mechanical and cosmetic condition before work begins. From there, CMF determines the right level of investment based on the bus's condition, mileage, and expected remaining service life.

The work can be extensive. Midlife rehabilitation may include in-frame engine overhauls, remanufactured engine replacements, transmission replacements, differential repairs, body repairs, repainting, upholstery, flooring, and interior restoration. It is not cosmetic touch-up work. It is a disciplined rebuild of the systems that keep buses safe, dependable, and ready for daily service.



The Midlife Program helps reduce road calls, improve bus availability, and minimize service interruptions for riders.

One of the clearest examples of smart resource management is the use of in-frame engine overhauls. CMF selects this approach when the expected remaining useful life of a bus does not justify the cost of a full remanufactured engine replacement. If a coach is expected to remain in service for approximately four more years or another 150,000 miles, an in-frame overhaul can provide the reliability needed without over-investing in a bus nearing the later stage of its lifecycle.

A full remanufactured engine, by contrast, is generally reserved for buses expected to remain in service significantly longer. In other words, the District is matching the repair to the remaining value of the asset. That is both technical expertise and fiscal responsibility.



With Phase 1 complete ahead of schedule, the team's goal is to continue completing 50 buses annually.

The result is a program that improves fleet reliability by rebuilding or replacing major components before they fail in service. That helps reduce road calls, improve bus availability, and minimize service interruptions for riders. It also gives the District added flexibility as it pursues replacement funding opportunities and manages long-term fleet transition schedules.

With Phase 1 complete ahead of schedule, the team's goal is to continue completing 50 buses annually. That steady pace will help AC Transit maintain operational stability, extend the value of existing assets when appropriate, and make the best use of available resources.

In a time when the District is facing rising costs and intense funding pressures, AC Transit's Midlife Program shows what responsible stewardship looks like in action: protecting service, supporting Bus Operators, and maintaining reliability for riders while the District prepares for the future.



Center stage in Salt Lake City, AC Transit's Roadeo team brought home dual honors at the International Bus Roadeo: Top Three Best Maintenance Team and runner-up for overall Grand Champion. Congratulations to our championship-caliber crew (from left to right): Alvin Tan, Sean Burr, Shubo Liu, and Moises Frias.

The Road to Roadeo Greatness Runs Through AC Transit

In sports, business, and competition alike, there are moments when achievement rises beyond success and enters something far more exclusive: rare air.

It is the space reserved for the elite, the proven, and the exceptional few capable of sustaining greatness across generations. This week, under stopwatches, the gaze of judges, and fierce competition of the APTA International Bus Roadeo in Salt Lake City, AC Transit once again climbed to that summit.

Our Maintenance team – Alvin Tan, Sean Burr, and Shubo Liu of D6-Hayward – alongside Bus Operator Moises Frias of D2-Emeryville, were crowned Third Place Best of the Best (Team), standing shoulder-to-shoulder with Second Place Community Transit (Snohomish County, WA) and Grand Champion LA Metro, as the three premier transit agencies in North America.



But the accomplishment reaches far beyond a single podium finish. What truly elevates the Salt Lake City victory into rare air is the legacy behind it. With the 2026 title, AC Transit has now captured eight Best of the Best (runner-up for Grand Champion) or Grand Champion honors at International Roadeo: an elite run spanning 1999, 2000, 2001, 2002, 2006, 2018, 2019, and now this year.

Beyond Best of the Best honors, our Maintenance team is also bringing the Third Place Best Maintenance Team title back to the East Bay. It was a razor-close showdown with Honolulu's TheBus on Oahu and LA Metro, as all three battled for the top spots.



This week's victory was not coincidence, nor the product of serendipity. It was the unmistakable signature of a championship culture built over decades at AC Transit's Local Bus Roadeo.

In fact, on April 18, 31 Bus Operators, two Service Employees, and two Maintenance teams entered Local Roadeo or what AC Transit proudly calls the "the Olympics of public transit." For Bus Operators and Service Employees, the competition demanded precision under pressure: accelerating, braking, turning, and navigating 40-foot buses through tightly spaced cones, while racing against the clock.

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For Maintenance teams representing D4-East Oakland and D6-Hayward, the challenge shifted from the roadway to the mechanics and systems critical to bus safety. For Maintenance, its teamwork pushed to the highest level.

And this was no quiet day in the TEC yard.



General Manager Sal Llamas, Assistant General Manager Paul Kincaid, Chief Operating Officer Aaron Vogel, Interim District Secretary Jelena Harada, Board President Diane Shaw, and Board Director Sarah Syed joined the VIP Rodeo course for a spirited turn behind the wheel. After some practice, and a few sacrificed cones and barrels, the group celebrated the extraordinary skill and precision AC Transit frontline employees demonstrate every day.

The competition was the main event, but Local Rodeo had the feel of a full employee celebration. A car and motorcycle show brought more than a dozen customized vehicles to the spotlight. Carnival games, nostalgic buses, and a family-favorite Kid's Corner with face painting and games helped turn the day into something bigger than a contest.



During these fiscally challenging times, corporate sponsorships also helped make the day possible. AC Transit extends sincere thanks to Gillig, New Flyer, and Clever Devices for their generous support of food, helping feed more than 300 attendees by lunchtime. Their support helped preserve the spirit of the event while conserving important dollars.



After lunch, the winners took their place on the medal stand. The 2026 Local Rodeo champions are now ready for the national stage, headed to Salt Lake City for the American Public Transportation Association International Bus Rodeo, May 15–19. Carrying the District's theme, "Precision at a Higher Elevation."

First Place Local Champions



This year's champions include First Place Bus Operator Moises Frias of D2-Emeryville who returns as a back-to-back Local Rodeo champion. First Place Maintenance team Alvin Tan, Sean Burr, and Shubo Liu of D6-Hayward, defending Local Rodeo champions and past International Bus Rodeo champions. Maintenance & Bus Operator Local Champions

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Second Place Maintenance honors went to D. Flores, B. Kong, and K. Kyu of D4-East Oakland, whose teamwork and troubleshooting skills earned a strong finish. On the operator side, G. Andres of D2-Emeryville captured Second Place with a sharp and disciplined performance behind the wheel, while K. Thornton of D6-Hayward powered through the demanding obstacle course to secure third-place honors.

Service Employee Local Champions

Service Employees also showed impressive precision and skill throughout the competition. A. Hernandez of D6-Hayward earned First Place after a standout performance, while fellow D6-Hayward competitor Y. Trieu captured Second Place, highlighting the division's strong showing during this year's Rodeo.

Car & Bike Show Local Champions



The Rodeo's car and motorcycle showcase brought plenty of horsepower and personality into the spotlight. Taking First Place Car honors was J. Carter of D3-Richmond with a stunning 1987 Buick Grand National, while R. Stephney of D6-Hayward captured First Place Motorcycle with an eye-catching 2006 Suzuki Hayabusa.

Second Place Car recognition went to B. North-Clark of TEC for a sleek 2017 Chevrolet Corvette, and K. Lamb of CMF earned Second Place Motorcycle honors with a 2021 Harley-Davidson Road Glide. Rounding out the winners' circle, M. DeLeon of TEC secured Third Place Car with a 2025 Toyota Tacoma, while J. Oseguera of TEC rode away with Third Place Motorcycle honors aboard a 2014 Harley-Davidson Dyna.

The day's winning spirit extended beyond the competition. The newest Rodeo event, the raffle, quickly became one of the hottest tickets of the day. With prizes sponsored by AC Transit executive staff, TransMark, and BusStuf, the raffle raised more than \$1,900. All proceeds will be donated to food banks in Alameda and Contra Costa counties, giving back to the communities AC Transit serves.

Rodeo Raffle Prize Winners



N. Taylor, Training Instructor, rolled away with the grand prize, a Samsung 65-inch Smart TV, while C. Masters, also a Training Instructor, scored both Apple Earbuds and a \$200 Gift Card.

Additional winners included N. DeLeon, volunteer videographer, and F. Lizardo, Transportation Competitor, who each won JBL Wireless Speakers. L. Martinez of Fresno Area Express doubled up on luck, taking home both an Amazon Echo Dot and a \$50 Gift Card while serving as a Volunteer Judge. M. McCulley, Board Director and Volunteer Judge, and C. Fu, Transportation Competitor, also captured \$50 Gift Card prizes.

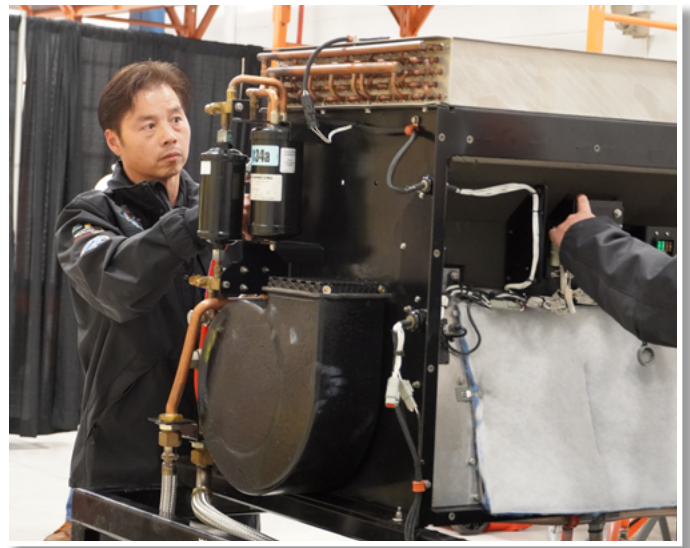
One of the day's most talked-about prizes, the Mystery Box packed with AC Transit swag and a \$50 Gift Card, went to C. Chun and A. Martin, ACT Scheduler. Meanwhile, B. Clark, Training Instructor, secured the coveted "Power Lunch with the GM," and additional big-ticket winners included R. Tsao, Transportation Competitor, who won an Apple TV, and R. Atwal, Training Instructor, who took home an Apple Watch.



The Roadeo also reflected the strength of the broader transit family. AC Transit welcomed partners from SamTrans, County Connection, Fresno Area Express, LAVTA, SFMTA, and Complete Coach Works. A special shout-out goes to Soraya Redman of Fresno Area Express, who, for the third year in a row, opened the Roadeo with a stirring a cappella performance of the national anthem.



Speaking of stirring, 1999, 2000, 2001, 2002, 2006, 2018, 2019, and now 2026 are more than championship years. Each year marks a moment when AC Transit competitors rose above the best across North America and proved that “Best of the Best” talent are not occasional achievements at the District, but instead our tradition.



Human Resources Personnel Report

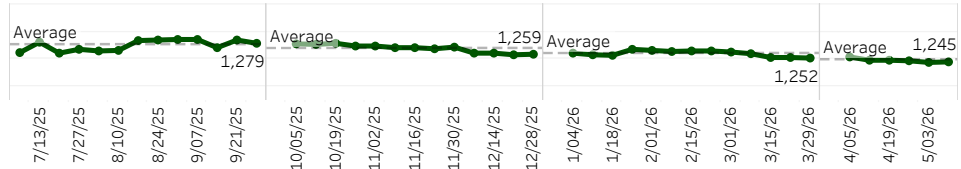
OPEN POSITIONS | Bus Operator: [Approved positions - Division workforce] as of May 10, 2026

Approved Positions	Division Workforce	Open Positions	Open Positions (%)
1,250	1,245	5	0.4%

Division Workforce

1,245

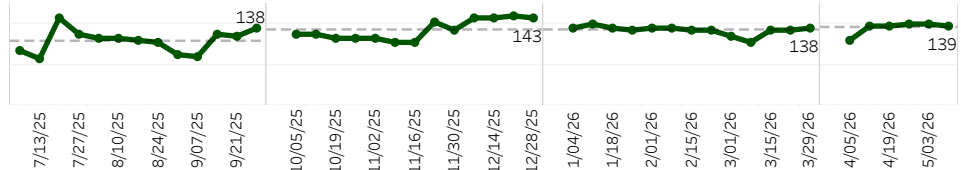
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Long-term Leave

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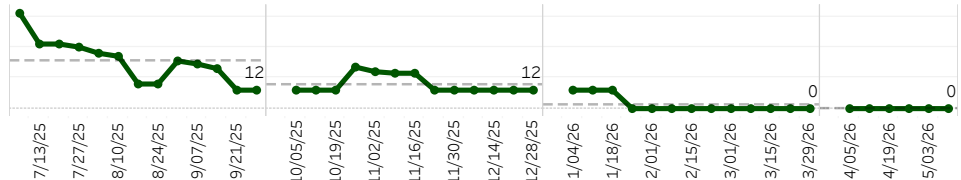
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Training

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[as of: May 10, 2026]



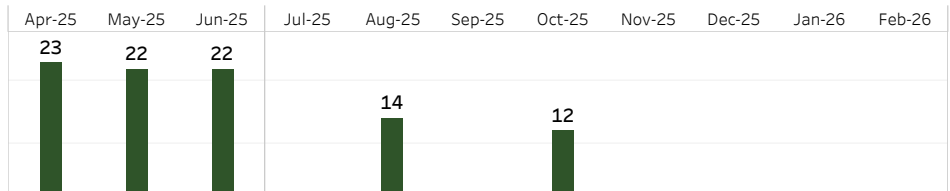
MONTHLY | Bus Operator: Hiring & Workforce Trends

WORKFORCE CHANGE

Hiring

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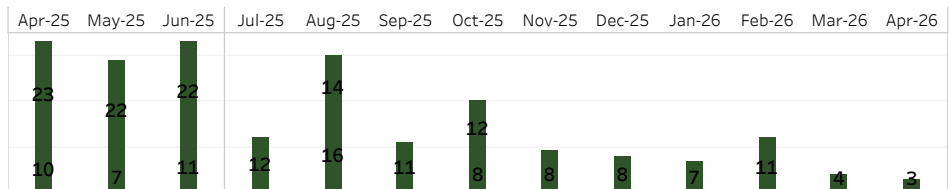
[YTD FY 2026 | April]



Separations

-3

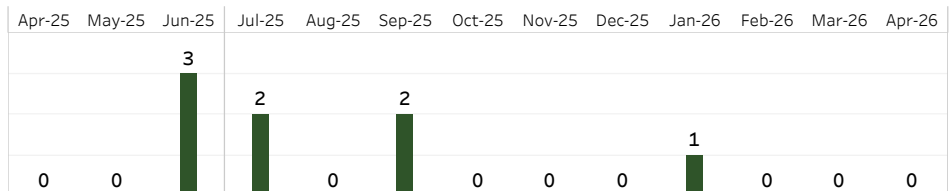
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Promotions

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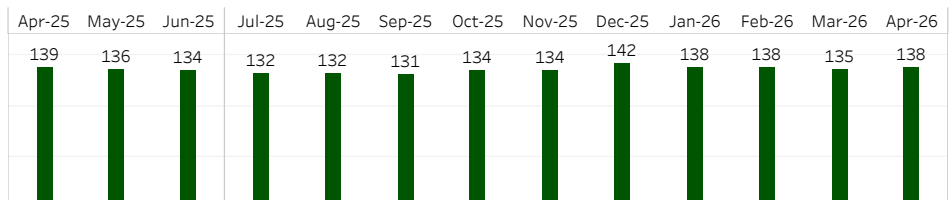
[YTD FY 2026 | April]



Long-Term Leave

+3

[YTD FY 2026 April]



APR 2026 NET GAIN: -6