

Recommended Budget Fiscal Year 2026-27

Alameda – Contra Costa Transit District



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About AC Transit

Our Vision

AC Transit is valued as a leader that helps the Bay Area thrive by connecting East Bay communities to each other and to regional destinations.

Our Mission

We deliver safe, reliable, sustainable transit service that responds to the needs of our customers and communities.

The Alameda-Contra Costa Transit District (AC Transit) based in Oakland, California was originally a special transit district but was recently made a rapid transit district under state law AB 781 in 2022. Voters created AC Transit in 1956 and subsequently approved a \$16,500,000 bond issue in 1959, enabling the District to buy out the failing, privately owned Key System Transit Lines. AC Transit's service began operating in October 1960. The new district built up its bus fleet with 250 new "transit liner" buses, extended service into new neighborhoods, created an intercity express bus network, and increased Bay Bridge bus operations.

In the 60 years that AC Transit has been in operation, the District has increased its service area, expanded the types of services it offers and became a leader in the use of battery electric and hydrogen fuel cell buses.

AC Transit is the third-largest public bus system in California, serving 13 cities and adjacent unincorporated areas in Alameda and Contract Costa counties.

AC Transit has a seven-member elected Board of Directors that sets policy and hires the General Manager, General Counsel, and District Secretary. Six members represent specific geographic areas, known as wards, while one serves as an at-large representative for the entire district — a position that will transition into a seventh ward with the 2026 Board election. The General Manager leads the executive teams to implement Board policies.

There are 2,190 approved staff positions at seven facilities, of which 85 percent are within the Operations Department. Most employees are represented by one of the three bargaining units: Amalgamated Transit Union (ATU Local 192); American Federation of State, County, and Municipal Employees (AFSCME Local 3916); and International Brotherhood of Electrical Workers (IBEW Local 1245).



Passenger and Service Portrait

Updated March 2026

Service Area

- 364 square miles
- 13 cities plus adjacent unincorporated communities including service to downtown San Francisco via the Bay Bridge and Palo Alto via the Dumbarton Bridge

Service Levels

- 123 bus lines (as of March 2026)
- Serving 27 BART stations
- Approximately 4,700 bus stops
- 565 Buses
- 17.7 million revenue service miles driven annually

Passenger Trips

- 40.0 million trips annually (FY24-25)
- 136,000 passengers each weekday (FY24-25)

Demographics Age

- 11% under 20 years of age
- 30% between the ages of 20-29
- 22% between the ages of 30-39
- 15% between the ages of 40-49
- 11% between the ages of 50-59
- 11% over 60 years of age

Demographics

- 42% don't own automobiles
- 42% of all trips are work related
- 9% of all trips are school related

Fare Structure

Local (Effective July 1, 2025)

Cash Fare

Adults	
Single Ride	\$2.75
Day Pass	\$6.00
Youth (5-18) / Senior / Disabled	
Single Ride	\$1.35
Day Pass	\$3.00

Clipper Cash / AC Transit Mobile

Adults	
Single Ride	\$2.50
Day Pass	\$5.50
Youth (5-18) / Senior / Disabled	
Single Ride	\$1.25
Day Pass	\$2.75

Local Clipper/ACT Mobile Transit Passes

Clipper/ACT 31-Day Pass	
Adult	\$90.00
Youth (5-18)/ Senior / Disabled	\$37.50
ACT Mobile 7-Day Pass	
Adult	\$25.00
Youth (5-18)	\$12.50
Senior / Disabled	\$12.50

Transbay (Effective July 1, 2025)

Cash Fare Single Ride

Adults	\$6.50
Local to Transbay Upgrade	\$3.75
Youth (5-18) / Senior / Disabled	\$3.25
Local to Transbay Upgrade	\$1.90

Transbay Clipper Passes

Adult 31-Day	\$234.00
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Fixed Route Accessibility

All coaches are equipped with:

- Passenger ramps/lifts.
- Kneeling features.
- Priority seating for seniors and individuals with disabilities.
- Two (2) wheelchair securement areas on every bus.
- Stanchions (handrails) throughout the bus and on every seat.
- Internal Text Messaging signs.
- Automatic Voice Announcements (AVA).
- Reduced fares for seniors and individuals with disabilities.

14-member General Managers Access Committee (GMAC) appointed by the GM.

Americans with Disabilities Act (ADA) Mandated Paratransit

- Shared-ride Paratransit service provided by the East Bay Paratransit Consortium (BART and AC Transit) for people who are unable to, or prevented from, using fixed route bus or train service, independently, due to a disability or health-related condition.
- 16-Member East Bay Paratransit Advisory Committee (EBPAC) represents individuals with disabilities, seniors, and health and human services organizations.
- Website: www.eastbayparatransit.org. Phone number: 510-287-5000.

Information for Hearing or Visually Impaired

- Public Information is available in accessible formats, upon request.
- "711" through the California Relay Service.

Regional Transit Connection

AC Transit connects with the following fixed route services in the Bay Area:

- San Francisco Bay Area Rapid Transit District Rail Service (BART)
- Dumbarton Bridge Bus Service (Dumbarton Express)
- Union City Transit
- San Francisco Municipal Railway (MUNI)
- San Mateo County Transit District (SamTrans)
- Santa Clara Valley Transportation Authority
- SolTrans
- Western Contra Costa Transit Authority (WCCTA)
- Capitol Corridor/Amtrak
- Altamont Corridor Express (ACE)
- Golden Gate Transit
- Caltrain
- Fairfield and Suisun Transit (FAST)
- Napa Valley Transportation Authority (The Vine)
- Emery Go Round
- San Leandro LINKS
- San Francisco Bay Ferry (from Alameda, Oakland & Richmond to San Francisco/South San Francisco)

Locations

AC Transit has eight facilities, seven of which are operating facilities and one (*) of which offers customer services to the public, including Clipper and pass sales and trip-planning assistance.

General Office/Customer Service *
1600 Franklin Street
Oakland, California

East Oakland Operating Division (#4)
1100 Seminary Avenue
Oakland, California

Training and Education Center
20234 Mack Street
Hayward, California

Central Maintenance Facility and Stores
Facility (#5)
10626 East 14th Street
Oakland, California

Emeryville Operating Division (#2)
1177 47th Street
Emeryville, California

Hayward Operating Division (#6)
1758 Sabre Street
Hayward, California

Richmond Division (#3)
2016 MacDonald Avenue
Richmond, CA 94801-3356

Salesforce Transit Center
Transbay Terminal
First and Missions Streets
San Francisco, CA 94105

Important Telephone Numbers / Contact Information

Customer Relations	(510) 891-4700, option 2
Ticket Office	(510) 891-4706
District Secretary	(510) 891-7284
Main	(510) 891-4777
Media Relations	(510) 891-4745
Telephone Device for the Deaf (TDD)	Dial "711" (through the California Relay Service)
Transit Information	Dial "511"
Website	www.actransit.org
Customer Feedback:	www.actransit.org/feedback

Introduction

The District and other transit agencies in the Bay Area region are in a pivotal time that will determine funding that could mean maintaining the District's current level of service for the foreseeable future or cutting service by as much as 16% by the end of FY 2026-27.

In a matter of a few months voters will decide on a crucial regional funding measure that would support the District starting in FY 2027-28. Thanks to a State loan in FY 2026-27 (also allocated to three other transit agencies – San Francisco Muni, Caltrain, and BART), the District is able to bridge this time of uncertainty by planning for an official budget (presented in this budget book as “Recommended Funded”) and a Contingency Plan.

The Contingency Plan, to be used if the regional measure fails, would reduce non-service expenses as much as possible, prior to making service cuts in June 2027. In addition to the direct changes that will happen to the District, there will be regional effects of changes in ridership and commuting patterns starting in early calendar 2027 should the regional measure fail.

The State Loan funds, up to \$55.0 million, are critical to the development of the FY 2026-27 Recommended Funded budget and will allow the District to continue to maintain current service levels. As described herein, \$54.0 million is included in the Recommended Funded budget and \$42.5 million is included as part of the Contingency Plan. Should the Contingency Plan be implemented, less State loan amount is needed due to budget cuts and the implementation of an Alternative Service Plan in June of 2027.

This budget book is organized similar to prior budget books, with the addition of information about the Contingency Plan, which could be implemented as soon as the outcome of the regional funding measure is known.

Financial Structure, Policy, and Process

Budget Development Process

The District's fiscal year (July to June) requires all departments to reassess their budget needs every year starting as early as November and not ending until final board adoption in June. The budget development process for FY 2026-27 started in earnest in January with attention to create a balanced budget dependent upon passage of the regional measure enabled by Senate Bill 63 (SB63). If enough signatures are gathered by the summer of 2026, the regional ballot measure will be on the November ballot and – if approved by voters – will allow the District to maintain current service levels. If the regional measure does not pass, the District will need to implement drastic cost control measures, including an Alternate Service Plan, which reduces service by up to 16%. The uncertainty surrounding passage of a regional ballot measure has made the need to formulate several budget scenarios, ultimately providing an official Recommended budget (also referred to as “Recommended Funded”) and a “Contingency Plan.”

Overview of the FY 2026-27 Operating Budget Development Process:

- The budget cycle began November of 2025 when staff presented the budget calendar to the board for approval. It identified the timing of the presentation of the major milestones for the budget development process: 1) Developing budget guidelines, 2) Presentation of the Draft Budget, 3) Presentation of the Proposed Budget, and 4) Presentation of the Recommended budget. With each milestone, staff refines understanding of the major drivers and constraints.
- The Board's Budget Guidelines (adopted in January) frame the budget development process. Additional guiding principles are the District's four core priorities. Both are described in the next section “Budget Guidelines and Four District Core Priorities.”
- At an early stage Staff began reviewing and documenting the assumptions for the microeconomic and macroeconomic environment, determining revenue and expenditure line items to be used in the development of the operating budget. The uncertainty surrounding funding and the passage of a regional measure required developing a Recommended Funded and Contingency Plan.
- The Recommended Funded budget is the official budget to be adopted at the June board meeting. It utilizes a combination of top-down estimates and bottom-up analysis to give a first view while allowing time for all departments to detail their line-item requests. (The Contingency Plan assumes up to 16% service level cuts should the regional measure not provide the funding needed to sustain current service. If required to be enacted, it will be officially adopted by the board at a later date.)
- Once all line-item requests are available and have passed the “scrutiny test” to make sure only essential needs are covered, staff is able to produce the Recommended Funded budget. (The Contingency Plan is considered alongside the Recommended/Funded budget as a “package” since the outcome of the measure will not be known until after Board adoption in June).
- The process to develop the labor budget relies on multiple models (excel and system-based) that allow for realistic staffing levels, contractual wage increases, and the corresponding fringe benefits (such as healthcare, pension, and workers compensation). Multiple labor scenarios were analyzed to determine the Recommended Funded budget and Contingency Plan.
- The process to collect budget requests for non-labor expenses requires that department staff start fresh with a zero-based budget.
- For each departmental budget request staff are required to provide detailed line-item descriptions and justifications.
- Budget staff collaborate closely with executive leaders, as well as directors and managers, to establish a reasonable, “not-to-exceed” department budget goal based on recent spending history and any significant known issues.
- Requests are reviewed using a priority-based process for all non-discretionary budgeting needs.
- Accounts that are often considered “discretionary” (such as Temporary Help, Stationery Supplies, Travel & Training, Employee Incentive, Office Furniture, and others) were subject to extensive scrutiny.

- The budgeting platform system is configured to allow departmental managers to plan their non-labor allocations. Budget staff coordinate with department managers to build their operating budget under a zero-based budget approach.
- Allocations and line-item budgets are validated by the General Manager and the Executive Staff.
- In the event the Board of the Directors does not adopt a District Budget by June 30th, the Board may adopt a continuing appropriations resolution monthly until such time as the District Budget is adopted. A continuing appropriations resolution allows payment for services performed on behalf of the District to continue until such time as a District Budget is adopted.
- For the year-end of the prior fiscal year budget, all unexpended and unencumbered appropriations lapse and do not carry over to the next fiscal year.
- In November, Staff will meet with departments and review the budget to determine any necessary adjustments, especially preidentified items, for mid-year budget adjustments. At this time, if passage of the regional measure SB63 is approved by voters, the Adopted budget will be adjusted – or – if passage of SB63 fails, the Contingency Plan will be implemented (after being adjusted as necessary for mid-year corrections based on the latest information available and current events.)

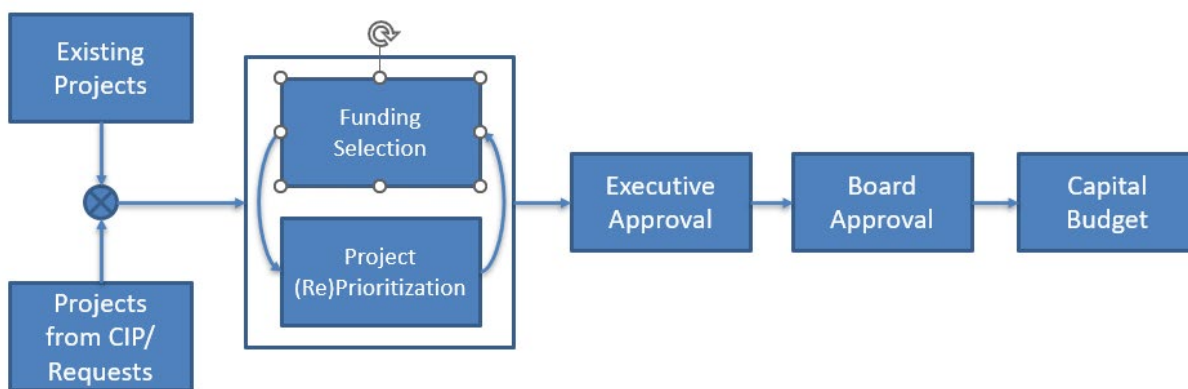
Overview of the FY 2026-27 Capital Budget Development Process:

The District’s Capital Budget funds capital asset procurement, maintenance and construction as well as projects or phases that will result in a capital project. Capital projects are principally identified and prioritized through the District’s five-year Capital Improvement Plan (CIP).

During the annual budget development process, existing capital projects are updated for current status, scope schedule, and project cost and funding needs beyond the current approved project budget.

Staff also develop detailed estimates of new grant funds that can be applied to district priorities. If funds are available, they are programmed to CIP project requests by urgency, project readiness and priority. Not every fund is applicable to all projects, so some projects of lower overall priority may be funded before higher priority projects. Projects that are sufficiently funded to commence and identified as a priority within the CIP are included as new projects in the new budget. This process is outlined in Figure 1 below.

FIGURE 1: CAPITAL BUDGET PROCESS



Throughout the year, staff seek additional grants for projects identified in the Board adopted CIP and add them to the Capital Budget, in accordance with BP311, BP314, and BP324.

The Capital Budget is majority funded via external grants. For FY 2026-27, the Recommended Capital Budget is 96% external grants. To the greatest extent possible, staff seek to offset any District Capital funds with grant funds. However, District Capital is sometimes necessary to leverage external funds or to enable hard to fund priorities to proceed.

In comparison to the annual rhythm of the operating budget, capital projects (and by extension their budgets) are “lumpy” with expenditures following the project development and implementation lifecycle.

Capital projects may take two or more years to complete but often need to show full funding commitment for contracts or to match external grants. Therefore, the Capital Budget reflects maximum investment in a portfolio of projects within the upcoming Fiscal Year rather than anticipated expenditure.

Budget Calendar

Board Policy 311 (Budget Policy) requires that the Board of Directors approve a budget calendar no later than November 30th of each year which will include tentative dates for Board Workshop(s), public review, and Board approval of the budget. The Budget Policy provides for the Board of Directors to adopt a resolution by June 30th of each fiscal year approving a balanced District Budget for the following fiscal year, including the revision and approval of the corresponding Fiscal Year Goals, Objectives, and Performance Metric Targets.

The District and community are still recovering from the economic disruption caused by the COVID-19 pandemic, and timing of a recovery is constantly changing and shaping how AC Transit responds. Additional financial analysis will be made available that takes into consideration evolving service level plans as well as changes in the level of revenue sources.

The budget calendar approved on November 19, 2025 is as follows:

Date	Description
November 19, 2025	Approval of the budget development process and calendar, pending review and discussion.
January 28, 2026	Presentation of FY 2026-27 Operating Budget Guidelines.
April 8, 2026	Presentation of Draft FY 2026-27 Operating and Capital Budget, including an overview of the major assumptions and drivers to the Operating Revenues, Subsidies and Operating Expenses.
May 13, 2026	Presentation of the Proposed Operating and Capital FY 2026-27 Budget including review of any adjustments to the Draft budgets.
June 10, 2026	Presentation of the FY 2026-27 Recommended Budget including any adjustments to the proposed budget. Staff presents a resolution for the Board to adopt the FY 2026-27 Operating and Capital Budgets.
July 1, 2026	The Adopted FY 2026-27 Budget becomes effective.

The advantage of the Board adopting a budget development calendar is that it helps all District staff understand the timeline and requirements for adopting a balanced budget for the coming fiscal year.

Budgetary Control

The District Budget includes all operating, capital, and interest expense requirements of the District for a fiscal year. The District Budget also includes District's contribution to the AC Transit Retirement Plan as determined by the Board following review of an actuarial study prepared no less often than every two years.

In addition, the District budget includes an analysis of the underlying assumptions for revenue and expense projections; the number of authorized positions by department; and the revenue service hours and miles on which the District Budget is based. Any change in revenue services hours or miles during the fiscal year requires prior approval by the General Manager.

The Board of Directors approves an amended appropriations resolution when necessary to authorize the receipt and expenditure of funds unanticipated in the District Budget and reallocation of funds necessary for the efficient operation of the District. Budgetary control is maintained at the department level for each operating department and at the project level for each capital project. Any expenditure more than the approved Capital Budget requires prior approval by the Board of Directors.

Revenue and expense results for the fiscal year are presented for Board review no less often than bi-monthly. If there are significant variations between the results and the District budget, recommendations are made to the Board for alternative strategies to achieve a balanced budget by fiscal year end, which are formalized during the Mid-Year budget review process.

The General Manager is authorized to exceed budgetary control limitations for expenditures when an unforeseen combination of circumstances calls for immediate action with inadequate time for prior Board approval. The action must be made to avert or alleviate damage to property, to protect the health, safety, and welfare of the community, or to repair or restore damaged or destroyed property of the District in order to ensure that the facilities of the District are available to serve the transportation needs of the general public.

Within 30 days of the emergency, the General Manager must submit to the Board of Directors for confirmation, a report explaining the necessity of the action, a listing of expenditures made under these emergency powers and any recommended future actions.

Basis of Presentation of Funds and Fund Structure

The District presents its general-purpose financial information in two funds: the enterprise fund and the pension trust fund. Separate financial statements are presented for each fund category. However, only the enterprise fund is presented in the budget reports.

Enterprise funds are used to account for operations that are financed and operated in a manner similar to private businesses. An enterprise fund includes a set of self-balancing accounts that comprises the District's assets, liabilities, net assets, revenues, and expenses. Only revenues and expenses are budgeted for each fiscal year.

Enterprise funds distinguish operating revenues and expenses from non-operating items. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with an enterprise fund's principal ongoing operations. The principal operating revenues of the District's enterprise fund are passenger fares. Operating expenses include the cost of services, administrative expenses, and depreciation on capital assets and equipment. All revenues and expenses not meeting these definitions are reported as non-operating revenues and expenses.

The District's general-purpose (non-budgetary) financial statements include all financial activities controlled by or dependent upon actions taken by the District's Board of Directors. This includes: the financial activities of the District's Special Transit Service Districts No. 1 and No. 2 and other areas which the District has contracted to provide transit service; the financial activities of the AC Transit Financing Corporation, a nonprofit public benefit corporation formed to provide financial assistance to the District; and the financial activities of the District's pension plan and the deferred compensation plan.

Resources associated with these financial activities are allocated to funds based upon their purpose and how the spending is controlled.

Basis of Budgeting

The District's fiscal policies establish the framework for the management and control of the District's resources to ensure that the District remains fiscally sound. The District's policies are approved by the Board of Directors and they determine where and how District resources should be dedicated. For this reason, District goals, objectives, short and long-range planning, and performance analyses are incorporated into the budget development process.

It is the policy of the District that the Board of Directors approve a balanced annual budget prior to the beginning of each fiscal year. The budget is developed using a modified accrual basis of accounting. However, there are certain differences between the Generally Accepted Accounting Principles (GAAP) based financial statement and the report under the budgetary basis as follows:

- Perspective differences resulting from the AC Transit Financial Corporation are not budgeted.
- Encumbrances for supplies and services ordered but not received are reported in the year the order is placed for budgetary purposes, but in the year the supplies are received for financial reporting purposes.
- Transfers from Equity / Net Assets are outflows of budgetary resources but are not expenses for financial reporting purposes.
- Capital outlay funded by District operations is reported as outflows of budgetary resources but are not expenses for financial reporting purposes.
- Depreciation on fixed assets funded by District operations is not budgeted, as it is not an outflow of budgetary resources.

Budget Guidelines and Four District Core Priorities

The Board's Budget Guidelines and the Four District Core Priorities work hand in hand to focus on how the organization should conduct business.

The Budget Guidelines frame the budget development process in key areas such as use of limited and new revenues (State Loan and potential Regional Measure), maintaining 85% service levels, controlling labor costs, and supporting District priorities.

The District was able to use the guidelines to navigate a tumultuous development process, which required an official budget (referred to as "Recommended Funded") and a Contingency Plan.

Budget Guidelines:

- *Develop a baseline budget assuming new revenues, and an alternate budget assuming no new revenues. Both budgets will be balanced and include achievable service levels, cost adjustments, and available revenues (including reserves).*
- *Secure the necessary funding to maintain 85% service levels.*
- *Control labor costs by managing vacancies, staffing levels, and implementing potential furloughs or other cost-saving measures.*
- *Ensure cost control while maintaining essential functions.*
- *Support District priorities as funds allow, including improved service reliability and rider experience, operational performance, organizational efficiencies, performance improvements in leadership, safety, and an emphasis on innovation.*

Alongside the Budget Guidelines, the Four District Core Priorities help to steer the direction of the District's work efforts. The Four District Core Priorities are succinct and easily remembered. They serve as visible reminders in District buildings (walls, elevators, and uniforms or marketing gear) and online meeting environments. The priorities help to unify employees and build common ground for working together on common goals.

District Priorities:

Operational Performance – Service Reliability

Organizational Effectiveness – Accountability

Customer Satisfaction & Improved Rider Experience – Putting-the-Rider-First

Financial Stability – Fiscal Sustainability

Operational Performance – Service Reliability



“Run The Service We Promise”

Organizational Effectiveness – Accountability



“Own The Work and Support Each Other”

Customer Satisfaction & Improved Rider Experience
– Putting-the-Rider-First



“Prioritize Our Riders With Every Decision”

Financial Stability – Fiscal Sustainability



“Safeguard Today So We Can Serve Tomorrow”

Contingency Plan - If Regional Measure Fails

Alongside the official budget (or “Recommended Funded” budget), the District is planning for the implementation of a Contingency Plan.

Should the potential ballot measure not pass in November, the Contingency Plan would be triggered for the second half of the year and would reduce \$11.1 million from the Funded budget in the remainder of FY 26-27.

The Contingency Plan reduces non-service expenses until service reductions begin in mid-June 2027. Potential service reductions will be detailed in an Alternate Service Plan which will be reviewed by the District’s Board.

Total Labor expenses in the Contingency Plan are reduced from the Funded budget by \$8.8 million (2.0%). Labor expenses are impacted more than Non-Labor due to exhaustive efforts made in recent years during the budgeting processes to reduce Non-Labor to essential functions in support of maintaining service levels.

District priorities, as they relate to maintaining service levels, will be impossible to meet in the Unfunded budget. The largest reductions in the Contingency Plan are found by restricting hiring and allowing natural attrition to reduce staffing levels and implementing mandatory furloughs of two days a month for eligible Unrepresented and AFSCME staff.

Service quality will start to be affected before any service cuts are implemented due to an estimated reduction of 25 operators (through attrition) before service cuts could be implemented in June.

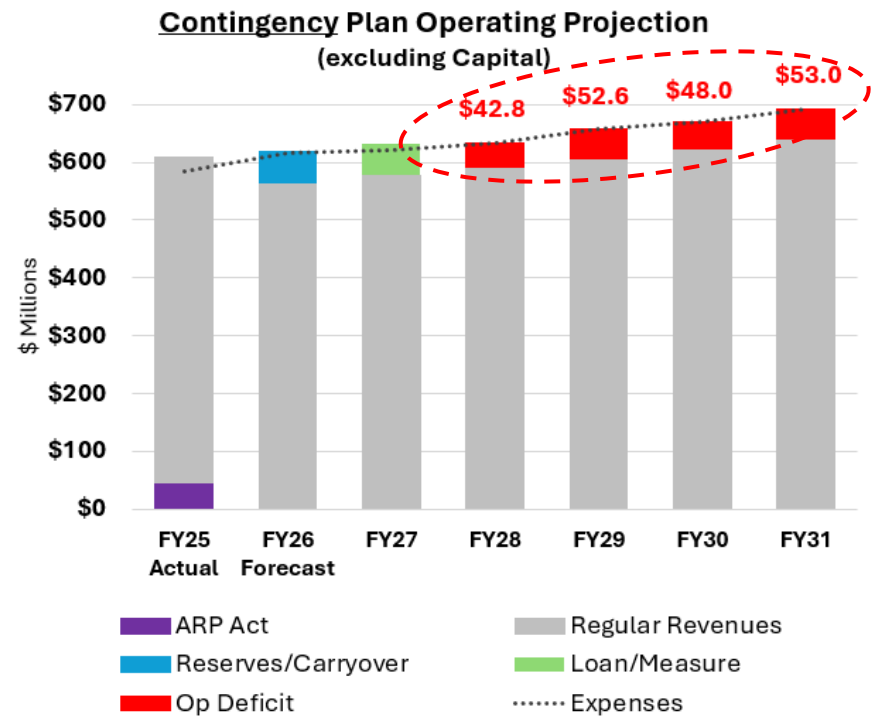
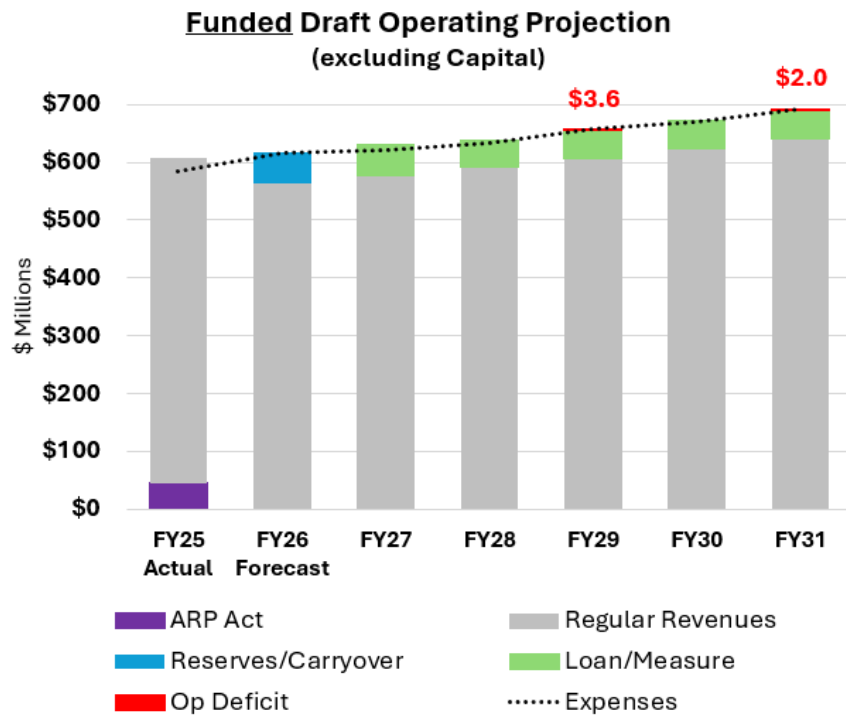
The Contingency Plan also makes cuts in the following areas:

- The \$1.5 million included for Operator Overtime in the Funded budget
- Routine employee incentive programs (Wellness Program, Bus Rodeo, Safe Driving Awards, and other events)
- Most dues & subscriptions except for key organizations: Alameda County Transportation Commission (ACTC), West Contra Costa Transportation Advisory Committee (WCCTAC), American Public Transportation Association (APTA), CalACT, and City Chambers
- Other initiatives such as replacement of the bus stop at-stop schedule information system and reductions in marketing materials.

The Capital budget is reduced by \$1.2 million in the Contingency Plan. More details on the Capital budget are provided in the Capital budget section of this budget book.

Draft Projections: Funded Budget and Contingency Plan

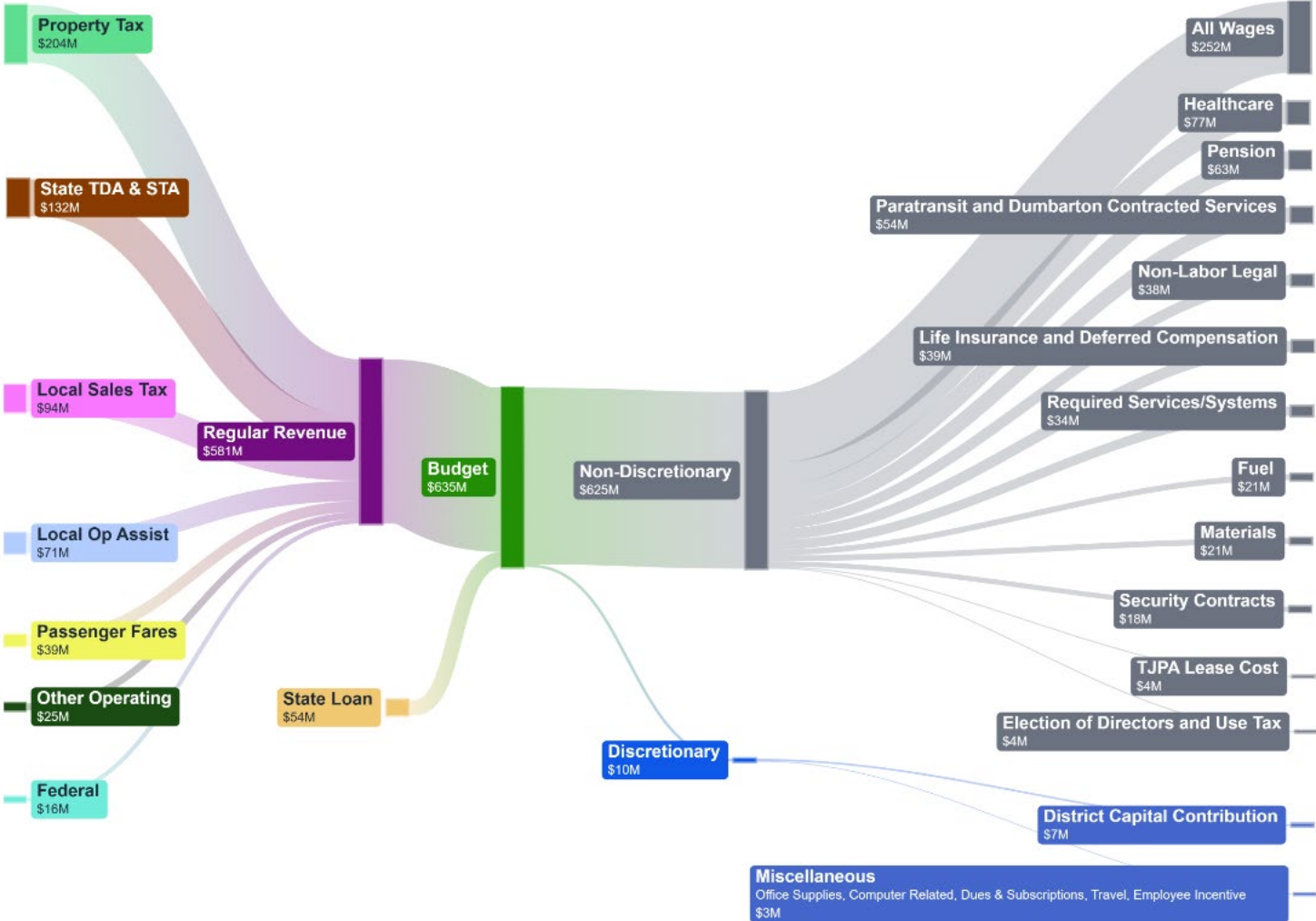
Projections



Without funding from the passage of a regional funding measure, under the Contingency Plan AC Transit is projected to have an annual operating deficit of ~\$43 million starting in FY28 that is projected to grow to \$53 million by FY31.

Baseline Budget Summary

The FY 2026-27 Recommended Budget for the Alameda-Contra Costa Transit District consists of \$627.9 million Operating Expenses plus \$7.0 million of District Capital spending and relies on \$54.0 million from State Loan.



AC TRANSIT
FY 2026-27 RECOMMENDED OPERATING REVENUE AND SUBSIDIES
BUDGET
(\$ IN THOUSANDS)

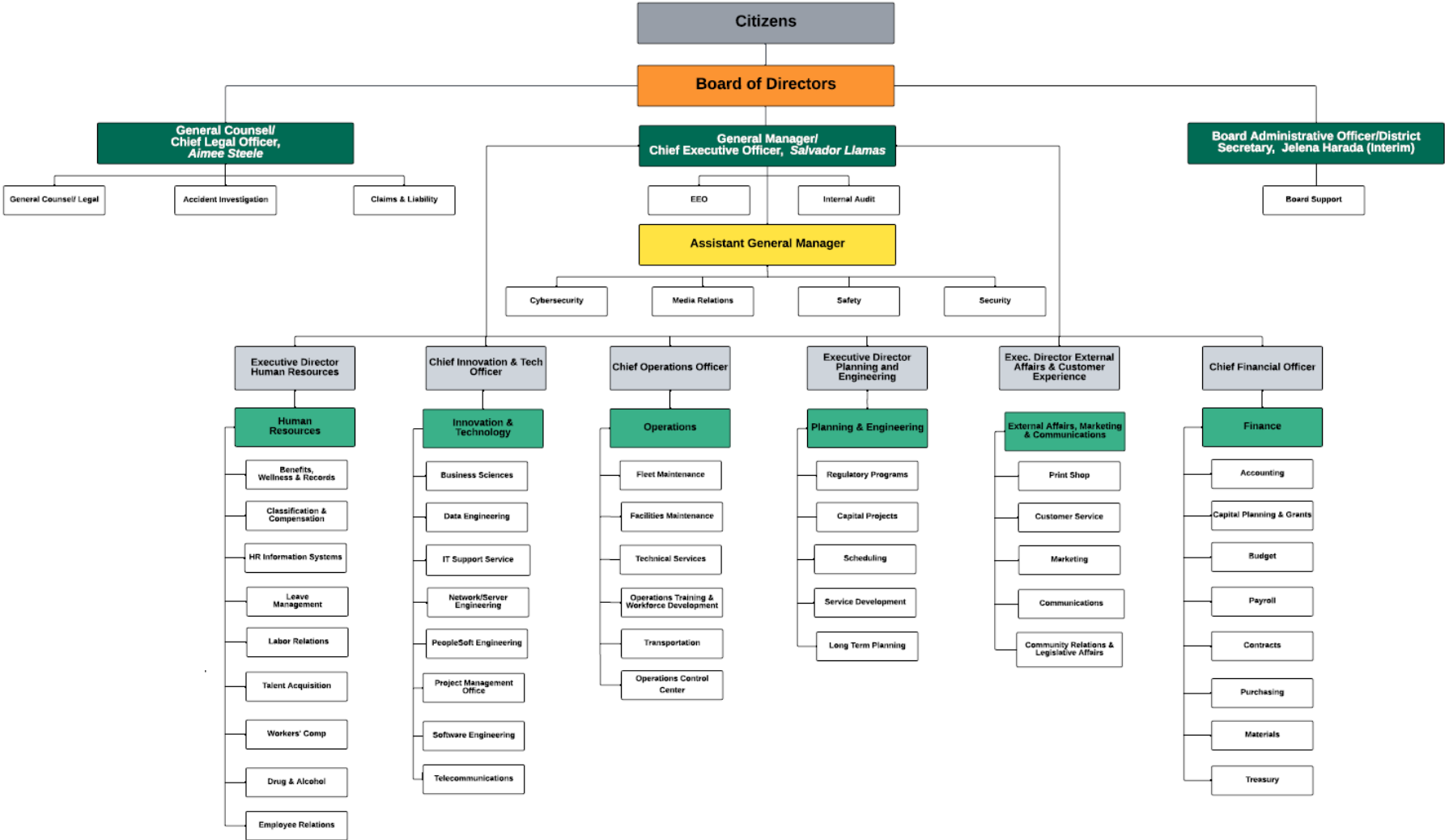
	FY 2024-25	FY 2025-26	FY 2026-27	FY 2026-27
	ACTUALS	BUDGET	RECOMMENDED FUNDED BUDGET	CONTINGENCY PLAN
REVENUE & SUBSIDIES				
Line	Operating			
1	34,758	40,008	38,996	38,751
2	9,400	8,789	11,792	11,292
3	2,267	1,436	2,230	2,230
4	1,668	1,455	1,527	1,527
5	658	620	944	944
6	2,427	1,692	1,772	1,772
7	11,191	4,000	7,000	7,000
8	62,370	57,999	64,261	63,516
Unrestricted Subsidies				
9	90,574	80,261	98,595	98,595
10	53,096	52,000	52,500	52,500
11	86,145	86,496	86,928	86,928
12	7,384	6,661	6,694	6,694
13	163,488	169,520	173,606	173,606
14	30,054	30,355	30,129	30,129
15	42,533	33,054	33,409	33,409
16	500	500	500	500
17	11,472	11,677	11,794	11,794
18	-	21,000	6,068	6,068
19	7,487	-	-	-
20	-	7,106	7,319	7,319
21	7,620	7,516	6,784	6,784
22	647	140	1,749	1,749
23	368	456	518	518
24	44,674	-	-	-
25	546,043	506,743	516,594	516,594
26		41,536		
27			54,028	42,473
28	608,413	606,278	634,883	622,583

AC TRANSIT
FY 2026-27 RECOMMENDED OPERATING BUDGET
(\$ IN THOUSANDS)

	FY 2024-25	FY 2025-26	FY 2026-27	FY 2026-27
	ACTUALS	BUDGET	RECOMMENDED FUNDED BUDGET	CONTINGENCY PLAN
Line	REVENUES & SUBSIDIES			
1	62,370	57,999	64,261	63,516
2	546,043	506,743	516,594	516,594
3	-	41,536	54,028	42,473
4	608,413	606,278	634,883	622,583
	OPERATING EXPENSES			
	<u>Labor</u>			
5	96,032	98,197	106,426	102,754
6	90,329	93,095	95,657	92,357
7	148,542	159,479	165,746	163,903
8	73,206	65,200	62,508	62,556
9	408,109	415,970	430,338	421,570
	<u>Non-Labor</u>			
10	44,636	51,744	53,730	52,257
11	15,129	16,381	20,948	20,818
12	15,790	13,668	13,240	13,240
13	7,791	8,035	7,428	7,428
14	9,270	10,303	10,151	10,151
15	32,368	30,715	34,329	34,329
16	46,669	53,869	53,442	53,442
17	752	298	1,414	1,414
18	3,592	4,782	2,863	2,133
19	175,998	189,795	197,545	195,213
20	584,106	605,765	627,883	616,783
21	24,306	513	7,000	5,800
22	-	-	-	-
23	3,568	11,300	7,000	5,800
24	20,738	(10,787)	-	-

District Organization Chart

AC Transit District Organizational Chart



District Positions

The District does not budget based on the total number of authorized positions, as the level of vacancies would result in a labor budget significantly higher than what is actually needed. Instead, the labor budget is developed based on current filled positions and projected hiring levels that staff believe are necessary to support District operations and are reasonably achievable during the fiscal year. In FY 2025–26, the authorized position count was reduced to align with current service levels by eliminating only vacant positions; therefore, the change did not have a significant budgetary impact. For FY 2026–27, vacant positions were repurposed as part of a reorganization effort to address existing operational needs, as detailed below.

FY 2025-26 changes:

- Authorized number of Operator count from 1379 to 1250 (reduce by 129)
- Authorized number of Mechanics count from 176 to 154 (reduce by 22)
- Authorized number of Body Mechanics from 32 to 28 (reduce by 4)
- Authorized number of Service Workers from 95 to 92 (reduce by 3)

FY 2026-27 changes:

- There are no new positions recommended for FY 26-27. Any targeted additional staffing support, such as for EasyPass or the Student Transit Pass Program, will be handled through conversion of existing vacant positions.

Position Count by Department

Positions	FY24-25 Positions	FY25-26 Positions	FY26-27 Recommended Positions
District Secretary	4	4	4
External Affairs, Marketing & Communications	40	40	40
Finance	97	97	97
General Manager	6	6	6
Human Resource	49	49	49
Innovation and Technology	50	50	49
Legal	19	19	19
Operations	2,016	1,858	1,859
Planning and Engineering	50	50	50
Retirement	6	6	6
Safety, Security, Cybersecurity, & Media Relations	11	11	11
Grand Total	2,348	2,190	2,190

Approved Positions By Department with Vacancy/Leave of Absence Information As of 5/20/26						
Department	Total Approved	Filled - Active	Filled - Leave of Absence¹	Vacant	Vacancy Rate - Vacancies Only	Vacancy Rate - Vacancy + LOA
Grand Total ACT	2,190	1,914	201	79	3.6%	12.8%
District Secretary	4	3		1	25.0%	
Ext Affairs/Mktg/Comms	40	38		2	5.0%	
Finance	97	83	3	11	11.3%	14.4%
General Manager	6	6	1	0	0.0%	16.7%
Human Resources	49	44	2	3	6.1%	10.2%
Innovation and Technology	49	43		3	5.8%	
Legal	19	16		3	15.8%	
Operations - Bus Operators	1,250	1,093	154	6	0.5%	12.8%
Operations - Non-Operators	609	528	40	42	6.9%	13.5%
Planning & Engineering	50	45		5	10.0%	
Retirement	6	6		0	0.0%	
Safety, Security, Cybersecurity, & Media Affairs	8	5	1	3	37.5%	50.0%
Total excl. Bus Operators	940	821	47	73	7.8%	12.8%
Total excl. Operations Dept	331	293	7	31	9.4%	11.5%

Notes:

1. For Bus Operators, "Filled-Leave of Absence" only includes operators on Short Term Leave (STL) which is less than 12 months. Operators on Long Term Leave (LTL) greater than 12 months are not included in regular position count per Board Policy 311. The number of operators on LTL is below.

Operators on Long Term Leave 141

2. "Division Workforce" in the GM Report tables is equal to the sum of "Filled - Active" and "Filled - Leave of Absence" on this table

Department Budgets

Board of Directors

The Alameda-Contra Costa Transit District is governed by a seven-member Board of Directors, each independently elected by district voters. Six members represent specific geographic areas, known as wards, while one serves as an at-large representative for the entire district — a position that will transition into a seventh ward with the 2026 Board election.

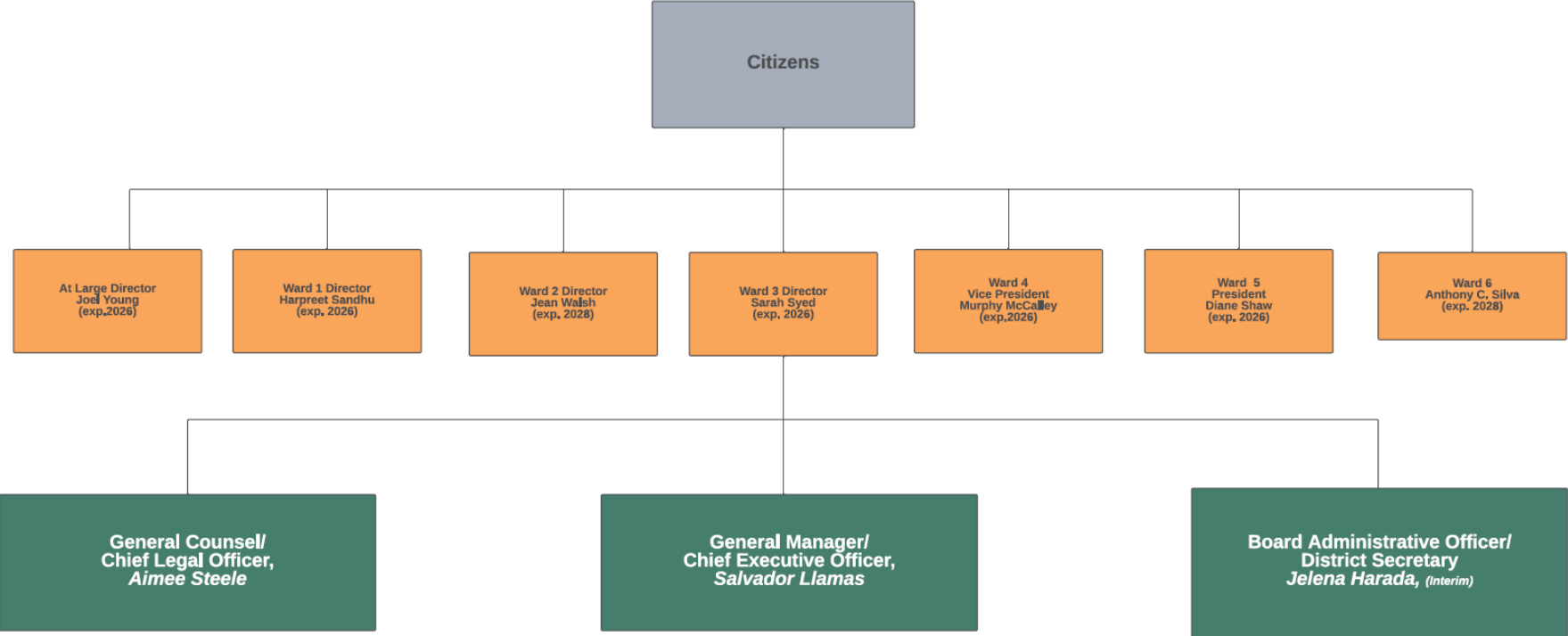
By law, the Board serves as the District’s policy-making authority. Under California statute, the Board is responsible for overseeing and regulating all transit facilities owned or operated by the District. This includes setting fares, fees, and classifications, as well as establishing and enforcing rules, regulations, contracts, practices, and schedules related to District operations.

The Board holds regular public business meetings and appoints three key officers: the General Manager/Chief Executive Officer, the General Counsel/Chief Legal Officer, and the Board Administrative Officer/District Secretary. These officers serve at the discretion of the Board.

Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor				
Fringe Benefits	-	239,955	-	224,805
Labor Total	-	239,955	-	224,805
Non-Labor				
1 Outside Professional Services	-	206,900	-	154,000
2 Materials & Supplies	-	1,100	-	1,500
3 Miscellaneous	-	71,500	-	43,694
Non-Labor Total	-	279,500	-	199,194
Grand Total	-	519,455	-	423,999

Non-Labor	FY 2026-27 Budget Highlights
1 \$154k Outside Professional Services	<ul style="list-style-type: none"> • \$139k: Professional services, executive coaching • \$15k: Outside legal services
2 \$1.5k Materials & Supplies	<ul style="list-style-type: none"> • \$1.0k: Stationery supplies • \$0.5k: Office furniture
3 \$43.7k Miscellaneous	<ul style="list-style-type: none"> • \$43.7k: Board member travel and meetings

**AC Transit District
Board of Directors**



District Secretary

The Office of the District Secretary is a critical administrative function that supports the Board of Directors, District departments, and the public by providing authoritative information on the District’s legislative history. The District Secretary serves as the official custodian of all records, books, and proceedings of the Board and its committees, and delivers comprehensive administrative support to the Board of Directors.

As a principal facilitator of Board meetings, the District Secretary is responsible for the preparation of agendas, verification of legal notices, coordination of meeting logistics, and the accurate recording of actions taken—forming the official record of the Board’s proceedings.

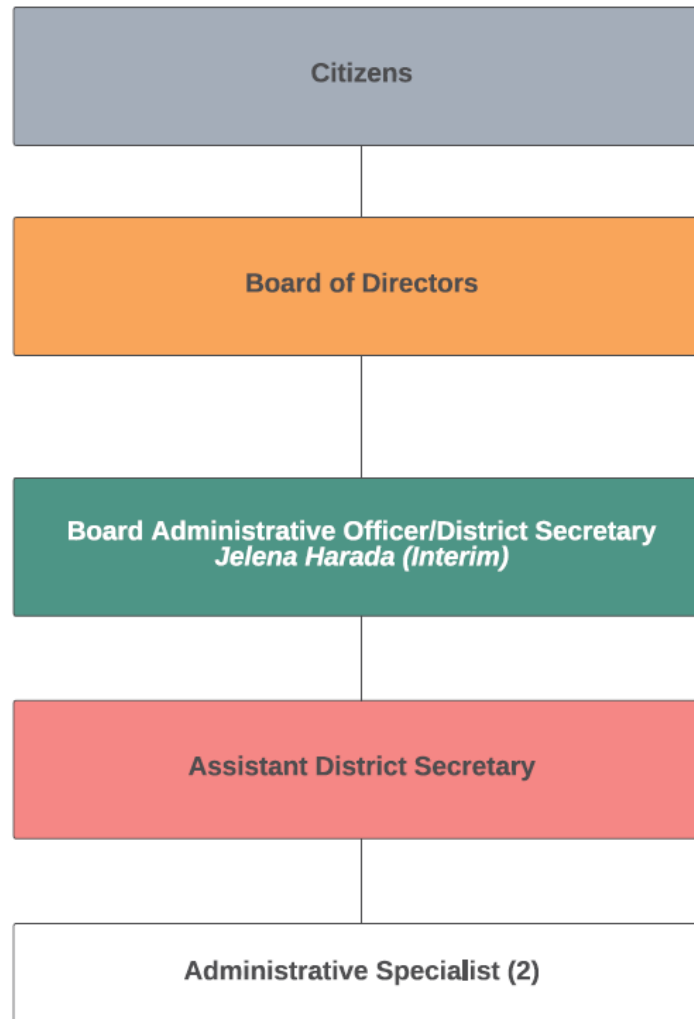
Additionally, the District Secretary serves as the District’s Elections Official, the designated Filing Officer under the Conflict of Interest Code and performs a wide range of high-level administrative duties and governance-related services.

Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor				
Salaried	4	519,865	4	510,031
Fringe Benefits	-	473,692	-	831,823
Labor Total	4	993,557	4	1,341,854
Non-Labor				
1 Outside Professional Services	-	10,200	-	12,300
2 Materials & Supplies	-	1,200	-	4,600
3 Miscellaneous	-	14,115	-	11,300
Non-Labor Total	-	25,515	-	28,200
Grand Total	4	1,019,072	4	1,370,054

Non-Labor	FY 2026-27 Budget Highlights
1 \$12.3k Outside Professional Services	<ul style="list-style-type: none"> \$5k: Software maintenance \$3k: AV system repairs (Board Room) \$3k: Professional services \$2k: Interpreter and translation services
2 \$4.6k Materials & Supplies	<ul style="list-style-type: none"> \$3k: Office supplies, furniture \$2k: Stationery Supplies
3 \$11.3k Miscellaneous	<ul style="list-style-type: none"> \$10k: Travel and meetings \$1k: Dues & subscriptions

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
District Secretary	4	4	4
Administrative Specialist	2	2	2
Assistant District Secretary	1	1	1
District Secretary	1	1	1
Grand Total	4	4	4

Office of the Board Administrative Officer/District Secretary



General Manager

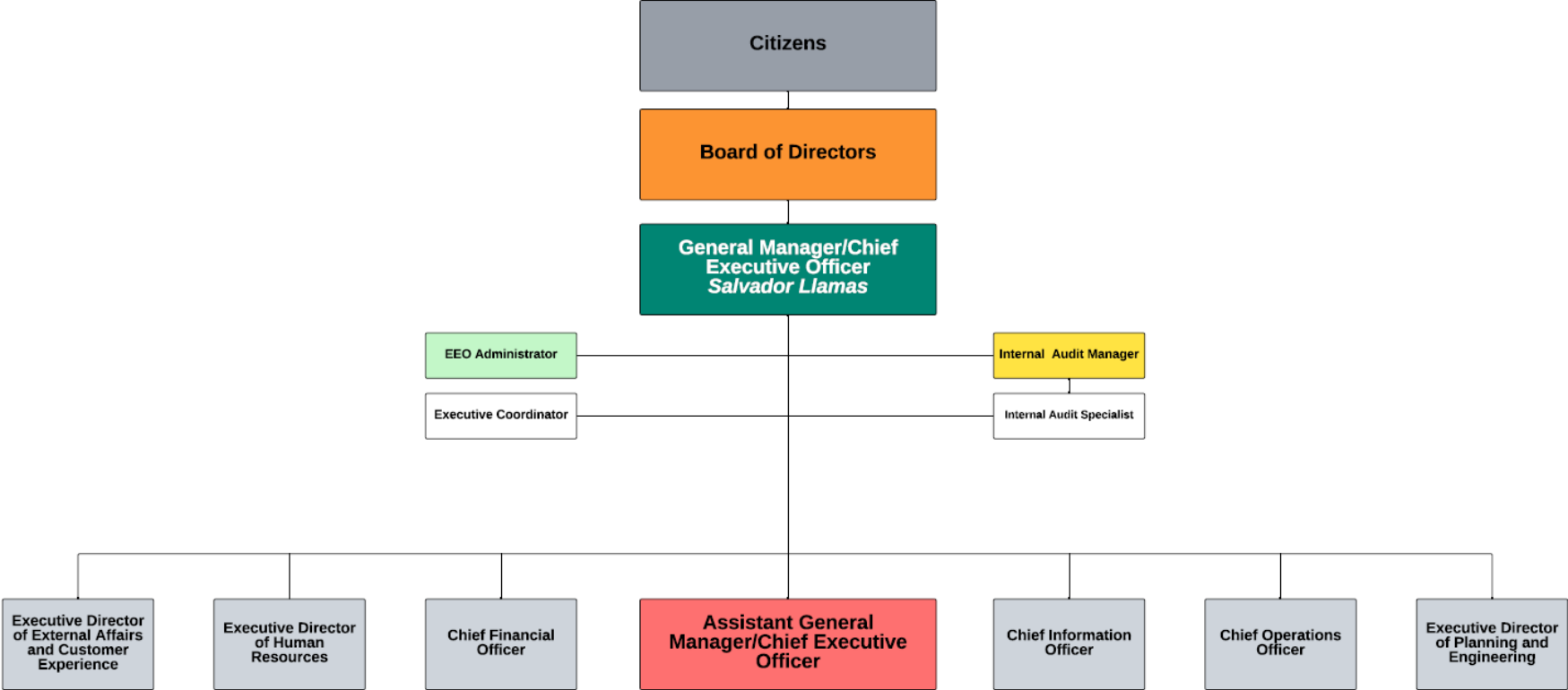
The Office of the General Manager provides overall management, leadership, and direction for the implementation of the policies, goals, and objectives established by the Board of Directors. The General Manager also oversees the functional areas of Internal Audit and Equal Employment Opportunity (EEO). The Assistant General Manager reports directly to the General Manager and oversees the Safety, Security, Cybersecurity, and Media Relations (SSCMR) Department, in addition to supporting various District-wide projects and strategic initiatives.

Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor				
Salaried	6	1,112,815	6	1,021,723
Fringe Benefits	-	961,115	-	974,700
Labor Total	6	2,073,930	6	1,996,422
Non-Labor				
Outside Professional Services	-	624,866	-	214,900
Materials & Supplies	-	490	-	600
Miscellaneous	-	227,173	-	191,705
Non-Labor Total	-	852,529	-	407,205
Grand Total	6	2,926,459	6	2,403,627

Non-Labor	FY 2026-27 Budget Highlights
1 \$215k Outside Professional Services	
	•\$215k: Leadership Training
2 \$0.6k Miscellaneous	
	•\$0.6k: Stationary and Miscellaneous Supplies
3 \$191.7k Miscellaneous	
	•\$185k: District-wide Travel & Training
	•\$6.7k: Dues & subscriptions

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
General Manager	6	6	6
EEO Program Administrator	1	1	1
Executive Coordinator	1	1	1
Internal Audit Manager	1	1	1
Internal Auditor	1	1	1
Assistant General Manager/CEO	-	-	1
Dir of Civil Rights & Compliance	1	1	-
General Manager/CEO	1	1	1
Grand Total	6	6	6

**Office of the
General Manager/Chief Executive Officer**



Safety, Security, Cybersecurity, & Media Relations

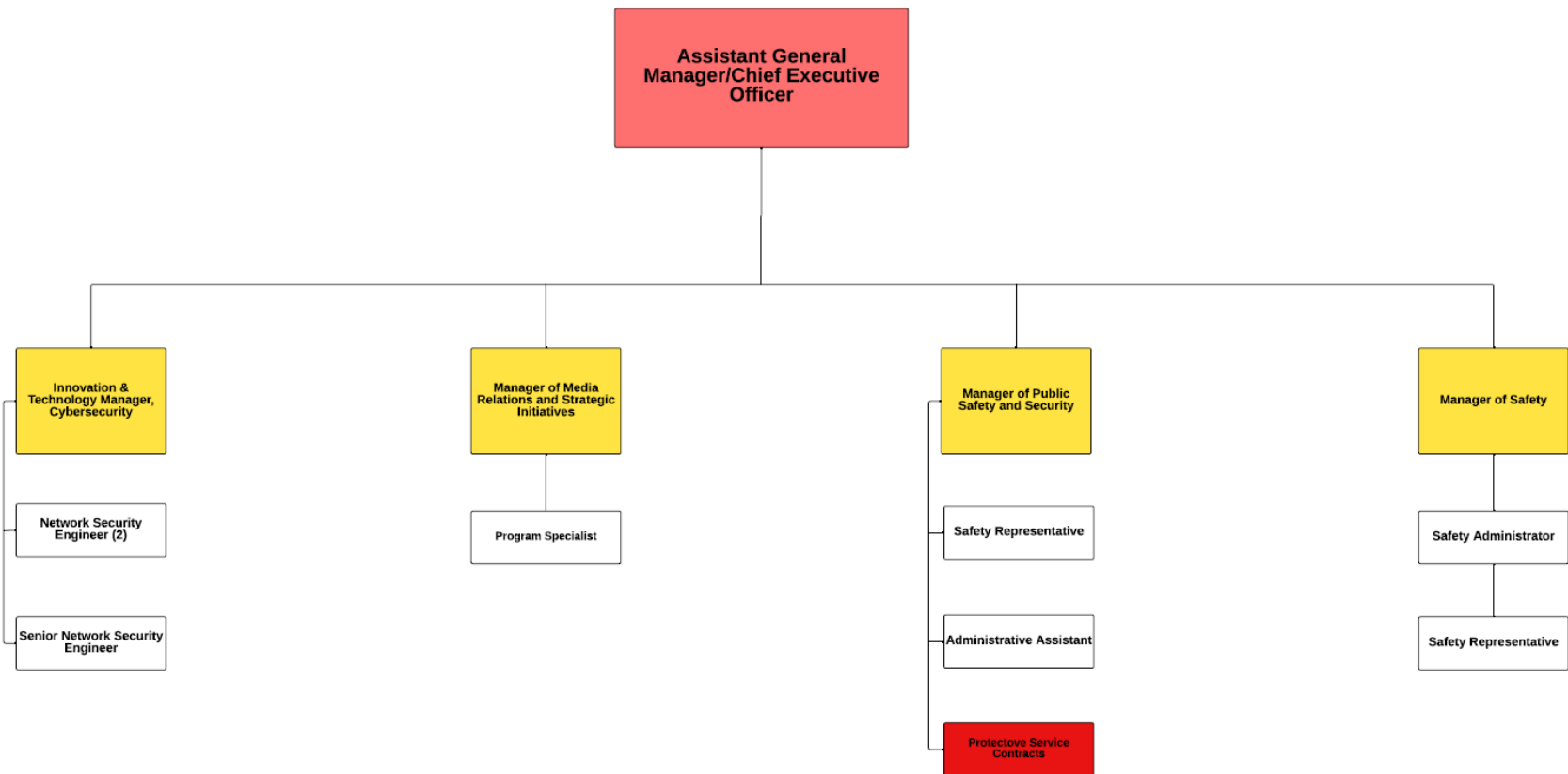
A newly created department, Safety, Security, Cybersecurity, and Media Relations (SSCMR) is responsible for developing, implementing, and managing programs that protect the safety and security of both staff and riders. This department reports to the Assistant General Manager. Its scope includes oversight of transit police services, system safety, security operations, and emergency management. With Media Relations, the department works to ensure that the public is informed about District matters and that the District is prepared to address both real and potential threats that impact the well-being of employees and the public. Core functions include ensuring compliance with regulatory requirements and mandates, including Cal/OSHA. The departments ensure delivering safety and emergency training, maintaining preparedness for all-hazards events, the Safety Management System (SMS), and Cybersecurity as well as Media Relations.

Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor				
Salaried	11	1,264,609	11	1,149,441
Fringe Benefits	-	869,395	-	775,263
Temp Help	-	-	-	-
Labor Total	11	2,134,004	11	1,924,704
Non-Labor				
1 Outside Professional Services	-	21,926,036	-	20,488,544
2 Fuel & Lubricants	-	40,000	-	40,000
3 Materials & Supplies	-	42,100	-	15,000
4 Utilities and Taxes	-	5,500	-	6,050
5 Miscellaneous	-	14,139	-	9,975
Non-Labor Total	-	22,027,775	-	20,559,569
Grand Total	11	24,161,779	11	22,484,273

Non-Labor	Adopted FY 2026-27 Budget Highlights
1	\$20.5M Outside Professional Services
	<ul style="list-style-type: none"> •\$17.9M: Security Contracts (Alameda, American Guard, Contra Costa County) •\$2.2M: Cybersecurity includes software and professional services • \$61k: Required maintenance and inspections of safety equipment (Cal/OSHA, Fire Marshall, etc.) • \$30k: Professional Services
2	\$40k Fuel & Lubricants
	<ul style="list-style-type: none"> • \$40k: Gasoline - Non-Revenue Sheriff vehicles (per agreements)
3	\$15k Materials & Supplies
	<ul style="list-style-type: none"> • \$15k General supplies
4	\$6k Utilities and Taxes
	<ul style="list-style-type: none"> • \$6k: Permits with Cal/OSHA for elevator inspection
5	\$10k Miscellaneous
	<ul style="list-style-type: none"> • \$5k: Safety recognition • \$5k: Dues & subscriptions

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Safety, Security, Cybersecurity, Media Relations	11	11	11
Administrative Assistant	1	1	1
Innovation & Technology Manager	-	-	1
Manager of Safety	1	1	1
Manager Media Affairs & Strategic Init	1	1	1
Manager of Public Safety & Security	1	1	1
Network Security Engineer	1	1	1
Program Specialist	1	1	1
Safety Administrator	1	1	1
Safety Representative	2	2	2
Sr Network Security Engineer	1	1	1
Chief of Safety, Security & Training	1	1	-
Grand Total	11	11	11

Office of the Assistant General Manager/Chief Executive Officer



Legal

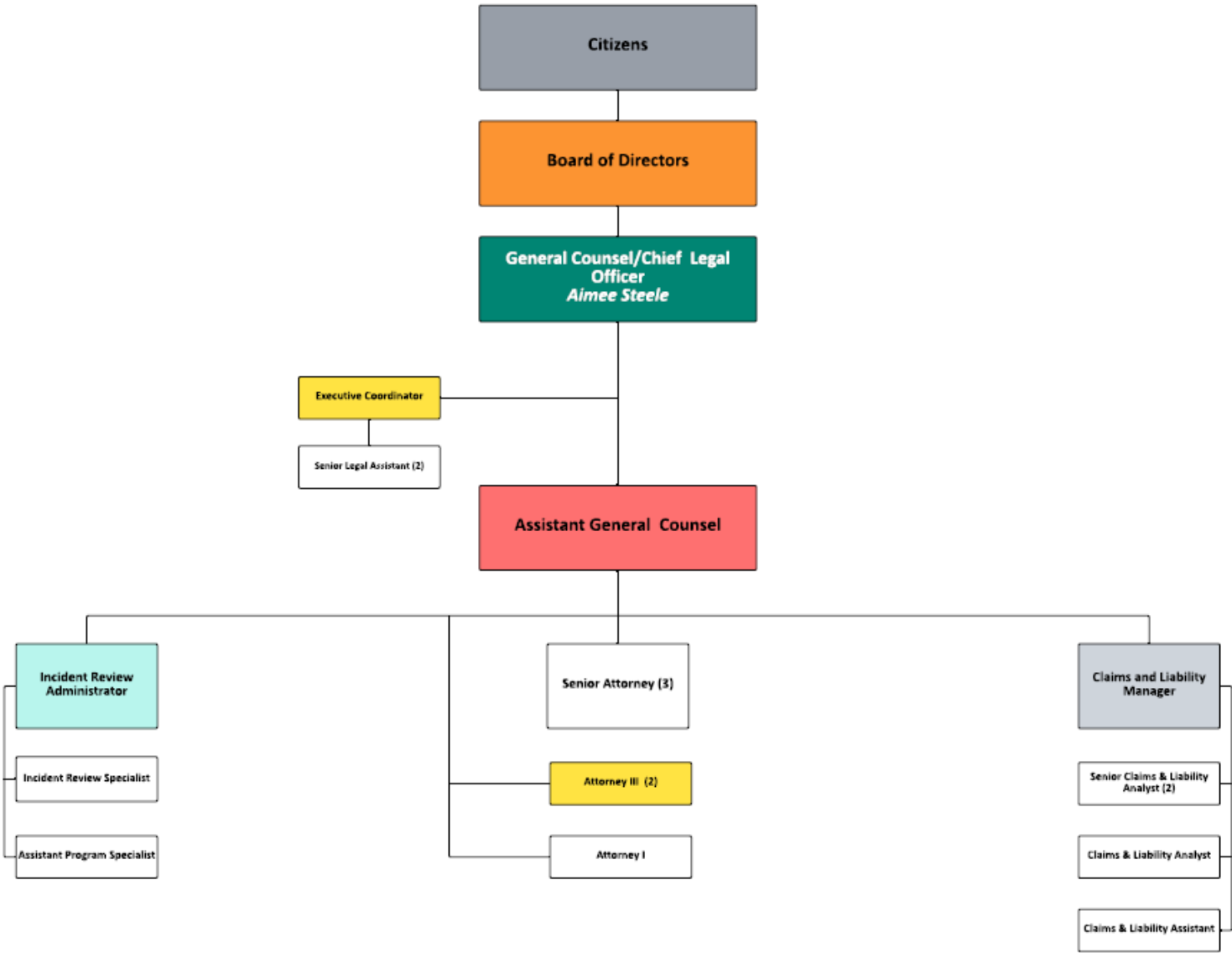
The Legal Department is responsible for providing legal counsel, advice, and litigation services to the District's Board of Directors and to the internal departments of the District. The General Counsel also oversees other functional areas as approved by the District's Board of Directors.

Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor				
Salaried	19	1,987,413	19	2,499,945
Fringe Benefits	-	2,037,287	-	2,117,244
Temp Help	-	-	-	-
Labor Total	19	4,024,700	19	4,617,190
Non-Labor				
1 Outside Professional Services	-	1,457,543	-	2,077,450
2 Materials & Supplies	-	15,400	-	5,902
3 Casualty and Liabilities	-	31,065,456	-	34,678,699
4 Miscellaneous	-	86,500	-	100,700
Non-Labor Total	-	32,624,899	-	36,862,751
Grand Total	19	36,649,599	19	41,479,941

Non-Labor	FY 2026-27 Budget Highlights
1 \$2.1M Outside Professional Services	<ul style="list-style-type: none"> •\$1.7M: Outside attorney •\$0.3M: Professional services (Insurance Broker, Jury Consultant, Shred-It, Iron Mt) •\$27k: Software maintenance •\$37k: Training registration fees •\$8k: Mediation in the workplace
2 \$6k Materials & Supplies	<ul style="list-style-type: none"> •\$6k: Printing court documents, video incident review supplies
3 \$34.7M Casualty and Liabilities	<ul style="list-style-type: none"> •\$16.8M: Liability insurance premiums •\$14.2M: Casualty and Liability Expense •\$2.6M: Commercial property premium insurance •\$1.0M: Other casualty and liability (property damage, workers comp, arbitrations)
4 \$101k Miscellaneous	<ul style="list-style-type: none"> •\$101k: Dues, subscriptions, travel & meetings, office furniture

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Legal	19	19	19
Assistant General Counsel	1	1	1
Assistant Program Specialist	1	1	1
Attorney I	1	1	1
Attorney III	2	2	2
Claims and Liability Analyst	1	1	1
Claims and Liability Assistant	1	1	1
Claims and Liability Manager	1	1	1
Executive Coordinator	1	1	1
General Counsel	1	1	1
Incident Review Administrator	1	1	1
Incident Review Specialist	1	1	1
Senior Attorney	3	3	3
Senior Legal Assistant	2	2	2
Sr Claims & Liability Analyst	2	2	2
Grand Total	19	19	19

**Office of the
General Counsel/Chief Legal Officer**



Operations

Operations supports the District by providing safe, clean, and reliable public transportation service to the East Bay and other communities in our service area. Functions within Operations include Transportation, Maintenance, Operations Control Center, Service Supervision, Technical Services departments, and Training & Education. The Operations Team provides leadership direction to nearly 1,900 front line employees and oversee operations and maintenance of a 625 bus fleet, 146 non-revenue vehicles, 46 BRT platforms, and 7 facilities located across the East Bay. Goals and Objectives that are aligned with the District's Strategic Plan provide focus areas for team members. Key Performance Indicators (KPI's) monitor progress and provide valuable data that guides our strategic decision process geared toward achieving optimal performance.

The Transportation Department covers almost 364 square miles. Coaches are dispatched from four regional Divisions which include: Emeryville Division (D2), Richmond Division (D3), East Oakland Division (D4), and the Hayward Division (D6). Each Division has its own in-house maintenance facility. OCC (Operations Control Center) is a 24/7 operation which supports the Bus Operators, Trainers, Maintenance, Dispatchers, and other departments of AC Transit. There are close to 1,500 employees that report to Transportation including Bus Operators, Dispatchers, Timekeepers, Clerks, Transportation Office Managers, Assistant Transportation Superintendents, and Transportation Superintendents. The department monitors performance of the District's service using KPIs and focuses on continual safe improvements of the service provided to our customers.

The Maintenance Department is responsible for the effective maintenance, repair, servicing, cleaning, and timely availability of the District's fleet and facility. The Director of Maintenance develops functionally integrated business plans to direct and coordinate the maintenance activities of the District's four Operating Divisions, Central Maintenance Facility, and the Facilities Maintenance departments. This is accomplished through a team of approximately 400 employees.

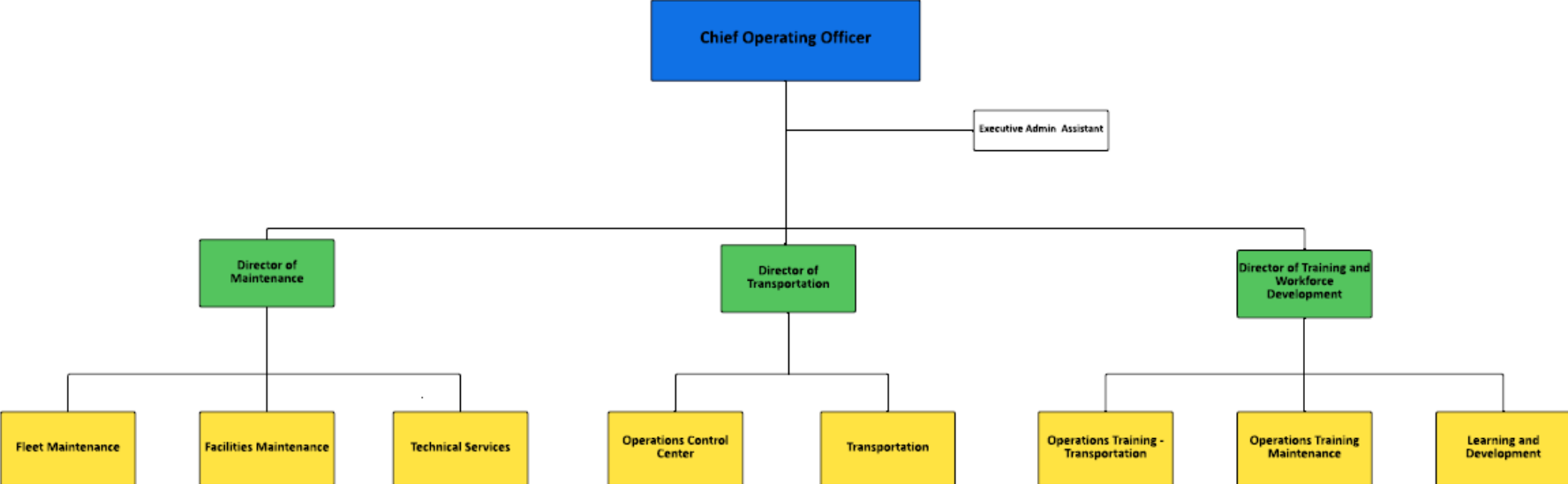
		FY 2025-26	FY 2025-26	FY 2026-27	FY 2026-27
Category		Positions	Budget	Positions	Recommended Budget
Labor					
	Salaried	177	18,946,089	178	20,450,882
	Operators	1,250	98,196,918	1,250	106,425,594
	New Operator Training	-	2,366,809	-	1,134,162
	Maintenance	389	30,094,260	389	30,722,738
	Clerical	42	4,649,120	42	4,824,323
	Fringe Benefits	-	182,428,755	-	187,239,177
	Labor Total	1,858	336,681,951	1,859	350,796,875
Non-Labor					
1	Outside Professional Services	-	6,994,538	-	7,776,162
2	Fuel & Lubricants	-	16,340,602	-	20,907,859
3	Materials & Supplies	-	19,971,896	-	19,272,740
4	Utilities and Taxes	-	5,255,680	-	5,361,330
5	Miscellaneous	-	184,899	-	166,649
6	Leases & Rentals	-	4,207,380	-	3,341,089
7	Expense Reclass	-	(2,000,000)	-	(2,500,000)
	Non-Labor Total	-	50,954,995	-	54,325,829
Grand Total		1,858	387,636,946	1,859	405,122,704

	Non-Labor	FY 2026-27 Budget Highlights
1	\$7.8M	Outside Professional Services
		<ul style="list-style-type: none"> •\$1.6M: Outside services repair •\$1.1M: Transit shelter maintenance & glass replacement •\$1.0M: Off-site restroom facilities (Throne Contract, United Site Services) •\$0.6M: Operations business systems (fleetwatch, server, solar monitoring, engine diagnostics, GPS) •\$0.5M: Remote site janitorial services (bus storage facility and BART) •\$0.5M: Platform graffiti abatement •\$0.6M: Alternative energy upkeep and contracts (Messer, Bloom Energy Warranty, vehicle charging, solar) •\$0.4M: TJPA - Security Services •\$0.4M: Contracted maintenance •\$0.4M: Annual and ongoing inspections (cranes, lifts, fire doors, extinguishers, air compressors) •\$0.2M: Laundry services •\$0.2M: Districtwide roofing, landscaping, asphalt replacement •\$0.2M: Oil sampling and towing •\$0.1M: Pest control and pressure washing services •\$51k: Districtwide Leadership Training Programs
2	\$20.9M	Fuel & Lubricants
		<ul style="list-style-type: none"> •\$18.1M: Diesel fuel •\$2.0M: Hydrogen fuel •\$0.6M: Motor oil & lubricants •\$0.2M: Gasoline
3	\$19.3M	Materials & Supplies
		<ul style="list-style-type: none"> •\$13.3M: Bus parts •\$3.2M: Tire leasing, replacement, and repair •\$1.7M: Inventory: tools, bike racks, decals, radios, coveralls, coats, equipment (for safety, cleaning, painting, O&M) •\$0.9M: Non-stock part warranties •\$0.2M: Office and safety supplies
4	\$5.4M	Utilities and Taxes
		<ul style="list-style-type: none"> •\$3.9M: Electric & gas •\$1.4M: Water/Sewer & Waste utility services •\$32k: Licensing (CARB, DMV) & Property Tax
5	\$166k	Miscellaneous
		<ul style="list-style-type: none"> •\$100k: Employee incentives (award for safe driving, NBO graduation, driver appreciation) •\$38k: Bus Rodeo •\$29k: Dues & subscriptions
6	\$3.3M	Leases & Rentals
		<ul style="list-style-type: none"> •\$2.6M: TJPA lease •\$0.4M: BSF lease •\$0.3M: Leases & rentals for radio frequency channel •\$0.1M: Restroom leases
7	\$ (2.5)M	Expense Reclass
		<ul style="list-style-type: none"> •\$(2.5)M: Remanufactured inventory credit

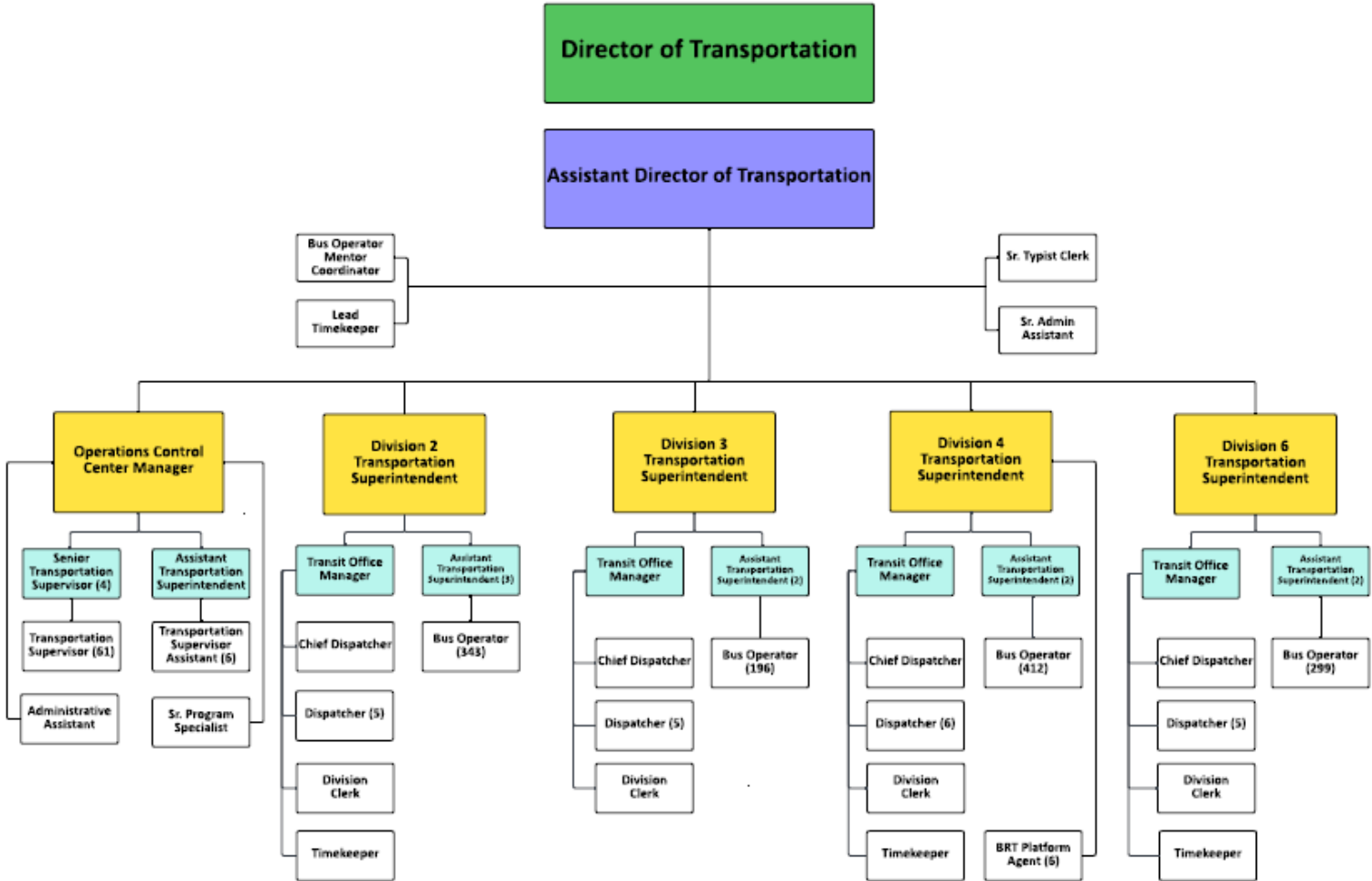
Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Operations	2,016	1,858	1,859
Administrative Assistant	1	1	1
Administrative Coordinator	1	1	1
Apprentice Mechanic	18	16	16
Apprentice Mentor	1	1	1
Assistant Director of Maintenance	1	1	1
Assistant Director of Transportation	1	1	1
Asst Transportation Superintendent	10	10	10
Body/Frame Mechanic	3	3	3
BRT Platform Agent	6	6	6
Bus Operator	1,379	1,250	1,250
Bus Operator Mentor	1	1	1
Bus Stop Maintenance Worker	10	10	10
Chief Dispatcher	4	4	4
Chief Operating Officer	1	1	1
Director of Maintenance	1	1	1
Director of Transportation	1	1	1
Dispatcher	21	21	21
Div Senior Clerk/Maintenance	5	5	5
Division Clerk	4	4	4
Electrician	5	5	5
Electronic Support Worker	1	1	1
Electronic Systems Supervisor	1	1	1
Executive Administrative Asst.	1	1	1
Facilities Maintenance Asst. Manager	1	1	1
Facilities Maintenance Manager	1	1	1
Facilities Maintenance Suprvsr	5	5	5
Facilities Maintenance Trainer	1	1	1
Facilities Systems Technician	2	2	2
Frame/Body Mechanic	1	1	1
Human Resources Manager	1	1	1
HVAC Technician	2	2	2
Janitor	26	26	26
Journey Facil Maintenance Mechanic	12	12	12
Journey Level Mechanic	151	133	133
Lead Timekeeper	1	1	1
Lift Mechanic	1	1	1
Machinist	4	4	4
Maintenance Superintendent	5	5	5
Maintenance Supervisor	26	26	26

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Maintenance Technical Supervisor	4	4	4
Maintenance Trainer	5	5	5
Mechanic A / Unit Room	4	2	2
Operations Control Ctr Manager	1	1	1
Painter A	3	3	3
Pre-Apprentice Mechanic - OTC	3	3	3
Program Specialist	1	1	1
Senior Administrative Asst.	2	2	2
Senior Administrative Clerk	1	1	1
Senior Body Mechanic	28	24	24
Senior Electronic Technician	23	23	23
Senior Maintenance Supervisor	4	4	4
Senior Program Specialist	1	1	1
Senior Typist Clerk	1	1	1
Service Employee	95	92	92
Small & Med Duty Veh Mechanic	4	4	4
Sr Human Resources Admin	1	1	1
Sr. Transportation Supervisor	4	4	4
Technical Services Manager	1	1	1
Timekeeper	3	3	3
Training & Education Asst Manager	2	2	2
Training And Education Manager	1	1	1
Training Instructor	21	21	21
Transit Office Manager	4	4	4
Transportation Superintendent	4	4	4
Transportation Supervisor	61	61	61
Transportation Supervisor Asst	6	6	6
Upholsterer A	6	6	6
Waste Clean Up Worker	1	1	1
Welder/Sheetmetal Mechanic AA	2	2	2
Yard Scrubber Equipment Operator	1	1	1
ZEB Program Administrator	1	1	1
Director of Training and Workforce Development	-	-	1
Grand Total	2,016	1,858	1,859

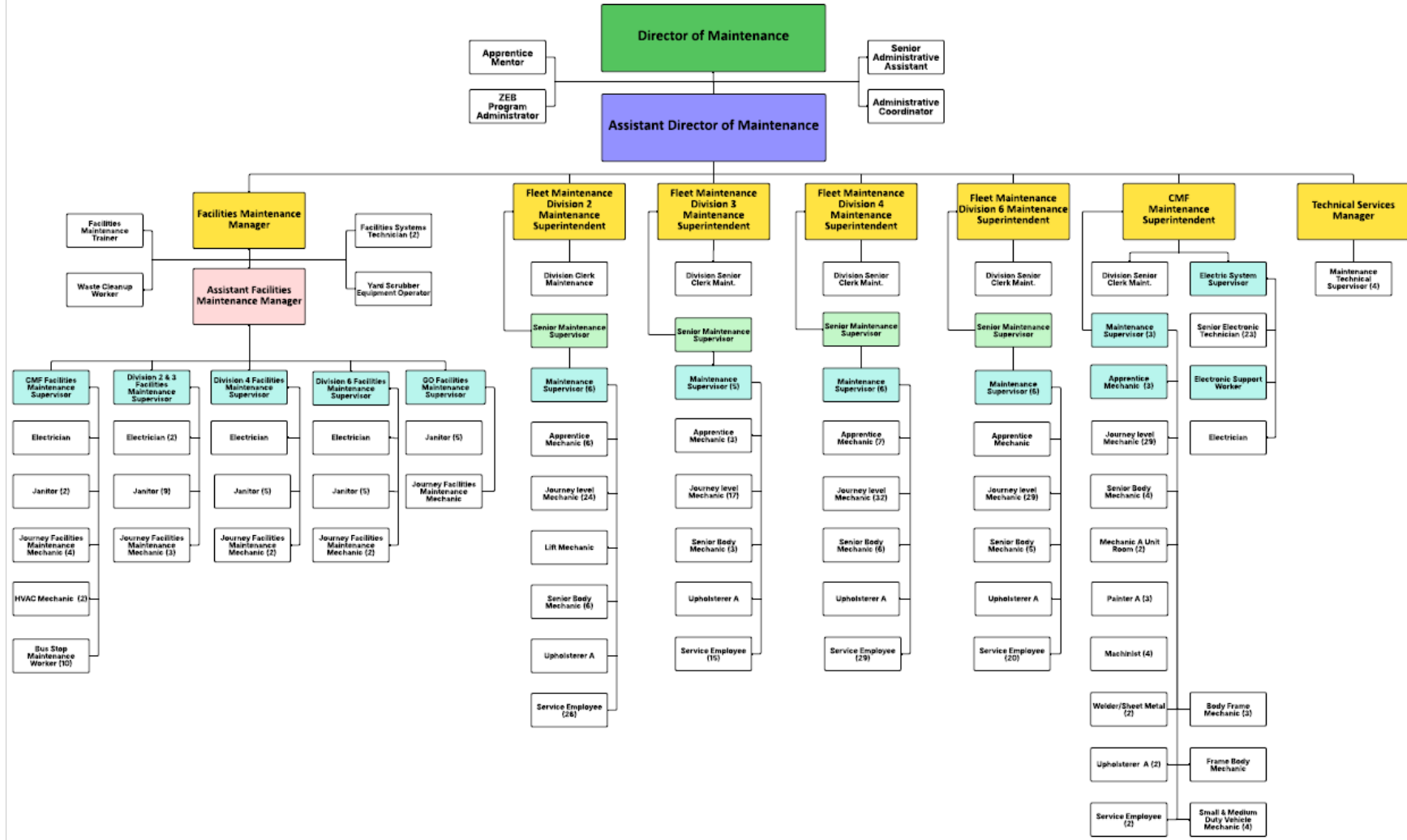
Operations



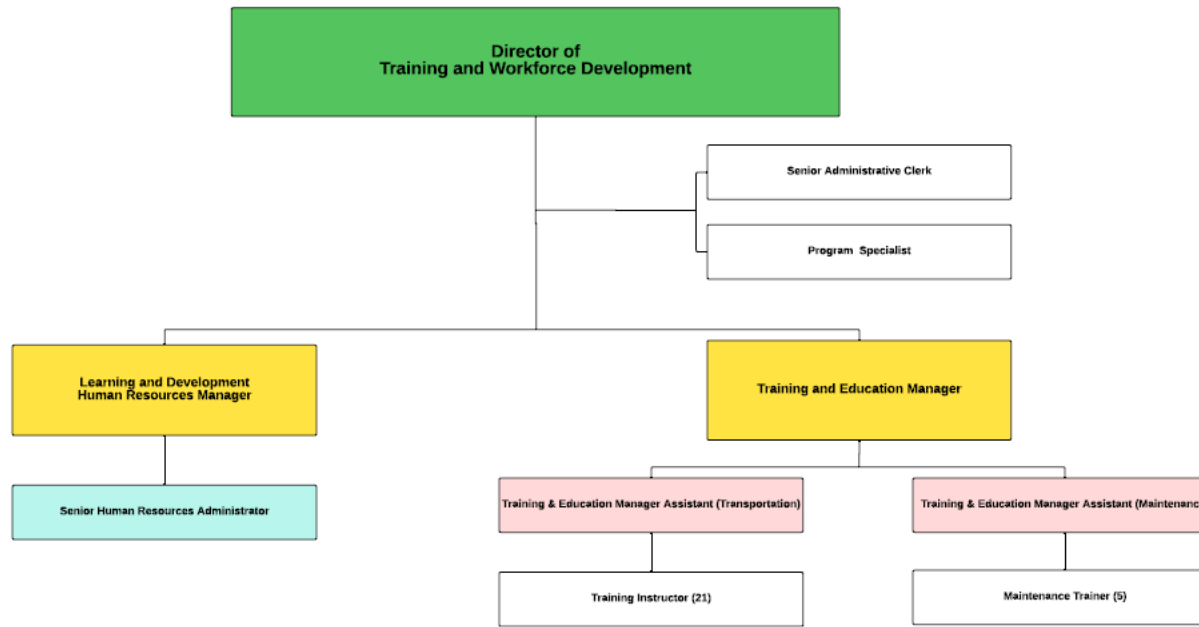
Operations Transportation



Operations Maintenance Fleet and Facilities



Training and Workforce Development



Planning & Engineering

The Planning & Engineering Department is comprised of and responsible for the supervision, administration, operational guidance, and resource support of 3 functional groups and the Bus Rapid Transit Program. The Bus Rapid Transit and Sustainability group is responsible for the administration, management and implementation of the design, construction, service launch and project completion of the District's TEMPO service. The Service Development & Planning group is responsible for all activities associated with Service Planning, Schedule Development, Long-Range Planning, and Regulatory Programs. The Capital Projects group is responsible for prioritization, coordination, initiation, execution, management and administration of all non-fleet and non-IT related capital projects including Zero Emission Bus infrastructure, projects that enhance or rehabilitate real property, as well as Environmental Engineering / Compliance, the Capital Improvement Program, and Safety Management Systems. It oversees Regulatory Programs namely Sustainability and Climate Action, Contract Compliance, Title VI, Accessible Services, and the management of the ADA Paratransit Consortia Program.

Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor				
Salaried	44	5,660,647	44	5,661,352
Maintenance	-	-	-	-
Clerical	6	409,629	6	501,505
Fringe Benefits	-	5,943,405	-	6,073,863
Temp Help	-	-	-	-
Labor Total	50	12,013,681	50	12,236,720
Non-Labor				
1 Outside Professional Services	-	1,398,526	-	1,121,558
2 Materials & Supplies	-	65,750	-	39,240
3 Utilities and Taxes	-	119,870	-	119,493
4 Purchased Transportation	-	54,381,270	-	53,442,154
5 Miscellaneous	-	100,489	-	93,452
Non-Labor Total	-	56,065,905	-	54,815,897
Grand Total	50	68,079,586	50	67,052,617

Non-Labor	FY 2026-27 Budget Highlights
1	\$1.1M Outside Professional Services
	\$0.3M: Hazardous waste maintenance
	\$0.3M: Permitting, environmental treatment/mitigation, and project management services
	\$0.2M: Title VI Equity Analysis and Program Activity
	\$0.1M: Planning potential service level changes
	\$70k: BRT and Sustainability Services
	\$50k: Bus stop agreements
	\$40k: SRTP update

\$39k: Translations and Interpretations

\$25k: Maintenance contracts for braille machine and Hastus

2 \$39k Materials & Supplies

\$33k: Departmental business supplies (spill kits, light replacements, air purifiers, postage, fiber markers, other inventory)

\$6k: Printing and office supplies

3 \$119k Utilities and Taxes

\$119k: Permit fees & hazardous waste generator fees

4 \$53.4M Purchased Transportation

\$49.9M: Paratransit Contract Cost

\$3.5M: Dumbarton Services

5 \$93k Miscellaneous

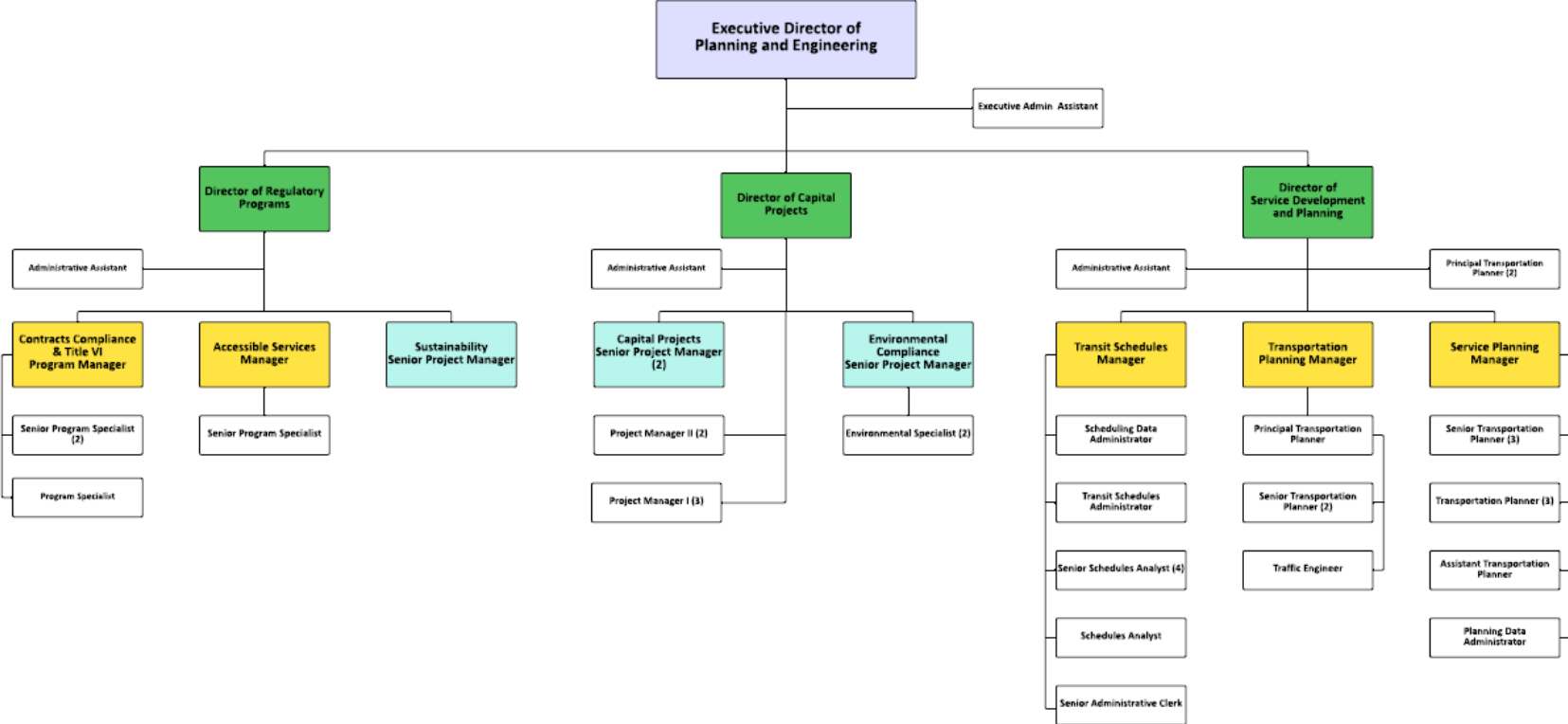
\$58k: WCCTAC Membership

\$35k: Dues & Subscriptions (CalACT, Hydrogen Safety Council, CEQA/NEPA, LEED certification, and others)

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Planning and Engineering	50	50	50
Accessible Services Manager	1	1	1
Administrative Coordinator	1	1	1
Director of Bus Rapid Transit	1	1	-
Director of Capital Projects	1	1	1
Director of Service Development & Planning	1	1	1
Environmental Compliance Spec	2	2	2
Executive Director of Planning & Engineering	1	1	1
Executive Administrative Asst.	1	1	1
Management Analyst	1	1	-
Planning Data Administrator	1	1	1
Principal Transportation Planner	3	3	3
Program Manager	1	1	1
Program Specialist	1	1	1
Project Manager I	3	3	3
Project Manager II	2	2	2
Schedule Analyst	1	1	1
Scheduling Data Administrator	1	1	1
Senior Administrative Assistant	-	-	1
Senior Administrative Assistant	1	1	1
Senior Administrative Clerk	1	1	1
Senior Program Specialist	3	3	3
Senior Project Manager	4	4	4
Senior Schedule Analyst	4	4	4

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Senior Transportation Planner	5	5	5
Service Planning Manager	1	1	1
Traffic & Schedules Admin.	1	1	1
Traffic Engineer	1	1	1
Transit Schedules Manager	1	1	1
Transportation Planner	4	4	4
Transportation Planning Manager	1	1	1
Director of Regulatory Programs	-	-	1
Grand Total	50	50	50

Planning & Engineering



Innovation & Technology

The Department of Innovation and Technology (IT) is a one-stop-shop for providing Information Technology services to the District, including, but not limited to, design, implementation, and maintenance of all mission-critical technology and data systems. The IT Department builds and maintains AC Transit's data centers and voice and data networks; maintains public and private Cloud infrastructure, manages all wired, cellular, and wireless telecommunications services; deploys and supports enterprise and desktop computer hardware and software; maintains Big Data and data analytics platforms; designs mobile apps and websites, develops custom integration framework and application software; and maintains and monitors the cybersecurity of the District. Major teams within the department include Desktop Services, Software Engineering, Network Engineering, Telecommunications, and Project Management. It recently gained the Business Sciences group (formerly in Planning & Engineering), which is responsible for analysis and statistical reporting on enterprise bus operations as well as developing the analysis and operational controls for the scope, schedule and cost elements of all District projects and initiatives engaged in Enterprise Asset Management.

Category	FY 2025-26	FY 2025-26	FY 2026-27	FY 2026-27
	Positions	Budget	Positions	Recommended Budget
Labor				
Salaried	50	6,345,358	49	6,598,156
Fringe Benefits	-	6,227,398	-	6,402,906
Labor Total	50	12,572,756	49	13,001,062
Non-Labor				
1 Outside Professional Services	-	10,872,410	-	11,668,924
2 Materials & Supplies	-	457,824	-	407,324
3 Utilities and Taxes	-	1,903,500	-	1,805,000
4 Miscellaneous	-	64,000	-	65,000
Non-Labor Total	-	13,297,734	-	13,946,248
Grand Total	50	25,870,490	49	26,947,310

Non-Labor	Adopted FY 2026-27 Budget Highlights
1	\$11.7M Outside Professional Services
	<ul style="list-style-type: none"> •\$1.5M: Smaller software services (zoom, website, survey monkey, neogov, PMweb, B2G and others) •\$1.4M: Software as a Service (Swiftly, Salesforce, Origami, Prophix) •\$1.0M: Specialized professional services (PeopleSoft, Clever Devices, Apple) •\$1.0M: Clever devices system hosting and software maintenance •\$0.8M: Software maintenance contracts (Hastus, Microsoft, Wonderware, Clipper, APC) •\$0.8M: Managed hosting services (Azure, Clever Devices, Microsoft) •\$0.7M: Security systems, including hardware and software services •\$0.7M: Managed solutions services providers (Ellipse, Planetaria, Ricoh, Digital Realty) •\$0.7M: Microsoft enterprise agreement (licenses and data) •\$0.6M: Oracle America, Inc

-
- \$0.3M: Software development for "at stop public schedules"
 - \$0.4M: Software license and support (Genfare, Dell, Vmware)
 - \$0.3M: CAD/AVL data center hosting
 - \$0.3M: Geographic Information Systems (GIS)
 - \$0.3M: Hastus annual support
 - \$0.2M: Subject Matter Experts, consulting
 - \$0.2M: Mobile 2.0
 - \$0.2M: Computer related equipment (monitors, District-wide updates)
 - \$0.1M: For development of Enterprise Asset Management Software
 - \$0.1M: Software maintenance services (Ellipse, Cisco, Apple)
 - \$0.1M: Infrastructure as a Service (Genetec)
 - \$0.1M: Catalog and document reporting software
 - \$0.1M: Timekeeping, conference room technology
 - \$10k: Telephone (FirstNet, Verizon, AT&T, Comcast)
-

2 \$407k Materials & Supplies

- \$0.3M: Computer related equipment (monitors, District-wide updates)
 - \$66k: Stationery supplies and furniture
-

3 \$1.8M Utilities & Taxes

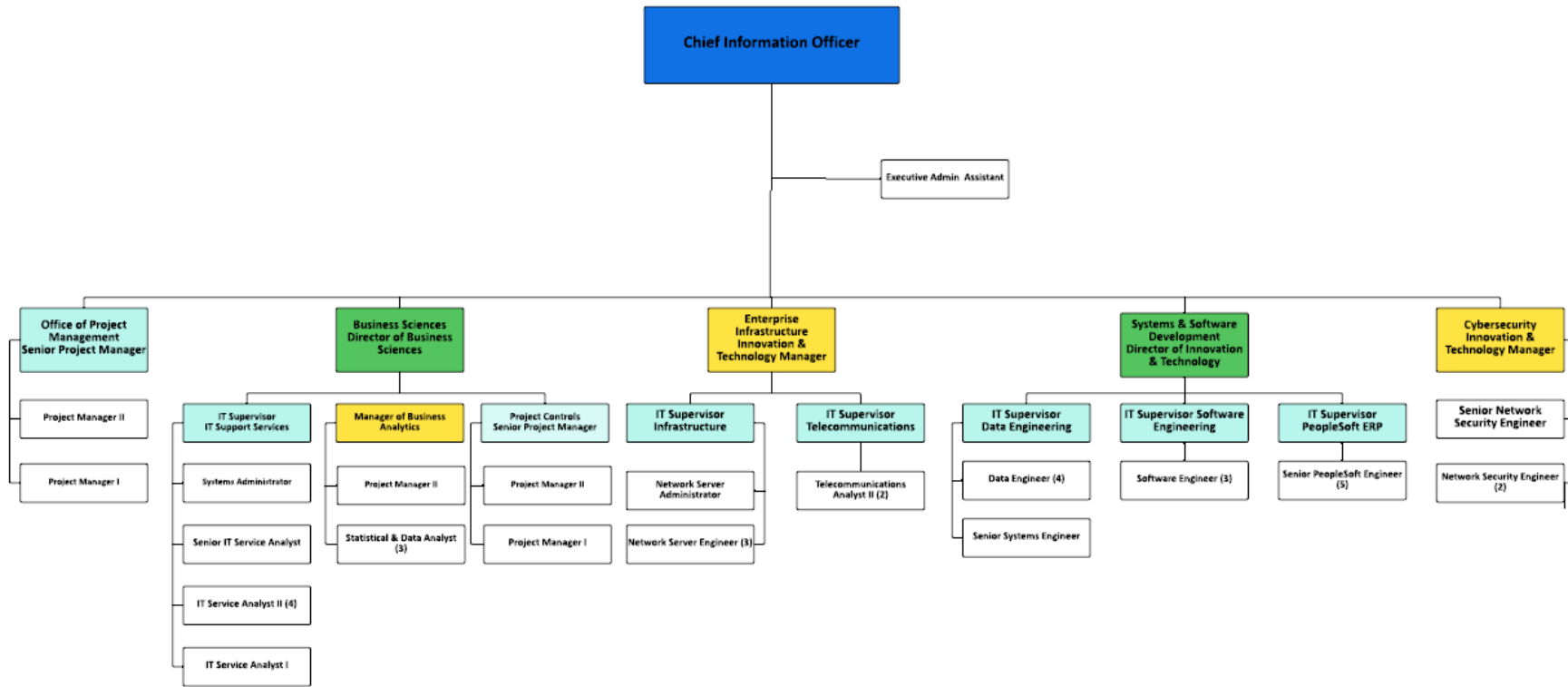
- \$1.8M: Telephone (FirstNet, Verizon, AT&T, Comcast)
-

4 \$65k Miscellaneous

- \$61k: Dues & subscriptions
- \$4k: Employee incentive

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Innovation and Technology	50	50	49
Chief Information Officer	1	1	1
Data Engineer	4	4	4
Dir of Innovation & Technology	1	1	1
Director of Business Sciences	1	1	1
Executive Administrative Asst.	1	1	1
Innovation & Technology Manager	2	2	1
Innovation & Technology Supervisor	6	6	6
Innovation & Technology Service Analyst II	5	5	5
Manager of Business Analytics	1	1	1
Network Security Engineer	1	1	1
Network Server Administrator	1	1	1
Network/Server Engineer	3	3	3
Project Manager I	2	2	2
Project Manager II	3	3	3
Senior PeopleSoft Engineer	5	5	5
Senior Project Manager	2	2	2
Senior Systems Engineer	1	1	1
Software Engineer	3	3	3
Sr Innovation & Technology Service Analyst	1	1	1
Statistical Data Information Analyst	3	3	3
Systems Administrator	1	1	1
Telecommunications Coord.	2	2	2
Grand Total	50	50	49

Innovation & Technology



Human Resources

The Human Resources Department is responsible for developing a high performing and engaged AC Transit workforce to support the District's mission. To achieve this vision, the department attracts and hires highly qualified talent, provides development programs and opportunities to sustain and enhance staff knowledge, skills and abilities, provides effective performance management systems to support successful employee performance outcomes, leverages classification and compensation practices to ensure competitive total compensation, administers the agreements between the District and its represented employee base and manages the grievance process, and provides healthcare benefits, wellness, leave and return to work programs to promote health, welfare and safety for all staff. The HR Department is comprised of the following groups: Labor and Employee Relations, Staffing, Classification and Compensation, Drug and Alcohol Testing, Benefits and Wellness, Leave Management, Workers Compensation, and HR Information Systems.

Category	FY 2025-26	FY 2025-26	FY 2026-27	FY 2026-27
	Positions	Budget	Positions	Recommended Budget
Labor				
Salaried	44	4,997,621	44	5,007,838
Clerical	5	428,722	5	450,185
Fringe Benefits	-	8,050,817	-	8,121,845
Labor Total	49	13,477,160	49	13,579,867
Non-Labor				
1 Outside Professional Services	-	3,739,409	-	3,900,800
2 Materials & Supplies	-	50,950	-	47,750
3 Miscellaneous	-	274,652	-	255,180
Non-Labor Total	-	4,065,011	-	4,203,730
Grand Total	49	17,542,171	49	17,783,597

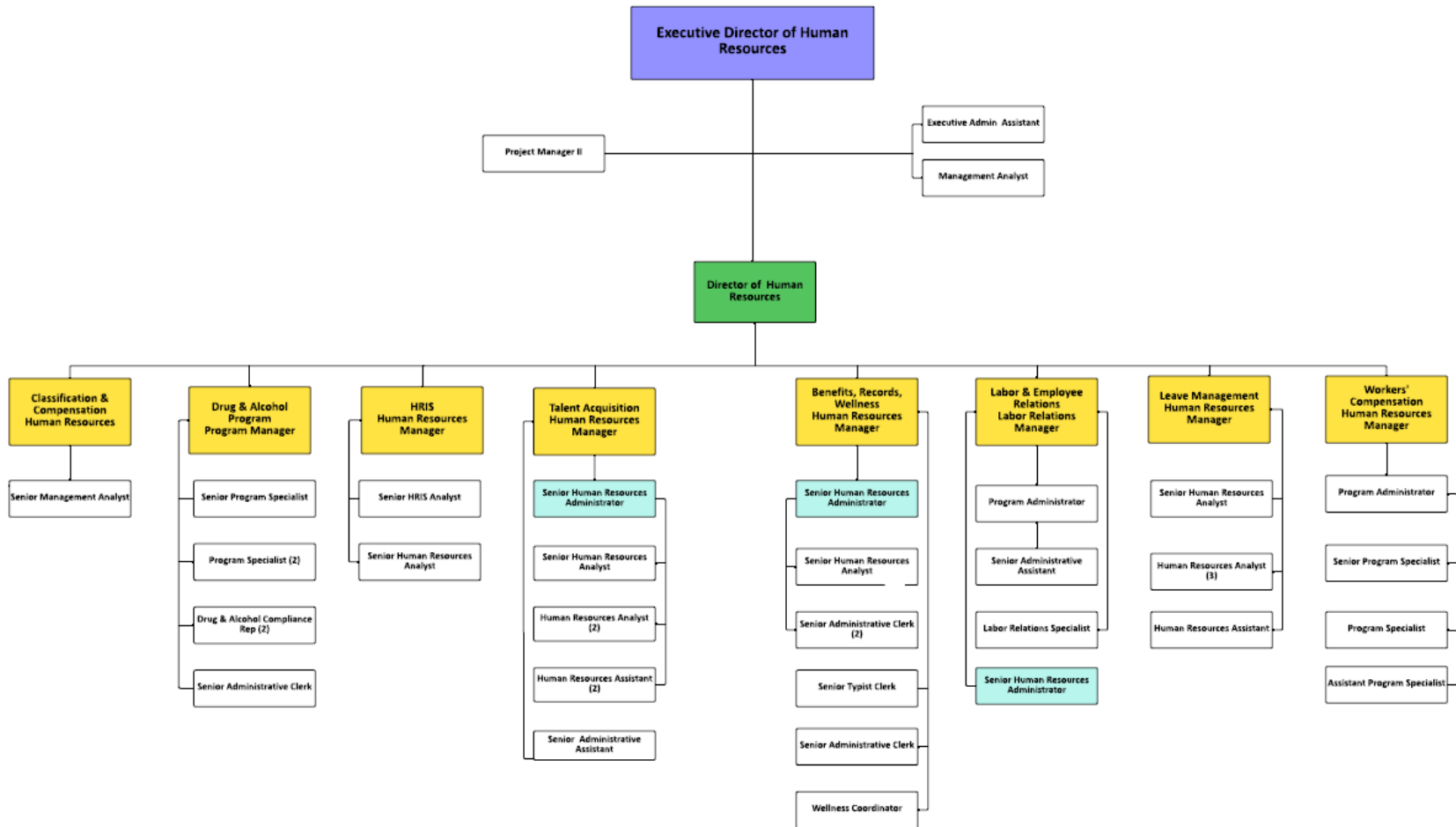
Non-Labor	Adopted FY 2026-27 Budget Highlights
1	\$3.9M Outside Professional Services
	<ul style="list-style-type: none"> •\$2.3M: Workforce support & compliance (non-lawyer legal, Alliant benefits broker, records, leave management) •\$0.9M: Contracts for Drug & Alcohol Testing •\$0.4M: Talent acquisition & onboarding (help wanted ads, job application software, pre-employment screening) •\$0.2M: Employee Assistance Program (EAP) •\$167k: Workforce benefits services •\$9k: Employee development & feedback tools (HR and exit survey software) •\$30k: Drug & Alcohol temporary help assistance
2	\$48k Materials & Supplies
	<ul style="list-style-type: none"> •\$48k: Operational supplies (printing, postage, ergonomics and general office supplies)

3 \$255k Miscellaneous

- \$0.2M: Employee engagement & recognition (division holiday & diversity celebrations, Family Day, new bus operator meetings & employee resource management, Employee Wellness incentives)
- \$10k: Dues & Subscriptions

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Human Resource	49	49	49
Assistant Program Specialist	1	1	1
Director of Human Resources	1	1	1
Drug & Alcohol Compliance Rep.	2	2	2
Exec Dir of Human Resources	1	1	1
Executive Administrative Asst.	1	1	1
Human Resources Analyst	5	5	5
Human Resources Assistant	3	3	3
Human Resources Manager	5	5	5
Labor Relations Manager	1	1	1
Management Analyst	-	-	1
Program Administrator	2	2	2
Program Manager	2	2	2
Program Specialist	3	3	3
Project Manager II	1	1	1
Senior Administrative Asst.	2	2	2
Senior Administrative Clerk	4	4	4
Senior Human Resources Analyst	5	5	4
Senior Management Analyst	1	1	1
Senior Program Specialist	3	3	3
Senior Typist Clerk	1	1	1
Sr HR Info Systems Analyst	1	1	1
Sr Human Resources Admin	3	3	3
Wellness Coordinator	1	1	1
Grand Total	49	49	49

Human Resources



External Affairs, Marketing and Communications

The External Affairs, Marketing & Communications department informs and communicates with key stakeholders. The goals of the department are to: communicate key information to riders and non-riders; promote AC Transit and its services, advocate on behalf of District to federal, state, and local entities; develop and maintain relationships with elected officials, community-based organization, businesses, environmental justice organizations, faith-based organization, educational organizations, and others; provide excellent customer services; and develop and produce materials. The department is responsible for: Legislative Affairs, Community Relations, Government Relations, Marketing, Communications, Customer Service, Print Shop, and Graphic Services.

Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor				
Salaried	31	3,613,156	31	3,699,359
Operators	-	-	-	-
Maintenance	4	270,604	4	276,240
Clerical	5	358,191	5	380,119
Fringe Benefits	-	3,899,815	-	4,118,597
Temp Help	-	-	-	-
Labor Total	40	8,141,766	40	8,474,316
Non-Labor				
1 Outside Professional Services	-	1,155,070	-	1,290,970
2 Materials & Supplies	-	524,550	-	428,000
3 Miscellaneous	-	690,469	-	549,685
4 Leases & Rentals	-	250,000	-	256,600
Non-Labor Total	-	2,620,089	-	2,525,255
Grand Total	40	10,761,855	40	10,999,571

Non-Labor	Adopted FY 2026-27 Budget Highlights
1	\$1.3M Outside Professional Services
	<ul style="list-style-type: none"> •\$377k: Call Center vendor •\$180k: Surveying and polling •\$153k: Branding, translations, cartography , photo and video production •\$110k: Briefings and projects •\$96k: State advocacy •\$84k: Federal advocacy •\$80k: Software and tools for communications (EasyPass, Digital Asset Management, Lost & Found, etc.) •\$67k: Printing services •\$44k: Print shop equipment maintenance

2 \$428k Materials & Supplies

- \$210k: Clipper Cards for EasyPass and admin fee
 - \$203k: Print shop inventory: paper, cartridge, media and other printing materials.
 - \$17k: Stationery supplies, office equipment/furniture
-

3 \$550k Miscellaneous

- \$210k: Districtwide memberships (APTA, CTA, other industry, regional, and local groups)
 - \$100k: Brand building & marketing campaigns
 - \$75k: Trade, sponsorship and partnership
 - \$50k: Bus ads - wraps, shelters, exteriors
 - \$35k: MTC Transit Information Displays
 - \$30k: Outreach for EasyPass and Student Transit Pass Program (STPP); Timetables
 - \$23k: Other Dues & Subscriptions
 - \$19k: Hardware support (Print Shop and Marketing)
 - \$7k: EasyPass and other advertising and promotion
-

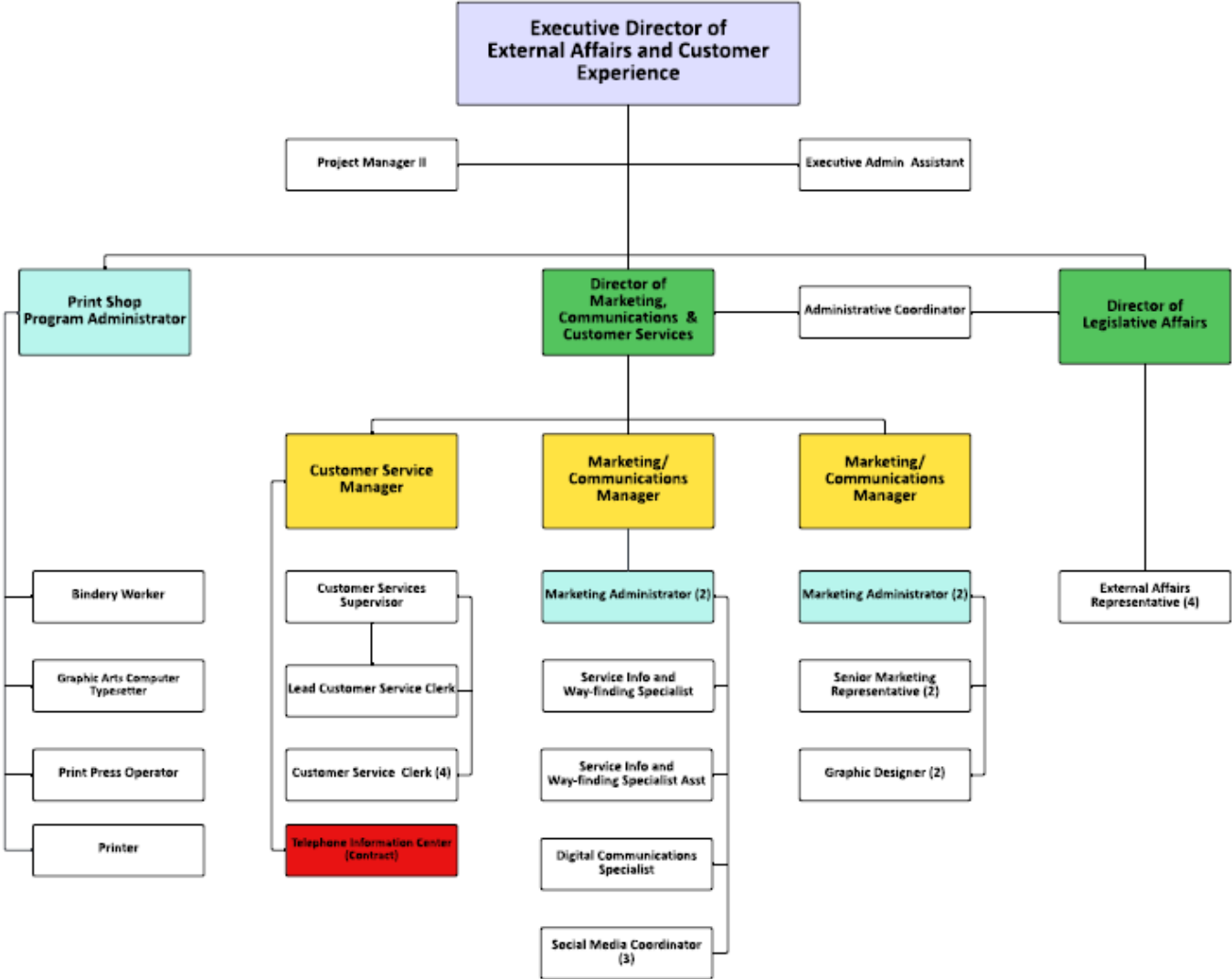
4 \$257k Lease & Rentals

- \$257k: Print Shop lease services
-

Positions	FY 2026-27		
	FY 2024-25 Positions	FY 2025-26 Positions	Recommended Positions
External Affairs, Marketing & Communications	40	40	40
Administrative Coordinator	1	1	1
Assistant Graphic Designer	2	2	2
Bindery Worker	1	1	1
Communications Manager	1	1	1
Customer Service Clerk	4	4	4
Customer Services Manager	1	1	1
Customer Services Supervisor	1	1	1
Digital Communications Spec	1	1	1
Dir of Legis Aff & Comm Rel	1	1	1
Dir of Marketing, Communications, & Customer Service	1	1	1
Exec Dir of External Affairs, Marketing, & Communications	1	1	1
Executive Administrative Asst.	1	1	1
External Affairs Rep	4	4	4
Graphic Arts/Computer Typesetter	1	1	1
Lead Customer Service Clerk	1	1	1
Marketing Administrator	4	4	4
Marketing Manager	1	1	1
Printer	1	1	1
Printing Press Operator	1	1	1
Program Administrator	1	1	1
Program Specialist	2	2	2
Project Manager II	1	1	1
Service Information and Wayfinding Specialist	1	1	1
Service Information and Wayfinding Specialist Assistant	1	1	1
Social Media Coordinator	3	3	3
Sr. Marketing Representative	2	2	2
Student Transit Pass Program Coordinator	-	-	*
Easy Pass Program Marketing Representative	-	-	*
Grand Total	40	40	40

* New pending positions that will be added by converting two vacant positions in the District.

External Affairs, Marketing and Communications



Finance

The Finance Department is responsible for managing the financial operations of the agency. The departments within Finance include: Accounting; the Office of Management and Budget, which is responsible for the operating and capital budgets, grant applications and management, and capital planning; Payroll, which handles active employees, pension payments on behalf of ACTERP, and Board member stipends; Procurement, which is responsible for all purchasing, contracts, vendor payments, and management of supplies and inventory at all divisions; Treasury, which manages cash flow, banking and revenues.

Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor				
Salaried	57	6,134,578	57	6,939,468
Maintenance	34	2,505,055	34	2,647,634
Clerical	6	457,638	6	480,847
Fringe Benefits	-	9,136,273	-	9,361,190
Labor Total	97	18,233,544	97	19,429,138
Non-Labor				
1 Outside Professional Services	-	3,421,184	-	5,022,484
2 Materials & Supplies	-	333,600	-	327,500
3 Utilities and Taxes	-	600	-	2,865
4 Miscellaneous	-	117,755	-	112,804
Non-Labor Total	-	3,873,139	-	5,465,653
Grand Total	97	22,106,683	97	24,894,791

Non-Labor	Adopted FY 2026-27 Budget Highlights
1	\$5.0M Outside Professional Services
	<ul style="list-style-type: none"> •\$3.0M: District share of Regional Clipper O&M •\$0.8M: Fare Collection & Revenue Services •\$0.4M: Auditing and Actuarial Services •\$0.3M: Administrative Support Services and Offsite Records Storage •\$0.3M: Financial System Consulting & Improvements •\$0.1M: Procurement Software / Systems •\$0.1M: Facilities / Real Estate
2	\$327.5k Materials & Supplies
	<ul style="list-style-type: none"> •\$90k: Ticket/Pass Stock •\$86k: Districtwide Office Furniture Contingency •\$77k: Postage •\$75k: Stationary & Office Supplies
3	\$2.9k Utilities and Taxes

- \$2.9k: Permits & Licenses

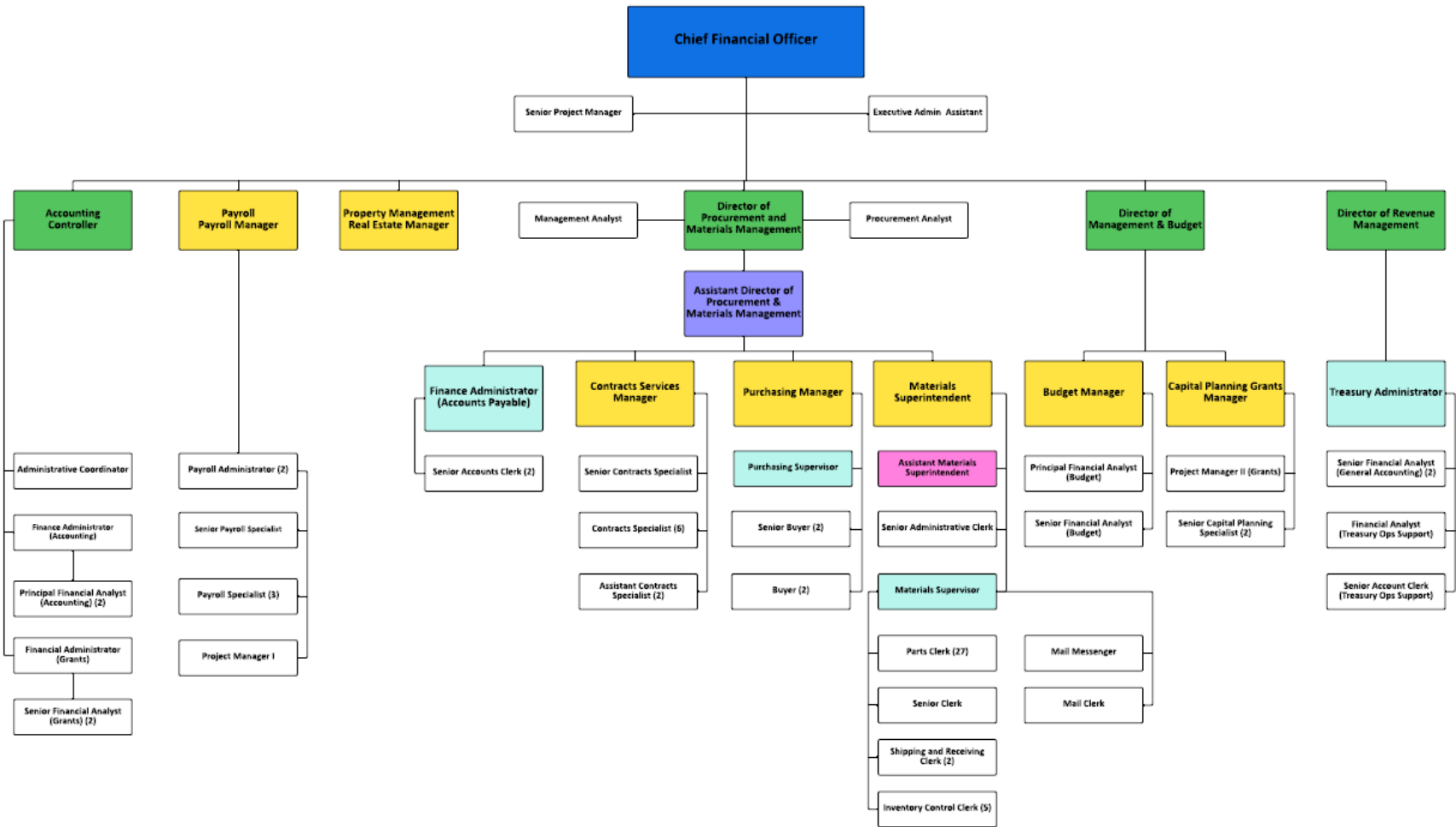
4 \$112.8k Miscellaneous

- \$50k: Banking & Merchant Fees
- \$43k: Dues & Subscriptions
- \$20k: Advertising & Public Notices

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Finance	97	97	97
Administrative Coordinator	1	1	1
Asst Dir Procurement & Materials Management	1	1	1
Asst Materials Superintendent	2	2	2
Budget Manager	1	1	1
Buyer	2	2	2
Capital Planning & Grants Manager	1	1	1
Chief Financial Officer	1	1	1
Contracts Services Manager	1	1	1
Contracts Specialist	5	5	5
Controller	1	1	1
Dir Procurement & Materials Management	1	1	1
Director of Management and Budget	1	1	1
Director of Revenue Management	1	1	1
Executive Administrative Asst.	1	1	1
Finance Administrator	3	3	3
Financial Analyst	1	1	1
Inventory Control Clerk	5	5	5
Mail Clerk	1	1	1
Mail Messenger	1	1	1
Management Analyst	1	1	1
Materials Superintendent	1	1	1
Parts Clerk	27	27	27
Payroll Administrator	2	2	2
Payroll Manager	1	1	1
Payroll Specialist	4	4	4
Principal Financial Analyst	4	4	4
Procurement & Materials Analyst	1	1	1
Project Manager I	1	1	1
Project Manager II	1	1	1
Purchasing Manager	1	1	1
Purchasing Supervisor	1	1	1
Real Estate Manager	1	1	1
Senior Account Clerk	3	3	3

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Senior Administrative Clerk	1	1	1
Senior Capital Planning Spec.	2	2	2
Senior Contracts Specialist	3	3	3
Senior Financial Analyst	2	2	2
Senior Payroll Specialist	1	1	1
Senior Project Manager	1	1	1
Shipping/Receiving Clerk	2	2	2
Sr Fin Analyst-Budget	1	1	1
Sr Fin Analyst-Fin Reporting	1	1	1
Sr. Buyer	2	2	2
Treasury Administrator	1	1	1
Grand Total	97	97	97

Finance



District Overhead

District Overhead is a grouping of administrative expenses not associated with any single program or department and which are incurred in the day-to-day operation of the District, i.e., Retiree Health and Welfare, Election of Directors, Grant Labor Reclass to Capital, Use Tax, Life Insurance Plans, and interest, among other various and miscellaneous accounts.

Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor				
Salaries				-25,000
Fringe Benefits	-	3,983,172	-	1,554,787
Temp Help	-	495,000	-	100,000
Labor Total	-	4,478,172	-	1,629,787
Non-Labor				
1 Outside Professional Services	-	-	-	1,650
2 Materials & Supplies	-	192,543	-	118,174
3 Utilities and Taxes	-	3,158,000	-	2,856,283
4 Casualty and Liabilities	-	(350,000)	-	(350,000)
5 Miscellaneous	-	1,243,045	-	1,138,389
6 Interest Expense	-	298,000	-	1,414,422
Non-Labor Total	-	4,541,588	-	5,178,918
Grand Total	-	9,019,760	-	6,808,705

Non-Labor	Adopted FY 2026-27 Budget Highlights
1	\$2k Outside Professional Services
	•\$2k: Bank fees
2	\$118k Materials & Supplies
	•\$103k: Shipping Cost
	•\$15k: Contingency PPE and related safety supplies
3	\$2.9M Utilities & Taxes
	•\$2.7M: Use Tax
	•\$137k: Fuel and Lubricant taxes
4	•\$-350k: Loss Recovery
	•\$-350k: Loss Recovery
5	\$1.1M Miscellaneous
	•\$1.0M: Election of Directors
	•\$109k: Dues & Subscriptions (Alameda County Transportation Commission)
6	\$1.4M Interest Expense

-
- \$1.2M: Interest Expense for California State loan
 - \$250k: Interest Expense for Certificate of Participation - Bank of NY

Retirement

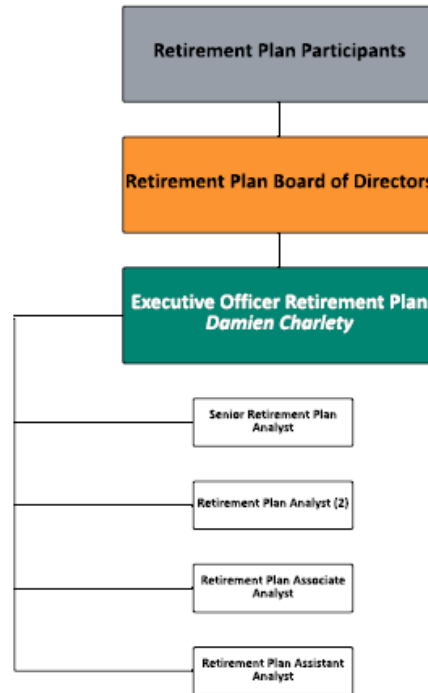
The AC Transit Employees' Retirement Plan (ACTERP or Retirement Plan) is a separate legal entity and public agency that provides retirement, disability, and death benefits to former employees of AC Transit, their beneficiaries, and survivors. The Retirement Plan is administered by the Retirement Board which has exclusive control of the administration, investment, and disbursement of the funds of the Retirement Plan. AC Transit is the plan sponsor for ACTERP. Under the AC Transit/Retirement Board Agreement, the Retirement Board reimburses AC Transit for the employment of staff while AC Transit provides support services to ACTERP. The Executive Officer of the Retirement Plan manages the daily operations and staff of the Plan under direction of the Retirement Board. For budget purposes ACTERP is shown as a separate department.

	Category	FY 2025-26 Positions	FY 2025-26 Budget	FY 2026-27 Positions	FY 2026-27 Recommended Budget
Labor					
	Salaried	6	492,694	6	626,440
	Fringe Benefits	-	427,561	-	458,408
	Labor Total	6	920,255	6	1,084,847
Non-Labor					
1	Expense Reclass	-	(936,000)	-	(973,440)
	Non-Labor Total	-	(936,000)	-	(973,440)
	Grand Total	6	(15,745)	6	111,407

Non-Labor		Adopted FY 2026-27 Budget Highlights			
1	\$973k Expense Reclass				
	•\$973k Reimbursed labor expenses from Retirement Department				

Positions	FY 2024-25 Positions	FY 2025-26 Positions	FY 2026-27 Recommended Positions
Retirement	6	6	6
Executive Officer Retirement Plan	1	1	1
Retirement Plan Analyst	2	2	2
Retirement Plan Associate Analyst	1	1	1
Retirement Plan Asst Analyst	1	1	1
Senior Retirement Plan Analyst	1	1	1
Grand Total	6	6	6

Office of the Retirement Plan



Capital Budget

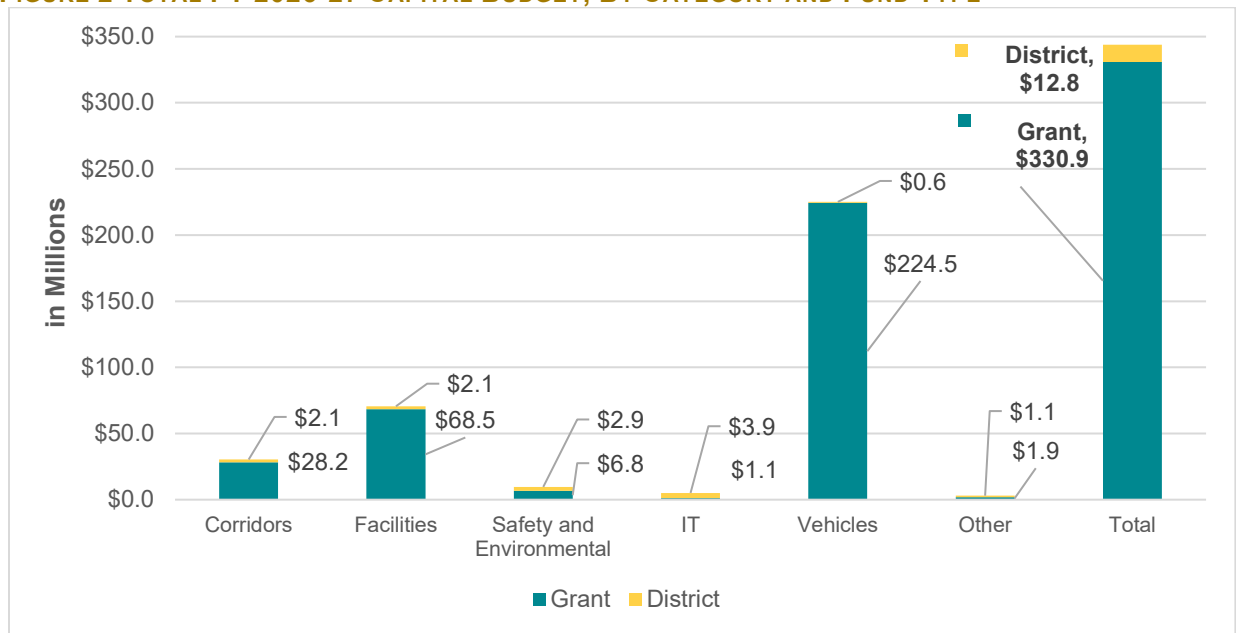
AC Transit's Capital Budget delivers one-time investments identified through the 5-year Capital Investment Program (CIP) that meet the District's goals, laid out in the Strategic Plan, Transit Asset Management Plan, Zero Emission Rollout Plan, and Clean Corridors Plan.

The Recommended FY 2026-27 Capital Budget includes a projected maximum investment of \$343.8 million, composed of \$330.9 million in grant funds (96%), and \$12.8 million (4%) in District Capital funds. The Recommended Capital Budget is shown below. The Recommended FY 2026-27 Capital Budget includes 4 new, 36 continuing, and 7 annual projects for a total of 47 projects.

The Budgeted amounts for capital projects represent what is necessary for projects to complete (usually the full project, sometimes just a distinct phase such as design) but this budget is not limited to a single fiscal year. The project budget is approved so that the District can make the commitments necessary to hire contractors and procure materials over the life of the project. This also means that in a given year, actual capital spending will be less than the full budget, often around 50% less. To better show spending needs given the District's projected deficit, while the Capital Budget listing shows the full District Capital amount (\$12.8 million), staff shows an expected spending amount at the bottom of the full Operating Budget table (\$7.0 million). This is to better show what the size of the net deficit will be in the fiscal year including Capital, because what matters is spending and not budget.

Capital projects are mainly supported by restricted grant funds, particularly facilities and bus purchases. Many grants require a proportional contribution from the project sponsor, referred to as "local match". To the extent possible, staff utilize other grants to meet these requirements. However, District Capital commitment is still needed as match for certain grants, and for projects that are difficult to fund with grants.

FIGURE 2 TOTAL FY 2026-27 CAPITAL BUDGET, BY CATEGORY AND FUND TYPE



In preparing this year's budget, staff prioritized active and continuing projects and added only four (4) new projects that are required to meet compliance or safety requirements. New projects include Districtwide security enhancements, the removal of old biodiesel tanks, the evaluation and repair/replacement of sewer laterals at the Central Maintenance Facility, and replacement of a 30+ year old Auto Paper Cutter used by the print shop for AC Transit's Marketing and Communications publications.

The Recommended Capital Budget includes multiple bus procurements, of which two (47 x 40ft Fuel Cell Buses and 10 x 35ft Battery Buses) are fully funded, currently on order, and expected to be in service as early as Spring 2027. The remaining four procurements are not fully funded. As the District is currently considering the near-term direction of its zero-emission bus transition plan, staff have left the planned procurements in the budget as a baseline from which to proceed or make changes based on future direction. The District is also finalizing plans to reduce its fleet to its current service needs. Staff is working to update the funding for Fleet procurements but do not yet have sufficient info to update these for the Budget.

Finally, staff propose to defer over \$25.5 million in additional project requests approved in FY2026-27 of the Capital Improvement Plan (CIP). These projects were either not ready to be implemented, were determined to be a lower priority this year, or simply had insufficient funds to proceed at this time. Staff will continue to work with project teams to seek competitive grant funding for these projects over the next year.

Staff have identified an additional \$1.2 million of potential savings which are incorporated into the Contingency Plan:

- Cutting Annual Projects by 50%: these projects provide funding for important day-to-day repair and replacement of assets across facilities, safety, and IT so they are not recommended for cuts in a funded scenario but can provide immediate cost savings in an unfunded scenario as they make up a significant portion of annual District Capital expense.
- Cutting STC Capital Contribution: this project funds the District's contribution to Transbay Terminal capital improvements. It would provide immediate cost savings but also requires negotiation with TJPA and is not recommended for a Recommended Funded scenario.

FY2026-2027 RECOMMENDED CAPITAL BUDGET

Project ID	Project Title	FY2025-2026 and Prior	FY2026 - 27 Grants	FY2026 - 27 District	FY2026 - 27 Total	Future Funds (Planned Grants)	Total Project Cost
Corridors							
2143	MacDonald Ave and Cutting Blvd	907,926	11,706,305	378,047	12,084,352	-	12,992,278
2210	Fruitvale Corridor TSP	-	4,759,594	252,170	5,011,764	-	5,011,764
2217	Foothill Planning Study	19,144	1,950,000	275,197	2,225,197	-	2,244,341
2228	High-Priority Bus Stops/InACT	-	1,800,000	600,000	2,400,000	600,000	3,000,000
2240	Park St TSP	141,736	968,939	125,536	1,094,475	-	1,236,211
TBD1	International, Phase 2	-	7,036,272	506,064	7,542,336	-	7,542,336
Subtotal		1,068,805	28,221,111	2,137,014	30,358,125	600,000	32,026,931

Facilities							
2097	Bus Washers Maintenance Repair	-	613,570	-	613,570	-	613,570
2132	Ardenwood Parking Study/Impl	-	-	140,000	140,000	-	140,000
2160	D4-Transp HVAC Repair	358,643	264,524	306,358	570,882	-	929,524
2174	BART Restrooms	1,141,126	-	72,206	72,206	-	1,213,332
2184	D4 ZE Infrastructure	678,782	14,509,443	-	14,509,443	-	15,188,226
2193	D6 Hydrogen Station Development	55,498	15,741,377	13,900	15,755,278	-	15,810,776
2198	Rehab Maint. Bays for ZEBs	706,881	8,186,238	304,060	8,490,298	-	9,197,179

Project ID	Project Title	FY2025-2026 and Prior	FY2026 - 27 Grants	FY2026 - 27 District	FY2026 - 27 Total	Future Funds (Planned Grants)	Total Project Cost
Facilities (continued)							
2204	TEC Modernization	1,840,120	24,375,719	203,086	24,578,806	-	26,418,926
2231	D6 Parking Garage Demolition	54,645	4,488,379	240,976	4,729,355	-	4,784,000
2232	D2 Electrical Vault Repairs	-	282,000	-	282,000	-	282,000
2252	Bus Operator Restrooms Feasibility	-	-	100,000	100,000	-	100,000
3071	Emergency Facility Repair	-	-	200,000	200,000	-	200,000
3076	Station/Shelter Cap Maint	-	-	300,000	300,000	-	300,000
3078	Facilities Maintenance	-	-	250,000	250,000	-	250,000
3111	GO Parking Garage Ramp	123,545	-	(2,300)	(2,300)	-	121,245
Subtotal		4,959,240	68,461,251	2,128,286	70,589,537	-	75,548,777
Safety and Environmental							
2218	Security Enhancement CMF D2 D4	93,370	2,741,419	115,980	2,857,399	-	2,950,769
2220	CMF - Entrance Gate/Fencing	-	472,000	50,000	522,000	-	522,000
2223	Environmental Remediation	-	-	200,000	200,000	-	200,000
2250	Tempo BRT Station Ped Bollards	-	-	295,000	295,000	-	295,000
2251	D4 Sewer Replacements	24,453	628,815	2,205,732	2,834,547	-	2,859,000
Subtotal		117,823	3,842,234	2,866,712	6,708,946	-	6,826,769
Innovation and Technology							
2192	EBP Software Purchase	1,681,330	-	2,012,672	2,012,672	-	3,694,002
2208	Hastus Upgrade Latest	1,492,133	630,965	783,500	1,414,465	-	2,906,598

Project ID	Project Title	FY2025-2026 and Prior	FY2026 - 27 Grants	FY2026 - 27 District	FY2026 - 27 Total	Future Funds (Planned Grants)	Total Project Cost
Innovation and Technology (continued)							
2209	Data Integration Managed Envio	302,393	-	452,607	452,607	-	755,000
2237	Enterprise Document Management	-	-	250,000	250,000	-	250,000
3015	IT-Equipment Repl FY26	-	-	130,000	130,000	-	130,000
3065	Expansion and Upgrade of APC	775,348	-	317,652	317,652	-	1,093,000
Subtotal		4,251,204	630,965	3,946,431	4,577,396	-	8,828,600

Vehicles							
3018	Non-Revenue Replacement		-	450,000	450,000	-	450,000
2181	Bus Maintenance Training	235,592	165,223	175,212	340,435	-	576,027
2234	47 40ft NF Fuel Cell Buses	-	87,992,228	-	87,992,228	-	87,992,228
2253	10 35ft Battery Electric Buses	-	16,026,896	-	16,026,896	-	16,026,896
2236	Replace 18 (23) 40ft Diesel Buses	-	9,993,440	-	9,993,440	6,452,290	16,445,730
2256	Purchase 19 (24) 40ft Diesel Buses	-	10,548,000	-	10,548,000	6,790,742	17,338,742
2254	Purchase 48 (43) 40ft Fuel Cell Buses	-	60,659,663	-	60,659,663	26,416,636	87,076,299
2255	Purchase 23 60ft Artic Fuel Cell Buses	-	39,071,118	-	39,071,118	13,868,964	52,940,082
Subtotal		235,592	224,456,568	625,212	225,081,780	53,528,631	278,846,003

Project ID	Project Title	FY2025-2026 and Prior	FY2026 - 27 Grants	FY2026 - 27 District	FY2026 - 27 Total	Future Funds (Planned Grants)	Total Project Cost
Other							
2238	LowNo - Workforce Development	166,461	1,892,505	473,139	2,365,644	-	2,532,105
3011	STC Capital Contribution	-	-	500,000	500,000	-	500,000
Subtotal		166,461	1,892,505	973,139	2,865,644		3,032,105

New Projects							
0624	CMF SEWER REPLACE	N/A	2,587,500	-	2,587,500	-	2,587,500
0645	Remove Old Biodiesel Tanks D4	N/A	345,000	-	345,000	-	345,000
0741	AUTO PAPER CUTTER 45.25"	N/A	-	170,000	170,000	-	170,000
TBD2	CAD/AVL 2.0 - IVN/DIGI Upgrades	N/A	500,000	-	500,000	-	500,000
Subtotal		N/A	3,432,500	170,000	3,602,500	-	3,602,500

Project ID	Project Title	FY2025-2026 and Prior	FY2026 - 27 Grants	FY2026 - 27 District	FY2026 - 27 Total	Future Funds (Planned Grants)	Total Project Cost
Likely Closeout* Projects							
2070	South County Corridor Line 97	6,686,355	23,126	2,996	26,122	-	6,712,477
2164	Telegraph Grand Dana Rapid Cor	11,079,479	4,150,230	71,250	4,221,480	-	15,300,960
2064	Richmond Parkway TC Rehab	1,919,307	816,500	-	816,500	-	2,735,807

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Likely Closeout* Projects (continued)							
2211	D4 H2 Upgrade	8,775,945	849,699	1,195,586	2,045,285	-	10,821,230
2229	Climate Resilience Plan	408,366	15,219	-	15,219	-	423,585
1861	CAD/AVL Real Time Bus Comm	28,664,733	51,302	145,200	196,502	-	28,861,235
2199	GO 10thFlr Conf Rm	148,642	-	-	-	-	148,642
2221	Customer Relationship Mgmt Sys	1,375,292	-	84,025	84,025	-	1,459,317
2235	9 60ft Artic NF Fuel Cell Bus	13,247,772	6,673,026	-	6,673,026	-	19,920,798
Subtotal		72,305,891	12,579,102	1,499,058	14,078,160	-	86,384,051
Fully Deferred FY27 CIP Projects							
0697	Line 51 Rapid Gap Closure	-	6,900,000	-	6,900,000	-	6,900,000
0689	Transit Priority Plan	N/A	-	-	-	-	751,799

Project ID	Project Title	FY2025-2026 and Prior	FY2026 - 27 Grants	FY2026 - 27 District	FY2026 - 27 Total	Future Funds (Planned Grants)	Total Project Cost
Fully Deferred FY27 CIP Projects (continued)							
0739	D2 Battery Electric Storage Sy	N/A	-	-	-	-	7,242,710
2230	CMF Paint Booth Replacement	N/A	-	-	-	-	3,232,735
2233	D6 Maintenance Re-Roof	N/A	-	-	-	-	5,406,083
2219	Security Enhancement D3 and GO		-	-	-	2,094,800	2,094,800
0678	EAM Software Replacement	N/A	-	-	-	-	5,419,184
Subtotal			6,900,000		6,900,000	2,094,800	25,628,127
Grand Total (Excluding Likely Closeout)		10,799,125	330,937,135	12,846,794	343,783,928	54,128,631	408,711,685
Grand Total (Including Likely Closeout)		83,105,016	343,516,237	14,345,851	357,862,088	54,128,631	495,095,735

