



Recommended Budget

Fiscal Year 2020 – 2021



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GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished
Budget Presentation
Award*

PRESENTED TO

**Alameda-Contra Costa Transit District
California**

For the Fiscal Year Beginning

July 1, 2019

Christopher P. Morill

Executive Director

INTRODUCTION



September 9, 2020

GENERAL MANAGER'S MESSAGE

I am pleased to present the Alameda-Contra Costa Transit District (AC Transit) Fiscal Year 2020-21 Recommended Budget. This Budget was developed to withstand these unprecedented times of health crisis and economic uncertainty brought on by the COVID-19 pandemic. AC Transit has had to simultaneously rise to the challenge of maintaining essential public transportation service with the added health and safety measures necessary to protect employees and riders.



The FY 2020-21 Recommended Operating Budget is comprised of \$466.4 million in revenues and expenses. The Budget further identifies three non-operating items: a District Capital contribution towards the Capital Budget; a planned OPEB contribution; and restricted preventative maintenance funding to pay down the District's line of credit. The budget was developed on the basis of 1.75 million revenue service hours, 18.9 million revenue service miles, and 2,209 full-time employees.

The Board of Directors approved a 3-month delay in the budget timeline and temporary spending authority to start FY 2020-21, an action that has not been taken since the depths of the great recession. This delay was necessary to better assess revenue losses and produce the forecasts needed for the Budget. The Board also adopted a replacement set of Budget goals to guide decisions in this pandemic environment through the fiscal year:

- 1) Safe Working Environment
- 2) Financially Resilient
- 3) Sufficient Operations
- 4) Mobile Workforce
- 5) Strong Stakeholder, Policymaker and Public Communications

The federal Coronavirus Aid, Relief, and Economic Security (CARES) Act is providing crucial funding support for the Operating Budget. AC Transit has been allocated \$114.2 million and began drawing on the funds in June to backfill funding losses in the prior fiscal year. The Recommended Operating Budget has \$84.2 million in CARES Act funds, making up 18.1% of the Budget. It is astonishing to recognize that 18% of AC Transit's regular revenues – mainly sales taxes – have been wiped out due to the pandemic.

AC Transit has had to be nimble in the face of significant changes. Service levels were reduced by over 30% at the end of March as ridership dropped to its lowest point of only 31% of pre-pandemic levels in April. Ridership has since started to recover, and service levels were increased on August 9th, in what we hope is a start on the path to recovery. Fare collection was halted in late March and rear-door boarding was implemented to enhance operator safety. Administrative staff have been working from home since the first shelter-in-place orders were issued in March, and a plan has been developed for the eventual transition back.

One bright spot amidst the news of the pandemic is the opening of Tempo, the East Bay's first fully featured Bus Rapid Transit (BRT) system. This long-anticipated enhanced service between downtown Oakland and the San Leandro BART station makes the ride smoother, easier, and better.

The Recommended Capital Budget includes \$81.9 million in spending. More than half the spending is on corridor improvement projects, including the completion of construction and closeout of the Tempo BRT line. The pandemic has also affected the Capital Budget, as several projects planned in the Capital Improvement Program (CIP) were deferred to reduce the amount of District Capital funds needed.

I have been more than impressed with how the District has pulled together to handle this crisis so far, and I am confident in our ability to focus on our strengths and work through the challenging times ahead.

Sincerely,



Michael Hursh,
General Manager

ALAMEDA-CONTRA COSTA TRANSIT DISTRICT
RESOLUTION NO. 20-0xx

A RESOLUTION ADOPTING THE GENERAL FUND OPERATING AND CAPITAL BUDGETS FOR
FISCAL YEAR 2020-21

WHEREAS, the Board of Directors reviewed and established the Calendar, delayed adoption of the FY 2020-21 budget, and approved New Budget Goals for the Development of the General Fund Operating and Capital Budgets for FY 2020- 21 during Budget meetings held during November 2019, April 2020, June 2020, July 2020 and August 2020; and

WHEREAS, the General Manager has developed the General Fund Operating and Capital Budget for FY 2020-21 based on prevailing economic conditions; and

WHEREAS, the Board of Directors has received and reviewed the General Manager's Proposed General Fund Operating and Capital Budgets for FY 2020-21 during the Board meeting held September 9, 2020.

NOW THEREFORE, the Board of Directors of the Alameda-Contra Costa Transit District does resolve as follows:

Section 1. Approves the Recommended General Fund Operating and Capital budget for Fiscal Year 2020-21 in the below and incorporated by transfers identified -062d:

a. Total Operating Expenses :	466.4M
b. Total Operating Expenses :	466.4M
c. Transfer to/(from) Unrestricted Net Assets	0.0M
e. District Funded Capital :	7.8M
f. Transfer to/(from) General Fund :	(7.8M)
g. Total Capital Program Contribution :	82.0M

Section 2. Approves the 11 new positions as presented in Attachment 3 of Staff Report 20-062d.

Section 3. Recognizes the 3 percent increase to base salary for ATU as of July 1, 2021 and a 4 percent increase to base salary for IBEW employee members as of January 1, 2021, as per their collective bargaining agreements.

Section 5. Directs the General Manager to return to the Board at a later date to obtain approval to implement any changes to district employees wages and benefits not already negotiated or approved.

Section 6. This resolution shall become effective immediately upon its passage by four affirmative votes of the Board of Directors.

PASSED AND ADOPTED this 9th day of September 2020.

Joe Wallace, President

Attest:

Linda A. Nemeroff, District Secretary

I, Linda A. Nemeroff, District Secretary for the Alameda-Contra Costa Transit District, do hereby certify that the foregoing Resolution was passed and adopted at a regular meeting of the Board of Directors held on the 9th day of September, 2020, by the following roll call vote:

PENDING

AYES:
NOES:
ABSENT:
ABSTAIN:

Linda A. Nemeroff, District Secretary

Approved as to Form and Content:

Denise C. Standridge, General Counsel

**ALAMEDA-CONTRA COSTA TRANSIT DISTRICT
RESOLUTION NO. 20-037**

**A RESOLUTION SETTING THE APPROPRIATIONS LIMIT FOR FISCAL YEAR 2020-21 PURSUANT
TO ARTICLE XIII B OF THE CONSTITUTION OF THE STATE OF CALIFORNIA**

WHEREAS, Article XIII B to the Constitution of the State of California places appropriations limitations on the fiscal powers of the State and each local government; and

WHEREAS, Government Code Section 7910 provides that each year the governing body of each jurisdiction shall establish its Appropriations Limit pursuant to Article XIII B at a regularly scheduled meeting or special meeting; and

WHEREAS, the Board of Directors on June 24, 2020, adopted Resolution 20-033 providing notice to the public, as required by Government Code Section 7910, that the Board of Directors would establish the Appropriations Limit for Fiscal Year 2020-21 at its regularly scheduled meeting on July 22, 2020; and

WHEREAS, no public comment was received regarding the District's appropriation limit for Fiscal Year 2020-21.

NOW THEREFORE, the Board of Directors of the Alameda-Contra Costa Transit District does resolve as follows:

Section 1. The Board of Directors hereby establishes the Appropriations Limit for Fiscal Year 2020-21 for the Alameda-Contra Costa Transit District at \$551,175,027 as documented in Exhibits A and B attached hereto and incorporated herein by reference as though fully set forth.

Section 2. This resolution shall become effective immediately upon its passage by four affirmative votes of the Board of Directors.

PASSED AND ADOPTED this 22nd day of July 2020.



Joe Wallace, President

Attest:



Linda A. Nemeroff, District Secretary

I, Linda A. Nemeroff, District Secretary for the Alameda-Contra Costa Transit District, do hereby certify that the foregoing Resolution was passed and adopted at a regular meeting of the Board of Directors held on the 22th day of July 2020 by the following roll call vote:

AYES: VICE PRESIDENT ORTIZ, DIRECTORS SHAW, HARPER, WILLIAMS, YOUNG, and PRESIDENT WALLACE

NOES:

ABSENT: DIRECTOR PEEPLES

ABSTAIN:


Linda A. Nemeroff, District Secretary

Approved as to Form and Content:



Jill Sprague, General Counsel

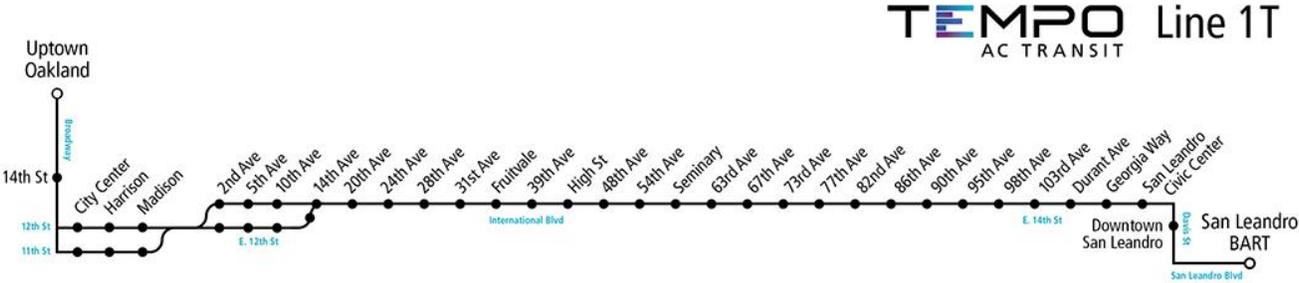


August 9, 2020 marked the long-awaited start date for Tempo, the District’s brand name for a distinctive new mode of service: Bus Rapid Transit (BRT). Tempo (also known as Line 1T) is the East Bay’s first fully featured gold-standard BRT system; it has the frequency and operational efficiency qualities of light-rail service without the high infrastructure costs of rail. The project required close coordination both internally and with multiple agency partners: Federal Transit Administration (FTA); City of Oakland; City of San Leandro; Caltrans, and BART.

Features of the \$232 million capital investment include:

- Exclusive, bus-only lanes for 80% of the 9.5-mile corridor (connecting Uptown Oakland to San Leandro BART Station along International Boulevard and East 14th Street)
- Frequent 10-minute interval service from 6AM to 7PM every day, 15-minute interval from 7PM to midnight, and 30-60 minute interval overnight service
- 27 low-floor, 60-foot, five-door, hybrid electric, low-emission buses with interior bike racks
- Transit signal priority (TSP) technology and signal timing coordination
- 46 raised platforms (21 median + 12 curbside + 1 southern terminus) spaced approximately 1/3 miles apart, with ticket-vending machines and Clipper-card readers to facilitate quicker boarding, and
- Station amenities such as canopies, seating, variable message signs with audio pushbutton information for the visually impaired, LED lighting, PA speaker systems, camera security systems, full ADA accessibility, and high-visibility crosswalks with push-to-walk signal controls.

Tempo replaces former Line 1, which had the highest ridership in the system, but heavy traffic undermined its performance for its riders. The bus-only lanes and other BRT features are the means to address the performance issues caused by traffic along this corridor. By attracting more riders who would otherwise drive, Tempo service is expected to reduce carbon emissions and traffic congestion. The initial 90 days of service are fare-free, and following that the system will be proof of payment with roaming fare inspectors.



Bay Area transit's financial future hinges on \$780 million emergency aid vote

AC Transit could cut 30% of bus service in East Bay as revenue sinks

Mass Transit, and Cities, Could Grind to a Halt Without Federal Aid

It's back: Bay Area traffic rebounding as coronavirus lockdown eases

There Is Little Evidence That Mass Transit Poses a Risk of Coronavirus Outbreaks

S.F. sees 'unprecedented' drop in rent prices

'We're Desperate': Transit Cuts Felt Deepest in Low-Income Areas

Public Transit Officials Fear Virus Could Send Systems Into 'Death Spiral' July 19, 2020

BUDGET OVERVIEW

MACROECONOMIC ASSUMPTIONS

Overall Economy

After 10 years of unprecedented expansion, the national economy took a significant downturn when the coronavirus became a global pandemic emergency in March 2020. The California state economy swung from having a near \$6 billion surplus in January to, according to the Governor's May Revision, a projected \$54 billion budget deficit. Economists differ in predictions on how long this pandemic-induced recession will last. Compared to prior recessions precipitated by personal income tied up in stocks (2001) or housing (2008), the current recession is not driven by a financial issue. The current recession has hit services the hardest, unlike most any prior recession. Hospitality, tourism, and dining have been particularly devastated. Shelter-in-place requirements in California mandated school closures and demanded immediate lifestyle changes for everyone up and down the economic scale. Economists are still debating the far-reaching economic impacts of reduced consumer spending and increased saving, but the threat of the virus is the over-arching factor preventing a "return to normalcy," which has resulted in more than 3 million jobs lost by summer in California alone.

The disproportionate effects of the pandemic on communities of color and lower-wage workers brought racial and economic equity issues to the forefront. The death of George Floyd in police custody prompted national protests and much discussion of racial and equity issues.

Transit agencies are being hit particularly hard with reduced ridership and fare revenue as well as reduced subsidies, especially from sales taxes. AC Transit is fortunate to have significant property tax revenues that are currently holding up; however, it is difficult to know for how long. The District has received \$114 million in federal aid from the Coronavirus Aid, Relief, and Economic Security (CARES) Act and is applying to the Federal Emergency Management Agency (FEMA) for reimbursement of costs incurred due to the pandemic.

The District is responding with SMART (Social distance, Mask up, Awareness of symptoms, Regular hand washing, and Temperature checks daily), modernizing office spaces, and normalizing teleworking where appropriate.

Population Growth

Before the pandemic began, population growth in the East Bay was already slowing along with the state overall. The convenience of teleworking, now prevalent due to the pandemic, changes the need for employers, especially the large tech companies such as Apple, FaceBook and Google, to require their workforce to live locally. Ironically, these

are the companies that are hiring during a time of increasing unemployment, to support the shift to ecommerce and online communities. However, the small job growth happening in this sector is not necessarily in the home areas of the tech companies. It will likely take some time before actual effects of increased teleworking on bay area population is known.

For the whole state, population growth declined from 0.8% to 0.5% over the past year, and for the District's service area it declined from 0.8% to 0.6%. Prior to the pandemic, the most likely cause in the region was the constrained housing supply and costs. The past couple years have seen a significant drop in domestic migration to the bay area and other coastal counties of California, while it has held steady in the inland counties. The pandemic may also have an effect on where people choose to live within the state. While population growth is not a guarantee of more riders, it certainly can contribute to ridership. Population growth also helps fuel strong sales and property tax-based subsidies.

East Bay Economy

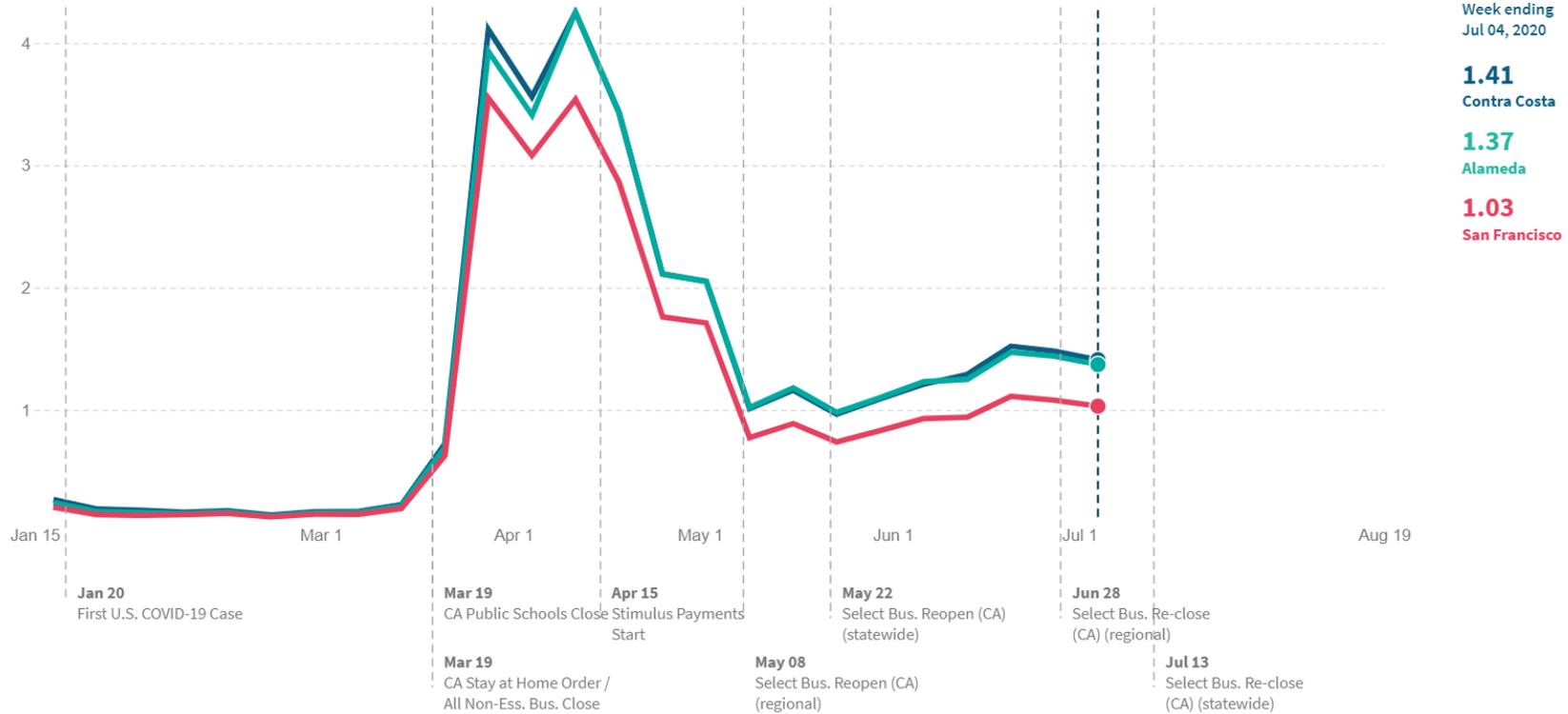
The East Bay economy is experiencing a slow recovery after a severe downturn in March and April of 2020 due to the coronavirus. Even after the first quarter of FY 2020-21, pundits are not united in predictions for second quarter outcomes. This is partially due to extended deadlines for income tax collection and reporting sales tax receipts. Will the recovery be "V" or "U" or "L" shaped, or something else? Most agree that the economy will not fully recovery until the public has confidence in the development and dispersal of a vaccine for the virus, most likely mid-2021.

Job loss is greatest in retail, restaurants and other businesses that tend to be co-dependent on the occupation and activities surrounding office real estate. Hotels and other "downtown-oriented" business types are similarly struggling. The current unemployment rate is 13.6%, up from 2.7% last year. A relevant comparison might be the 9.4% unemployment rate for San Francisco at the height of the Great Recession in January 2010.

The following charts from the website tracktherecovery.org illustrate how the virus has affected the economies of California or Alameda, Contra Costa, and San Francisco counties since January 2020.

Current Unemployment Claims per 100 People*

In **Contra Costa County**, as of July 04 2020, there were **1.41** initial unemployment claims per 100 people in the labor force.



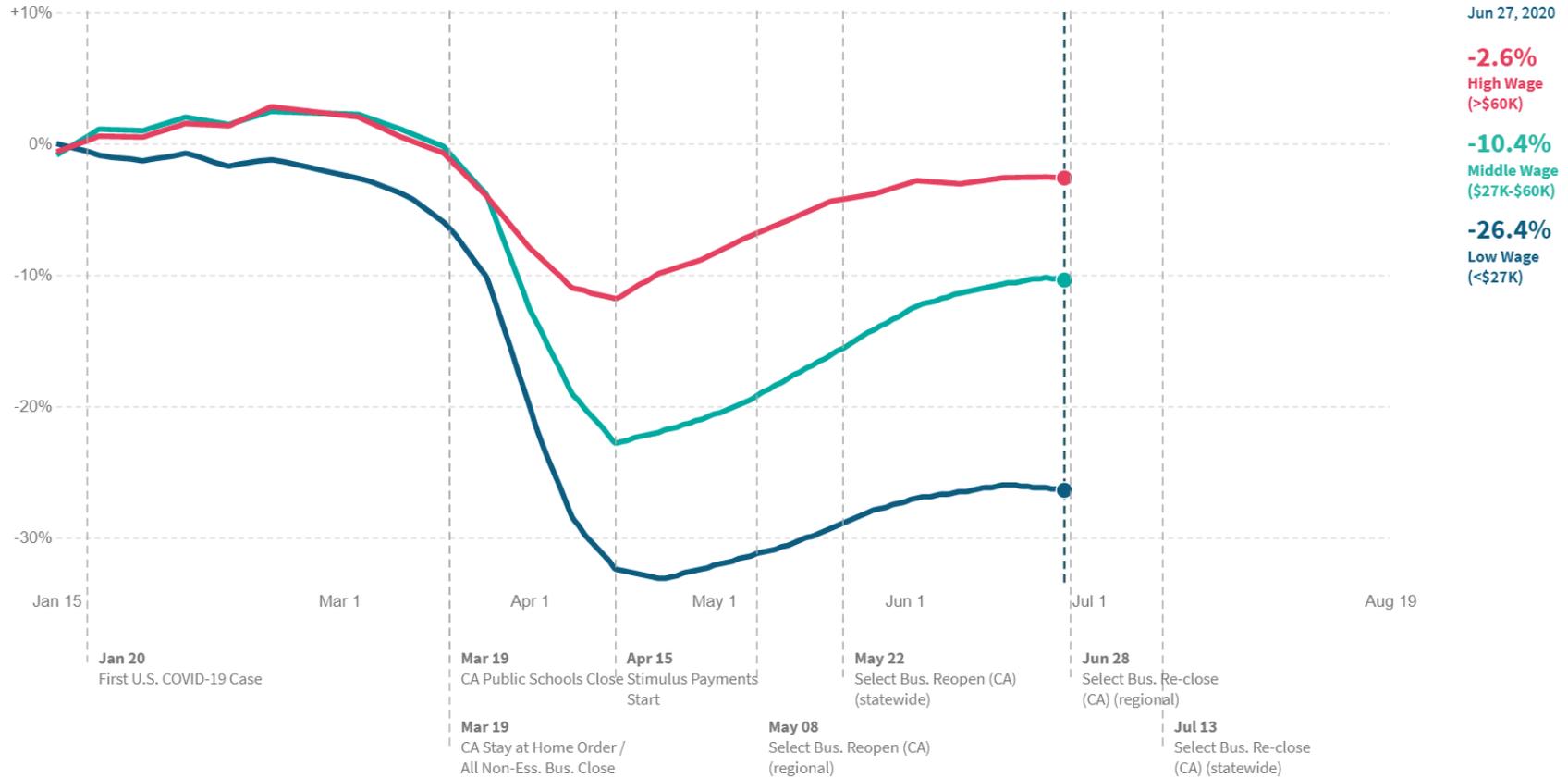
*Number of unemployment benefit claims filed with state unemployment offices per 100 people in the labor force. This series is based on data published by the Department of Labor.

last updated: August 14, 2020 next update expected: August 21, 2020

visit tracktherecovery.org to explore

Percent Change in Employment*

In **California**, as of June 27, 2020, employment rates among workers in the bottom wage quartile decreased by **26.4%** compared to January 2020.



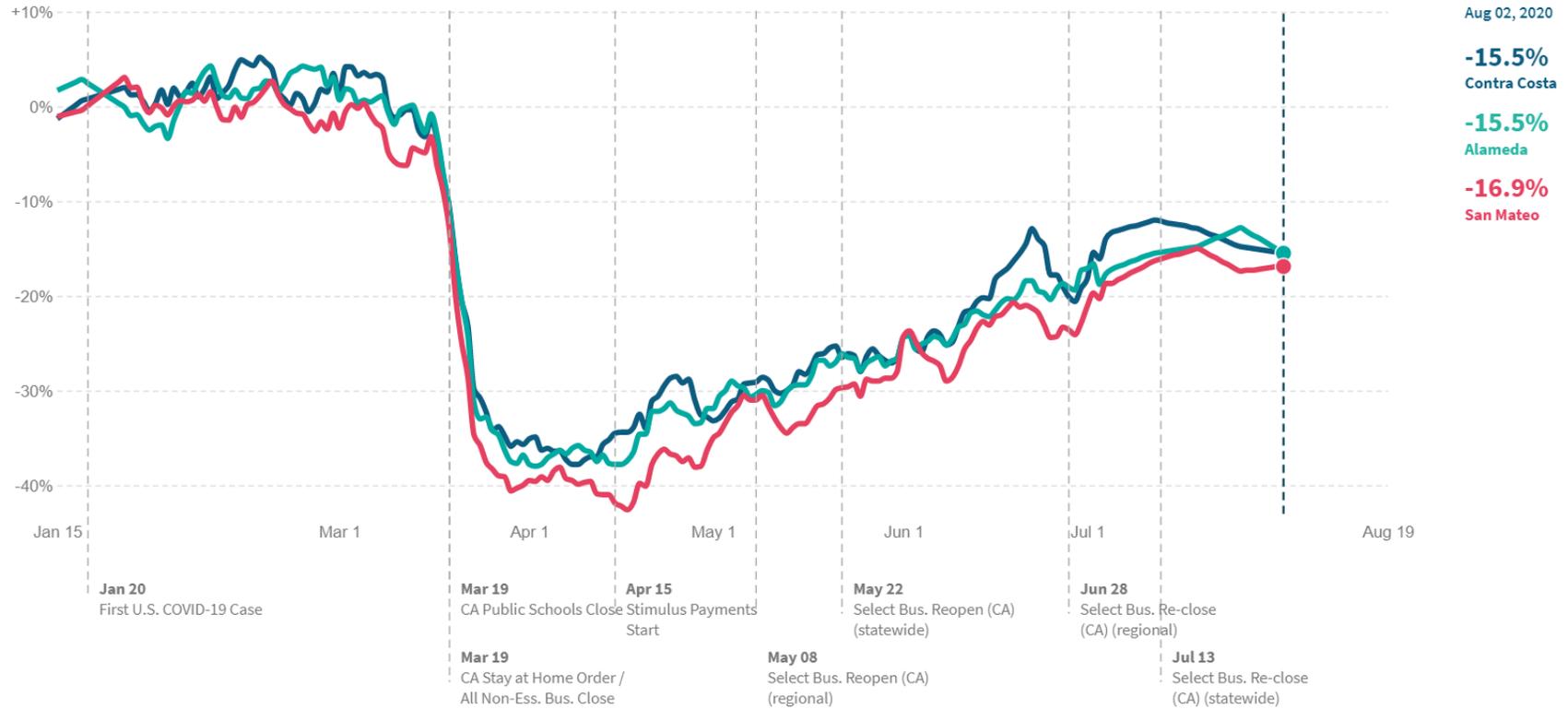
*Change in employment rates, indexed to January 4-31, 2020. This series is based on payroll data from Paychex, Earnin and Intuit.

last updated: August 14, 2020 next update expected: August 19, 2020

visit tracktherecovery.org to explore

Percent Change in All Consumer Spending*

In **Contra Costa County**, as of August 02 2020, total spending by all consumers decreased by **15.5%** compared to January 2020.



*Change in average consumer credit and debit card spending, indexed to January 4-31, 2020 and seasonally adjusted. This series reflects daily data through July 5th, 2020 and weekly data after July 5th, 2020. This series is based on data from Affinity Solutions.

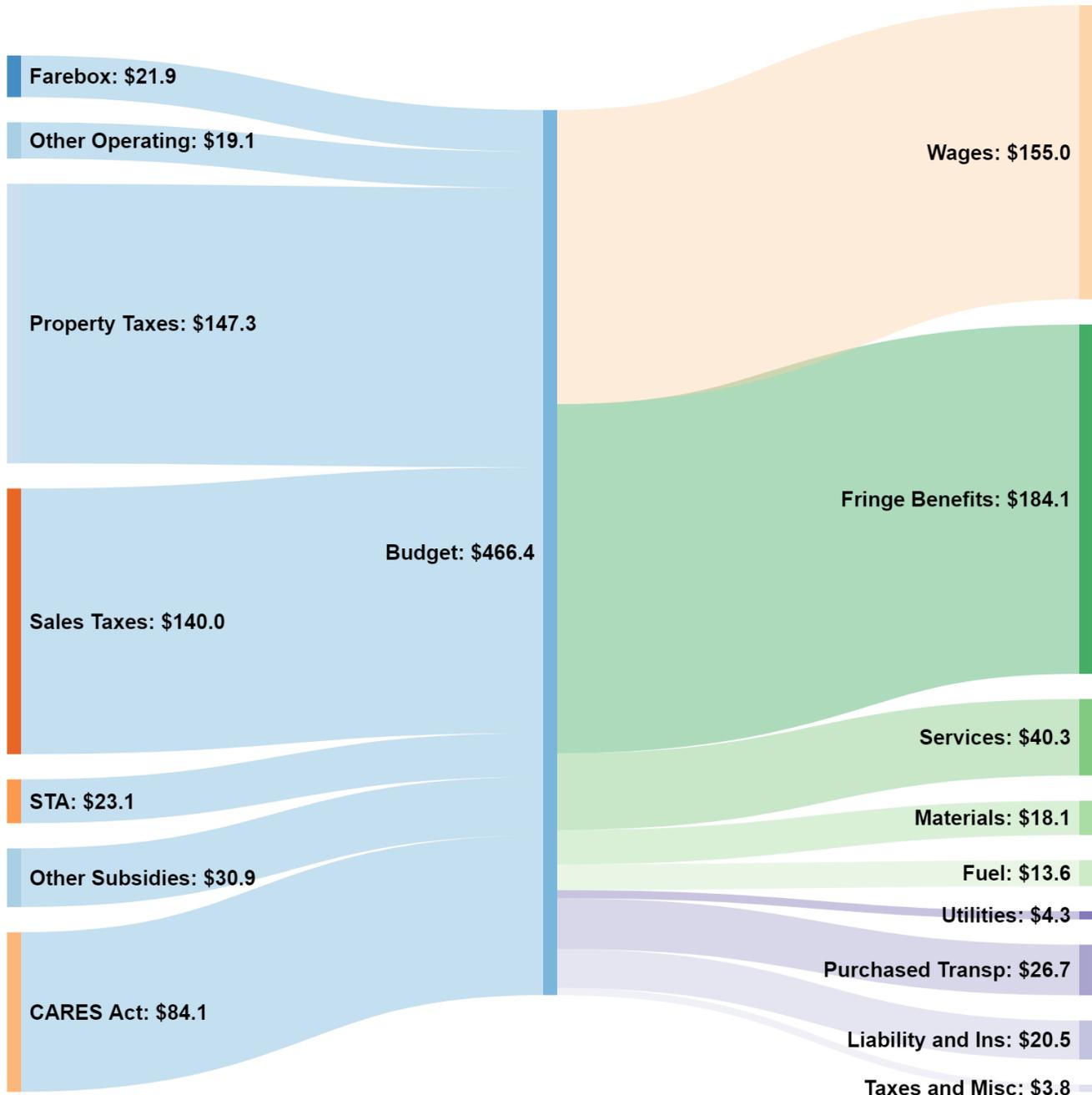
last updated: August 10, 2020 next update expected: August 19, 2020

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BUDGET SUMMARY

The Recommended Operating Budget is balanced at \$466.4 million in operating revenues/subsidies and expenses, a one percent reduction from the prior year. The District has not adopted a budget less than the prior year since FY 2009-10.

The Budget identifies three non-operating items: an OPEB trust contribution; preventative maintenance revenue for repayment on BRT line of credit; and the District Capital contribution.



OPERATING REVENUES

The coronavirus pandemic had an immediate effect on District revenues in that farebox revenues dropped significantly due to reduced ridership. Other revenues will have delayed effects, and also take some time to reach the District from their source. Sales tax revenues are delayed a few months from collection, so the reduction in spending caused sales tax revenues to drop from May/June onwards.

In the first three quarters of FY 2019-20, the District experienced ridership increases compared to the prior fiscal year, averaging 4.57 million riders per month. By March, ridership fell to 1.4 million per month and is slowly recovering due to easing of shelter-in-place and gradual re-openings of certain businesses. However, with no demand for service and health authorities even dissuading the public from riding transit, service was reduced to around 65% of pre-pandemic levels. The District has restored some service as of early August and ridership has slowly started returning. Fare collection is currently planned to resume in October.

Operating: Contract Services

The Recommended Operating budget includes the continuation of revenue associated with fare media agreements with UC Berkeley and Peralta Colleges, and the service agreement with the City of Oakland for the Broadway Shuttle. This budget also includes expected bus bridge service for BART to support unexpected outages and continued BART Early Bird service.

Operating: BART Transfer

The Recommended Operating budget includes revenues from an extension of the existing BART Feeder Service Agreement, which is currently under review.

Operating: Investment Income

Investment income revenue budget is projected to be flat from the FY 2019-20 budget, as rates have stayed low.

Operating: Advertising

Advertising revenues are projected to remain unchanged in FY 2020-21.

Operating: Other Revenue

This category includes other miscellaneous operating revenues. New in FY 2020-21 is the District's ability to sell low carbon fuel standard (LCFS) energy credits. Revenues from

LCFS credits will start relatively low but will increase as the District's zero-emission bus fleet increases. Parking citation revenue is another source of revenue in this category, and it will likely increase due to citations of parked vehicles in the Bus Only lanes for Tempo BRT.

Operating: Rental Revenues

Rental revenues are projected to decrease by \$142,000 (10%) from the prior fiscal year budget.

Sales Tax-based Subsidies: Transportation Development Act (TDA)

The TDA subsidy has long been a cornerstone of transit funding and is the largest source of subsidy revenue for the District. State law allows each county to charge a ¼ cent sales tax to finance various transit services. The Recommended Operating budget reflects a \$24 million (30%) decrease from prior year budget and is based upon recent fund estimate information released by the Metropolitan Transportation Commission (MTC).

Sales Tax-based Subsidies: AB1107

The AB1107 subsidy is a ½ cent sales tax with a portion that is shared between the District, BART and the San Francisco Municipal Transit Agency. The projected revenues for FY 2020-21 reflect a decrease of \$13.4 million (30%) from prior fiscal year budget and are based on the MTC fund estimate.

Sales Tax-based Subsidies: Measure B

In 2000, nearly 82% of Alameda County voters approved Measure B which is a ½ cent transportation sales tax. Alameda CTC administers Measure B funds to deliver essential transportation services and improvements. The projected revenues for FY 2020-21 reflect a decrease of \$9.5 million (30%) from the prior fiscal year budget.

Sales Tax-based Subsidies: Measure BB

In November 2014, the voters of Alameda County approved an additional ½ cent transportation sales tax in addition to Measure B to fund a comprehensive 30-year transportation plan. The projected revenues for FY 2020-21 reflect a decrease of \$10.3 million (30%) from the prior fiscal year budget.

Sales Tax-based Subsidies: Measure J

Measure J is a ½ cent transportation sales tax to support essential transportation services and improvements for Contra Costa County. The projected revenues for FY 2020-21 reflect a decrease of \$1.5 million (30%) from the prior fiscal year budget.

Property Taxes

The District receives a fixed portion of property taxes collected within its service area. Property taxes are based on assessed valuations and any effects from a recession are delayed as reduced sale prices work their way through the real estate market. This revenue and its different timing than sales taxes help the District fare better during a recession. The estimate for FY 2020-21 is \$2.5 million (2.2%) than FY 2019-20 budget as it is flat from the actual revenues in FY 2019-20.

Parcel Taxes: Measure VV

The Measure VV/C1 Parcel Tax subsidy is the continuation of a \$96.00 per parcel in the area designated as Special District #1 that was passed in November 2016. As a flat tax based on the number of parcels, it is one of the least volatile of the District's revenue streams.

State Transportation Assistance (STA)

STA funding is generated from the sales tax on diesel fuel, and the amount of money can fluctuate based on the direction of fuel prices. Funds are distributed by the MTC based on population and transit agencies' revenues. The projected revenues for FY 2020-21 reflect a decrease of \$4.9 million (18%) from prior fiscal year budget and are based on the MTC fund estimate.

State - AB 2972, OUSD

This funding category supports supplementary school service for the Oakland Unified School District (OUSD). The \$1,000,000 is made up of \$500,000 received under Senate Bill 856 and Assembly Bill 74.

Regional Measure 2

The District receives funding from Regional Measure 2 for Rapid Bus, Owl (late-night), and Regional Express Bus service. The District also receives funding to run the Dumbarton Express service on behalf of the Dumbarton Regional Operations Consortium. Funding amounts are normally fixed for the non-Dumbarton revenues, and

the Dumbarton revenue is based on the cost of service operated. For FY 2020-21 MTC has had to decrease RM2 operating funds due to reduced toll collections during the pandemic. The District will receive of \$3.1 million (31%) less than in FY 2019-20.

ADA Federal

Projected revenues from Federal ADA assistance reflect an increase of \$7.9 million (141%) due to timing of FTA grant awards and receipt of funds.

Other Federal, State & Local

Revenues in these categories are smaller or less regular than others. Federal funds include operating assistance through the MTC Lifeline program. State funds include Cap & Trade Low Carbon Transit Operations Program operating funds for Tempo BRT service. Local funds include funding for the Transit Information Display program and the Regional Transit Card program.

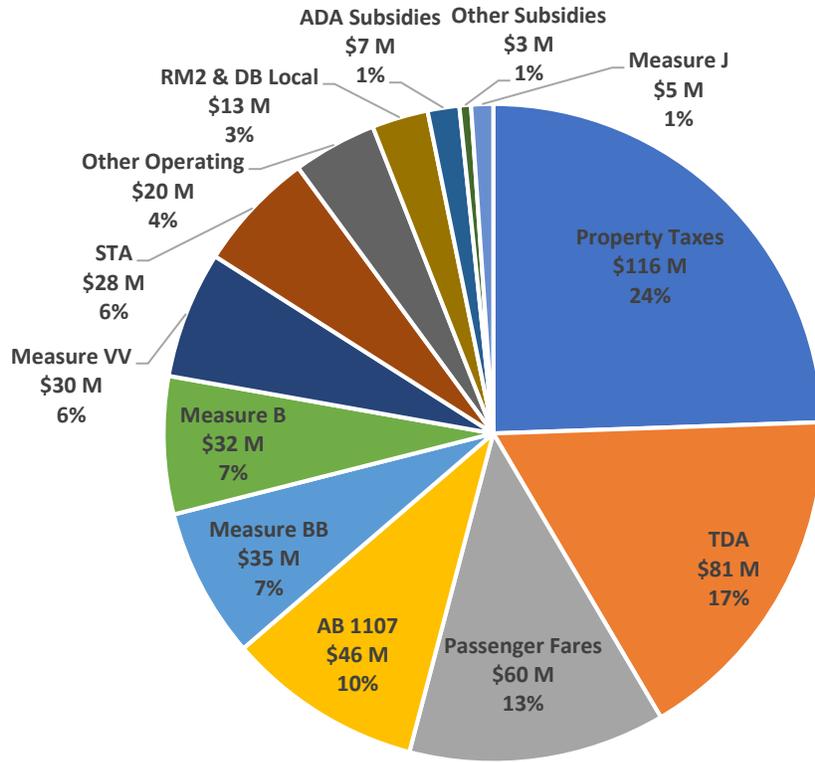
FTA CARES Act

The FTA CARES Act funds (which would normally fall into the “Other Federal” category) make up a significant part of the FY 2020-21 operating revenues. The District is receiving \$114.2 million, of which \$30 million was applied to FY 2019-20. The remaining \$84.2 million makes up 18% of the FY 2020-21 operating revenues.

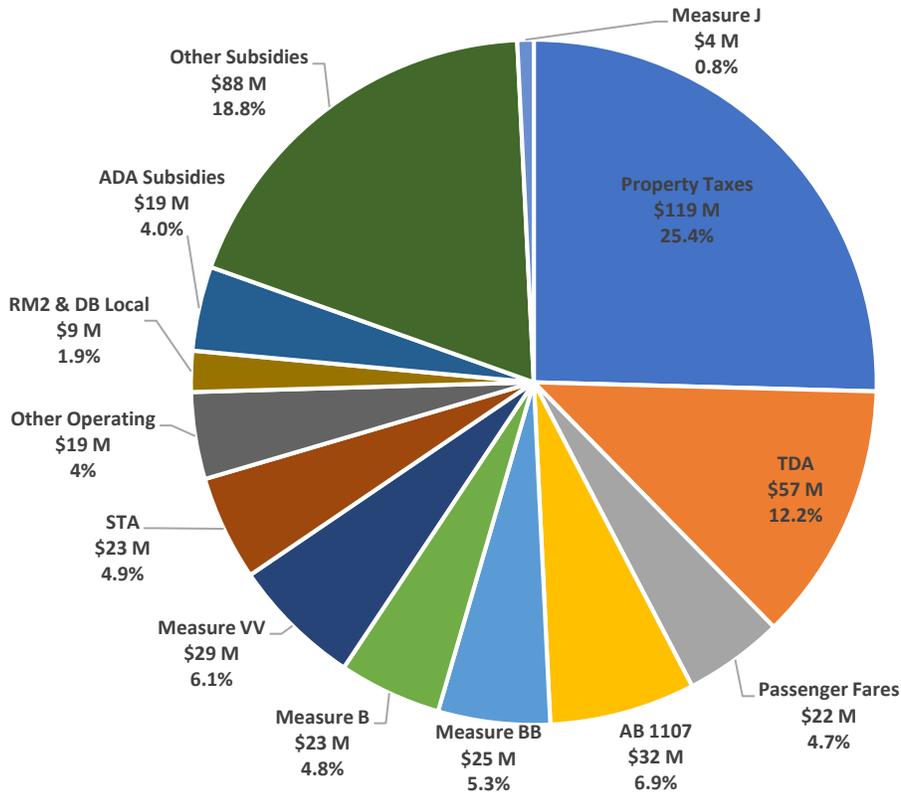
AC TRANSIT
FY 2020-21 RECOMMENDED OPERATING REVENUE AND SUBSIDIES BUDGET
(\$ IN THOUSANDS)

	<u>FY 2018-19 ACTUALS</u>	<u>FY 2019-20 ADOPTED BUDGET</u>	<u>FY 2020-21 RECOMMENDED BUDGET</u>
REVENUE & SUBSIDIES			
Line	<u>Operating</u>		
1	57,346	59,701	21,918
2	8,642	10,258	9,786
3	6,185	4,595	4,824
4	1,717	1,147	1,147
5	1,327	1,353	1,364
6	1,250	1,572	1,385
7	1,292	630	630
8	<u>77,759</u>	<u>79,256</u>	<u>41,053</u>
<u>Unrestricted Subsidies</u>			
9	76,795	80,958	57,056
10	46,776	45,501	32,057
11	33,367	32,039	22,573
12	36,935	34,903	24,590
13	5,064	5,125	3,611
14	110,467	116,035	118,568
15	29,727	29,574	28,678
16	27,132	27,966	23,080
17	500	500	1,000
18	12,906	13,078	9,001
19	-	5,597	13,462
20	-	1,776	5,121
21	5,690	500	85,184
22	1,491	1,685	1,328
23	<u>386,851</u>	<u>395,237</u>	<u>425,311</u>
24	<u>464,610</u>	<u>474,493</u>	<u>466,364</u>
25	<u>2,742</u>	<u>-</u>	<u>11,451</u>
26	<u>467,352</u>	<u>474,493</u>	<u>477,814</u>

FY 2019-20 Revenue Budget



FY 2020-21 Revenue Budget



OPERATING EXPENSES

The coronavirus pandemic drastically curtailed normal revenues, and even with the federal CARES Act funds, staff recognized that the FY 2020-21 expense budget would need to be very conservative. Through the budget process the departments did their best to continue to keep spending projections down. Major changes in the operating expense budget include:

- \$8.0 million reduction in East Bay Paratransit due to lower ridership.
- \$13.7 million reduction in labor costs accounting for \$4.1 million in contractual wage increases, \$9 million in reduced overtime, and an \$8.8 million reduction due to forecasted attrition in all staff positions. The budget also includes a reduction in 70 currently vacant operator positions.
- \$1.8 million reduction in fuel expenses due to lower fuel costs and reduced service levels.
- \$1.3 million reduction in materials such as bus parts and tires due to reduced service levels.
- \$3 million increase in Pension contribution.
- \$4.0 million increase in liability and insurance premiums.
- \$2.1 million increase for software licensing/contracts for PeopleSoft (Finance/HR), Hastus (operations/scheduling), security, asset management, as well as claims and incident management.
- \$2.2 million in new pandemic related expenses: \$1.3 million in Personal Protection Equipment (PPE) and \$840,000 for temperature checkers (temporary employee services).
- \$1.3 million increase for eleven new critical positions to support BRT operations, janitorial services required for health and safety, and increased payroll workload.
- \$1.4 million increase for operating and maintenance (O&M) costs for Tempo BRT.
- \$1.0 million increase for O&M costs for Salesforce Transit Center.

Labor costs are the largest portion of the operating budget. A strategy to preserve jobs but save in labor costs is to cease filling vacant bus operator positions, especially as the District is reducing service by 30% and does not require as many operators. The District is also postponing the replacement of certain non-operator positions as well. Overall, the Recommended Budget full-time equivalent positions for FY 2020-21 are 2,209 positions, which reflects seventy fewer bus operators and eleven new positions. Of the eleven new positions, six are in response to the increased janitorial needs to combat the spread of the virus, four are in support of the new Tempo BRT service and one is an essential position required in Payroll for the increased workload related to reporting pandemic-triggered financial requirements.

The eleven new positions resulted in an increase in labor costs for FY 2020-21. Additional increases resulted from the renewal of the ATU and IBEW contractual bargaining agreements (CBA). The CBA for AFSCME is slated for this fiscal year (after the publication of this budget book). The increase in Fringe Benefits is due to increases in wages and health insurance costs.

Pension

Pension costs are planned to increase by \$3.0 million (5.1%) for FY 2020-21 based on pension actuarial estimates from increased payroll costs.

Services

The Proposed Services expense budget is increased by \$2.2 million compared to FY 2019-20, primarily due to major expenses in the following areas:

- Software licensing/contracts for PeopleSoft (Finance/HR), Hastus (operations/scheduling), security, asset management, as well as claims and incident management.
- SMART (Social distance, Mask up, Awareness of symptoms, Regular hand washing, and Temperature checks daily), which includes routine temperature checking and requires Personal Protective Equipment (PPEs) for all staff.
- Total expected operating and maintenance (O&M) costs for the Salesforce Transit Center (STC) and Bus Storage Facility (BSF).
- Expense increases are partly offset by a reduction of over \$1 million in professional and technical services.

Fuels and Lubricants

Overall fuel costs are expected to be lower than FY 2019-20 due to recent price drops coupled with reduced service levels. The Recommended Budget reflects a decrease in Fuel and Lubricant expenses by \$1.8 million (13%).

Other Materials and Supplies

Overall expenses are projected to decrease by \$1.3 (0.7%) for FY 2020-21. Reductions in Tires, Fuel System, Cooling System, Brakes, and Body Parts are attributed to reduced service levels.

Utilities and Taxes

Utilities are projected to increase by \$207,000 (4.8%) due to increased PG&E rates. Use Tax is expected to decrease by \$547,000 (33%) due to reduced demand for shipped materials and supplies.

Casualty and Liability Costs

Casualty & Liability costs are projected higher by \$4 million (20%) based on increased insurance premiums. The District continues to build upon its strong culture of safety for both its riders and its employees.

Interest Expense

The interest expense budget is related to the debt service schedule of the one outstanding Certificates of Participation (COP) for the District's 66th Avenue Facility and projected debt expenses for the revolving line of credit the District plans to have approved early in the fiscal year. The \$35 million line of credit enabled the District to complete the East Bay Bus Rapid Transit project implementation.

ADA Consortium and Dumbarton Bridge Purchased Transportation Costs

The ADA Consortium expenses represents the District's proportional share (69%) of the total costs of operating the joint venture with BART to provide specialized Paratransit services. The cost of the program for FY 2020-21 is projected to decrease by \$8 million (35%) due to anticipated reduced ridership demand.

The Dumbarton Bridge Purchased Transportation costs are funded by revenues specifically allocated by MTC and are part of the RM2 subsidies. The budget for FY 2020-21 is \$1.8 million, with reduced RM2 revenues forcing reduced service levels.

Other Expenses

This category includes miscellaneous expenses such as costs related to marketing events or travel and training. The category will increase by 30% primarily due to reflect the annualized expense cost for election expenses. Future budgets will reflect annualized expenses to mitigate large swings from year to year.

District Funded Capital Program

District Funded Capital Program FY 2020-21 marks the second year of the District's five-year Capital Improvement Plan (CIP) from FY 2019-20 through FY 2023-24. Due to the current pandemic situation, this year's Capital Budget is made up of projects carried forward from the previous fiscal year and only selected projects from the second year of the CIP. The budgets of several projects, both new and continuing, have been trimmed to reflect a more cautious outlook for FY2020-21.

The Recommended Capital Budget includes \$7.8 million in District Capital spending and \$54.8 million in grant-funded spending. As is the norm, the largest projects the District undertakes in the Capital Budget are for bus purchases. This year's budget includes \$27 million for 36 over-the-road coaches, and an anticipation of \$74 million for 40 zero-emission buses and 50 forty-foot diesel buses which will have purchase contracts this fiscal year. All of these buses are replacement revenue vehicles. Two separate capital projects, budgeted at \$16 million combined, are also needed to support charging and fueling infrastructure for the 40 zero-emission buses.

With the completion of the BRT this fiscal year, the District will pursue long-term financing to convert the short-term line of credit while consolidating remaining grant funds available for the project. The remaining funds in the line of credit will be used as an advance for delayed grant funds due to the BRT project and so are not shown as actual spending.

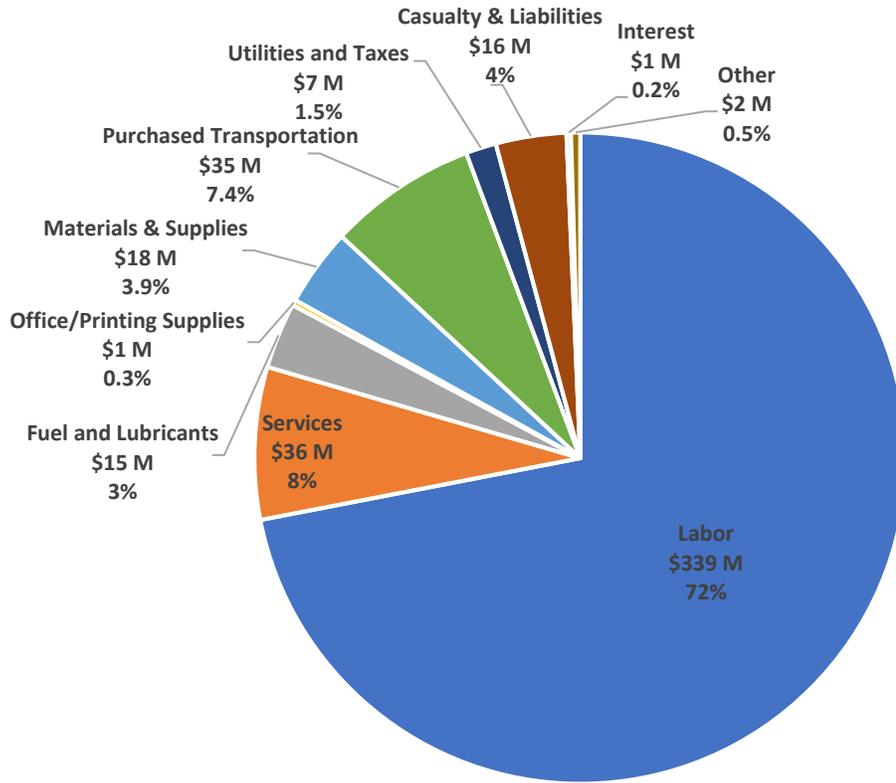
Non-Budgetary Expenses

The District plans to make a \$2.0 million contribution to its Other Post-Employment Benefits (OPEB) unrepresented employee trust account to further offset the accrued OPEB liability. Contribution will occur at the end of the fiscal year. The District will also be receiving \$11.5 million in preventative maintenance funds that will go toward payment against the BRT line of credit.

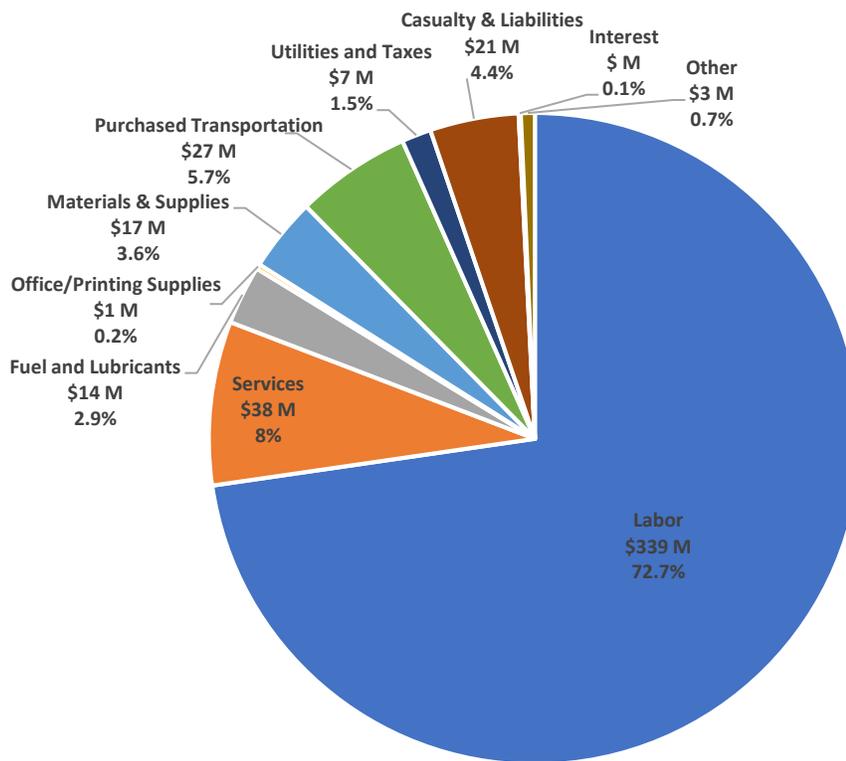
AC TRANSIT
FY 2020-21 RECOMMENDED OPERATING BUDGET
(\$ IN THOUSANDS)

Line	REVENUES & SUBSIDIES	FY 2018-19 ACTUALS	FY 2019-20 ADOPTED BUDGET	FY 2020-21 RECOMMENDED BUDGET
1	Operating	77,759	79,256	41,053
2	Unrestricted Subsidies	386,851	395,237	425,311
3	TOTAL REVENUES & SUBSIDIES	464,610	474,493	466,364
	OPERATING EXPENSES			
	<u>Labor</u>			
4	Operator Wages	90,068	91,662	80,579
5	Other Wages	69,904	71,110	74,396
6	Fringe Benefits	109,242	117,542	122,139
7	Pension Expense	55,398	58,970	61,950
8	TOTAL LABOR COSTS	324,611	339,284	339,064
	<u>Non-Labor</u>			
9	Services	26,704	35,641	37,885
10	Fuel and Lubricants	14,499	15,418	13,602
11	Office/Printing Supplies	668	1,300	1,140
12	Materials & Supplies	17,152	18,168	16,993
13	Purchased Transportation	32,430	34,845	26,647
14	Utilities and Taxes	6,544	7,140	6,815
15	Casualty and Liabilities	11,064	16,493	20,504
16	Interest Expense	897	1,028	491
17	Other Operating Expenses	(1,659)	2,174	3,223
18	TOTAL NON-LABOR	108,299	132,207	127,299
19	TOTAL OPERATING EXPENSES	432,911	471,490	466,364
20	NET OPERATING SURPLUS/(DEFICIT)	31,699	3,002	(0)
21	RESTRICTED PM	2,742	-	11,451
22	OPEB FUND CONTRIBUTION	1,500	1,000	2,000
23	DISTRICT CAPITAL CONTRIBUTION	11,031	9,766	7,861
24	NET OF NON-OPERATING ITEMS	21,910	(7,764)	1,590

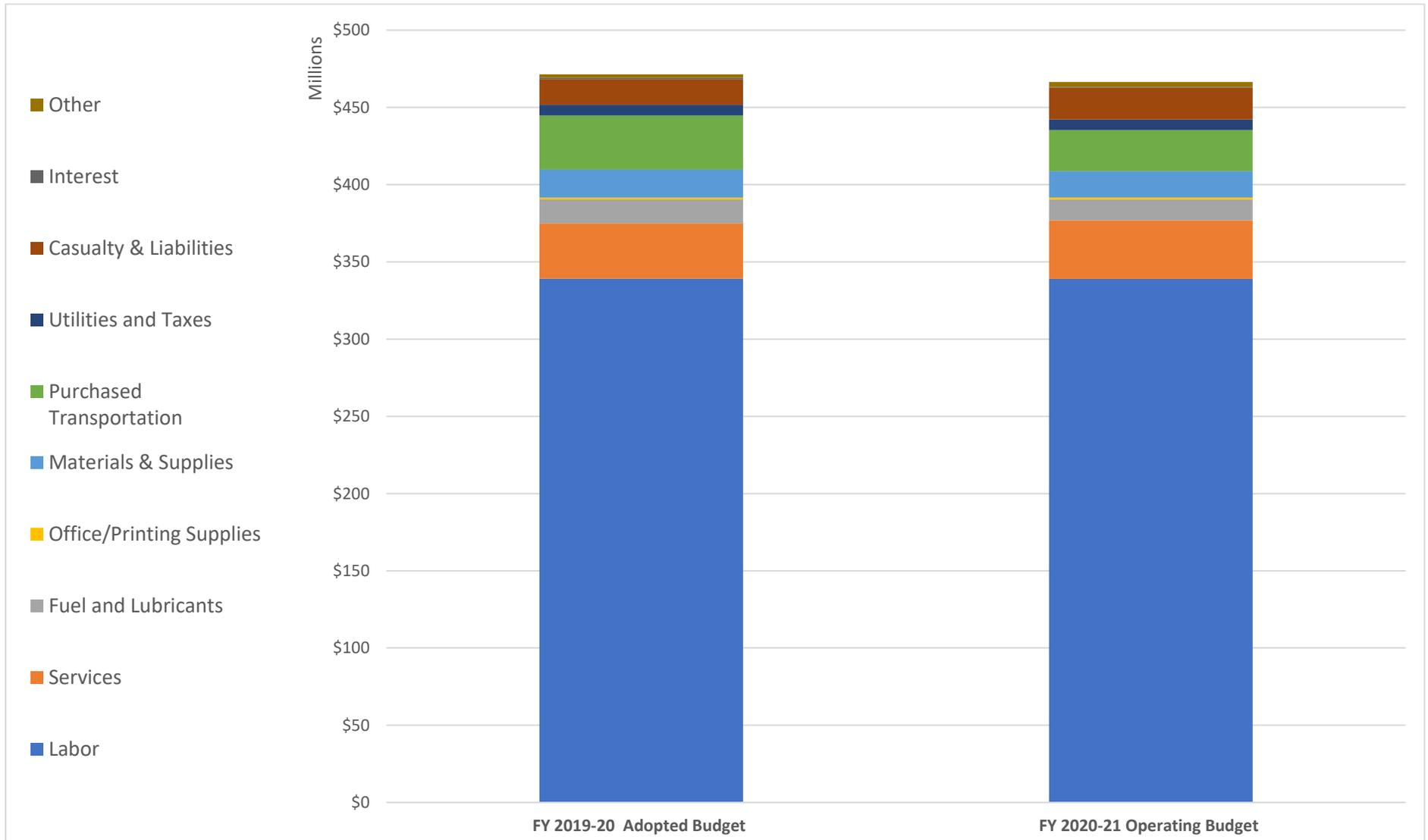
FY 2019-20 Adopted Budget



FY 2020-21 Operating Budget

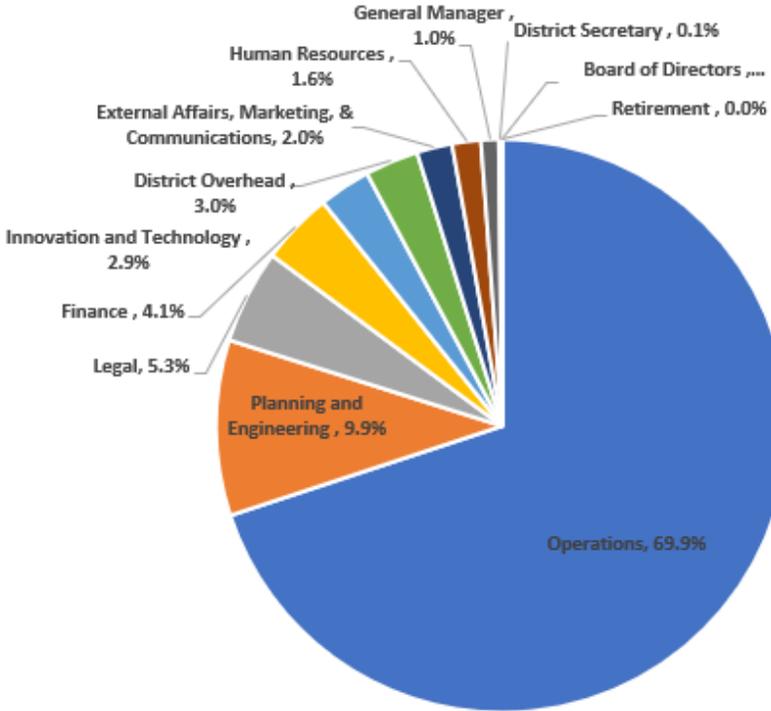


ALAMEDA-CONTRA COSTA TRANSIT DOLLAR SHARE OF OPERATING EXPENSES BY USE OF FUNDS

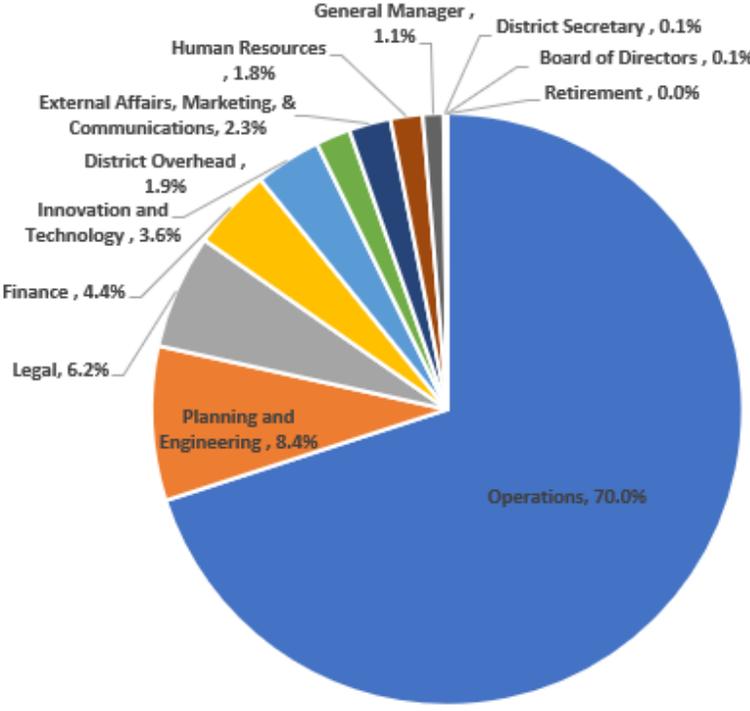


ALAMEDA-CONTRA COSTA TRANSIT OPERATING EXPENSE BUDGET BY DEPARTMENT

FY 19-20 Adopted Budget



FY 20-21 Recommended Budget

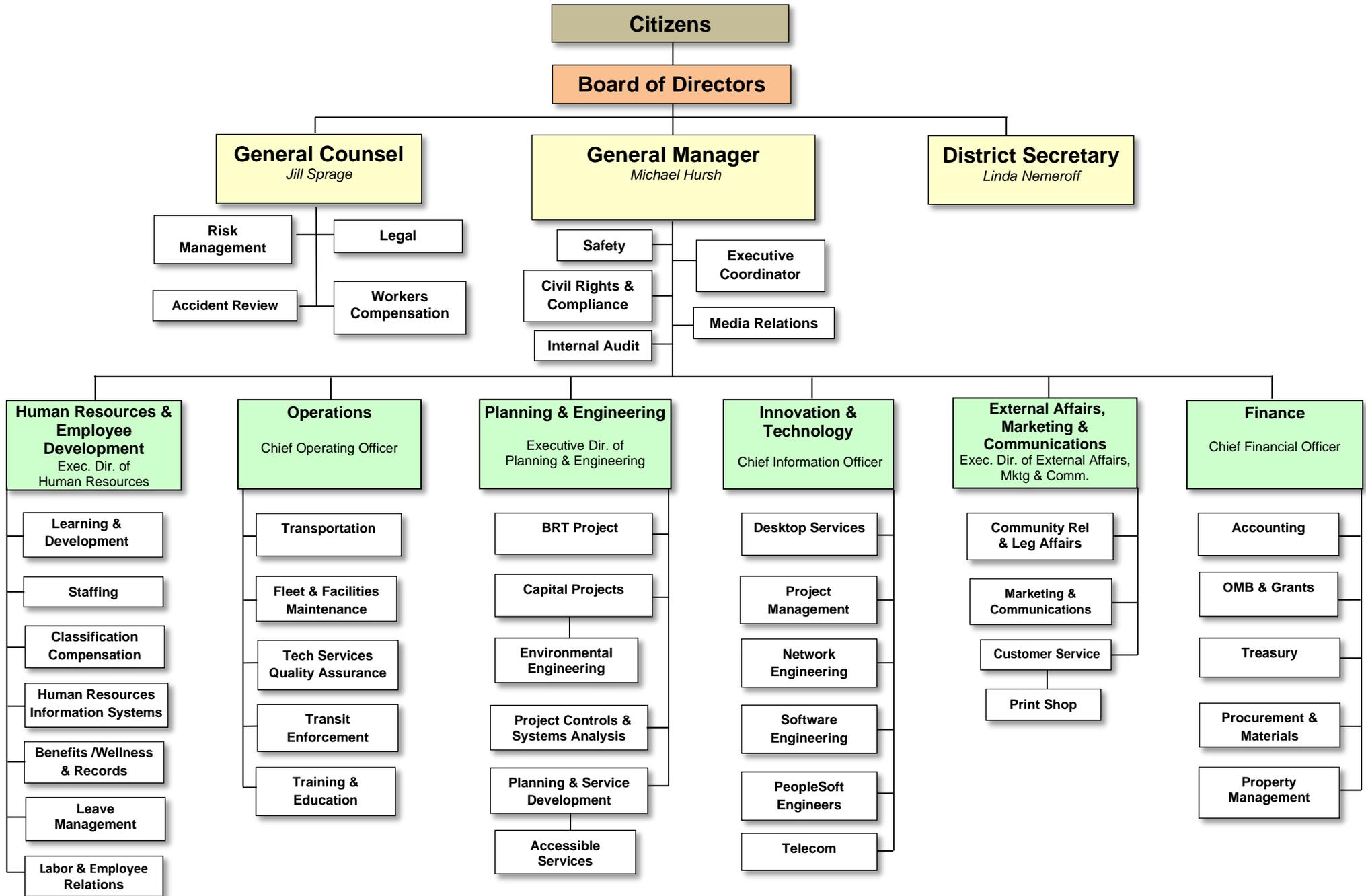


Department	FY 19-20 Adopted Budget	% of Total
Operations	\$ 329,804,622	69.9%
Planning and Engineering	\$ 46,676,338	9.9%
Legal	\$ 24,956,544	5.3%
Finance	\$ 19,319,368	4.1%
Innovation and Technology	\$ 13,796,342	2.9%
District Overhead	\$ 14,256,873	3.0%
External Affairs, Marketing, & Communications	\$ 9,435,719	2.0%
Human Resources	\$ 7,625,457	1.6%
General Manager	\$ 4,725,042	1.0%
District Secretary	\$ 587,166	0.1%
Board of Directors	\$ 306,912	0.1%
Retirement	\$ 1	0.0%
TOTAL	\$ 471,490,384	100.0%

Department	FY 20-21 Proposed Budget	% of Total
Operations	\$ 326,568,525	70.0%
Planning and Engineering	\$ 39,290,701	8.4%
Legal	\$ 29,089,315	6.2%
Finance	\$ 20,693,302	4.4%
Innovation and Technology	\$ 16,841,647	3.6%
District Overhead	\$ 8,838,984	1.9%
External Affairs, Marketing, & Communications	\$ 10,681,919	2.3%
Human Resources	\$ 8,195,878	1.8%
General Manager	\$ 5,262,455	1.1%
District Secretary	\$ 591,695	0.1%
Board of Directors	\$ 290,038	0.1%
Retirement	\$ 19,081	0.0%
TOTAL	\$ 466,363,540	100.0%



AC Transit District Organizational Chart



POSITION COUNT BY DEPARTMENT

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
(District Secretary) District Secretary	3	3	3
(External Affairs) External Affairs	37	37	37
(Finance) Finance	91	93	93
(General Manager) General Manager	20	21	21
(HR) Human Resources	32	33	33
(IT) Innovation and Technology	39	41	41
(Legal) Legal	22	23	23
(Operations) Operations	1,954	1,963	1,903
(Planning) Planning and Engineering	49	50	51
(Retirement) Retirement	4	4	4
Grand Total	2,251	2,268	2,209

POSITION TITLES BY DEPARTMENT

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
(District Secretary) District Secretary			
Administrative Specialist	1	1	1
Assistant District Secretary	1	1	1
District Secretary	1	1	1
(District Secretary) District Secretary Total	3	3	3
(External Affairs) External Affairs			
Administrative Coordinator	3	3	3
Assistant Graphic Designer	1	1	1
Bindery Worker	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
Exec Dir ExtrnAffrs,Mktg,Commn	1	1	1
Executive Administrative Asst.	1	1	1
External Affairs Rep	4	4	4
Graphic Arts/Comput Typesetter	1	1	1
Lead Customer Service Clerk	1	1	1
Marketing Administrator	4	4	4
Mktg/Communications Manager	2	2	2
Mrkt'g & Communicatns Director	1	1	1
Print Shop Supervisor	1	1	1
Printer	1	1	1
Printing Press Operator	1	1	1
Public Info Systems Coord	1	1	1
Public Information SystemsAsst	1	1	1
Social Media Coordinator	2	2	2
Sr. Marketing Representative	2	2	2
(External Affairs) External Affairs Total	37	37	37
(Finance) Finance			
Administrative Coordinator	1	1	1
Assistant Contracts Specialist	1	2	2
Asst Dir of Procurement&Matrls	1	1	1
Asst Materials Superintendent	1	1	1
Budget Manager	1	1	1
Buyer	2	2	2

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Capital Planning & Grants Mgr	1	1	1
Chief Financial Officer	1	1	1
Contracts Services Manager	1	1	1
Contracts Specialist	5	5	4
Controller	1	1	1
Deputy Chief Financial Officer	0	0	1
Director of Mgmt and Budget	1	1	1
Director of Revenue Management	1	1	1
Executive Administrative Asst.	1	1	1
Finance Administrator	2	2	2
Financial Analyst	1	1	1
Inventory Control Clerk	5	5	5
Management Analyst	1	1	1
Materials Superintendent	1	1	1
Materials Supervisor	1	1	1
Parts Clerk	27	27	27
Payroll Administrator	1	1	2
Payroll Manager	1	1	1
Payroll Specialist	4	4	4
Principal Financial Analyst	1	1	1
Procurement & Matrls Director	1	1	1
Project Manager	1	1	1
Purchasing Manager	1	1	1
Real Estate Manager	1	1	1
Senior Account Clerk	3	3	3
Senior Administrative Asst.	1	1	1
Senior Capital Planning Spec.	2	2	2
Senior Clerk	1	1	1
Senior Contracts Specialist	1	1	1
Senior Financial Analyst	2	2	2
Senior Payroll Specialist	2	2	2
Senior Project Manager	0	1	0
Shipping/Receiving Clerk	2	2	2
Sr Fin Analyst-Budget	1	1	1
Sr Fin Analyst-Fin Reporting	3	3	3
Sr Fin Analyst-FixedAssetGrnts	1	1	1
Sr. Buyer	3	3	3
Treasury Administrator	1	1	1
(Finance) Finance Total	91	93	93

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
(General Manager) General Manager			
Assistant Program Specialist	1	1	1
Associate Management Analyst	1	1	1
Contracts Compliance Admin	1	1	1
Dir of Civil Rights&Compliance	1	1	1
EEO Program Administrator	1	1	1
Executive Coordinator	1	1	1
General Manager	1	1	1
Human Resources Administrator	1	1	1
Internal Audit Manager	1	1	1
Internal Auditor	1	1	1
Media Affairs Manager	1	1	1
Program Manager	1	1	1
Program Specialist	0	0	1
Safety Administrator	1	1	1
Safety Manager	0	1	1
Safety Representative	1	1	1
Senior Administrative Clerk	1	1	1
Senior Management Analyst	1	1	0
Senior Program Specialist	1	1	1
Title VI Program Administrator	1	1	1
Transportation Supervisor	2	2	2
(General Manager) General Manager Total	20	21	21
(HR) Human Resources			
Exec Dir of Human Resources	1	1	1
Human Resources Analyst	4	4	4
Human Resources Assistant	2	2	2
Human Resources Manager	3	3	3
Labor & Employee Relations Mgr	1	1	1
Labor Relations Representative	1	1	1
Labor Relatns Administrator	1	1	1
Management Analyst	1	1	1
Project Manager	1	1	1
Senior Administrative Asst.	3	3	3
Senior Administrative Clerk	3	3	3
Senior Human Resources Analyst	4	4	4
Senior Typist Clerk	1	1	1
Sr HR Info Systems Analyst	2	2	2
Sr Human Resources Admin	2	3	3
Sr. Employee Development Rep	1	1	1

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Wellness Coordinator	1	1	1
(HR) Human Resources Total	32	33	33
(IT) Innovation and Technology			
Chief Information Officer	1	1	1
Computer Ops Administrator	1	1	1
Database Administrator	4	5	5
Dir of Sys and Software Dev	1	1	1
Enterprise Network Engineer	1	1	1
Enterprise Software Engineer	2	2	2
Executive Administrative Asst.	1	1	1
Information Technology Manager	1	1	1
Network Security Engineer	1	2	2
Network Server Administrator	1	1	1
Network/PC Analyst	6	6	6
Network/Server Engineer	3	3	3
Project Coordinator	1	1	1
Project Manager	1	1	1
Senior PeopleSoft Engineer	5	5	5
Senior Project Manager	2	2	2
Software Engineer	3	3	3
Sr. Network/PC Analyst	1	1	1
Telecomm Administrator	1	1	1
Telecommunications Coord.	2	2	2
(IT) Innovation and Technology Total	39	41	41
(Legal) Legal			
Assistant General Counsel	1	1	1
Assistant Legal Secretary	1	1	1
Attorney II	1	1	1
Attorney III	1	1	1
Claims and Liability Analyst	1	1	1
Claims and Liability Assistant	0	1	1
Claims and Liability Manager	1	1	1
Executive Coordinator	1	1	1
General Counsel	1	1	1
Human Resources Analyst	1	1	1
Human Resources Assistant	1	1	1
Human Resources Manager	2	2	2
Incident Review Administrator	1	1	1
Incident Review Specialist	1	1	1

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Program Administrator	1	1	1
Senior Attorney	2	2	2
Senior Legal Assistant	2	2	2
Sr Claims & Liability Analyst	2	2	2
Sr Human Resources Admin	1	1	1
(Legal) Legal Total	22	23	23
(Operations) Operations			
Administrative Assistant	1	1	1
Administrative Coordinator	2	2	2
Apprentice Mechanic	21	21	21
Apprentice Mentor	1	1	1
Assistant Dir of Maintenance	1	1	1
Assistant Director of Transp	1	1	1
Asst Transp Superintendent	10	10	10
Body/Frame Mechanic	3	3	3
BRT Platform Agent	0	4	4
Bus Operator	1,350	1,350	1,280
Bus Stop Maintenance Worker	7	8	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	20	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 Manager	1	1	1
Facilities Maintenance Suprvsr	4	4	4
Facilities Maintenance Trainer	1	1	1
Facilities Systems Technician	2	2	2
Frame/Body Mechanic	1	1	1
HVAC Technician	2	2	2
Janitor	20	20	26
Journey Facil Mtce Mechanic	11	11	12
Journey Level Mechanic	146	146	147
Lead Timekeeper	1	1	1
Lift Mechanic	2	2	2

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Machinist	4	4	4
Mail Clerk	1	1	1
Mail Messenger	1	1	1
Maintenance Superintendent	5	5	5
Maintenance Supervisor	26	26	26
Maintenance Technical Supervsr	4	4	4
Maintenance Trainer	5	5	5
Mechanic A / Unit Room	9	9	8
Painter A	3	3	3
Protective Services Manager	1	1	1
Senior Administrative Asst.	2	2	2
Senior Administrative Clerk	1	1	1
Senior Body Mechanic	28	28	28
Senior Electronic Technician	22	22	23
Senior Maintenance Supervisor	4	4	4
Senior Typist Clerk	1	1	1
Service Employee	93	95	95
Small & Med Duty Veh Mechanic	4	4	4
Sr. Transportation Supervisor	4	4	4
Technical Services Manager	1	1	1
Timekeeper	3	3	3
Training & Education Asst Mgr	2	2	2
Training And Education Mgr	1	1	1
Training Instructor	12	13	13
Transit Office Manager	4	4	4
Transit Projects Supervisor	1	1	1
Transportation Superintendent	4	4	4
Transportation Supervisor	58	58	58
Transportation Supervisor Asst	8	8	8
Upholsterer A	6	6	6
Waste Clean Up Worker	1	1	1
Welder/Sheetmetal Mechanic A	1	1	1
Welder/Sheetmetal Mechanic AA	1	1	1
Yard Scrubber Equipt Operator	1	1	1
(Operations) Operations Total	1,954	1,963	1,903
(Planning) Planning and Engineering			
Accessible Services Manager	1	1	1
Administrative Coordinator	1	1	1
Asst Transportation Planner	1	1	1
Dir of Prj Ctrl & Sys Analysis	1	1	1

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Director of Bus Rapid Transit	1	1	1
Director of Capital Projects	1	1	1
Director of Srvc Devl&Planning	1	1	1
Environmental Compliance Spec	1	2	2
Exec Director of Planning&Engr	1	1	1
Executive Administrative Asst.	1	1	1
Manager of Systems Analysis	1	1	1
Ops Data Syst Administrator	2	2	2
Planning Data Administrator	2	2	2
Project Controls Administrator	1	1	1
Project Coordinator	2	2	2
Project Manager	3	3	3
Scheduling Data Administrator	1	1	1
Senior Administrative Asst.	2	2	2
Senior Administrative Clerk	1	1	1
Senior Management Analyst	1	1	1
Senior Program Specialist	1	1	1
Senior Project Manager	4	4	4
Senior Schedule Analyst	5	5	5
Senior Transportation Planner	5	5	5
Service Planning Manager	1	1	1
Statistical Data& Info Analyst	1	1	1
Traffic & Schedules Admin.	1	1	1
Traffic Engineer	1	1	1
Transit Schedules Manager	1	1	1
Transportation Planner	2	2	3
Transportation Planning Mgr	1	1	1
(Planning) Planning and Engineering Total	49	50	51
(Retirement) Retirement			
Retirement Sys Administrator	1	1	1
Retirement System Analyst	1	1	1
Retirement System Assistant	1	1	1
Retirement System Manager	1	1	1
(Retirement) Retirement Total	4	4	4
Grand Total	2,251	2,268	2,209

POSITIONS BY CLASSIFICATION GROUP

Department & Position Title	FY 18-19 Mid-Year Headcount	FY 19-20 Adopted Headcount	FY20-21 Recommended Headcount
Clerical	56	61	61
Maintenance	444	447	457
Operators	1,350	1,350	1,280
Salaried	401	410	411
Grand Total	2,251	2,268	2,209

FY 2020-21 NEW POSITIONS

			FY20-21 Recommended Headcount
Department	Position Title	Union Code	
(Finance) Finance	Payroll Administrator	AFS	1
(Operations) Operations	Bus Stop Maintenance Worker	ATU	2
	Janitor	ATU	6
	Journey Facil Mtce Mechanic	ATU	1
	Senior Electronic Technician	IBW	1
Grand Total			11

FY 2020-21 RECOMMENDED OPERATING EXPENSE BUDGET BY DEPARTMENT

Department	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(Board of Directors) Board of Directors	211,049	306,912	290,038
(District Secretary) District Secretary	583,734	587,166	591,695
(External Affairs) External Affairs	8,012,106	9,435,719	10,681,919
(Finance) Finance	17,860,291	19,319,368	20,693,302
(General Manager) General Manager	3,737,094	4,725,042	5,262,455
(Legal) Legal	21,745,040	24,956,544	29,089,315
(Operations) Operations	311,537,661	329,804,622	326,568,525
(Overhead) Overhead	8,428,994	14,256,873	8,838,984
(Retirement) Retirement	(372,704)	1	19,081
(HR) Human Resources	7,502,294	7,625,457	8,195,878
(IT) Innovation and Technology	12,358,645	13,796,342	16,841,647
(Planning) Planning and Engineering	41,306,492	46,676,338	39,290,701
Grand Total	\$432,910,696	\$471,490,384	\$466,363,540

FY 2020-21 RECOMMENDED BUDGET BY EXPENSE ACCOUNT

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Operators			
(50101) Operators Regular Time	69,076,194	69,920,729	68,722,646
(50105) Operators Premium Time	19,079,857	19,091,000	9,798,455
(50106) Operators Holiday Time	1,911,546	2,650,500	2,057,965
Operators Total	90,067,597	91,662,229	80,579,066
Maintenance			
(50110) Maintenance Regular Time	25,312,547	25,563,222	27,461,655
(50115) Maintenance Overtime	1,791,062	1,537,892	1,814,841
(50116) Maintenance Holiday Time	326,941	382,523	490,684
Maintenance Total	27,430,550	27,483,637	29,767,179
Clerical			
(50120) Clerical Regular Time	3,335,857	4,153,214	4,044,897
(50125) Clerical Overtime	530,708	555,000	544,046
(50126) Clerical Holiday Time	61,710	54,200	126,906
Clerical Total	3,928,275	4,762,414	4,715,848
Salaried			
(50130) Salaried Regular Time	33,665,063	36,152,228	38,663,427
(50135) Salaried Overtime	1,263,395	824,328	998,840
(50136) Salaried Holiday Time	140,662	110,308	250,511
Salaried Total	35,069,120	37,086,865	39,912,777
New Operator Training			
(50140) NBO Training Regular Time	1,155,425	1,503,139	-
(50145) NBO Training Overtime	15,864	-	-
(50146) NBO Training Holiday Time	1,350	-	-
New Operator Training Total	1,172,639	1,503,139	-
Fringe Benefits	164,639,656	177,711,888	185,489,374
Temp Help			
(50340) Temporary Help	2,303,577	268,518	-
Temp Help Total	2,303,577	268,518	-

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Indirect Labor Costs			
(50150) Indirect Labor Costs	-	5,000	-
Indirect Labor Costs Total	-	5,000	-

Labor Total	\$324,611,413	\$340,483,690	\$340,464,245
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Non-Labor			
Outside Professional Services			
(50301) Management Service Fees	364,986	489,166	421,000
(50305) Advertising Production Costs	28,544	52,000	116,600
(50308) Professional and Technical Services	5,095,896	6,383,527	5,417,863
(50309) Software Licenses	16,687	1,690,783	3,828,717
(50315) Claims Administration	1,534,547	1,570,347	1,700,000
(50317) Outside Attorney	473,153	783,400	750,000
(50320) Physicals	0	30,000	27,917
(50330) Non-Lawyer Legal	75,950	77,000	97,000
(50335) Audit Fees	198,385	254,500	254,500
(50342) Outside Repair Services	823,811	1,072,515	950,450
(50345) Contract Maintenance Services	2,765,935	2,063,936	2,092,765
(50350) Custodial Services	34,820	67,000	303,208
(50355) Security Services	11,698,780	13,110,014	13,098,462
(50357) Outside Training Services	210,860	801,064	695,177
(50360) Printing Services	310,811	410,322	414,850
(50365) Help Wanted Advertisement	92,633	91,000	50,000
(50370) Hazardous Waste	121,946	245,275	225,275
(50375) Laundry	148,616	146,564	146,564
(50380) Towing	152,470	214,954	200,000
(50390) Other Services	797,639	4,592,480	5,614,307
(50307) Clipper Expenses	1,757,935	1,495,000	1,480,000
(50341) Temporary Help - Additional	0	1,685,958	2,388,996
Outside Professional Services Total	26,704,404	37,326,803	40,273,651

Fuel & Lubricants			
(50437) Gasoline	331,789	444,499	332,077
(50438) Diesel Fuel	12,729,292	13,416,874	11,881,413
(50439) Motor Oil	301,027	304,114	336,789
(50447) Lubricants	348,375	343,098	226,893
(50448) Hydrogen Fuel	788,981	909,764	825,324
Fuel & Lubricants Total	14,499,463	15,418,349	13,602,496

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Materials & Supplies			
(50401) Front Axle	17,676	25,500	26,000
(50402) Rear Axle	221,303	248,000	212,700
(50404) Brakes	722,217	925,000	745,000
(50405) Clutch	295	0	2,500
(50406) Cooling System	553,254	645,000	425,200
(50407) Electrical	943,253	850,600	697,200
(50408) Engine	2,327,516	2,300,000	2,188,000
(50411) Frame	1,039	29,000	13,900
(50412) Fuel System	1,797,545	1,710,000	1,484,000
(50414) Air Suspension	170,348	190,000	176,400
(50416) Steering	191,012	199,500	149,000
(50417) Transmission	1,712,821	1,735,000	1,814,500
(50418) Propeller Shaft	164,530	141,000	127,500
(50419) Wheel Bearings	31,555	35,200	16,200
(50421) Passenger Seats	1,706	10,500	-
(50424) Body Parts	995,470	1,304,608	1,146,000
(50426) Air Conditioning	249,020	190,600	270,500
(50430) Air Brake and Door Control	321,525	357,500	296,000
(50432) Other Bearings	6,154	5,000	4,500
(50435) Fuel, Oil, Water Elements	49,329	48,100	28,000
(50436) Flex Lines and Fitting	10,616	11,700	12,100
(50440) Miscellaneous Automotive	94,116	126,500	236,750
(50441) Tires and Tubes - Revenue Vehicles	3,154,482	3,240,340	2,682,820
(50442) Tires and Tubes - Non-Revenue Vehicles	17,511	20,000	17,500
(50443) Hardware	824,176	403,341	480,424
(50444) Shop Materials	64,919	106,650	103,200
(50445) Cleaning and Painting Supplies	455,048	564,177	686,312
(50446) Manufacturing Equipment and Tools <\$5,000	22,346	299,500	316,000
(50450) Building Supplies	86,228	157,885	205,500
(50451) GFI Genfare Farebox Materials	40,411	30,500	58,003
(50453) Electronic Destination Sign Materials	26,129	41,000	28,500
(50455) Bus Lift Materials	85,440	97,500	142,200
(50456) Trans ISS Mach Materials	101,920	247,500	103,000
(50457) Radio Parts	67,239	47,750	59,500
(50460) Stationery Supplies	281,325	313,116	264,350
(50461) Office Furniture and Equipment <\$5,000	156,537	261,710	242,600
(50462) Postage	33,960	91,818	94,115
(50463) Printing Supplies	168,863	214,210	182,983
(50468) Timetables	99,791	103,200	74,800
(50470) Price Variance Expense	11,292	-	-

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50471) Inventory Adjustment	685,192	-	-
(50474) Safety and Medical Supplies	18,503	62,290	205,100
(50475) Coveralls and Coats	30,017	23,975	20,319
(50480) Computer Related Equipment	26,923	418,938	355,833
(50490) Standard Price Postings	1,101	-	-
(50495) Miscellaneous Supplies	703,751	1,619,807	1,633,028
(50497) Freight-In	65,802	84,000	85,000
(50498) Transfers Tickets	50,216	50,000	60,000
(50499) Warranties	(41,386)	(120,000)	(40,000)
Materials & Supplies Total	17,820,031	19,467,515	18,133,037
Utilities and Taxes			
(50501) Telephone	1,122,588	1,424,195	1,386,000
(50505) Electric and Gas	1,677,715	1,834,500	2,148,504
(50510) Water	421,976	370,000	346,000
(50515) Bio Gas	(77,100)	-	-
(50520) Waste Management	358,184	459,500	414,500
Utilities and Taxes Total	3,503,364	4,088,195	4,295,004
Casualty and Liabilities			
(50601) Insurance Premium	7,690,356	9,253,920	13,163,580
(50605) Loss Recoveries	(351,672)	(360,768)	(360,000)
(50641) Casualty and Liability Costs	3,357,215	6,700,000	6,800,000
(50642) Property Damage	368,023	900,000	900,000
Casualty and Liabilities Total	11,063,922	16,493,152	20,503,580
Taxes			
(50701) Property Taxes	10,842	10,000	10,000
(50702) Workers Compensation Assessment Fee	454,037	525,000	550,000
(50705) Vehicle License and Registration	10,668	16,350	14,430
(50710) Fuel and Lubricant Taxes	162,563	177,600	170,000
(50715) Use Tax	2,282,138	2,194,780	1,647,572
(50720) Hazardous Waste Tax	19,114	22,000	20,000
(50725) Permits	101,053	105,700	108,100
Taxes Total	3,040,416	3,051,430	2,520,102
Purchased Transportation			
(50802) Purchased Transportation - ADA Consortium	28,532,581	30,965,614	22,934,875
(50803) ADA Consortium - Other	174,915	115,755	191,000
(50804) Paratransit Miscellaneous Expenses	578,103	900,000	600,000
(50806) Dumbarton Purchased Transportation	3,144,842	2,864,058	2,921,339
Purchased Transportation Total	32,430,441	34,845,427	26,647,214

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Miscellaneous			
(50901) Dues and Subscriptions	417,937	626,464	550,210
(50905) Travel and Meetings	192,766	367,391	234,977
(50910) BART Tickets	965	1,625	1,600
(50915) Bridge, Tunnel, Highway Tolls	11,915	8,350	12,940
(50920) Fines and Penalties	36,034	25,000	20,000
(50930) Employee Incentive	169,013	238,565	229,357
(50940) Election of Directors	532,168	1,056,416	1,527,266
(50945) Cash Over and Short	-	1,025	1,000
(50955) Vendor Discounts	3,332	3,420	3,000
(50960) Advertisement and Promotion Media Fees	186,078	276,296	275,000
(50970) Bank Charges	35,768	39,116	37,000
(50990) Other Miscellaneous Expenses	1,125	402,550	405,600
(50991) Miscellaneous Marketing Expenses	234,452	253,553	561,764
Miscellaneous Total	1,821,553	3,299,770	3,859,714
Expense Reclass			
(51001) Remanufactured Inventory	(2,625,117)	(2,500,000)	(2,500,000)
(51002) Functional Expense Reclassifications	(1,576,646)	(1,095,819)	(1,295,000)
(51005) Grant Labor Reclass to Capital	-	(1,200,000)	(1,400,000)
Expense Reclass Total	(4,201,763)	(4,795,819)	(5,195,000)
Interest Expense			
(51105) Interest Expense	674,343	651,859	300,000
(51125) Bank Credit Line Interest	222,250	375,843	190,685
Interest Expense Total	896,593	1,027,703	490,685
Leases & Rentals			
(51201) Leases and Rentals	720,858	784,169	768,813
Leases & Rentals Total	720,858	784,169	768,813
Non-Labor Total	\$108,299,283	\$131,006,694	\$125,899,296
Grand Total	\$432,910,696	\$471,490,384	\$466,363,540

BUDGET GOALS

The following budget goals were developed in response to the COVID-19 pandemic. They are intended to be temporary replacements of the original District goals in order to help drive and guide budget decisions for FY2020-21.

Department heads were asked to associate their budget requests with one of the five budget goals listed below. Results are reflected in the following pie charts (pending).

1) Safe Working Environment - Create a safe environment for operators, riding public and all staff. Adhere to safety guidelines and parameters set by the counties, state and Centers for Disease Control (CDC) and work aggressively to ensure safety supplies and equipment are available for staff.

2) Financially Resilient - Achieve a balanced budget that reduces costs and seeks financial assistance at the local, regional, state and federal levels. Provide new and ongoing COVID-19 cost projections. Minimize the need for a reduction in bus service.

3) Sufficient Operations - Operate bus service that meets the needs of the population in our service area, including essential employees, students (once schools open), transit-dependent riders and our most vulnerable populations. Provide commute-based service only as demand requires.

4) Mobile Workforce - Recognize and adapt to changes in workers needs and work environment. Enable Staff with modern, secure, mobile and collaborative technology platforms for consistent connectivity and measured productivity.

5) Strong Stakeholder, Policymaker and Public Communications - Maintain a positive and active position in the community. Be prepared as an essential service and support our most vulnerable riders. Seek out opportunities to aid recovery through public and private partnerships and innovations.

FARES

Introduction

Passenger and Service Portrait (Source ACT Planning 2020) Updated August 2020

Service Area

- 364 square miles
- 13 cities plus adjacent unincorporated communities including service to downtown San Francisco via the Bay Bridge and Foster City and San Mateo via the San Mateo Bridge

Service Levels

- 158 bus lines (as of August 2020)
- Serving 23 BART stations
- Approximately 5,400 bus stops
- 635 Buses
- 18.9 million revenue service miles driven annually

Passenger Trips

- 44.5 million trips annually (FY 2019-20)
- 143,000 passengers each weekday (FY 2019-20)

Demographics

- 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

Service Usage Per Passenger

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

Fare Structure Updated: As a result of the COVID-19 pandemic, AC Transit is implementing read-door boarding for those who are able and is not collecting fares during this time.

Local (Effective July 1, 2019)

Cash Fare

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

Clipper Cash

Adults	
Single Ride	\$2.25
Day Pass	\$5.00
Youth (5-18) / Senior / Disabled	
Single Ride	\$1.12
Day Pass	\$2.50

Local Clipper Passes

Clipper Adult 31-Day Pass	\$84.60
Clipper Youth 31-Day Pass	\$34.00
Clipper Senior/Disabled Pass	\$34.00

Transbay (Effective January 1, 2020)

Cash Fare

Adults	\$6.00
Youth (5-18) / Senior / Disabled	\$3.00

Transbay Clipper Passes

Adult 31-Day	\$216.00
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Fixed Route Accessibility

- All coaches are equipped with passenger lifts/ramps and have a kneeling feature.
- Coaches equipped with automated voice announcement system
- Reduced fares are available for certified eligible individuals with a disability, seniors and youth
- 14-Member Accessibility Advisory Committee appointed by the Board of Directors.

Americans with Disabilities Act (ADA) Mandated Paratransit

- Shared-ride Paratransit service is available from the East Bay Paratransit Consortium (BART and AC Transit) for persons who are unable to use regular bus or train service.
- 14- Member Service Review Advisory Committee represents individuals with a disability, seniors and health and human services organizations
- Website: www.eastbayparatransit.org
- E-mail: paratran@aol.com

Information for Hearing or Visually Impaired

- Public Information is available in accessible formats including Braille, audio tape, computer diskettes, and large print.
- "711" through the California Relay Service is available for route information and to make service comments. Website: www.actransit.org

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) and Martinez Link
- Capital Corridor/Amtrak
- Altamont Commuter Express (ACE)
- Golden Gate Transit
- Caltrain
- Fairfield and Suisun Transit (FAST)
- Emery Go Round
- San Leandro LINKS
- San Francisco Bay Ferry (from Alameda & Oakland to San Francisco & South San Francisco)

Locations

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

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

Training and Education Center
20234 Mack Street
Hayward, California

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

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

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

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

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

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

Important Telephone Numbers / Contact Information

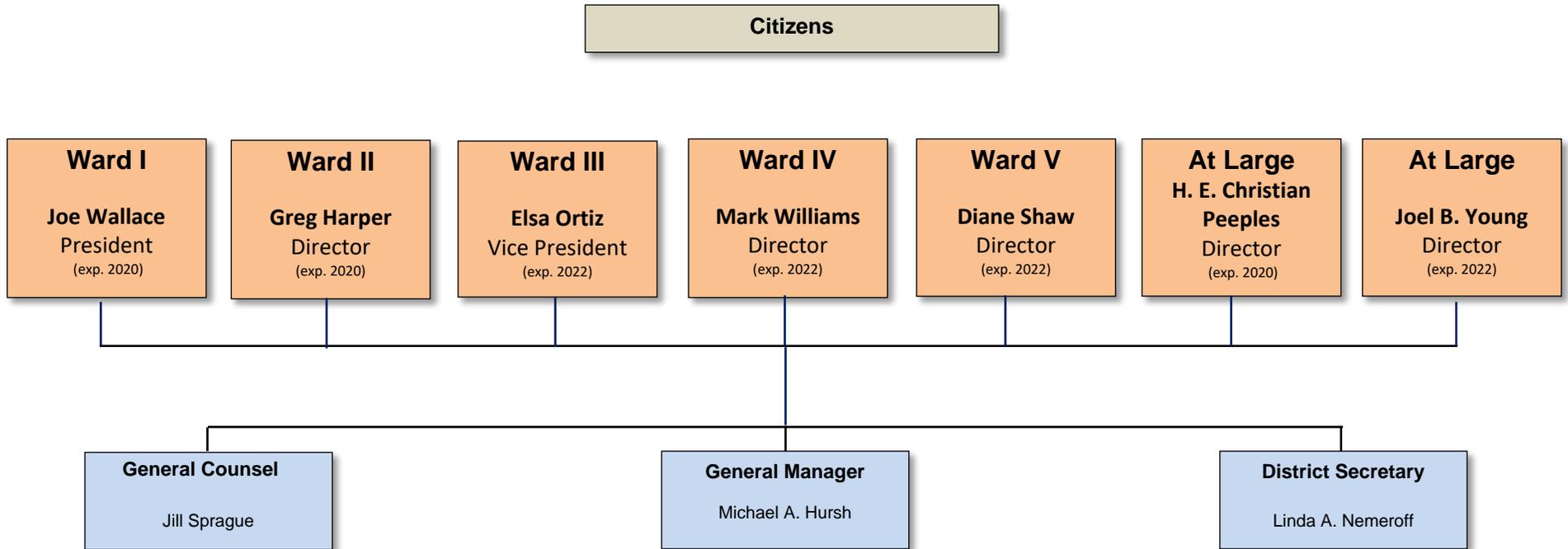
Customer Relations	(510) 891-4700
Ticket Office	(510) 891-4706
District Secretary	(510) 891-7284
Main	(510) 891-4777
Media Relations	(510) 891-4745
Telephone Device for the Deaf (TDD)	Dial "711" (through the California Relay Service)
Transit Information	Dial "511"
Website	www.actransit.org
Customer Feedback: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

DEPARTMENT BUDGETS

1. BOARD OF DIRECTORS



AC Transit District Board of Directors



Board of Directors Department at a Glance

The Alameda-Contra Costa Transit District is governed by a seven-member Board of Directors independently elected by the voters of the district. Five directors represent specific geographic areas known as wards and two represent the entire district at-large. The Board of Directors is, by statute, a policy-making body. Under California law, the Board shall supervise and regulate every transit facility owned and operated by the district; including the fixing of rates, rentals, charges, and classifications, and the making and enforcement of rules, regulations, contracts, practices, and schedules, for or in connection with any transit facility owned or controlled by the District. The Board of Directors regularly holds business meetings that are open to the public and appoints the District's three officers: The General Manager, General Counsel and District Secretary, who serve at the pleasure of the Board

Category	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor		
Fringe Benefits	202,462	206,738
Labor Total	\$202,462	\$206,738
Non-Labor		
Materials & Supplies	8,850	1,500
Miscellaneous	70,100	66,050
Outside Professional Services	25,500	15,750
Utilities and Taxes		-
Non-Labor Total	\$104,450	\$83,300
Grand Total	\$306,912	\$290,038

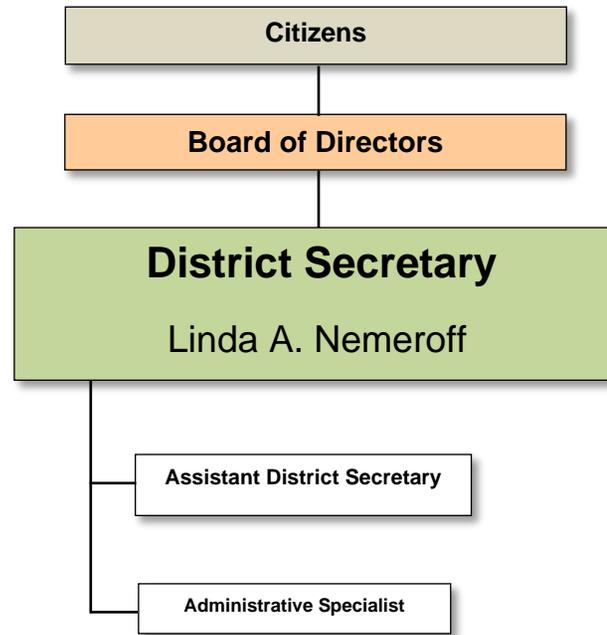
Board of Directors Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Fringe Benefits	176,944	202,462	206,738
Labor Total	\$176,944	\$202,462	\$206,738
Non-Labor			
Materials & Supplies			
(50460) Stationery Supplies	1,208	4,000	0
(50461) Office Furniture and Equipment <\$5,000		4,500	1,000
(50462) Postage		350	0
(50495) Miscellaneous Supplies	27		500
Materials & Supplies Total	1,236	8,850	1,500
Miscellaneous			
(50901) Dues and Subscriptions	570	3,100	750
(50905) Travel and Meetings	31,767	67,000	65,300
Miscellaneous Total	32,337	70,100	66,050
Outside Professional Services			
(50308) Professional and Technical Services	800	25,000	15,000
(50360) Printing Services	212	500	750
Outside Professional Services Total	1,012	25,500	15,750
Utilities and Taxes			
(50501) Telephone	(480)		0
Utilities and Taxes Total	(480)		0
Non-Labor Total	\$34,105	\$104,450	\$83,300
Grand Total	\$211,049	\$306,912	\$290,038

2.DISTRICT SECRETARY



Office of the District Secretary



District Secretary Department at a Glance

The Office of the District Secretary is a service department on which the Board of Directors, district departments, and the public rely for information regarding the legislative history of the District. The District Secretary provides administrative support to the Board of Directors and is the custodian of all books, records, and proceedings of the Board and its committees. As one of the key staffs for Board of Directors meetings, the District Secretary prepares agendas, verifies that legal notices have been posted or published, makes the necessary arrangements to facilitate effective meetings, and is entrusted with the responsibility of recording the decisions which constitute the record of the Board's proceedings. Additionally, the District Secretary is the District's elections official, serves as the District's filing officer under its Conflict of Interest Code, and provides a wide variety of administrative functions and services.

Category	FY 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Labor				
Salaried	3	236,124	3	281,029
Fringe Benefits		283,643		289,566
Temp Help		45,000		0
Labor Total	3	\$564,766	3	\$570,595
Non-Labor				
Materials & Supplies		2,800		3,250
Miscellaneous		7,300		7,100
Outside Professional Services		12,300		10,750
Non-Labor Total		\$22,400		\$21,100
Grand Total	3	\$587,166	3	\$591,695

District Secretary Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Salaried			
(50130) Salaried Regular Time	306,018	236,124	281,029
(50136) Salaried Holiday Time	536		0
Salaried Total	306,554	236,124	281,029
Fringe Benefits	268,244	283,643	289,566
Temp Help			
(50340) Temporary Help		45,000	0
Temp Help Total		45,000	0
Labor Total	\$574,798	\$564,766	\$570,595
Non-Labor			
Materials & Supplies			
(50460) Stationery Supplies	1,959	1,800	2,000
(50461) Office Furniture and Equipment <\$5,000	637	1,000	1,000
(50462) Postage			250
Materials & Supplies Total	2,596	2,800	3,250
Miscellaneous			
(50901) Dues and Subscriptions	824	1,300	1,100
(50905) Travel and Meetings	35	6,000	6,000
Miscellaneous Total	859	7,300	7,100
Outside Professional Services			
(50308) Professional and Technical Services	5,316	10,800	10,000
(50360) Printing Services	165	1,500	750
Outside Professional Services Total	5,481	12,300	10,750
Non-Labor Total	\$8,936	\$22,400	\$21,100
Grand Total	\$583,734	\$587,166	\$591,695

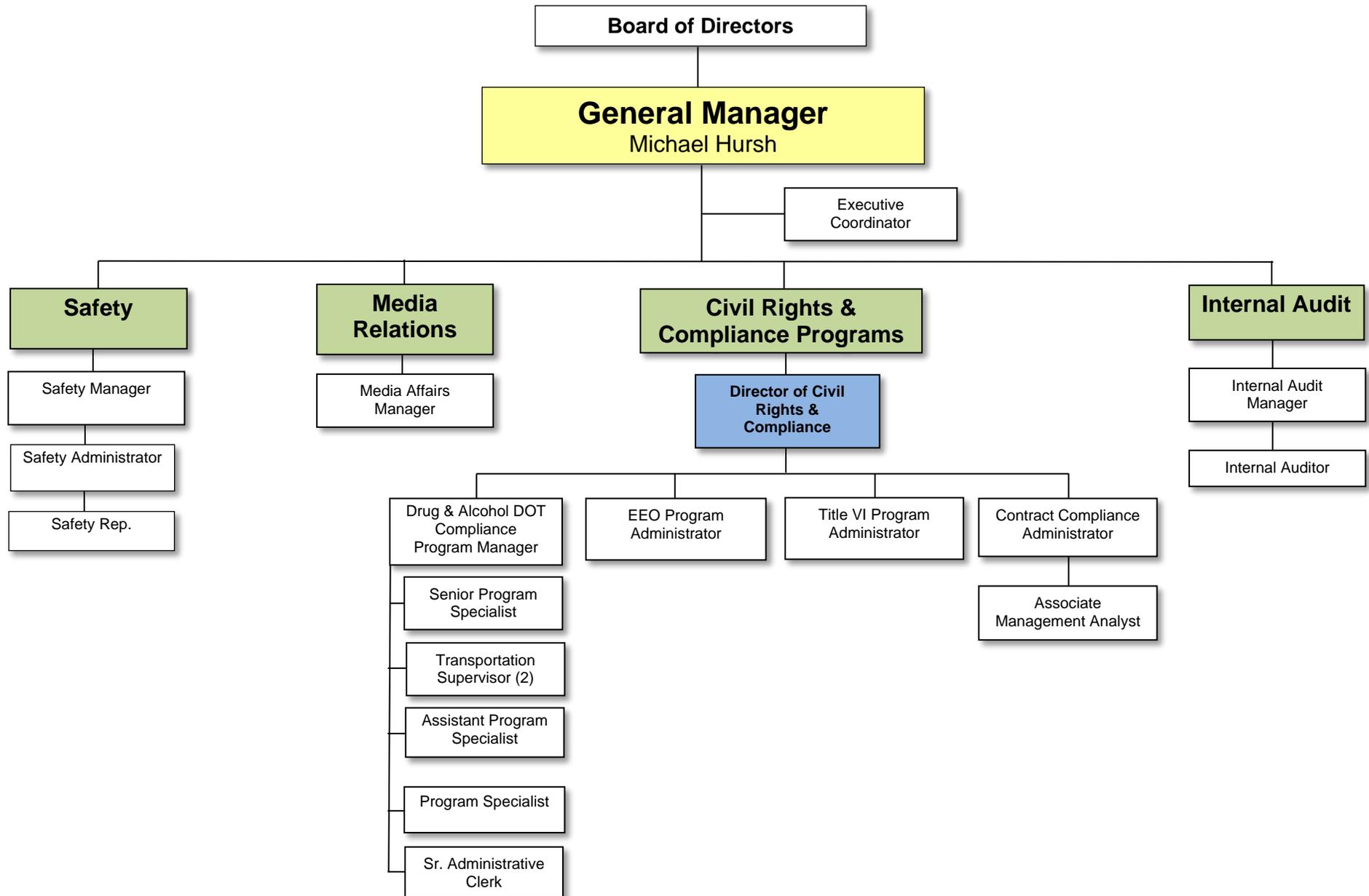
District Secretary Department Positions

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Salaried			
Administrative Specialist	1	1	1
Assistant District Secretary	1	1	1
District Secretary	1	1	1
Salaried Total	3	3	3
Grand Total	3	3	3

3. GENERAL MANAGER



Office of the General Manager



General Manager Department at a Glance

The Office of the General Manager provides overall management, leadership, and direction in the implementation of the policies, goals and objectives established by the Board of Directors. The General Manager also oversees other functional areas including Marketing, Internal Audit, Media Relations, Safety, Drug and Alcohol, Compliance & Diversity - Contracts, and Compliance & Diversity – Equal Employment Opportunity.

Category	FY 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Labor				
Clerical	1	30,498	1	85,280
Salaried	20	1,827,113	20	2,087,204
Fringe Benefits		1,793,734		2,097,708
Temp Help				0
Labor Total	21	\$3,651,345	21	\$4,270,192
Non-Labor				
Materials & Supplies		31,175		20,600
Miscellaneous		65,943		48,921
Outside Professional Services		968,579		913,743
Taxes		8,000		9,000
Non-Labor Total		\$1,073,697		\$992,264
Grand Total	21	\$4,725,042	21	\$5,262,455

General Manager Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Clerical			
(50120) Clerical Regular Time	23,441	30,498	73,274
(50125) Clerical Overtime			9,823
(50126) Clerical Holiday Time			2,183
Clerical Total	23,441	30,498	85,280
Salaried			
(50130) Salaried Regular Time	1,577,583	1,814,113	2,051,219
(50135) Salaried Overtime	17,859	12,000	28,697
(50136) Salaried Holiday Time	1,107	1,000	7,288
Salaried Total	1,596,549	1,827,113	2,087,204
Fringe Benefits	1,375,505	1,793,734	2,097,708
Temp Help			
(50340) Temporary Help	125,204		0
Temp Help Total	125,204		0
Labor Total	\$3,120,699	\$3,651,345	\$4,270,192
Non-Labor			
Materials & Supplies			
(50445) Cleaning and Painting Supplies	224	800	100
(50455) Bus Lift Materials	1,663		0
(50460) Stationery Supplies	4,223	3,450	4,200
(50461) Office Furniture and Equipment <\$5,000	2,154	5,000	100
(50462) Postage	149	200	200
(50463) Printing Supplies			3,000
(50474) Safety and Medical Supplies	1,801	21,450	9,000
(50475) Coveralls and Coats	26	25	0
(50480) Computer Related Equipment			3,000
(50495) Miscellaneous Supplies	4,569	250	1,000
Materials & Supplies Total	14,810	31,175	20,600
Miscellaneous			
(50901) Dues and Subscriptions	15,977	39,513	24,370
(50905) Travel and Meetings	9,500	29,030	24,451

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50930) Employee Incentive	9,262	(2,600)	100
(50960) Advertisement and Promotion Media Fees	74		0
Miscellaneous Total	34,813	65,943	48,921
Outside Professional Services			
(50305) Advertising Production Costs	11,876	18,000	23,500
(50308) Professional and Technical Services	520,814	768,440	583,393
(50342) Outside Repair Services		4,000	0
(50357) Outside Training Services	1,254	63,441	187,200
(50360) Printing Services	24,676	54,698	59,650
(50341) Temporary Help - Additional		60,000	60,000
Outside Professional Services Total	558,620	968,579	913,743
Taxes			
(50725) Permits	8,152	8,000	9,000
Taxes Total	8,152	8,000	9,000
Non-Labor Total	\$616,395	\$1,073,697	\$992,264
Grand Total	\$3,737,094	\$4,725,042	\$5,262,455

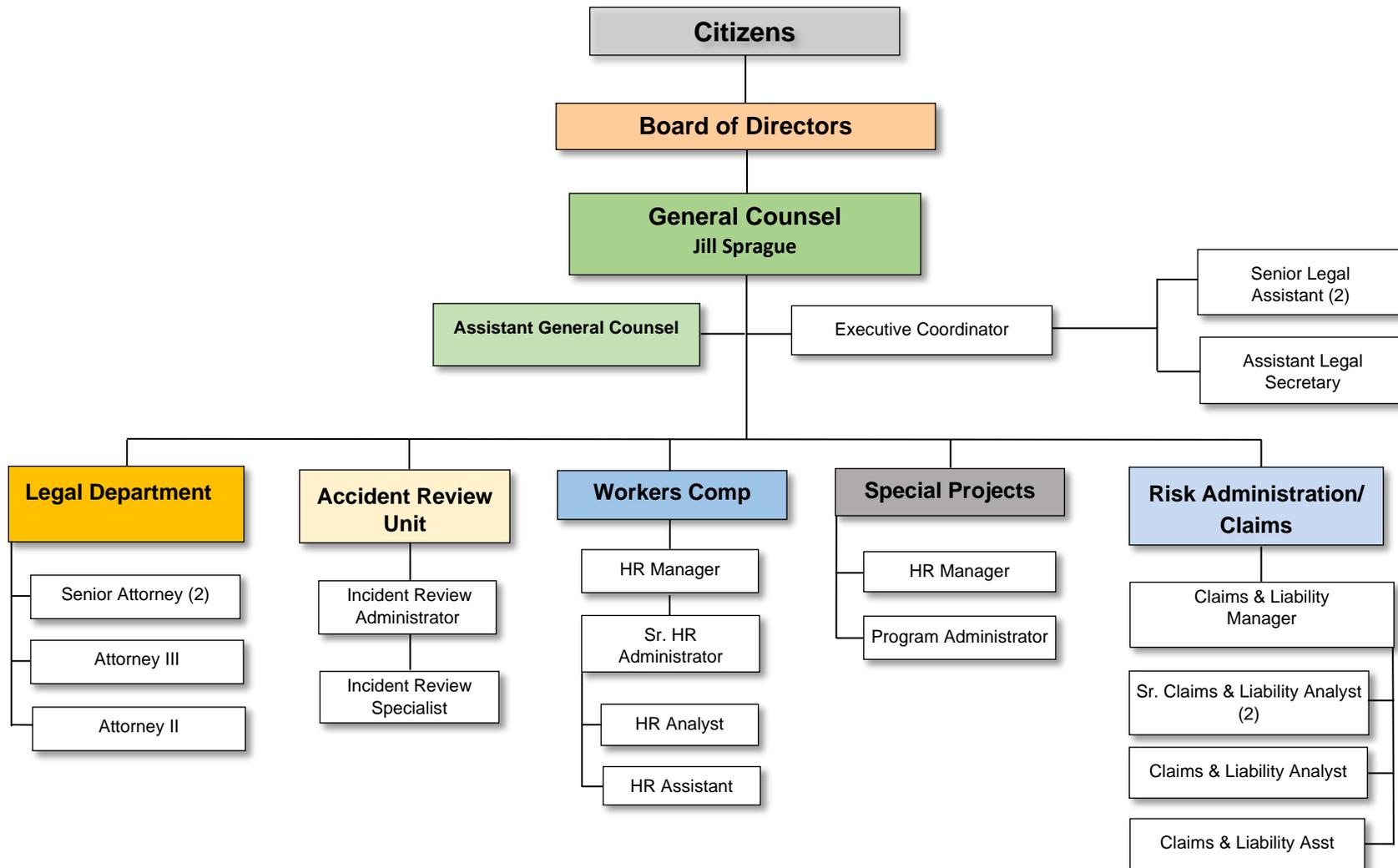
General Manger Department Positions

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Clerical			
Senior Administrative Clerk	1	1	1
Clerical Total	1	1	1
Salaried			
Assistant Program Specialist	1	1	1
Associate Management Analyst	1	1	1
Contracts Compliance Admin	1	1	1
Dir of Civil Rights&Compliance	1	1	1
EEO Program Administrator	1	1	1
Executive Coordinator	1	1	1
General Manager	1	1	1
Human Resources Administrator	1	1	1
Internal Audit Manager	1	1	1
Internal Auditor	1	1	1
Media Affairs Manager	1	1	1
Program Manager	1	1	1
Program Specialist	0	0	1
Safety Administrator	1	1	1
Safety Manager	0	1	1
Safety Representative	1	1	1
Senior Management Analyst	1	1	0
Senior Program Specialist	1	1	1
Title VI Program Administrator	1	1	1
Transportation Supervisor	2	2	2
Salaried Total	19	20	20
Grand Total	20	21	21

4.LEGAL



Office of the General Counsel



Legal Department at a Glance

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 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Labor				
Clerical		55,362		0
Salaried	23	2,264,420	23	2,338,536
Fringe Benefits		2,361,185		2,278,919
Temp Help				0
Labor Total	23	\$4,680,967	23	\$4,617,455
Non-Labor				
Materials & Supplies		56,510		18,800
Miscellaneous		99,600		46,100
Outside Professional Services		2,740,547		2,993,380
Taxes		525,000		550,000
Casualty and Liabilities		16,853,920		20,863,580
Non-Labor Total		\$20,275,577		\$24,471,860
Grand Total	23	\$24,956,544	23	\$29,089,315

Legal Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Clerical			
(50120) Clerical Regular Time	22,923	55,362	0
Clerical Total	22,923	55,362	0
Salaried			
(50130) Salaried Regular Time	2,007,725	2,264,420	2,297,684
(50135) Salaried Overtime	0	0	32,827
(50136) Salaried Holiday Time	909	0	8,025
Salaried Total	2,008,634	2,264,420	2,338,536
Fringe Benefits	1,814,928	2,361,185	2,278,919
Temp Help			
(50340) Temporary Help	62,368	0	0
Temp Help Total	62,368	0	0
Labor Total	\$3,908,852	\$4,680,967	\$4,617,455
Non-Labor			
Materials & Supplies			
(50445) Cleaning and Painting Supplies	467	0	400
(50460) Stationery Supplies	7,552	28,400	7,600
(50461) Office Furniture and Equipment <\$5,000	2,526	24,900	6,900
(50462) Postage	691	1,500	2,300
(50463) Printing Supplies	83	410	700
(50474) Safety and Medical Supplies	0	500	450
(50475) Coveralls and Coats	0	500	250
(50480) Computer Related Equipment	0	0	0
(50495) Miscellaneous Supplies	0	300	200
Materials & Supplies Total	11,318	56,510	18,800
Miscellaneous			
(50901) Dues and Subscriptions	37,521	53,600	46,100
(50905) Travel and Meetings	7,902	21,000	0
(50920) Fines and Penalties	0	25,000	0
Miscellaneous Total	45,423	99,600	46,100

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Outside Professional Services			
(50308) Professional and Technical Services	76,971	257,000	319,000
(50309) Software Licenses	0	0	135,000
(50315) Claims Administration	1,534,547	1,570,347	1,700,000
(50317) Outside Attorney	473,153	783,400	750,000
(50330) Non-Lawyer Legal	17,675	17,000	17,000
(50342) Outside Repair Services	320	0	0
(50357) Outside Training Services	3,958	19,500	11,500
(50360) Printing Services	119	900	880
(50341) Temporary Help - Additional	0	92,400	60,000
Outside Professional Services Total	2,106,744	2,740,547	2,993,380
Taxes			
(50702) Workers Compensation Assessment Fee	457,347	525,000	550,000
Taxes Total	457,347	525,000	550,000
Casualty and Liabilities			
(50601) Insurance Premium	7,690,356	9,253,920	13,163,580
(50641) Casualty and Liability Costs	6,625,010	6,700,000	6,800,000
(50642) Property Damage	899,990	900,000	900,000
Casualty and Liabilities Total	15,215,356	16,853,920	20,863,580
Non-Labor Total	\$17,836,188	\$20,275,577	\$24,471,860
Grand Total	\$21,745,040	\$24,956,544	\$29,089,315

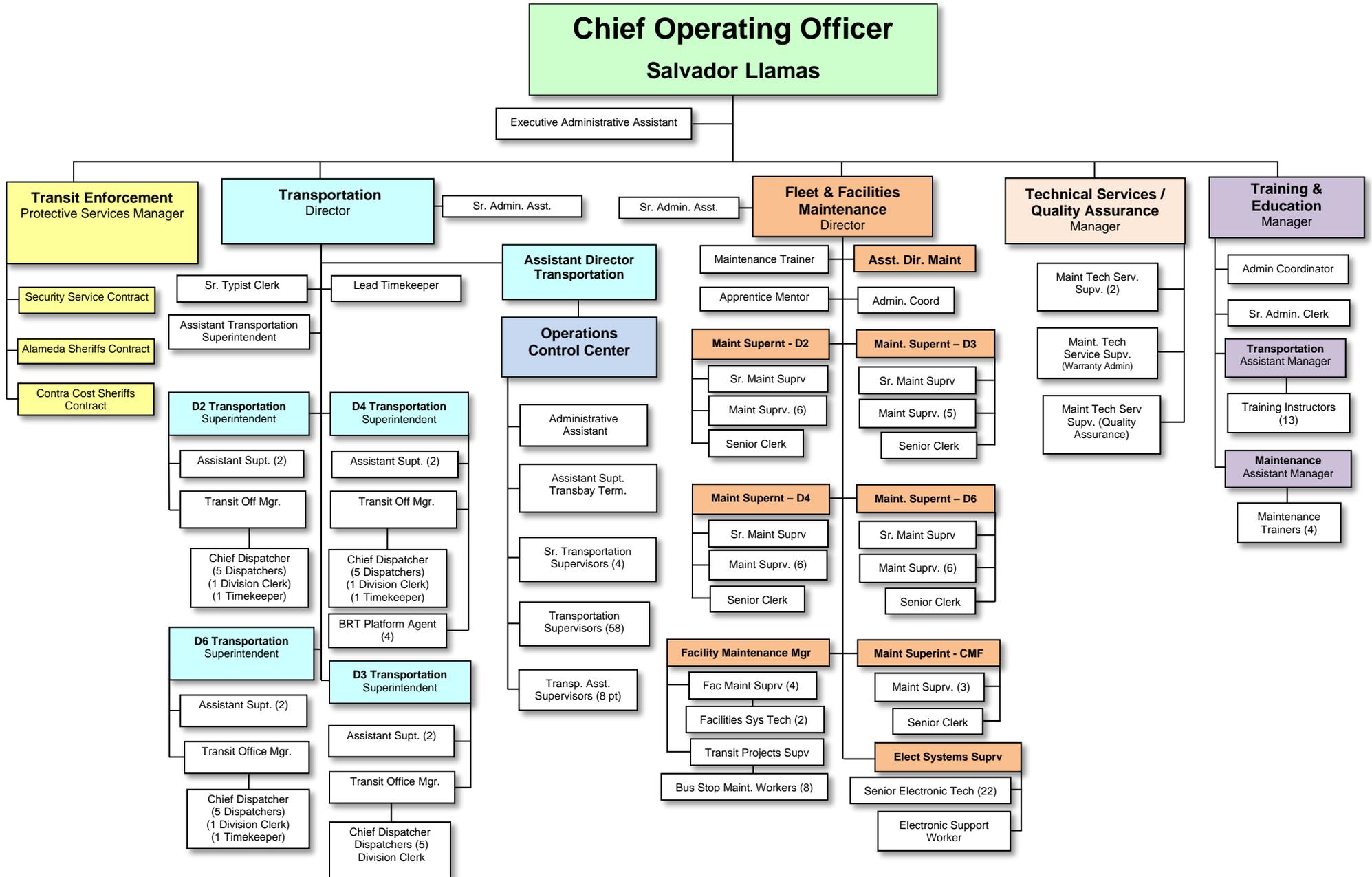
Legal Department Positions

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Salaried			
Assistant General Counsel	1	1	1
Assistant Legal Secretary	1	1	1
Attorney II	1	1	1
Attorney III	1	1	1
Claims and Liability Analyst	1	1	1
Claims and Liability Assistant	0	1	1
Claims and Liability Manager	1	1	1
Executive Coordinator	1	1	1
General Counsel	1	1	1
Human Resources Analyst	1	1	1
Human Resources Assistant	1	1	1
Human Resources Manager	2	2	2
Incident Review Administrator	1	1	1
Incident Review Specialist	1	1	1
Program Administrator	1	1	1
Senior Attorney	2	2	2
Senior Legal Assistant	2	2	2
Sr Claims & Liability Analyst	2	2	2
Sr Human Resources Admin	1	1	1
Salaried Total	22	23	23
Grand Total	22	23	23

5. OPERATIONS



Operations



Operations Department at a Glance

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, Training and Education, Operations Control Center, Service Supervision, Technical Services and Protective Services departments. The Operations Team provides leadership direction to nearly 2,000 front line employees and oversee operations and maintenance of a 632-bus fleet, 150 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), 1177 47th Street; Richmond Division (D3), 2016 MacDonald Avenue; East Oakland Division (D4) 1100 Seminary Avenue; and the Hayward Division (D6), 1758 Sabre Street. 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 over 1500 employees that report to the 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 Key Performance Indicators 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 430 employees.

Category	FY 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Labor				
Operators	1,350	91,621,229	1,280	80,579,066
Maintenance	409	25,313,248	419	27,395,580
Clerical	41	3,333,577	41	3,137,495
Salaried	163	13,884,808	163	14,619,283
New Operator Training		1,503,139		0
Fringe Benefits		142,863,412		149,326,930
Labor Total	1,963	\$278,519,413	1,903	\$275,058,354

Category	FY 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Non-Labor				
Fuel & Lubricants		15,415,849		13,602,496
Leases & Rentals		646,600		606,813
Materials & Supplies		16,644,870		15,155,979
Miscellaneous		687,282		636,543
Outside Professional Services		19,822,258		21,093,906
Taxes		24,350		22,430
Expense Reclass		(2,500,000)		(2,500,000)
Utilities and Taxes		544,000		2,892,004
Non-Labor Total		\$51,285,209		\$51,510,171
Grand Total	1,963	\$329,804,622	1,903	\$326,568,525

Operations Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Operators			
(50101) Operators Regular Time	68,982,354	69,880,729	68,722,646
(50105) Operators Premium Time	19,073,401	19,090,000	9,798,455
(50106) Operators Holiday Time	1,911,546	2,650,500	2,057,965
Operators Total	89,967,300	91,621,229	80,579,066
Maintenance			
(50110) Maintenance Regular Time	23,176,016	23,525,048	25,277,328
(50115) Maintenance Overtime	1,615,247	1,414,200	1,667,769
(50116) Maintenance Holiday Time	319,086	374,000	450,483
Maintenance Total	25,110,349	25,313,248	27,395,580
Clerical			
(50120) Clerical Regular Time	2,296,996	2,760,377	2,709,831
(50125) Clerical Overtime	482,485	519,000	351,561
(50126) Clerical Holiday Time	60,929	54,200	76,103
Clerical Total	2,840,410	3,333,577	3,137,495
Salaried			
(50130) Salaried Regular Time	12,680,987	13,067,600	13,818,710
(50135) Salaried Overtime	1,179,469	717,000	639,535
(50136) Salaried Holiday Time	130,125	100,208	161,038
Salaried Total	13,990,580	13,884,808	14,619,283
New Operator Training			
(50140) NBO Training Regular Time	1,155,425	1,503,139	0
(50145) NBO Training Overtime	15,864	0	0
(50146) NBO Training Holiday Time	1,350	0	0
New Operator Training Total	1,172,639	1,503,139	0
Fringe Benefits	135,162,134	142,863,412	149,326,930
Labor Total	\$268,243,412	\$278,519,413	\$275,058,354
Non-Labor			
Fuel & Lubricants			
(50437) Gasoline	333,723	444,499	332,077

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50438) Diesel Fuel	12,729,346	13,414,374	11,881,413
(50439) Motor Oil	307,818	304,114	336,789
(50447) Lubricants	344,474	343,098	226,893
(50448) Hydrogen Fuel	788,576	909,764	825,324
Fuel & Lubricants Total	14,503,937	15,415,849	13,602,496
Leases & Rentals			
(51201) Leases and Rentals	594,977	646,600	606,813
Leases & Rentals Total	594,977	646,600	606,813
Materials & Supplies			
(50401) Front Axle	18,683	25,500	26,000
(50402) Rear Axle	222,064	248,000	212,700
(50404) Brakes	735,988	925,000	745,000
(50405) Clutch	295	0	2,500
(50406) Cooling System	566,365	645,000	425,200
(50407) Electrical	942,484	850,600	697,200
(50408) Engine	2,315,946	2,300,000	2,188,000
(50411) Frame	1,039	29,000	13,900
(50412) Fuel System	1,798,401	1,710,000	1,484,000
(50414) Air Suspension	170,348	190,000	176,400
(50416) Steering	190,719	199,500	149,000
(50417) Transmission	1,701,535	1,735,000	1,814,500
(50418) Propeller Shaft	163,183	141,000	127,500
(50419) Wheel Bearings	27,143	35,200	16,200
(50421) Passenger Seats	1,706	10,500	0
(50424) Body Parts	983,711	1,069,500	946,000
(50426) Air Conditioning	226,688	190,600	270,500
(50430) Air Brake and Door Control	312,007	357,500	296,000
(50432) Other Bearings	6,154	5,000	4,500
(50435) Fuel, Oil, Water Elements	49,225	48,100	28,000
(50436) Flex Lines and Fitting	10,642	11,700	12,100
(50440) Miscellaneous Automotive	94,116	126,500	236,750
(50441) Tires and Tubes - Revenue Vehicles	3,154,482	3,240,340	2,682,820
(50442) Tires and Tubes - Non-Revenue Vehicles	17,511	20,000	17,500
(50443) Hardware	478,817	326,727	328,800
(50444) Shop Materials	62,084	106,650	103,200
(50445) Cleaning and Painting Supplies	450,623	562,850	485,812
(50446) Manufacturing Equipment and Tools <\$5,000	22,346	299,500	316,000
(50450) Building Supplies	74,547	156,085	203,700
(50451) GFI Genfare Farebox Materials	40,736	30,500	58,003

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50453) Electronic Destination Sign Materials	25,583	41,000	28,500
(50455) Bus Lift Materials	83,108	95,000	142,000
(50456) Trans ISS Mach Materials	111,975	247,500	103,000
(50457) Radio Parts	80,548	47,750	59,500
(50460) Stationery Supplies	115,547	124,552	100,550
(50461) Office Furniture and Equipment <\$5,000	43,280	71,350	46,800
(50462) Postage	3,408	4,299	4,475
(50463) Printing Supplies	1,009	1,400	950
(50468) Timetables	6,109	38,500	13,000
(50474) Safety and Medical Supplies	16,290	40,300	59,650
(50475) Coveralls and Coats	29,077	22,700	19,669
(50480) Computer Related Equipment	9,103	28,317	42,000
(50490) Standard Price Postings	40,712	0	0
(50495) Miscellaneous Supplies	444,779	406,350	508,100
(50499) Warranties	(41,844)	(120,000)	(40,000)
Materials & Supplies Total	15,808,267	16,644,870	15,155,979

Miscellaneous			
(50901) Dues and Subscriptions	7,325	18,096	21,446
(50905) Travel and Meetings	55,834	117,871	65,400
(50915) Bridge, Tunnel, Highway Tolls	11,119	8,350	12,940
(50930) Employee Incentive	85,961	140,965	136,757
(50990) Other Miscellaneous Expenses	0	402,000	400,000
Miscellaneous Total	160,240	687,282	636,543

Outside Professional Services			
(50308) Professional and Technical Services	195,268	105,225	185,000
(50309) Software Licenses	0	48,890	43,500
(50342) Outside Repair Services	763,760	972,315	864,200
(50345) Contract Maintenance Services	1,096,321	1,124,068	1,009,365
(50350) Custodial Services	34,820	67,000	303,208
(50355) Security Services	11,695,811	13,107,044	13,095,000
(50357) Outside Training Services	14,902	164,000	182,000
(50360) Printing Services	29,926	48,499	37,762
(50375) Laundry	148,616	146,564	146,564
(50380) Towing	152,470	214,954	200,000
(50390) Other Services	296,747	3,818,279	5,027,307
(50341) Temporary Help - Additional	0	5,420	0
Outside Professional Services Total	14,428,640	19,822,258	21,093,906

Taxes			
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Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50701) Property Taxes	10,842	10,000	10,000
(50705) Vehicle License and Registration	10,131	14,350	12,430
Taxes Total	20,974	24,350	22,430
Expense Reclass			
(51001) Remanufactured Inventory	(2,625,117)	(2,500,000)	(2,500,000)
Expense Reclass Total	(2,625,117)	(2,500,000)	(2,500,000)
Utilities and Taxes			
(50505) Electric and Gas	5,985	34,500	2,148,504
(50510) Water	132,205	67,000	346,000
(50515) Bio Gas	(77,100)	0	0
(50520) Waste Management	341,241	442,500	397,500
Utilities and Taxes Total	402,331	544,000	2,892,004
Non-Labor Total	\$43,294,249	\$51,285,209	\$51,510,171
Grand Total	\$311,537,661	\$329,804,622	\$326,568,525

Operations Department Positions

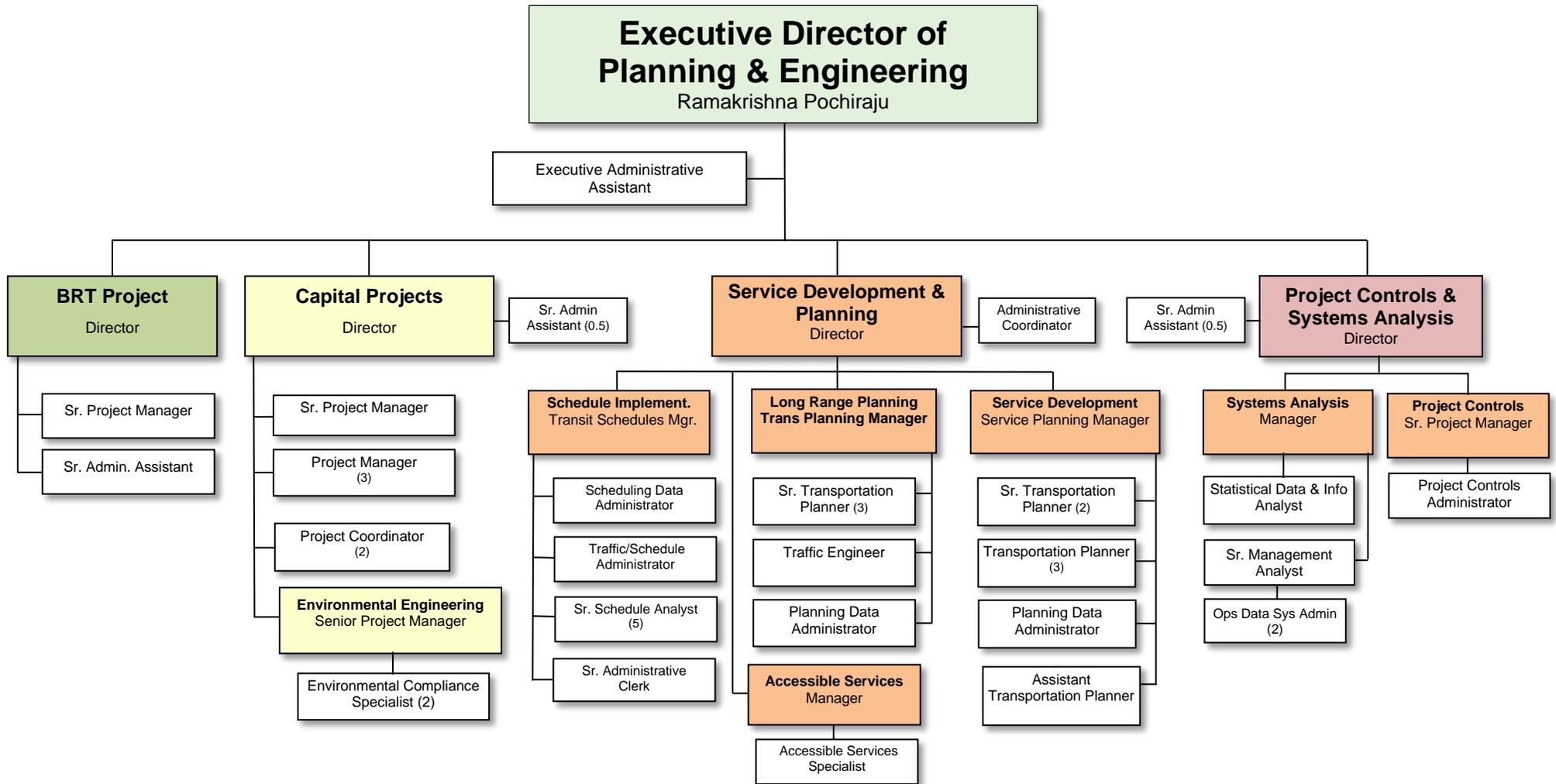
Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Clerical			
BRT Platform Agent	0	4	4
Chief Dispatcher	4	4	4
Dispatcher	20	21	21
Division Clerk	4	4	4
Lead Timekeeper	1	1	1
Mail Clerk	1	1	1
Mail Messenger	1	1	1
Senior Administrative Clerk	1	1	1
Senior Typist Clerk	1	1	1
Timekeeper	3	3	3
Clerical Total	36	41	41
Maintenance			
Apprentice Mechanic	21	21	21
Apprentice Mentor	1	1	1
Body/Frame Mechanic	3	3	3
Bus Stop Maintenance Worker	7	8	10
Div Senior Clerk/Maintenance	5	5	5
Electrician	5	5	5
Electronic Support Worker	1	1	1
Facilities Maintenance Trainer	1	1	1
Facilities Systems Technician	2	2	2
Frame/Body Mechanic	1	1	1
HVAC Technician	2	2	2
Janitor	20	20	26
Journey Facil Mtce Mechanic	11	11	12
Journey Level Mechanic	146	146	147
Lift Mechanic	2	2	2
Machinist	4	4	4
Maintenance Trainer	5	5	5
Mechanic A / Unit Room	9	9	8
Painter A	3	3	3
Senior Body Mechanic	28	28	28
Senior Electronic Technician	22	22	23
Service Employee	93	95	95
Small & Med Duty Veh Mechanic	4	4	4
Upholsterer A	6	6	6
Waste Clean Up Worker	1	1	1

Department & Position Title	FY20-21		
	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	Recommended Headcount
Welder/Sheetmetal Mechanic A	1	1	1
Welder/Sheetmetal Mechanic AA	1	1	1
Yard Scrubber Equipt Operator	1	1	1
Maintenance Total	406	409	419
Operators			
Bus Operator	1350	1,350	1,280
Operators Total	1350	1,350	1,280
Salaried			
Administrative Assistant	1	1	1
Administrative Coordinator	2	2	2
Assistant Dir of Maintenance	1	1	1
Assistant Director of Transp	1	1	1
Asst Transp Superintendent	10	10	10
Chief Operating Officer	1	1	1
Director of Maintenance	1	1	1
Director of Transportation	1	1	1
Electronic Systems Supervisor	1	1	1
Executive Administrative Asst.	1	1	1
Facilities Maintenance Manager	1	1	1
Facilities Maintenance Suprvsr	4	4	4
Maintenance Superintendent	5	5	5
Maintenance Supervisor	26	26	26
Maintenance Technical Suprvsr	4	4	4
Protective Services Manager	1	1	1
Senior Administrative Asst.	2	2	2
Senior Maintenance Supervisor	4	4	4
Sr. Transportation Supervisor	4	4	4
Technical Services Manager	1	1	1
Training & Education Asst Mgr	2	2	2
Training And Education Mgr	1	1	1
Training Instructor	12	13	13
Transit Office Manager	4	4	4
Transit Projects Supervisor	1	1	1
Transportation Superintendent	4	4	4
Transportation Supervisor	58	58	58
Transportation Supervisor Asst	8	8	8
Salaried Total	162	163	163
Grand Total	1954	1,963	1,903

6.PLANNING & ENGINEERING



Planning and Engineering



Planning & Engineering Department at a Glance

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 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, Accessible Services and the management of the ADA Paratransit Consortia Program. 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 Project Controls and Systems Analysis group 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, Capital Improvement Program, and Safety Management Systems.

Category	FY 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Labor				
Maintenance				0
Clerical	6	497,997	6	497,763
Salaried	44	4,325,037	45	4,540,796
Fringe Benefits		4,827,754		5,542,902
Temp Help				0
Indirect Labor Costs		5,000		0
Labor Total	50	\$9,655,789	51	\$10,581,462
Non-Labor				
Materials & Supplies		90,132		75,620
Miscellaneous		36,250		33,640
Outside Professional Services		1,929,140		1,834,265
Purchased Transportation		34,845,427		26,647,214
Taxes		119,600		118,500
Non-Labor Total		\$37,020,549		\$28,709,239
Grand Total	50	\$46,676,338	51	\$39,290,701

Planning & Engineering Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Maintenance			
(50110) Maintenance Regular Time	1,652	0	0
(50115) Maintenance Overtime	2,769	0	0
Maintenance Total	4,421	0	0
Clerical			
(50120) Clerical Regular Time	356,630	465,997	432,952
(50125) Clerical Overtime	44,985	32,000	53,028
(50126) Clerical Holiday Time	416	0	11,784
Clerical Total	402,031	497,997	497,763
Salaried			
(50130) Salaried Regular Time	3,645,206	4,297,037	4,501,949
(50135) Salaried Overtime	37,785	28,000	31,135
(50136) Salaried Holiday Time	465	0	7,712
Salaried Total	3,683,456	4,325,037	4,540,796
Fringe Benefits	3,571,076	4,827,754	5,542,902
Temp Help			
(50340) Temporary Help	18,970	0	0
Temp Help Total	18,970	0	0
Indirect Labor Costs			
(50150) Indirect Labor Costs	0	5,000	0
Indirect Labor Costs Total	0	5,000	0
Labor Total	\$7,679,954	\$9,655,789	\$10,581,462
Non-Labor			
Materials & Supplies			
(50443) Hardware	23,019	0	0
(50445) Cleaning and Painting Supplies	45	527	0
(50450) Building Supplies	77	0	0
(50455) Bus Lift Materials	0	2,500	200
(50460) Stationery Supplies	22,007	21,550	19,850
(50461) Office Furniture and Equipment <\$5,000	2,345	17,210	13,000
(50462) Postage	303	655	470

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50468) Timetables	1,033	1,500	1,500
(50474) Safety and Medical Supplies	31	0	0
(50475) Coveralls and Coats	32	0	0
(50480) Computer Related Equipment	0	11,090	500
(50495) Miscellaneous Supplies	27,022	35,100	40,100
Materials & Supplies Total	75,915	90,132	75,620
Miscellaneous			
(50901) Dues and Subscriptions	5,125	15,260	16,800
(50905) Travel and Meetings	6,172	17,540	13,890
(50910) BART Tickets	465	600	400
(50960) Advertisement and Promotion Media Fees	2,037	2,800	2,500
(50990) Other Miscellaneous Expenses	0	50	50
Miscellaneous Total	13,800	36,250	33,640
Outside Professional Services			
(50308) Professional and Technical Services	651,776	1,259,627	1,310,640
(50309) Software Licenses	0	800	0
(50342) Outside Repair Services	52,525	90,200	80,250
(50345) Contract Maintenance Services	26,943	45,000	38,700
(50357) Outside Training Services	71,878	198,538	90,600
(50360) Printing Services	73,514	89,700	88,800
(50370) Hazardous Waste	121,946	245,275	225,275
(50390) Other Services	(3,951)	0	0
Outside Professional Services Total	994,632	1,929,140	1,834,265
Purchased Transportation			
(50802) Purchased Transportation - ADA Consortium	28,532,581	30,965,614	22,934,875
(50803) ADA Consortium - Other	174,915	115,755	191,000
(50804) Paratransit Miscellaneous Expenses	578,103	900,000	600,000
(50806) Dumbarton Purchased Transportation	3,144,842	2,864,058	2,921,339
Purchased Transportation Total	32,430,441	34,845,427	26,647,214
Taxes			
(50720) Hazardous Waste Tax	19,114	22,000	20,000
(50725) Permits	92,635	97,600	98,500
Taxes Total	111,750	119,600	118,500
Non-Labor Total	\$33,626,538	\$37,020,549	\$28,709,239
Grand Total	\$41,306,492	\$46,676,338	\$39,290,701

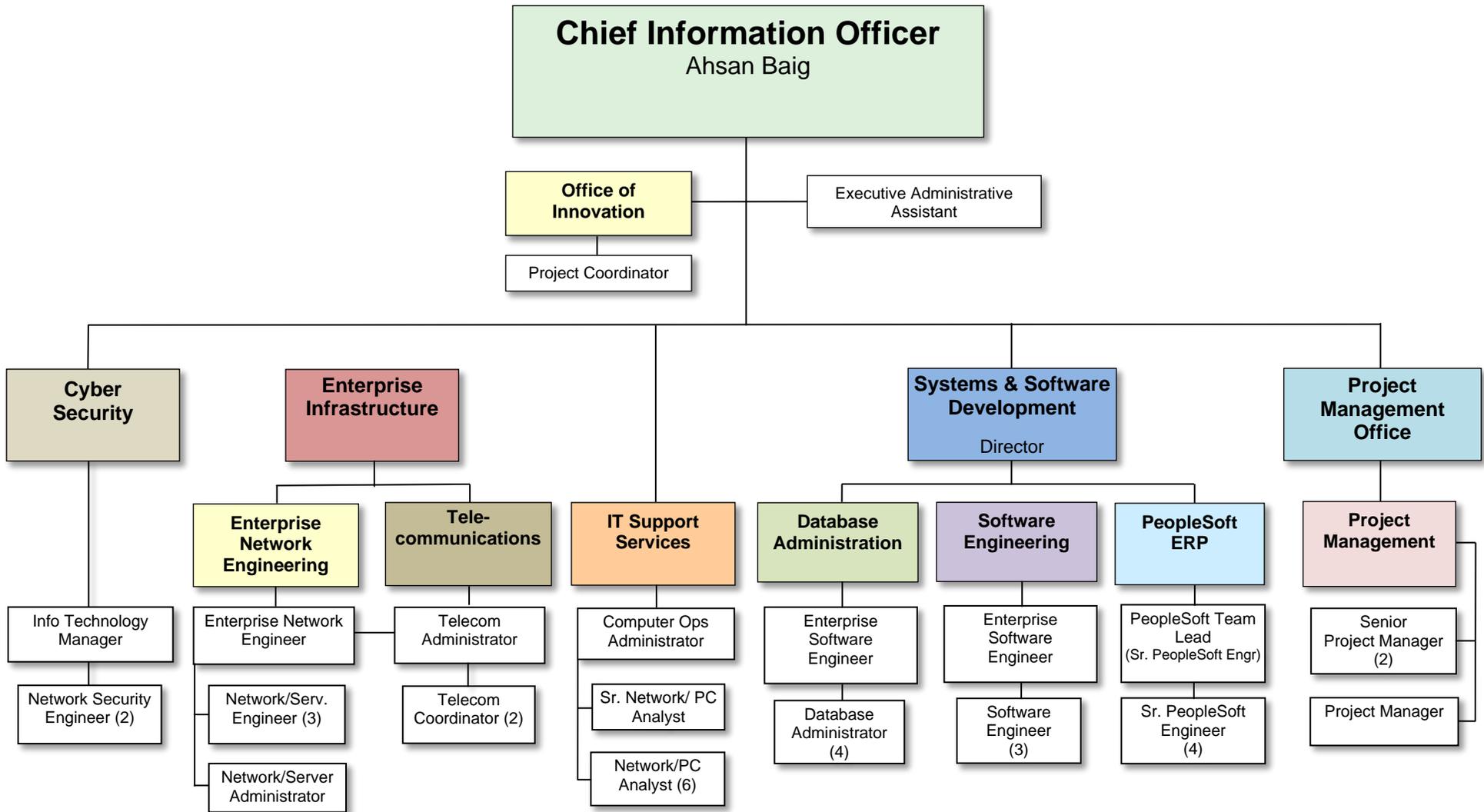
Planning & Engineering Department Positions

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Clerical			
Senior Administrative Clerk	1	1	1
Senior Schedule Analyst	5	5	5
Clerical Total	6	6	6
Salaried			
Accessible Services Manager	1	1	1
Administrative Coordinator	1	1	1
Asst Transportation Planner	1	1	1
Dir of Prj Ctrl & Sys Analysis	1	1	1
Director of Bus Rapid Transit	1	1	1
Director of Capital Projects	1	1	1
Director of Svc Devl&Planning	1	1	1
Environmental Compliance Spec	1	2	2
Exec Director of Planning&Engr	1	1	1
Executive Administrative Asst.	1	1	1
Manager of Systems Analysis	1	1	1
Ops Data Syst Administrator	2	2	2
Planning Data Administrator	2	2	2
Project Controls Administrator	1	1	1
Project Coordinator	2	2	2
Project Manager	3	3	3
Scheduling Data Administrator	1	1	1
Senior Administrative Asst.	2	2	2
Senior Management Analyst	1	1	1
Senior Program Specialist	1	1	1
Senior Project Manager	4	4	4
Senior Transportation Planner	5	5	5
Service Planning Manager	1	1	1
Statistical Data& Info Analyst	1	1	1
Traffic & Schedules Admin.	1	1	1
Traffic Engineer	1	1	1
Transit Schedules Manager	1	1	1
Transportation Planner	2	2	3
Transportation Planning Mgr	1	1	1
Salaried Total	43	44	45
Grand Total	49	50	51

7.INNOVATION & TECHNOLOY



Innovation & Technology



Innovation & Technology Department at a Glance

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, Cybersecurity, Telecommunications, and Project Management.

Category	FY 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Labor				
Salaried	41	3,979,671	41	4,375,256
Fringe Benefits		3,972,067		4,610,001
Temp Help				0
Labor Total	41	\$7,951,738	41	\$8,985,257
Non-Labor				
Materials & Supplies		262,265		327,900
Miscellaneous		74,300		32,500
Outside Professional Services		4,083,843		6,109,990
Utilities and Taxes		1,424,195		1,386,000
Non-Labor Total		\$5,844,603		\$7,856,390
Grand Total	41	\$13,796,342	41	\$16,841,647

Innovation & Technology Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Salaried			
(50130) Salaried Regular Time	3,662,108	3,979,671	4,277,161
(50135) Salaried Overtime	3,206		78,534
(50136) Salaried Holiday Time	515		19,561
Salaried Total	3,665,829	3,979,671	4,375,256
Fringe Benefits	3,328,696	3,972,067	4,610,001
Temp Help			
(50340) Temporary Help	92,962		0
Temp Help Total	92,962		0
Labor Total	\$7,087,487	\$7,951,738	\$8,985,257
Non-Labor			
Materials & Supplies			
(50443) Hardware	300,398	14,729	(0)
(50460) Stationery Supplies	6,771	14,000	12,000
(50461) Office Furniture and Equipment <\$5,000	76,383	5,600	17,000
(50462) Postage	365	350	400
(50475) Coveralls and Coats	224		0
(50480) Computer Related Equipment		227,586	298,500
Materials & Supplies Total	384,141	262,265	327,900
Miscellaneous			
(50901) Dues and Subscriptions	254	57,800	30,000
(50905) Travel and Meetings	4,863	15,000	0
(50910) BART Tickets		500	500
(50930) Employee Incentive		1,000	2,000
Miscellaneous Total	5,117	74,300	32,500
Outside Professional Services			
(50308) Professional and Technical Services	2,097,802	1,204,149	1,159,229
(50309) Software Licenses	1,862	1,595,935	3,368,562
(50345) Contract Maintenance Services	1,629,913	882,059	1,043,700
(50357) Outside Training Services	29,096	11,200	25,000
(50360) Printing Services	159	500	500

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50341) Temporary Help - Additional		390,000	513,000
Outside Professional Services Total	3,758,832	4,083,843	6,109,990
Utilities and Taxes			
(50501) Telephone	1,123,068	1,424,195	1,386,000
Utilities and Taxes Total	1,123,068	1,424,195	1,386,000
Non-Labor Total	\$5,271,158	\$5,844,603	\$7,856,390
Grand Total	\$12,358,645	\$13,796,342	\$16,841,647

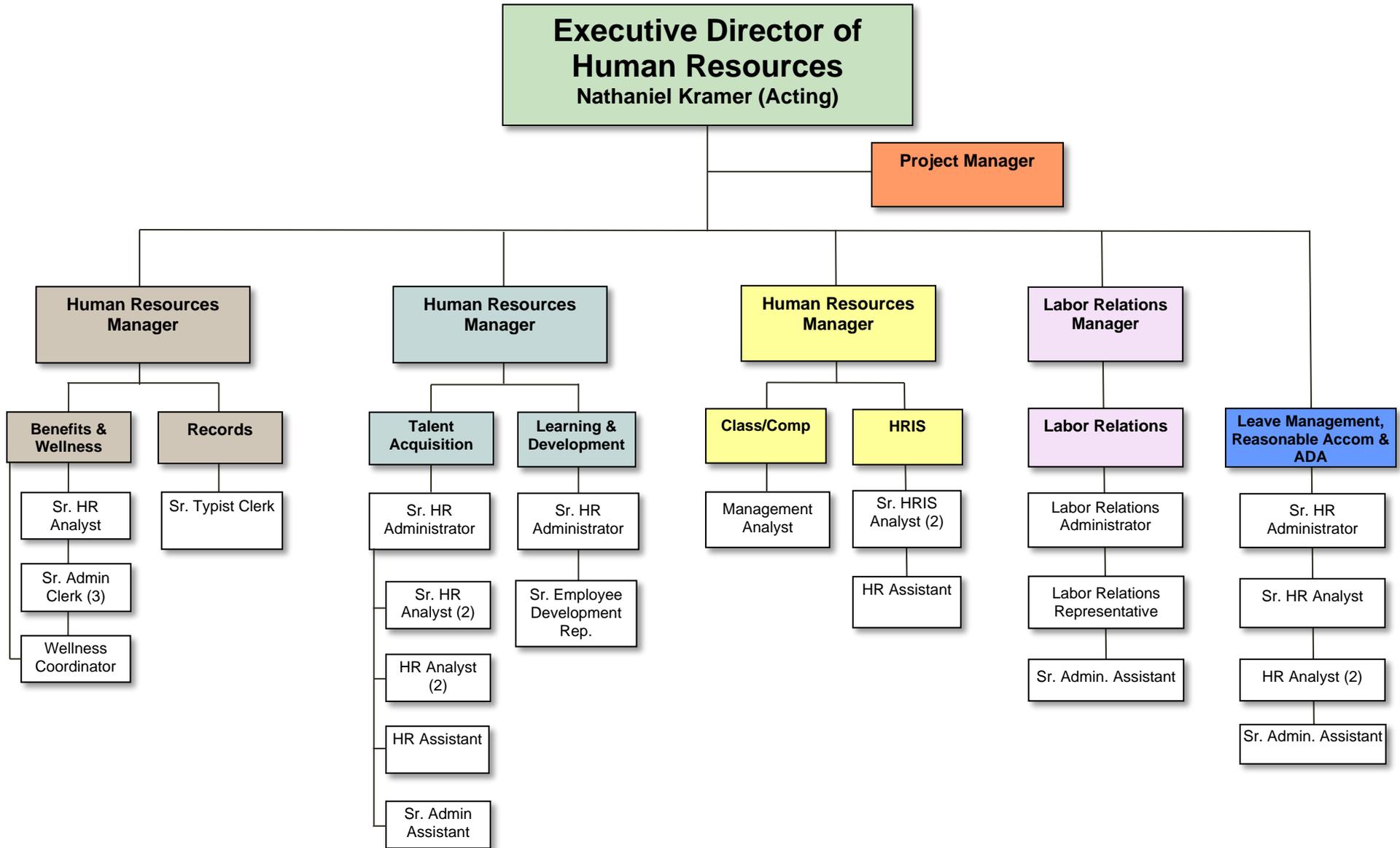
Innovation & Technology Department Positions

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Salaried			
Chief Information Officer	1	1	1
Computer Ops Administrator	1	1	1
Database Administrator	4	5	5
Dir of Sys and Software Dev	1	1	1
Enterprise Network Engineer	1	1	1
Enterprise Software Engineer	2	2	2
Executive Administrative Asst.	1	1	1
Information Technology Manager	1	1	1
Network Security Engineer	1	2	2
Network Server Administrator	1	1	1
Network/PC Analyst	6	6	6
Network/Server Engineer	3	3	3
Project Coordinator	1	1	1
Project Manager	1	1	1
Senior PeopleSoft Engineer	5	5	5
Senior Project Manager	2	2	2
Software Engineer	3	3	3
Sr. Network/PC Analyst	1	1	1
Telecomm Administrator	1	1	1
Telecommunications Coord.	2	2	2
Salaried Total	39	41	41
Grand Total	39	41	41

8.HUMAN RESOURCES



Human Resources & Employee Development



Human Resources Department at a Glance

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, Learning and Development, Benefits and Wellness, Worker's Compensation, Leave Management, and HR Information Systems.

Category	FY 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Labor				
Operators		40,000		\$0
Clerical	4	274,445	4	\$361,258
Salaried	29	2,654,277	29	\$2,594,421
Fringe Benefits		2,996,545		\$2,963,132
Temp Help		73,486		\$0
Labor Total	33	\$6,038,753	33	\$5,918,811
Non-Labor				
Fuel & Lubricants		2,500		\$0
Materials & Supplies		88,267		\$44,650
Miscellaneous		136,650		\$93,000
Outside Professional Services		1,359,287		\$2,139,417
Taxes				\$0
Non-Labor Total		\$1,586,704		\$2,277,067
Grand Total	33	\$7,625,457	33	\$8,195,878

Human Resources Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Operators			
(50101) Operators Regular Time		40,000	0
(50105) Operators Premium Time	4,950		0
Operators Total	4,950	40,000	0
Clerical			
(50120) Clerical Regular Time	188,683	274,445	281,771
(50125) Clerical Overtime			58,466
(50126) Clerical Holiday Time			21,021
Clerical Total	188,683	274,445	361,258
Salaried			
(50130) Salaried Regular Time	2,590,797	2,652,777	2,554,363
(50135) Salaried Overtime	792	1,500	32,078
(50136) Salaried Holiday Time			7,980
Salaried Total	2,591,589	2,654,277	2,594,421
Fringe Benefits	3,248,492	2,996,545	2,963,132
Temp Help			
(50340) Temporary Help	476,632	73,486	0
Temp Help Total	476,632	73,486	0
Labor Total	\$6,510,345	\$6,038,753	\$5,918,811
Non-Labor			
Fuel & Lubricants			
(50438) Diesel Fuel		2,500	0
Fuel & Lubricants Total		2,500	0
Materials & Supplies			
(50443) Hardware	6,119		0
(50460) Stationery Supplies	18,670	13,500	15,200
(50461) Office Furniture and Equipment <\$5,000	15,998	36,750	22,500
(50462) Postage	276	1,017	950
(50463) Printing Supplies		4,500	4,500
(50480) Computer Related Equipment		16,000	0

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50495) Miscellaneous Supplies	45,480	16,500	1,500
Materials & Supplies Total	86,543	88,267	44,650
Miscellaneous			
(50901) Dues and Subscriptions	6,294	17,100	7,500
(50905) Travel and Meetings	43,227	25,650	10,500
(50930) Employee Incentive	63,155	93,400	75,000
(50990) Other Miscellaneous Expenses	20	500	0
Miscellaneous Total	112,696	136,650	93,000
Outside Professional Services			
(50301) Management Service Fees	18,418	75,000	46,000
(50308) Professional and Technical Services	550,590	701,338	781,000
(50309) Software Licenses	1,266		0
(50320) Physicals		30,000	27,917
(50330) Non-Lawyer Legal	58,274	60,000	80,000
(50357) Outside Training Services	49,998	142,449	71,500
(50360) Printing Services	24,841	60,500	43,000
(50365) Help Wanted Advertisement	92,633	90,000	50,000
(50341) Temporary Help - Additional		200,000	1,040,000
Outside Professional Services Total	796,021	1,359,287	2,139,417
Taxes			
(50702) Workers Compensation Assessment Fee	(3,310)		0
Taxes Total	(3,310)		0
Non-Labor Total	\$991,949	\$1,586,704	\$2,277,067
Grand Total	\$7,502,294	\$7,625,457	\$8,195,878

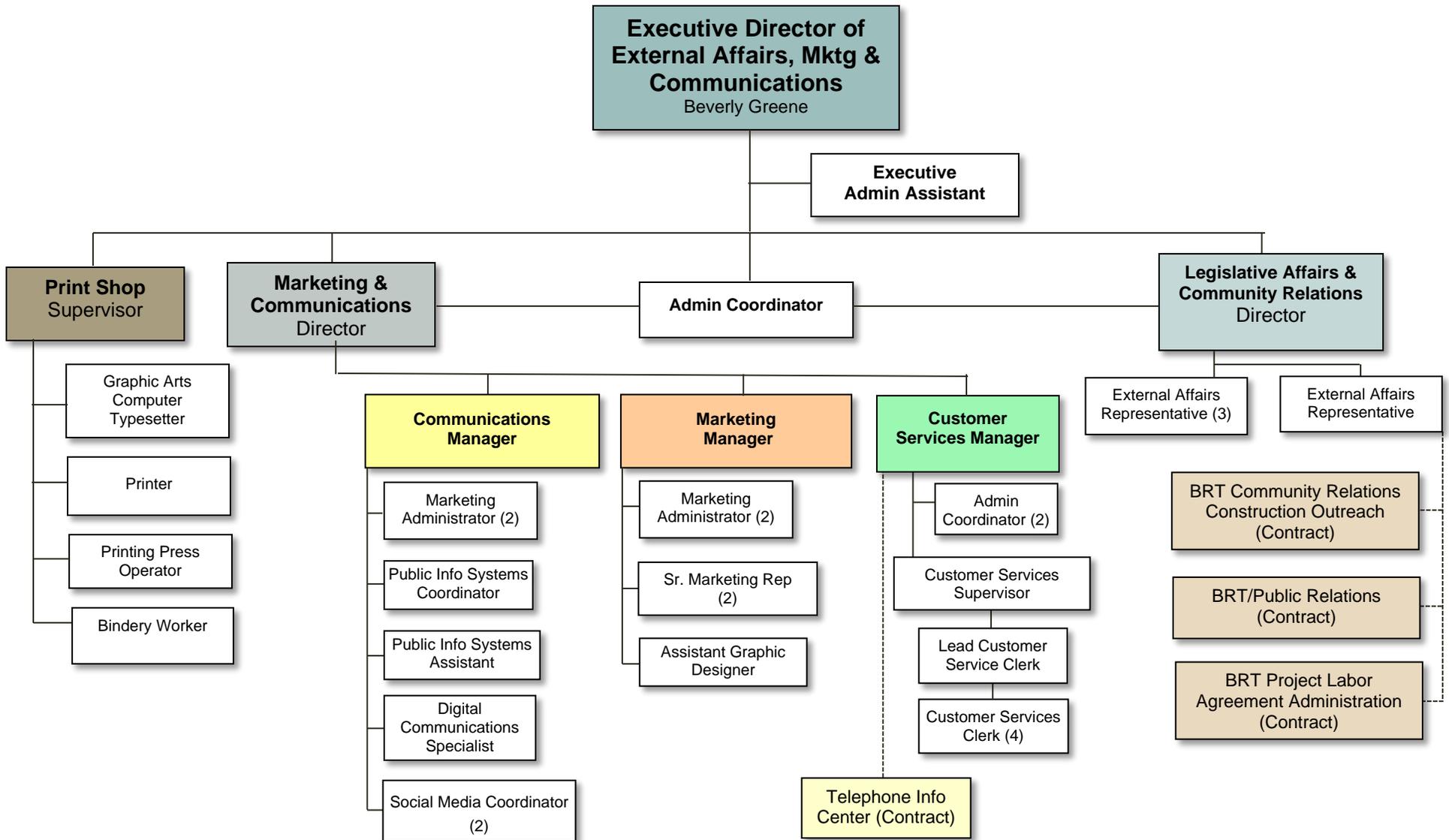
Human Resources Department Positions

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Clerical			
Senior Administrative Clerk	3	3	3
Senior Typist Clerk	1	1	1
Clerical Total	4	4	4
Salaried			
Exec Dir of Human Resources	1	1	1
Human Resources Analyst	4	4	4
Human Resources Assistant	2	2	2
Human Resources Manager	3	3	3
Labor & Employee Relations Mgr	1	1	1
Labor Relations Representative	1	1	1
Labor Relatns Administrator	1	1	1
Management Analyst	1	1	1
Project Manager	1	1	1
Senior Administrative Asst.	3	3	3
Senior Human Resources Analyst	4	4	4
Sr HR Info Systems Analyst	2	2	2
Sr Human Resources Admin	2	3	3
Sr. Employee Development Rep	1	1	1
Wellness Coordinator	1	1	1
Salaried Total	28	29	29
Grand Total	32	33	33

9.EXTERNAL AFFAIRS



External Affairs, Marketing & Communications



External Affairs Department at a Glance

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 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Labor				
Operators		1,000		0
Maintenance	4	230,972	4	251,196
Clerical	5	319,457	5	348,029
Salaried	28	2,443,816	28	3,065,633
Fringe Benefits		3,203,438		3,811,914
Temp Help		120,032		0
Labor Total	37	\$6,318,715	37	\$7,476,771
Non-Labor				
Fuel & Lubricants		0		0
Leases & Rentals		137,569		162,000
Materials & Supplies		490,855		521,918
Miscellaneous		804,314		1,089,668
Outside Professional Services		1,934,266		1,881,561
Expense Reclass		(250,000)		(450,000)
Non-Labor Total		\$3,117,004		\$3,205,147
Grand Total	37	\$9,435,719	37	\$10,681,919

External Affairs Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Operators			
(50101) Operators Regular Time	93,840	0	0
(50105) Operators Premium Time	1,396	1,000	0
Operators Total	95,236	1,000	0
Maintenance			
(50110) Maintenance Regular Time	218,503	226,972	231,801
(50115) Maintenance Overtime	1,588	4,000	15,230
(50116) Maintenance Holiday Time	0	0	4,165
Maintenance Total	220,092	230,972	251,196
Clerical			
(50120) Clerical Regular Time	240,311	315,457	299,031
(50125) Clerical Overtime	3,010	4,000	40,089
(50126) Clerical Holiday Time	0	0	8,909
Clerical Total	243,322	319,457	348,029
Salaried			
(50130) Salaried Regular Time	2,384,477	2,428,816	2,999,251
(50135) Salaried Overtime	1,367	15,000	53,113
(50136) Salaried Holiday Time	496	0	13,268
Salaried Total	2,386,340	2,443,816	3,065,633
Fringe Benefits	2,595,365	3,203,438	3,811,914
Temp Help			
(50340) Temporary Help	379,455	120,032	0
Temp Help Total	379,455	120,032	0
Labor Total	\$5,919,809	\$6,318,715	\$7,476,771
Non-Labor			
Fuel & Lubricants			
(50447) Lubricants	29	0	0
Fuel & Lubricants Total	29	0	0

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Leases & Rentals			
(51201) Leases and Rentals	125,881	137,569	162,000
Leases & Rentals Total	125,881	137,569	162,000
Materials & Supplies			
(50424) Body Parts	107	62	0
(50443) Hardware	14,885	61,885	151,624
(50444) Shop Materials	327	0	0
(50445) Cleaning and Painting Supplies	302	0	0
(50450) Building Supplies	9,405	1,800	1,800
(50460) Stationery Supplies	42,271	40,438	38,650
(50461) Office Furniture and Equipment <\$5,000	4,471	3,000	3,800
(50462) Postage	11,411	13,500	15,050
(50463) Printing Supplies	165,870	205,400	170,333
(50468) Timetables	93,524	63,200	60,300
(50474) Safety and Medical Supplies	0	40	0
(50475) Coveralls and Coats	14	750	400
(50480) Computer Related Equipment	0	180	5,333
(50495) Miscellaneous Supplies	107,788	100,600	74,628
Materials & Supplies Total	450,375	490,855	521,918
Miscellaneous			
(50901) Dues and Subscriptions	196,698	249,140	226,854
(50905) Travel and Meetings	9,808	30,800	25,800
(50910) BART Tickets	500	525	700
(50930) Employee Incentive	2,732	5,800	5,500
(50945) Cash Over and Short	0	1,000	1,000
(50960) Advertisement and Promotion Media Fees	176,133	263,496	262,500
(50990) Other Miscellaneous Expenses	1,106	0	5,550
(50991) Miscellaneous Marketing Expenses	234,452	253,553	561,764
Miscellaneous Total	621,430	804,314	1,089,668
Outside Professional Services			
(50301) Management Service Fees	185,000	229,166	190,000
(50305) Advertising Production Costs	16,668	34,000	93,100
(50308) Professional and Technical Services	476,481	642,200	572,700
(50309) Software Licenses	13,558	45,158	151,655
(50342) Outside Repair Services	5,687	6,000	6,000
(50345) Contract Maintenance Services	12,758	12,808	1,000
(50355) Security Services	2,969	2,970	3,462
(50357) Outside Training Services	12,759	62,800	41,000

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50360) Printing Services	152,396	143,600	171,608
(50390) Other Services	422,343	672,201	485,000
(50341) Temporary Help - Additional	0	83,364	166,036
Outside Professional Services Total	1,300,620	1,934,266	1,881,561
Expense Reclass			
(51002) Functional Expense Reclassifications	(406,038)	(250,000)	(450,000)
Expense Reclass Total	(406,038)	(250,000)	(450,000)
Non-Labor Total	\$2,092,297	\$3,117,004	\$3,205,147
Grand Total	\$8,012,106	\$9,435,719	\$10,681,919

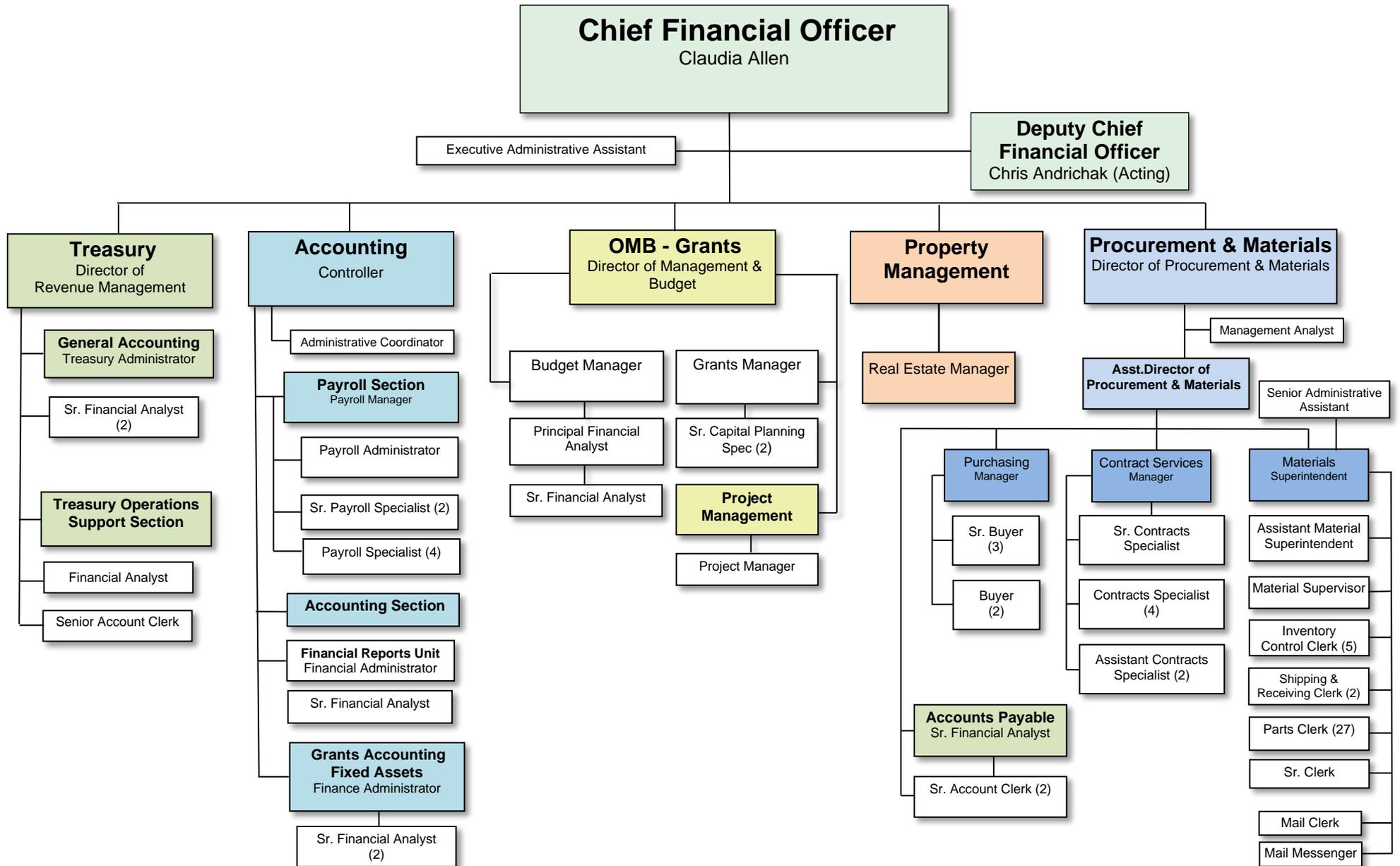
External Affairs Department Positions

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Clerical			
Customer Service Clerk	4	4	4
Lead Customer Service Clerk	1	1	1
Clerical Total	5	5	5
Maintenance			
Bindery Worker	1	1	1
Graphic Arts/Comput Typesetter	1	1	1
Printer	1	1	1
Printing Press Operator	1	1	1
Maintenance Total	4	4	4
Salaried			
Administrative Coordinator	3	3	3
Assistant Graphic Designer	1	1	1
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
Exec Dir ExtrnAffrs,Mktg,Commn	1	1	1
Executive Administrative Asst.	1	1	1
External Affairs Rep	4	4	4
Marketing Administrator	4	4	4
Mktg/Communications Manager	2	2	2
Mrkt'g & Communicatns Director	1	1	1
Print Shop Supervisor	1	1	1
Public Info Systems Coord	1	1	1
Public Information SystemsAsst	1	1	1
Social Media Coordinator	2	2	2
Sr. Marketing Representative	2	2	2
Salaried Total	28	28	28
Grand Total	37	37	37

10. FINANCE



Finance



Finance Department at a Glance

The Finance Department is responsible for oversight of the financial operations of the agency including all aspects of financial accounting and reporting, operating and capital budget development and administration, grant applications and management, preparation of long-term and short-term financial plans, cash management and debt financing structure, financial compliance reporting, payroll administration, procurement and materials management, and real estate management.

Category	FY 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Recommended Headcount	FY 20-21 Recommended Budget
Labor				
Maintenance	34	1,939,417	34	2,120,403
Clerical	4	251,077	4	286,024
Salaried	55	5,120,855	55	5,628,408
Fringe Benefits		7,338,034		8,199,345
Temp Help		30,000		0
Labor Total	93	\$14,679,383	93	\$16,234,181
Non-Labor				
Fuel & Lubricants				0
Materials & Supplies		553,942		540,520
Miscellaneous		104,921		89,926
Outside Professional Services		3,979,023		3,826,075
Taxes		2,100		2,600
Non-Labor Total		\$4,639,985		\$4,459,121
Grand Total	93	\$19,319,368	93	\$20,693,302

Finance Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Maintenance			
(50110) Maintenance Regular Time	1,916,376	1,811,202	1,952,527
(50115) Maintenance Overtime	171,458	119,692	131,841
(50116) Maintenance Holiday Time	7,855	8,522	36,035
Maintenance Total	2,095,688	1,939,417	2,120,403
Clerical			
(50120) Clerical Regular Time	206,874	251,077	248,038
(50125) Clerical Overtime	228	0	31,080
(50126) Clerical Holiday Time	365	0	6,907
Clerical Total	207,467	251,077	286,024
Salaried			
(50130) Salaried Regular Time	4,545,379	5,060,927	5,507,994
(50135) Salaried Overtime	22,917	50,828	96,425
(50136) Salaried Holiday Time	6,509	9,100	23,988
Salaried Total	4,574,805	5,120,855	5,628,408
Fringe Benefits	6,246,064	7,338,034	8,199,345
Temp Help			
(50340) Temporary Help	976,865	30,000	0
Temp Help Total	976,865	30,000	0
Labor Total	\$14,100,890	\$14,679,383	\$16,234,181
Non-Labor			
Fuel & Lubricants			
(50437) Gasoline	(1,934)	0	0
(50438) Diesel Fuel	(54)	0	0
(50439) Motor Oil	(6,792)	0	0
(50447) Lubricants	3,872	0	0
(50448) Hydrogen Fuel	405	0	0
Fuel & Lubricants Total	(4,503)	0	0
Materials & Supplies			
(50401) Front Axle	(1,008)	0	0

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50402) Rear Axle	(761)	0	0
(50404) Brakes	(13,771)	0	0
(50406) Cooling System	(13,111)	0	0
(50407) Electrical	769	0	0
(50408) Engine	11,570	0	0
(50412) Fuel System	(856)	0	0
(50416) Steering	293	0	0
(50417) Transmission	11,286	0	0
(50418) Propeller Shaft	1,347	0	0
(50419) Wheel Bearings	4,413	0	0
(50424) Body Parts	11,653	235,046	200,000
(50426) Air Conditioning	22,333	0	0
(50430) Air Brake and Door Control	9,518	0	0
(50435) Fuel, Oil, Water Elements	104	0	0
(50436) Flex Lines and Fitting	(25)	0	0
(50443) Hardware	937	0	0
(50444) Shop Materials	2,509	0	0
(50445) Cleaning and Painting Supplies	3,387	0	0
(50450) Building Supplies	2,200	0	0
(50451) GFI Genfare Farebox Materials	(325)	0	0
(50453) Electronic Destination Sign Materials	546	0	0
(50455) Bus Lift Materials	669	0	0
(50456) Trans ISS Mach Materials	(10,055)	0	0
(50457) Radio Parts	(13,309)	0	0
(50460) Stationery Supplies	61,117	61,125	64,000
(50461) Office Furniture and Equipment <\$5,000	8,211	91,700	129,800
(50462) Postage	17,314	69,698	69,720
(50463) Printing Supplies	1,901	2,500	3,500
(50468) Timetables	(875)	0	0
(50470) Price Variance Expense	11,292	0	0
(50471) Inventory Adjustment	685,192	0	0
(50474) Safety and Medical Supplies	381	0	0
(50475) Coveralls and Coats	642	0	0
(50480) Computer Related Equipment	17,820	37,440	6,500
(50490) Standard Price Postings	(39,611)	0	0
(50495) Miscellaneous Supplies	25,961	6,433	7,000
(50497) Freight-In	3,368	0	0
(50498) Transfers Tickets	50,216	50,000	60,000
(50499) Warranties	457	0	0
Materials & Supplies Total	873,695	553,942	540,520

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Miscellaneous			
(50901) Dues and Subscriptions	15,823	18,280	19,290
(50905) Travel and Meetings	23,657	37,500	23,636
(50915) Bridge, Tunnel, Highway Tolls	6	0	0
(50945) Cash Over and Short	0	25	0
(50960) Advertisement and Promotion Media Fees	7,834	10,000	10,000
(50970) Bank Charges	35,768	39,116	37,000
Miscellaneous Total	83,088	104,921	89,926
Outside Professional Services			
(50308) Professional and Technical Services	516,334	1,198,988	1,043,388
(50309) Software Licenses	0	0	130,000
(50335) Audit Fees	198,385	254,500	254,500
(50342) Outside Repair Services	1,520	0	0
(50357) Outside Training Services	27,015	139,136	86,377
(50360) Printing Services	4,240	8,625	9,850
(50365) Help Wanted Advertisement	0	1,000	0
(50390) Other Services	82,500	102,000	102,000
(50307) Clipper Expenses	1,758,031	1,495,000	1,480,000
(50341) Temporary Help - Additional	0	779,774	719,960
Outside Professional Services Total	2,588,024	3,979,023	3,826,075
Taxes			
(50705) Vehicle License and Registration	537	2,000	2,000
(50715) Use Tax	218,295	0	0
(50725) Permits	266	100	600
Taxes Total	219,098	2,100	2,600
Non-Labor Total	\$3,759,402	\$4,639,985	\$4,459,121
Grand Total	\$17,860,291	\$19,319,368	\$20,693,302

Finance Department Positions

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Clerical			
Senior Account Clerk	3	3	3
Senior Clerk	1	1	1
Clerical Total	4	4	4
Maintenance			
Inventory Control Clerk	5	5	5
Parts Clerk	27	27	27
Shipping/Receiving Clerk	2	2	2
Maintenance Total	34	34	34
Salaried			
Administrative Coordinator	1	1	1
Assistant Contracts Specialist	1	2	2
Asst Dir of Procurement&Matrls	1	1	1
Asst Materials Superintendent	1	1	1
Budget Manager	1	1	1
Buyer	2	2	2
Capital Planning & Grants Mgr	1	1	1
Chief Financial Officer	1	1	1
Contracts Services Manager	1	1	1
Contracts Specialist	5	5	4
Controller	1	1	1
Deputy Chief Financial Officer	0	0	1
Director of Mgmt and Budget	1	1	1
Director of Revenue Management	1	1	1
Executive Administrative Asst.	1	1	1
Finance Administrator	2	2	2
Financial Analyst	1	1	1
Management Analyst	1	1	1
Materials Superintendent	1	1	1
Materials Supervisor	1	1	1
Payroll Administrator	1	1	2
Payroll Manager	1	1	1
Payroll Specialist	4	4	4
Principal Financial Analyst	1	1	1
Procurement & Matrls Director	1	1	1
Project Manager	1	1	1

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Purchasing Manager	1	1	1
Real Estate Manager	1	1	1
Senior Administrative Asst.	1	1	1
Senior Capital Planning Spec.	2	2	2
Senior Contracts Specialist	1	1	1
Senior Financial Analyst	2	2	2
Senior Payroll Specialist	2	2	2
Senior Project Manager	0	1	0
Sr Fin Analyst-Budget	1	1	1
Sr Fin Analyst-Fin Reporting	3	3	3
Sr Fin Analyst-FixedAssetGrnts	1	1	1
Sr. Buyer	3	3	3
Treasury Administrator	1	1	1
Salaried Total	53	55	55
Grand Total	91	93	93

11. DISTRICT OVERHEAD

District Overhead Department at a Glance

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 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor		
Operators		0
Fringe Benefits	7,452,089	5,682,947
Labor Total	\$7,452,089	\$5,682,947
Non-Labor		
Interest Expense	1,027,703	490,685
Materials & Supplies	1,236,600	1,421,000
Miscellaneous	1,213,111	1,716,266
Outside Professional Services	395,760	(546,486)
Taxes	2,372,380	1,817,572
Expense Reclass	(1,200,000)	(1,400,000)
Utilities and Taxes	2,120,000	17,000
Casualty and Liabilities	(360,768)	(360,000)
Non-Labor Total	\$6,804,784	\$3,156,037
Grand Total	\$14,256,873	\$8,838,984

District Overhead Department Budget Worksheet

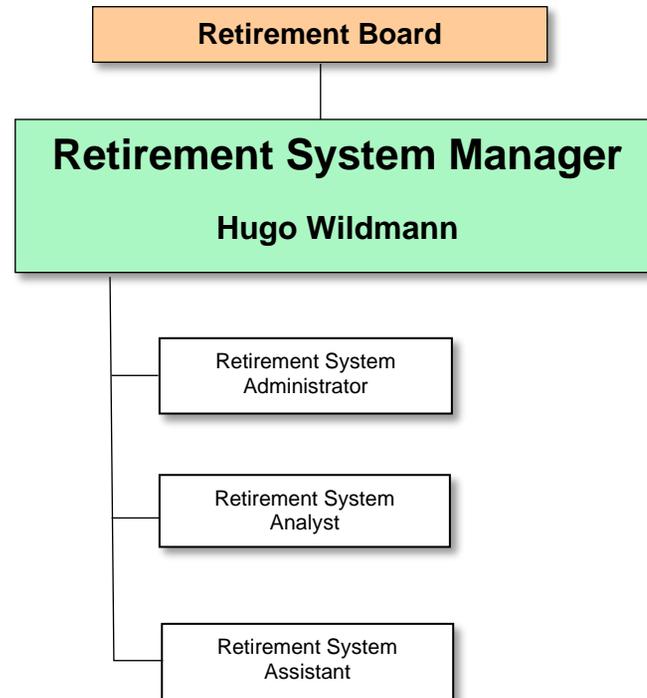
Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Operators			
(50105) Operators Premium Time	111	0	0
Operators Total	111	0	0
Fringe Benefits	6,491,517	7,452,089	5,682,947
Labor Total	\$6,491,628	\$7,452,089	\$5,682,947
Non-Labor			
Interest Expense			
(51105) Interest Expense	674,343	651,859	300,000
(51125) Bank Credit Line Interest	222,250	375,843	190,685
Interest Expense Total	896,593	1,027,703	490,685
Materials & Supplies			
(50445) Cleaning and Painting Supplies	0	0	200,000
(50462) Postage	(167)	0	0
(50474) Safety and Medical Supplies	0	0	136,000
(50480) Computer Related Equipment	0	98,325	0
(50495) Miscellaneous Supplies	48,124	1,054,275	1,000,000
(50497) Freight-In	62,433	84,000	85,000
Materials & Supplies Total	110,390	1,236,600	1,421,000
Miscellaneous			
(50901) Dues and Subscriptions	131,525	153,275	156,000
(50915) Bridge, Tunnel, Highway Tolls	790	0	0
(50920) Fines and Penalties	36,034	0	20,000
(50930) Employee Incentive	7,903	0	10,000
(50940) Election of Directors	532,168	1,056,416	1,527,266
(50955) Vendor Discounts	3,332	3,420	3,000
Miscellaneous Total	711,751	1,213,111	1,716,266
Outside Professional Services			
(50301) Management Service Fees	161,568	185,000	185,000
(50308) Professional and Technical Services	3,743	210,760	(561,486)
(50390) Other Services	0	0	0
(50307) Clipper Expenses	(96)	0	0

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
(50341) Temporary Help - Additional	0	0	(170,000)
Outside Professional Services Total	165,215	395,760	(546,486)
Taxes			
(50710) Fuel and Lubricant Taxes	162,563	177,600	170,000
(50715) Use Tax	2,063,843	2,194,780	1,647,572
Taxes Total	2,226,405	2,372,380	1,817,572
Expense Reclass			
(51005) Grant Labor Reclass to Capital	0	(1,200,000)	(1,400,000)
Expense Reclass Total	0	(1,200,000)	(1,400,000)
Utilities and Taxes			
(50505) Electric and Gas	1,671,730	1,800,000	0
(50510) Water	289,771	303,000	0
(50520) Waste Management	16,944	17,000	17,000
Utilities and Taxes Total	1,978,445	2,120,000	17,000
Casualty and Liabilities			
(50605) Loss Recoveries	(351,672)	(360,768)	(360,000)
(50641) Casualty and Liability Costs	(3,267,795)	0	0
(50642) Property Damage	(531,967)	0	0
Casualty and Liabilities Total	(4,151,434)	(360,768)	(360,000)
Non-Labor Total	\$1,937,366	\$6,804,784	\$3,156,037
Grand Total	\$8,428,994	\$14,256,873	\$8,838,984

12. RETIREMENT



Retirement



Retirement Department at a Glance

The AC Transit Employees' Retirement System provides retirement, disability, and death benefits to former employees of AC Transit and their beneficiaries. The Retirement Plan is administered by the Retirement Board, an independent public entity responsible for the general management of the Plan. The daily operations are administered by the Retirement System Manager.

Category	FY 19-20 Adopted Headcount	FY 19-20 Adopted Budget	FY 20-21 Proposed Headcount	FY 20-21 Recommended Budget
Labor				
Salaried	4	350,745	4	382,211
Fringe Benefits		417,525		479,270
Temp Help				0
Labor Total	4	\$768,270	4	\$861,481
Non-Labor				
Materials & Supplies		1,250		1,300
Outside Professional Services		76,300		1,300
Expense Reclass		(845,819)		(845,000)
Non-Labor Total		-\$768,269		-\$842,400
Grand Total	4	\$1	4	\$19,081

Retirement Department Budget Worksheet

Category	FY 18-19 Actuals	FY 19-20 Adopted Budget	FY 20-21 Recommended Budget
Labor			
Salaried			
(50130) Salaried Regular Time	264,784	350,745	374,066
(50135) Salaried Overtime			6,495
(50136) Salaried Holiday Time			1,650
Salaried Total	264,784	350,745	382,211
Fringe Benefits	360,692	417,525	479,270
Temp Help			
(50340) Temporary Help	171,121		0
Temp Help Total	171,121		0
Labor Total	\$796,597	\$768,270	\$861,481
Non-Labor			
Materials & Supplies			
(50460) Stationery Supplies		300	300
(50461) Office Furniture and Equipment <\$5,000	532	700	700
(50462) Postage	212	250	300
Materials & Supplies Total	744	1,250	1,300
Outside Professional Services			
(50360) Printing Services	564	1,300	1,300
(50341) Temporary Help - Additional		75,000	0
Outside Professional Services Total	564	76,300	1,300
Expense Reclass			
(51002) Functional Expense Reclassifications	(1,170,608)	(845,819)	(845,000)
Expense Reclass Total	(1,170,608)	(845,819)	(845,000)
Non-Labor Total	-\$1,169,300	-\$768,269	-\$842,400
Grand Total	-\$372,704	\$1	\$19,081

Retirement Department Positions

Department & Position Title	FY 18-19 Mid-Year Headcount	FY19-20 Adopted Headcount	FY20-21 Recommended Headcount
Salaried			
Retirement Sys Administrator	1	1	1
Retirement System Analyst	1	1	1
Retirement System Assistant	1	1	1
Retirement System Manager	1	1	1
Salaried Total	4	4	4
Grand Total	4	4	4

CAPITAL BUDGET

Capital Budget

The FY2020-2021 Capital Budget includes \$7.8 million in District Capital spending and \$54.8 million in grant-funded spending and is composed mainly of existing projects that will continue from the previous fiscal year. The draft also includes selected projects from the second year of the Capital Improvement Plan (CIP) with some projects deferring to future years due to the current cautious economic outlook. As is the norm, the largest projects the District undertakes in the Capital Budget are for bus purchases, with the most significant project being the purchase of 36 over-the-road coaches for \$27 million.



FY 2020-2021 Recommended Capital Budget

			FY 2020-21			
Project ID	Project Title	FY19-20 & Prior	Total	Grant Funds	District Capital	Total Project Cost
Corridor						
BRT	BRT Program	205,301,675	26,966,075	7,632,249	<i>Line of Credit*</i>	232,267,750
2007	BRT Related Costs	357,660	82,000	82,000	-	439,660
2009	BRT Non-Project Costs	4,044,845	616,009	616,009	-	4,660,854
2054	San Leandro BART Terminal	4,920,767	3,879,555	3,879,555	-	8,800,322
2164	Rapid Corridor Improvements	1,864,617	12,364,075	12,364,075	-	12,596,825
2165	Southside Transit Lanes	65,072	273,797	273,797	-	338,869
2179	Dumbarton IDEA	520,564	3,115,764	3,115,764	-	3,636,329
NEW	All-Door Boarding Pilot	-	100,000	-	100,000	100,000
NEW	Line 51 Rapid Corridor Gap Closure	-	500,000	500,000	-	9,900,000
Subtotal			47,897,275	28,463,449	100,000	
Safety and Environmental						
2150	D6 Security Enhancements	521,262	77,288	34,637	42,651	598,550
NEW	D2- Replace Undergrnd Storage Tank	-	945,000	945,000	-	945,000
NEW	CMF - Replace 2 single-wall USTs	-	2,000,000	2,000,000	-	2,000,000
Subtotal			3,022,288	2,979,637	42,651	
IT						
10019	Hastus Integrated Operations	3,786,721	222,799	-	222,799	4,009,520
1856	State of Good Repair Asset Mgm	4,192,811	377,764	302,216	75,548	4,570,575
1861	CAD/AVL Real Time Bus Comm	21,214,720	6,523,480	5,580,875	942,605	27,738,200
2106	IT-Upgrade Peoplesoft v9.2	1,402,120	17,880	-	17,880	1,420,000
2116	IT-Network Core Equip Upgrade	246,595	23,405	-	23,405	270,000
2121	IT-Rebuild ACTransit Website	71,500	223,500	-	223,500	295,000
2159	IT-LAN LocalArea Network Equip	540,299	19,701	-	19,701	560,000
YRLY	IT-Equipment Repl FY21	-	130,000	-	130,000	130,000
NEW	Peoplesoft Cloud Migration	-	200,000	-	200,000	200,000
NEW	Cisco Blade Server Replacement	-	400,000	-	400,000	400,000
NEW	GO Emergency Operations Center	-	350,000	280,000	70,000	350,000
Subtotal			8,488,529	6,163,090	2,325,439	
Facilities						
2023	D6-Reroof Mack Bldg	1,866,110	1,032,297	213,358	818,938	2,898,406
2064	Richmond Parkway TC Rehab	250,749	2,769,974	2,769,974	-	3,020,723
2071	GO-Cust Serv Renovation	310,973	1,491,917	1,353,825	138,092	1,802,889
2082	Contra Costa College TC Rehab	221,358	105,187	20,937	84,250	326,545
2094	Lift & Hoist Replacement	62,747	1,737,253	1,737,253	-	1,800,000
2123	Facilities Assessment	323,126	100,000	80,000	20,000	846,330

Project ID	Project Title	FY19-20 & Prior	FY 2020-21			Total Project Cost
			Total	Grant Funds	District Capital	
2130	Point Richmond Restroom	485,910	346,194	-	346,194	832,103
2156	D2 Hydrogen facilities upgrade	4,307,253	726,342	726,342	-	5,033,595
2157	GO Water Intrusion Repairs	197,641	1,156,709	927,909	228,800	1,354,351
2158	D2 Paint Booth Rehab	10,933	75,000	-	75,000	225,000
2160	D4-Transp HVAC Repair	-	675,000	-	675,000	675,000
2169	CMF Boiler Replacement	762,287	591,764	-	591,764	1,354,052
2174	BART Restrooms	186,506	638,826	-	638,826	825,332
2180	D4 Bus Washer Rehab	150,017	2,006,057	2,006,057	-	2,156,075
2182	D2 Re-roofing	-	1,825,111	1,825,111	-	1,825,111
YRLY	BRT Capital Maintenance FY21	-	100,000	-	100,000	100,000
NEW	D2 Charging Infrastructure	-	375,000	375,000	-	3,690,247
NEW	D4 Charging Facility	-	618,265	618,265	-	12,365,395
YRLY	Emergency Facility Repair FY21	-	200,000	-	200,000	200,000
YRLY	Facilities Equipment Repl FY21	-	50,000	-	50,000	50,000
YRLY	Maintenance Equipment Repl FY21	-	50,000	-	50,000	50,000
Subtotal			17,106,990	13,090,126	4,016,864	
Vehicles						
2166	Buses funded with AHSC Grants	788,352	2,313,000	1,983,000	330,000	4,401,352
2175	40 Zero Emission Buses	815,902	-	-	-	46,815,902
2177	36 MCI Coach buses	-	1,380,889	1,104,711	276,178	27,617,783
2178	Bus Operator Security Shields	-	280,000	-	280,000	840,000
YRLY	Non Revenue Fleet Repl FY21	-	1,000,000	1,000,000	-	1,000,000
NEW	Transbay buses - 5 DD, 14 MCI	-	<i>(Contract issuance only)</i>			13,125,000
NEW	50 40-ft Diesel buses	-	<i>(Contract issuance only)</i>			26,994,895
Subtotal			4,973,889	4,087,711	886,178	
Other						
YRLY	Finance Equipment Repl FY21	-	10,000	-	10,000	10,000
3011	STC Capital Contribution	-	500,000	-	500,000	500,000
Subtotal			510,000	-	510,000	
FY20-21 Total			81,998,971	54,784,013	7,881,132	

* FY20-21 Capital Budget includes \$19.3M in spending from the BRT Line of Credit

APPENDIX

Consolidated Salary Schedule

Job Code	Classification Title	Union Affiliation	Effective Date	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
346	Administrative Assistant *	AFSCME	7/1/19	02	\$64,685	\$66,598	\$68,600	\$70,689	\$72,779	\$74,981	\$77,216	
352	Legal Assistant	AFSCME	7/1/19	02	\$64,685	\$66,598	\$68,600	\$70,689	\$72,779	\$74,981	\$77,216	
041	Retirement System Assistant	AFSCME	7/1/19	03	\$69,761	\$71,879	\$73,996	\$76,258	\$78,521	\$80,899	\$83,278	
347	Senior Administrative Assistant *	AFSCME	7/1/19	03	\$69,761	\$71,879	\$73,996	\$76,258	\$78,521	\$80,899	\$83,278	
340	Assistant Legal Secretary	AFSCME	7/1/19	03	\$69,761	\$71,879	\$73,996	\$76,258	\$78,521	\$80,899	\$83,278	
349	Administrative Coordinator	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
TBD	Assistant Program Specialist *	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
069	Associate Management Analyst	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
258	Claims and Liability Assistant	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
235	Buyer	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
411	Help Desk Coordinator	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
306	Human Resources Assistant	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
341	Legal Secretary	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
176	Marketing Representative	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
622	Payroll Assistant	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
104	Public Information Systems Assistant	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
353	Senior Legal Assistant	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
643	Social Media Coordinator	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
381	Transportation Supervisor Assistant (Part Time)	AFSCME	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
256	Claims and Liability Analyst	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
170	Assistant Contracts Specialist	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
642	Assistant Graphic Designer	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
355	Assistant Transportation Planner	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
628	Financial Analyst	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
307	Human Resources Analyst	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
420	Network/PC Analyst	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
623	Payroll Specialist	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
233	Procurement Systems Coordinator	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
TBD	Program Specialist	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	

Job Code	Classification Title	Union Affiliation	Effective Date	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
308	Wellness Coordinator	AFSCME	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
362	Accessible Services Specialist	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
339	Customer Services Supervisor	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
177	Digital Communications Specialist	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
557	Materials Supervisor	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
370	Planning Data Analyst	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
455	Project Coordinator	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
105	Public Information Systems Coordinator	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
293	Retirement System Analyst	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
149	Safety Representative	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
234	Senior Buyer	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
184	Senior Employee Development Representative	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
321	Senior Human Resources Analyst *	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
003	Senior Marketing Representative	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
017	Senior Network/PC Analyst	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
624	Senior Payroll Specialist	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
203	Telecommunications Coordinator	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
275	Training Instructor	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
501	Transit Office Manager	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
359	Transportation Planner	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
380	Transportation Supervisor	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
482	Treasury Services Coordinator	AFSCME	7/1/19	06	\$87,861	\$90,531	\$93,228	\$96,040	\$98,911	\$101,872	\$104,915	
172	Contracts Specialist	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
782	Facilities Maintenance Supervisor	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
144	Incident Review Specialist	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
795	Maintenance Supervisor	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
791	Maintenance Technical Supervisor	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
204	Network-Server Administrator	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
131	Print Shop Supervisor	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
259	Senior Claims and Liability Analyst	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
264	Senior Claims Representative	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	

Job Code	Classification Title	Union Affiliation	Effective Date	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
629	Senior Financial Analyst	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
630	Sr. Financial Analyst - Budget*	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
627	Sr. Financial Analyst - Financial Reporting	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
626	Sr. Financial Analyst - Fixed Assets & Grants	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
TBD	Senior Program Specialist *	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
409	Transit Projects Supervisor	AFSCME	7/1/19	07	\$94,823	\$97,694	\$100,594	\$103,582	\$106,686	\$109,878	\$113,185	
559	Assistant Materials Superintendent	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
185	Assistant Transportation Superintendent	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
012	Database Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
798	Electronic Systems Supervisor	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
292	Environmental Compliance Specialist	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
186	Learning and Development Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
108	Marketing Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
004	Network/Server Engineer	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
094	Operations Data Systems Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
360	Planning - Operations Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
371	Planning Data Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
632	Principal Financial Analyst*	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
317	Project Controls Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
154	Safety Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
372	Scheduling Data Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
792	Senior Maintenance Supervisor	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
358	Senior Transportation Planner	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
142	Senior Transportation Supervisor	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
319	Sr Human Resources Info Systems Analyst	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
410	Statistical Data and Information Analyst	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
202	Telecommunications Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
102	Traffic & Schedules Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
071	Training and Education Assistant Manager	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
698	Treasury Administrator	AFSCME	7/1/19	08	\$102,336	\$105,410	\$108,572	\$111,850	\$115,186	\$118,666	\$122,233	
062	Claims & Liability Administrator	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	

Job Code	Classification Title	Union Affiliation	Effective Date	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
201	Computer Ops Administrator	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
291	Contracts Compliance Administrator	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
010	External Affairs Representative	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
697	Finance Administrator	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
143	Incident Review Administrator	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
205	Network Security Engineer	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
051	Retirement System Administrator	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
107	Senior Capital Planning Specialist	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
174	Senior Contracts Specialist	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
294	Title VI Program Administrator	AFSCME	7/1/19	09	\$110,514	\$113,792	\$117,215	\$120,726	\$124,322	\$128,093	\$131,892	
363	Accessible Services Manager	AFSCME	7/1/19	10	\$119,390	\$122,987	\$126,671	\$130,471	\$134,388	\$138,449	\$142,594	
297	Customer Services Manager	AFSCME	7/1/19	10	\$119,390	\$122,987	\$126,671	\$130,471	\$134,388	\$138,449	\$142,594	
005	Information Services Project Manager	AFSCME	7/1/19	10	\$119,390	\$122,987	\$126,671	\$130,471	\$134,388	\$138,449	\$142,594	
633	Marketing/Communications Manager	AFSCME	7/1/19	10	\$119,390	\$122,987	\$126,671	\$130,471	\$134,388	\$138,449	\$142,594	
558	Materials Superintendent	AFSCME	7/1/19	10	\$119,390	\$122,987	\$126,671	\$130,471	\$134,388	\$138,449	\$142,594	
027	Peoplesoft Engineer	AFSCME	7/1/19	10	\$119,390	\$122,987	\$126,671	\$130,471	\$134,388	\$138,449	\$142,594	
029	Software Engineer	AFSCME	7/1/19	10	\$119,390	\$122,987	\$126,671	\$130,471	\$134,388	\$138,449	\$142,594	
159	Technical Services Manager	AFSCME	7/1/19	10	\$119,390	\$122,987	\$126,671	\$130,471	\$134,388	\$138,449	\$142,594	
076	Traffic Engineer	AFSCME	7/1/19	10	\$119,390	\$122,987	\$126,671	\$130,471	\$134,388	\$138,449	\$142,594	
025	Enterprise Network Engineer	AFSCME	7/1/19	11	\$128,991	\$132,821	\$136,853	\$140,915	\$145,149	\$149,500	\$153,996	
026	Enterprise Software Engineer	AFSCME	7/1/19	11	\$128,991	\$132,821	\$136,853	\$140,915	\$145,149	\$149,500	\$153,996	
160	Facilities Maintenance Manager	AFSCME	7/1/19	11	\$128,991	\$132,821	\$136,853	\$140,915	\$145,149	\$149,500	\$153,996	
237	Purchasing Manager	AFSCME	7/1/19	11	\$128,991	\$132,821	\$136,853	\$140,915	\$145,149	\$149,500	\$153,996	
028	Senior Peoplesoft Engineer	AFSCME	7/1/19	11	\$128,991	\$132,821	\$136,853	\$140,915	\$145,149	\$149,500	\$153,996	
098	Transit Schedules Manager	AFSCME	7/1/19	11	\$128,991	\$132,821	\$136,853	\$140,915	\$145,149	\$149,500	\$153,996	
356	Transportation Planning Manager	AFSCME	7/1/19	11	\$128,991	\$132,821	\$136,853	\$140,915	\$145,149	\$149,500	\$153,996	
725	Typist Clerk	ATU - Clerical	7/1/20	03	\$29.03	\$29.61	\$30.20					
755	Data Entry Clerk	ATU - Clerical	7/1/20	04	\$29.61	\$30.20	\$30.91					
571	Mail Clerk	ATU - Clerical	7/1/20	05	\$29.81	\$30.40	\$31.11					
650	Senior Account Clerk	ATU - Clerical	7/1/20	08	\$30.91	\$31.55	\$32.28					
655	Senior Clerk	ATU - Clerical	7/1/20	08	\$30.91	\$31.55	\$32.28					

Job Code	Classification Title	Union Affiliation	Effective Date	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
670	Senior Typist Clerk	ATU - Clerical	7/1/20	08	\$30.91	\$31.55	\$32.28					
635	Customer Service Clerk	ATU - Clerical	7/1/20	10	\$29.36	\$30.90	\$32.44					
470	Assistant Schedule Analyst	ATU - Clerical	7/1/20	11	\$31.55	\$32.28	\$33.12					
658	Lead Customer Service Clerk	ATU - Clerical	7/1/20	12 A	\$34.08							
385	Schedule Analyst	ATU - Clerical	7/1/20	14	\$32.68	\$33.99	\$34.83					
671	Senior Administrative Clerk	ATU - Clerical	7/1/20	15	\$33.99	\$34.83	\$35.85					
325	Senior Schedule Analyst	ATU - Clerical	7/1/20	17	\$34.82	\$35.84	\$36.74					
600	Mail Messenger	ATU - Transport	7/1/20	02	\$31.11							
535	Division Clerk	ATU - Transport	7/1/20	03	\$31.38	\$32.12						
545	Timekeeper	ATU - Transport	7/1/20	03	\$31.38	\$32.12						
990	Bus Operator (30 Month Progression)	ATU - Transport	7/1/20	05A				\$33.50				
991	Bus Operator (42 Month Progression) Training Rate	ATU - Transport	7/1/20	05B	\$21.52							
991	Bus Operator (42) (64% of Top Wage)	ATU - Transport	7/1/20	05B	\$23.45							
991	Bus Operator (42) Training Completed (Up to 1st year)	ATU - Transport	7/1/20	05B	\$25.13							
991	Bus Operator (42) Next six (6) months (1 - 1.5 Yr)	ATU - Transport	7/1/20	05B	\$26.80							
991	Bus Operator (42) Next six (6) months (1.5 - 2 Yr)	ATU - Transport	7/1/20	05B	\$28.48							
991	Bus Operator (42) Next twelve (12) months (2 - 3 Yr)	ATU - Transport	7/1/20	05B	\$30.15							
991	Bus Operator (42) Next six (6) months (3 - 3.5 Yr)	ATU - Transport	7/1/20	05B	\$33.50							
992	Bus Operator (48 Month Progression) Training Rate	ATU - Transport	7/1/20	05D	\$21.52							
992	Bus Operator (48) (64% of Top Wage)	ATU - Transport	7/1/20	05D	\$23.45							
992	Bus Operator (48) Bus Operator (48) Training Completed (Up to 1st year)	ATU - Transport	7/1/20	05D	\$25.13							
992	Bus Operator (48) Bus Operator (48) Next six (6) months (1 - 1.5 Yr)	ATU - Transport	7/1/20	05D	\$26.80							
992	Bus Operator (48) Bus Operator (48) Next six (6) months (1.5 - 2 Yr)	ATU - Transport	7/1/20	05D	\$28.48							
992	Bus Operator (48) Bus Operator (48) Next twelve (12) months (2 - 3 Yr)	ATU - Transport	7/1/20	05D	\$30.15							
992	Bus Operator (48) Bus Operator (48) Next twelve (12) months (3 - 4 Yr)	ATU - Transport	7/1/20	05D	\$33.50							
551	BRT Platform Agent	ATU - Transport	7/1/20	08	\$35.27							
550	Lead Timekeeper	ATU - Transport	7/1/20	08	\$35.27							
530	Dispatcher	ATU - Transport	7/1/20	09	\$37.02							
505	Chief Dispatcher	ATU - Transport	7/1/20	10	\$42.54							

Job Code	Classification Title	Union Affiliation	Effective Date	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
866	Janitor	ATU Maintenance	7/1/20	01	\$21.38	\$22.46						
864	Service Employee	ATU Maintenance	7/1/20	02	\$23.67	\$24.96	\$26.29	\$27.56	\$28.88			
745	Division Senior Clerk/Maintenance	ATU Maintenance	7/1/20	04	\$31.38	\$32.12						
814	Waste Clean Up Worker	ATU Maintenance	7/1/20	07	\$34.65							
813	Yard Scrubber Equipment Operator	ATU Maintenance	7/1/20	07	\$34.65							
801	Apprentice Facilities Maintenance Mechanic	ATU Maintenance	7/1/20	08	\$32.98	\$34.57	\$37.27					
901	Apprentice Mechanic Level 1-8	ATU Maintenance	7/1/20	09	\$23.94	\$25.82	\$27.72	\$29.66	\$31.57	\$33.50	\$35.43	\$37.30
812	Bus Stop Maintenance Worker	ATU Maintenance	7/1/20	10	\$37.36							
849	Painter A	ATU Maintenance	7/1/20	10	\$37.36							
882	Upholsterer A	ATU Maintenance	7/1/20	10	\$37.36							
854	Painter AA	ATU Maintenance	7/1/20	11	\$37.80							
881	Upholsterer AA	ATU Maintenance	7/1/20	11	\$37.80							
802	Journey Facilities Maintenance Mechanic	ATU Maintenance	7/1/20	12	\$39.24							
834	Lift Mechanic	ATU Maintenance	7/1/20	12	\$39.24							
963	Senior Body Mechanic	ATU Maintenance	7/1/20	12	\$39.24							
778	Small and Medium Duty Vehicle Mechanic	ATU Maintenance	7/1/20	12	\$39.24							
837	Unit Room Mechanic	ATU Maintenance	7/1/20	12	\$39.24							
909	Journey Level Mechanic	ATU Maintenance	7/1/20	13	\$36.35	\$38.37	\$40.39					
817	Welder/Sheet metal Mechanic A	ATU Maintenance	7/1/20	14	\$42.78							
966	Body Frame Mechanic *	ATU Maintenance	7/1/20	15	\$43.17							
974	Frame/Body Mechanic *	ATU Maintenance	7/1/20	15	\$43.17							
819	Welder/Sheet Metal Mechanic AA	ATU Maintenance	7/1/20	15	\$43.17							
815	Machinist	ATU Maintenance	7/1/20	16	\$44.50							
947	Maintenance Trainer	ATU Maintenance	7/1/20	18	\$50.49							

Job Code	Classification Title	Union Affiliation	Effective Date	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
951	Facilities Maintenance Trainer	ATU Maintenance	7/1/20	18	\$50.49							
949	Apprentice Mentor **	ATU Maintenance	7/1/20	19	\$52.51							
636	Bindery Worker	ATU Materials	7/1/20	01	\$29.08							
610	Parts Clerk	ATU Materials	7/1/20	02	\$32.21	\$32.65						
638	Graphic Arts/Computer Typesetter	ATU Materials	7/1/20	05	\$32.21	\$33.41						
639	Printer	ATU Materials	7/1/20	05	\$32.21	\$33.41						
690	Shipping & Receiving Clerk	ATU Materials	7/1/20	04	\$32.65	\$33.27						
560	Inventory Control Clerk	ATU Materials	7/1/20	07	\$34.05							
637	Printing Press Operator	ATU Materials	7/1/20	08	\$38.18							
440	Electronic Support Worker	IBEW	1/1/20	01	\$30.96							
438	Apprentice Senior Electronic Technician	IBEW	1/1/20	02	\$35.38	\$37.59	\$39.81	\$42.02				
439	Pre-Apprentice Sr Electronic Technician	IBEW	1/1/20	02	\$35.38	\$37.59	\$39.81	\$42.02				
810	Electrician	IBEW	1/1/20	03	\$39.81	\$44.23						
435	Facilities Systems Technician	IBEW	1/1/20	03	\$39.81	\$44.23						
441	HVAC Technician	IBEW	1/1/20	03	\$39.81	\$44.23						
437	Senior Electronic Technician	IBEW	1/1/20	03	\$39.81	\$44.23						
346	Administrative Assistant *	Unrepresented	7/1/18	02	\$62,649	\$64,501	\$66,441	\$68,465	\$70,487	\$72,622	\$74,785	
347	Senior Administrative Assistant *	Unrepresented	7/1/18	03	\$67,566	\$69,615	\$71,667	\$73,859	\$76,049	\$78,353	\$80,657	
348	Executive Administrative Assistant	Unrepresented	7/1/18	04	\$72,903	\$75,038	\$77,286	\$79,645	\$81,977	\$84,449	\$87,006	
TBD	Assistant Program Specialist *	Unrepresented	7/1/19	04	\$75,273	\$77,477	\$79,798	\$82,233	\$84,640	\$87,194	\$89,833	
TBD	Program Specialist	Unrepresented	7/1/19	05	\$81,277	\$83,713	\$86,150	\$88,760	\$91,429	\$94,156	\$96,998	
067	Management Analyst	Unrepresented	7/1/18	06	\$85,096	\$87,680	\$90,293	\$93,018	\$95,798	\$98,666	\$101,613	
321	Senior Human Resources Analyst *	Unrepresented	7/1/18	06	\$85,096	\$87,680	\$90,293	\$93,018	\$95,798	\$98,666	\$101,613	
354	Executive Coordinator	Unrepresented	7/1/18	07	\$91,838	\$94,619	\$97,429	\$100,322	\$103,327	\$106,417	\$109,621	
088	Internal Auditor	Unrepresented	7/1/18	07	\$91,838	\$94,619	\$97,429	\$100,322	\$103,327	\$106,417	\$109,621	
280	Labor Relations Representative	Unrepresented	7/1/18	07	\$91,838	\$94,619	\$97,429	\$100,322	\$103,327	\$106,417	\$109,621	
630	Sr. Financial Analyst - Budget*	Unrepresented	7/1/18	07	\$91,838	\$94,619	\$97,429	\$100,322	\$103,327	\$106,417	\$109,621	
TBD	Senior Program Specialist *	Unrepresented	7/1/18	07	\$91,838	\$94,619	\$97,429	\$100,322	\$103,327	\$106,417	\$109,621	
116	Assistant District Secretary	Unrepresented	7/1/18	08	\$99,114	\$102,091	\$105,154	\$108,329	\$111,560	\$114,932	\$118,385	
188	Human Resources Administrator	Unrepresented	7/1/18	08	\$99,114	\$102,091	\$105,154	\$108,329	\$111,560	\$114,932	\$118,385	

Job Code	Classification Title	Union Affiliation	Effective Date	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
632	Principal Financial Analyst*	Unrepresented	7/1/18	08	\$99,114	\$102,091	\$105,154	\$108,329	\$111,560	\$114,932	\$118,385	
295	Program Administrator	Unrepresented	7/1/18	09	\$107,035	\$110,211	\$113,526	\$116,926	\$120,409	\$124,062	\$127,741	
090	Senior Management Analyst	Unrepresented	7/1/18	09	\$107,035	\$110,211	\$113,526	\$116,926	\$120,409	\$124,062	\$127,741	
190	Sr. Human Resources Administrator	Unrepresented	7/1/18	09	\$107,035	\$110,211	\$113,526	\$116,926	\$120,409	\$124,062	\$127,741	
227	Attorney I	Unrepresented	7/1/18	10	\$115,633	\$119,115	\$122,684	\$126,365	\$130,157	\$134,092	\$138,107	
087	Internal Audit Manager	Unrepresented	7/1/18	10	\$115,633	\$119,115	\$122,684	\$126,365	\$130,157	\$134,092	\$138,107	
156	Maintenance Superintendent	Unrepresented	7/1/18	10	\$115,633	\$119,115	\$122,684	\$126,365	\$130,157	\$134,092	\$138,107	
092	Manager of Systems Analysis	Unrepresented	7/1/18	10	\$115,633	\$119,115	\$122,684	\$126,365	\$130,157	\$134,092	\$138,107	
106	Media Affairs Manager	Unrepresented	7/1/18	10	\$115,633	\$119,115	\$122,684	\$126,365	\$130,157	\$134,092	\$138,107	
240	Payroll Manager	Unrepresented	7/1/18	10	\$115,633	\$119,115	\$122,684	\$126,365	\$130,157	\$134,092	\$138,107	
063	Project Manager	Unrepresented	7/1/18	10	\$115,633	\$119,115	\$122,684	\$126,365	\$130,157	\$134,092	\$138,107	
065	Real Estate Manager	Unrepresented	7/1/18	10	\$115,633	\$119,115	\$122,684	\$126,365	\$130,157	\$134,092	\$138,107	
164	Transportation Superintendent	Unrepresented	7/1/18	10	\$115,633	\$119,115	\$122,684	\$126,365	\$130,157	\$134,092	\$138,107	
228	Attorney II	Unrepresented	7/1/18	11	\$124,933	\$128,641	\$132,545	\$136,479	\$140,580	\$144,794	\$149,148	
173	Contracts Services Manager	Unrepresented	7/1/18	11	\$124,933	\$128,641	\$132,545	\$136,479	\$140,580	\$144,794	\$149,148	
082	Human Resources Manager	Unrepresented	7/1/18	11	\$124,933	\$128,641	\$132,545	\$136,479	\$140,580	\$144,794	\$149,148	
109	Protective Services Manager	Unrepresented	7/1/18	11	\$124,933	\$128,641	\$132,545	\$136,479	\$140,580	\$144,794	\$149,148	
064	Senior Project Manager	Unrepresented	7/1/18	11	\$124,933	\$128,641	\$132,545	\$136,479	\$140,580	\$144,794	\$149,148	
097	Service Planning Manager	Unrepresented	7/1/18	11	\$124,933	\$128,641	\$132,545	\$136,479	\$140,580	\$144,794	\$149,148	
072	Training and Education Manager	Unrepresented	7/1/18	11	\$124,933	\$128,641	\$132,545	\$136,479	\$140,580	\$144,794	\$149,148	
TBD	Program Manager	Unrepresented	7/1/18	11	\$124,933	\$128,641	\$132,545	\$136,479	\$140,580	\$144,794	\$149,148	
043	Assistant Director of Maintenance	Unrepresented	7/1/18	12	\$134,571	\$138,672	\$142,801	\$147,078	\$151,473	\$156,016	\$160,707	
011	Assistant Director of Transportation	Unrepresented	7/1/18	12	\$134,571	\$138,672	\$142,801	\$147,078	\$151,473	\$156,016	\$160,707	
206	Budget Manager	Unrepresented	7/1/18	12	\$134,571	\$138,672	\$142,801	\$147,078	\$151,473	\$156,016	\$160,707	
313	Capital Planning & Grants Manager	Unrepresented	7/1/18	12	\$134,571	\$138,672	\$142,801	\$147,078	\$151,473	\$156,016	\$160,707	
279	Labor & Employee Relations Manager	Unrepresented	7/1/18	12	\$134,571	\$138,672	\$142,801	\$147,078	\$151,473	\$156,016	\$160,707	
254	Claims & Liability Manager	Unrepresented	7/1/18	12	\$134,571	\$138,672	\$142,801	\$147,078	\$151,473	\$156,016	\$160,707	
084	Assistant Director of Procurement and Materials Management	Unrepresented	7/1/18	12	\$134,571	\$138,672	\$142,801	\$147,078	\$151,473	\$156,016	\$160,707	
153	Safety Manager	Unrepresented	7/1/18	12	\$134,571	\$138,672	\$142,801	\$147,078	\$151,473	\$156,016	\$160,707	
251	Attorney III	Unrepresented	7/1/18	13	\$145,369	\$149,732	\$154,245	\$158,848	\$163,626	\$168,524	\$173,566	
238	Controller	Unrepresented	7/1/18	13	\$145,369	\$149,732	\$154,245	\$158,848	\$163,626	\$168,524	\$173,566	

Job Code	Classification Title	Union Affiliation	Effective Date	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
314	Director of Capital Projects	Unrepresented	7/1/18	13	\$145,369	\$149,732	\$154,245	\$158,848	\$163,626	\$168,524	\$173,566	
089	Director of Management and Budget	Unrepresented	7/1/18	13	\$145,369	\$149,732	\$154,245	\$158,848	\$163,626	\$168,524	\$173,566	
207	Director of Revenue Management	Unrepresented	7/1/18	13	\$145,369	\$149,732	\$154,245	\$158,848	\$163,626	\$168,524	\$173,566	
024	Director of Service Development and Planning	Unrepresented	7/1/18	13	\$145,369	\$149,732	\$154,245	\$158,848	\$163,626	\$168,524	\$173,566	
191	Director of Systems and Software Development	Unrepresented	7/1/18	13	\$145,369	\$149,732	\$154,245	\$158,848	\$163,626	\$168,524	\$173,566	
634	Marketing & Communications Director	Unrepresented	7/1/18	13	\$145,369	\$149,732	\$154,245	\$158,848	\$163,626	\$168,524	\$173,566	
086	Procurement and Materials Director	Unrepresented	7/1/18	13	\$145,369	\$149,732	\$154,245	\$158,848	\$163,626	\$168,524	\$173,566	
253	Attorney IV	Unrepresented	7/1/18	14	\$156,960	\$161,650	\$166,459	\$171,475	\$176,605	\$181,945	\$187,402	
296	Director of Civil Rights and Compliance Programs	Unrepresented	7/1/18	14	\$156,960	\$161,650	\$166,459	\$171,475	\$176,605	\$181,945	\$187,402	
033	Director of Legislative Affairs & Community Relations	Unrepresented	7/1/18	14	\$156,960	\$161,650	\$166,459	\$171,475	\$176,605	\$181,945	\$187,402	
034	Director of Project Controls & Systems Analysis	Unrepresented	7/1/18	14	\$156,960	\$161,650	\$166,459	\$171,475	\$176,605	\$181,945	\$187,402	
263	Assistant General Counsel	Unrepresented	7/1/18	15	\$169,496	\$174,600	\$179,791	\$185,190	\$190,735	\$196,458	\$202,358	
038	Director of Bus Rapid Transit	Unrepresented	7/1/18	15	\$169,496	\$174,600	\$179,791	\$185,190	\$190,735	\$196,458	\$202,358	
696	Director of Maintenance	Unrepresented	7/1/18	15	\$169,496	\$174,600	\$179,791	\$185,190	\$190,735	\$196,458	\$202,358	
009	Director of Transportation	Unrepresented	7/1/18	15	\$169,496	\$174,600	\$179,791	\$185,190	\$190,735	\$196,458	\$202,358	
14	Chief Financial Officer	Unrepresented	7/1/18	Chief	\$197,647	\$252,548						
15	Chief Operating Officer	Unrepresented	7/1/18	Chief	\$197,647	\$252,548						
75	Chief Information Officer	Unrepresented	7/1/18	Chief	\$197,647	\$252,548						
049	Exec Dir of External Affairs, Marketing & Communications	Unrepresented	7/1/18	Executive	\$186,667	\$230,588						
045	Exec Director of Human Resources	Unrepresented	7/1/18	Executive	\$186,667	\$230,588						
044	Exec Director of Planning & Engineering	Unrepresented	7/1/18	Executive	\$186,667	\$230,588						
046	Exec Director of Safety, Security & Training	Unrepresented	7/1/18	Executive	\$186,667	\$230,588						

Some positions in this classification may be either represented or unrepresented depending upon area to which assigned.

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Alameda-Contra Costa Transit District
1600 Franklin Street
Oakland, CA 94612
Call 511
Visit actransit.org

AC Transit Budget Department