

23

PROPOSED
ANNUAL BUDGET

24

access

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MISSION & VISION

Mission

Access Services promotes access to all modes of transportation and provides quality and safe ADA paratransit service on behalf of public transit agencies in Los Angeles County.

Vision

Access Services serves the community as the leader in promoting accessible and innovative transportation solutions.

We accomplish this vision by:

- > Providing quality, efficient, safe and dependable ADA paratransit service.
- > Leading the national dialogue as an advocate for universal access to transportation.
- > Partnering with other entities to secure alternate funding sources and legislation that expands transportation options.



ABOUT ACCESS

Access Services, a local public entity, is the Los Angeles County Consolidated Transportation Services Agency (“CTSA”) and administers the Los Angeles County Coordinated Paratransit Plan (“Plan”) on behalf of the County’s 46 public fixed route operators (i.e., bus and rail). Pursuant to the Plan, Access facilitates the provision of complementary ADA paratransit services to certain persons with disabilities as required by 42 U.S.C. §12143 under the name “Access Paratransit.” Paratransit is an alternative mode of flexible passenger transportation that does not follow fixed routes or schedules. Typically, vans or mini-buses are used to provide paratransit service, but shared taxis are also important providers as a form of transportation. Complementary ADA paratransit is a federally mandated civil right for persons with disabilities who cannot ride the accessible public fixed route buses and trains.

Access Services facilitates Access Paratransit service by entering into and administering federally funded regional contracts with independent private transit providers, who, in turn, supply the reservation taking and transportation service in conformance with the Plan, applicable law and the contract. Access Services also leases vehicles to the regional providers at \$1 per month to help facilitate the provision of service under the contracts. In total, the Access Paratransit system provides more than 2.8 million trips per year to over 103,000 qualified disabled riders in a service area of over 1,950 square miles. Access Services receives its funding for these services from the Proposition C sales tax, Federal 5310 grants, Measure M sales tax and fare box revenue.

In its role as the Consolidated Transportation Services Agency (CTSA), Access Services acts as a state mandated facilitator charged with the development and implementation of regional coordination of social service transportation to seniors, persons with disabilities, the young, and the low-income disadvantaged.

SERVICE AREA

As required by applicable regulations, Access Paratransit service is available for any ADA paratransit eligible individual for any purpose to or from any location within $\frac{3}{4}$ of a mile of any fixed-route bus operated by the Los Angeles County public fixed-route bus operators and within $\frac{3}{4}$ of a mile around Metro Rail stations during the hours that the systems are operational.

The service area is divided into six regions and extends into portions of the surrounding counties of San Bernardino, Orange and Ventura that are served by Los Angeles County fixed-route bus lines. The transit providers for each of the regions are as follows:

- > Eastern Region – San Gabriel Transit
- > West Central Region – California Transit Inc.
- > Northern Region – MV Transportation
- > Southern Region – Global Paratransit
- > Santa Clarita Region – City of Santa Clarita
- > Antelope Valley Region – First Transit



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EXECUTIVE SUMMARY



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EXECUTIVE SUMMARY

Access' FY24 projected ridership is expected to continue its recovery from the COVID-19 pandemic. The FY24 ridership projection will still be 16% less than what was budgeted for FY20. Access is proposing a \$272.7 million budget to transport approximately 3.8 million passengers. The FY24 proposed

budget reflects a 8.2% increase in operating expenses (FY23 vs FY24), primarily due to projected ridership increases. Access continues to seek innovative ways to increase efficiency while providing high-quality paratransit service.

	22/23	23/24
Department		
Administration	10.7	11.9
Contract Operations & Management	195.0	210.1
CTSA Function	0.6	0.4
Eligibility	11.8	13.6
Operating Expense	218.1	235.9
Capital Expenditures	33.8	36.8
Total Expenditures	251.9	272.7



22/23 OVERVIEW

FY 2022/23 ACCOMPLISHMENTS

Customer Service

- > Implemented the new Customer Service Contract.
- > Introduced and distributed the new Access Flex Coupon.
- > Implemented the use of a TNC service, Uber, as a backup provider.
- > Enhanced the Contact Us and Coupon pages on Access' webpage.
- > Facilitated a new CAC Subcommittee dedicated to discussing and enhancing Customer Service functions.
- > Assisted with successfully facilitating two community meetings.

Eligibility

- > Developed scope of work for eligibility services for pending release in FY24.

Facilities

- > Entered into agreement with the City of Lancaster for the purchase of land to build operating facility in the Antelope Valley region.

Finance

- > Worked with Medical Care Providers (Medi-Cal) to establish a reimbursement process.
- > In conjunction with the planning department, obtained close to \$19 million in reimbursements from FEMA for work performed during the pandemic.
- > Updated Access' accounting manual's operating procedures to incorporate new federal language to comply with FTA requirements.
- > Updated Capital Planning process.
- > Successfully passed three (3) audits.

Government Affairs & Outreach

- > Returned to in-person outreach meetings at local, state, and federal levels.

FY22/23 CONT'D.

Information Technology

- > Concluded FTA Mobility for All grant project. The enhanced accessible mobile app provides comprehensive features that improve the rider experience. These features will be gradually introduced to Access riders.
- > Concluded FTA Transit Bus Automation Strategic Partnership grant project. The purpose-built accessible Society of Automotive Engineers (SAE) Level 4 autonomous vehicle was completed and showcased at various transit conferences.
- > Implemented ESRI ArcGIS to enable in-depth layer data integration for better service area planning.
- > Implemented Atlassian IT Ticketing System to improve IT services performance.
- > Assisted and partnered with the City of Santa Clarita Transit Department on FTA Low/No Emission grant application.
- > Completed IT Disaster Recovery plan and conducted IT Incident Response tabletop exercises with all six regional services providers, MTM and Alta Resources.
- > Implemented Northern region's online reservation via WMR mobile app.

Mobility Management

- > Assisted with Metro's outreach for the LIFE Program.

Operations

- > Implemented the agency's first comprehensive system safety plan to meet federal requirements – the Public Transportation Agency Safety Plan (PTASP).
- > Developed and facilitated procedures to properly allocate, track, and report expenditures related to the American Rescue Plan funding for high mileage vehicle repairs.
- > Developed relationships with machine shops and parts suppliers to manufacture parts no longer available from vehicle manufacturers to help maintain a safe reliable fleet.
- > Implemented new SmartDrive reporting and tracking procedures that have boosted camera operational compliance.
- > Implemented an aftermarket passenger occupant detection system in new vehicles (SeatLink), provided feedback on the design, and carried out vehicle reprogramming campaigns to facilitate the changes.

FY22/23 CONT'D.

- > Finalized new vehicle designs for both the large and small Ram ProMasters to replace Class A cutaways and the discontinued low floor Caravan. The first new vehicles were received in May 2023.
- > Located available Ford chassis and designed new Turtle Top Class B and C cutaways. The vehicle build started in May 2023.
- > Met the majority of the contractual performance standards despite significant operational challenges stemming from the COVID-19 pandemic.
- > Responded to COVID-19 related incidents in support of the agency, riders, contractors, and the community.
- > Completed 100% driver file compliance and annual continuous training audits for all six operating contracts.
- > Implemented a new audit of Access' Lost and Found Program to ensure proper cataloging and rider communication related to items left in vehicles.
- > Implemented safety bulletins to help the contractors focus on safety trends such as proper vehicle positioning and opening vehicle doors into traffic.
- > Activated Access' Emergency Operations Center (EOC) in February 2023 in response to severe weather in the Antelope Valley that impacted transfer trips; coordinated alternate transportation for stranded riders.
- > Hosted mental health awareness training offered by the Los Angeles County Department of Mental Health to better understand the diverse needs of the rider community; the training was well-attended by Access and contractor staff.
- > Prepared an updated scope-of-work for the Eastern Region and issued a Request for Proposal for a new contract.
- > Supported community events with Road Safety Inspectors including the Abilities Expo, MS Walk, and Los Angeles Marathon.
- > Worked with the Community Advisory Committee (CAC) and subcommittees to improve service quality.
- > Completed stand sign inventory, ordered new signs where needed, and distributed signs to property owners for final installation.

FY22/23 CONT'D.

Planning

- > Obligated a \$5 million grant award from FTA's American Rescue Plan (ARP) to fund a program for preventive maintenance, major component repairs and rehabilitation of ADA accessible vehicles that have exceeded their useful life.
- > Obligated \$561,000 in lapsing funds from Metro for use in Access' Enhanced Transfer Trip Program.
- > Launched a new Travel Training program with additional one-on-one trainings, group trainings and Orientation & Mobility (O&M) trainings for persons with visual impairments.
- > Completed a Travel Mode Survey to determine other transportation services that Access customers use throughout the County.
- > Coordinated FTA Triennial Reviews with Access member agencies to address questions related to ADA Complementary Paratransit services. Access did not have any findings.
- > Working with the HR department, implemented DEI staff training through the NeoGov platform.
- > Work with various CAC subcommittees to improve service for customers.
- > Implemented social media campaigns to advertise driver openings at Access' contractor facilities.
- > Implemented new designs for the Where's My Ride app.

OVERALL SYSTEM STATS

	21/22 Actual	22/23 Budget	23/24 Budget	
Performance	Eligibility Determinations	55,881	55,308	69,234
	Passengers	2,959,020	3,440,699	3,827,146
	Contract Revenue Miles	21,675,397	25,601,272	29,412,279
	Number of Trips	2,339,891	2,711,515	3,103,552
	Average Trip Distance	9.26	9.44	9.48
Purchased Transportation Cost	Cost per Trip	\$59.65	\$66.02	\$62.31
	Cost per Passenger	\$47.17	\$52.03	\$50.22
	Cost per Contract Revenue Mile	\$6.44	\$6.99	\$6.57

GOALS/PERFORMANCE STANDARDS

	Standard	FY22	FY23*	
Operations & Safety	On Time Performance	≥ 91%	89.8%	91.0
	Excessively Late Trips	≤ 0.10%	0.14%	0.05
	Excessively Long Trips	≤ 5%	3.6%	3.8
	Missed Trips	≤ 0.75%	0.59%	0.46
	Denials	≤ 0	6	4
	Access to Work On Time Performance	≥ 94%	95.6%	95.0
	Average Hold Time (Reservations)	≤ 120	66	61
	Calls On Hold > 5 Min (Reservations)	≤ 5%	3.2%	2.4
	Calls On Hold > 5 Min (ETA)	≤ 10%	2.8%	2.0
	Complaints Per 1,000 Trips	≤ 4.0	3.2	2.8
	Preventable Incident Rate (per 100,000 miles)	≤ 0.25	0.2	0.19
	Preventable Collision Rate (per 100,000 miles)	≤ 0.75	0.74	0.86
	Miles Between Road Calls	≥ 25,000	58,758	40,333
Customer Service	Average Initial Hold Time	≤ 180 sec	124	3.4
	Calls on Hold > 5 Min	≤ 10%	14.8	2.4
	Abandoned Calls	≤ 10%	4.2	0.9
Operations Monitoring Center	Average Initial Hold Time	≤ 180 sec	83	47
	Calls on Hold > 5 Min	≤ 10%	8.5%	3.5%
	Abandoned Calls	≤ 10%	6.1%	3.8%

*Through April 2023



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FY 2023/24 BUDGET

PLANNED FY 2023/24 INITIATIVES

Customer Service

- > Implement the Text to Chat feature in our Customer Service call center to expand our communication portals for customers.
- > Expand sales outlets of Access Fare coupons to other regions within Access' service area.
- > Initiate a new RFP for call center translation services and implement the new contract.

Eligibility

- > Issue Request For Proposals for eligibility services and prepare for contract transition in June 2024.
- > Prepare for change of eligibility term from 3 years to 5 years.

Facilities

- > Complete Antelope Valley operating facility architectural design phase.
- > Develop scope of work for construction services in the Antelope Valley.

Finance

- > Develop additional audit procedures and tools covering base operational contracts as well as recent program enhancements.
- > Partner with our IT Department in developing financial analysis tools to streamline trip audits for all six (6) regional providers.
- > Develop the FTA reimbursement process for the \$5 million 5307 ARPA vehicle maintenance grant covering repairs on the 300+ vehicles with over 250,000 miles.
- > Continue to work with Medi-Cal to establish additional revenue sources.

Government Affairs & Outreach

- > Return to 2-community meetings annually (virtually).
- > Secure briefings with new Board of Supervisors and City Council member offices.
- > Serve on host committee for the 2024 CalAct Conference (Pasadena).
- > Serve on volunteer committee for the 2023 COMTO National Conference (Los Angeles).
- > Work with Metro Staff on 2028 Olympics and Paralympics planning.

FY23/24 CONT'D.

Information Technology

- > Conduct accessible Society of Automotive Engineers (SAE) Level 4 autonomous vehicle operational demonstration at Rancho Los Amigos National Rehabilitation Center.
- > Implement StarLink Satellite backup connection for all sites.
- > Enable eWallet function for all riders via WMR mobile app.
- > Assist with TNC pilot project technical implementation.
- > Migrate local Mitel Voice over Internet Protocol (VoIP) system to Azure cloud.
- > Assist with electric vehicle pilot project.
- > Assist Fleet in selecting next generation fleet/asset management solution.
- > Assist Fleet in evaluating next generation in-vehicle camera system.
- > Help City of Santa Clarita Transit Department to implement online reservations.
- > Implement Mobile Device Management (MDM) solution to govern mobile devices.
- > Apply for technology related grants.

Mobility Management

- > Assist with development of driver outreach programs.
- > Re-establish network of in-person Mobility Management outreach events.

Operations

- > Implement the Transportation Network Company (TNC) Pilot Program to add resource capacity to the operation.
- > Develop an electric vehicle pilot program and place into service at least three electric vehicles.
- > Implement a vehicle-based video camera system upgrade to include a new ramp-view camera.
- > Continue supporting contractors with vehicle maintenance support for vehicles exceeding 250,000 miles.
- > Accept and place into service new vehicles including 159 small Ram ProMasters.
- > Streamline the Taxi Management database to create updated report functions.
- > Implement a new service contract in the Eastern Region.

FY23/24 CONT'D.

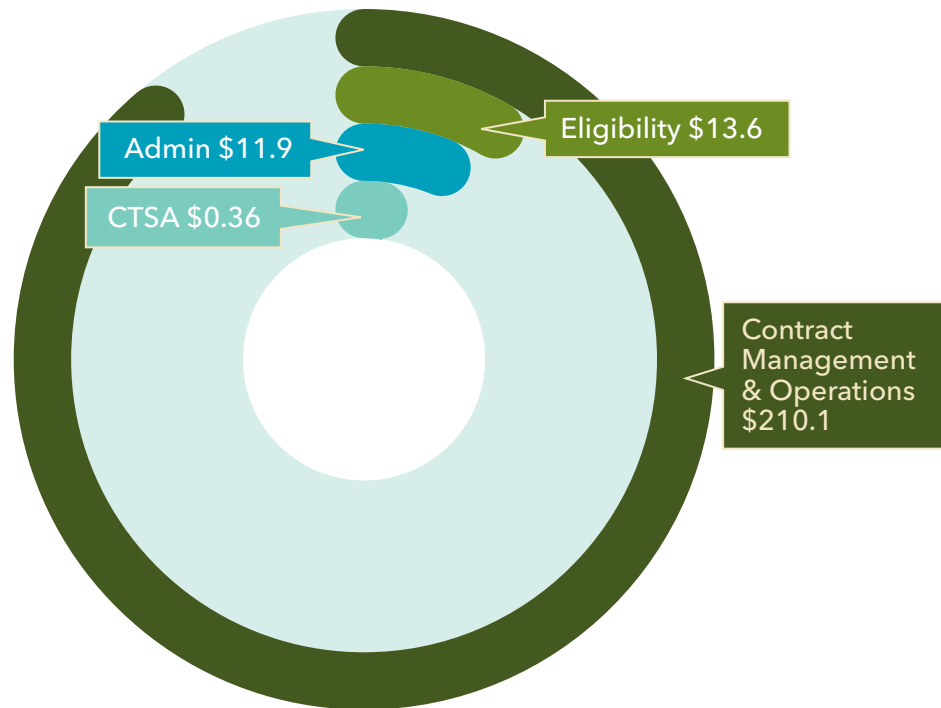
- > Prepare an updated scope-of-work for the West Central Region.
- > Evaluate transfer trip operations and consider possible improvements.
- > Continue to build emergency preparedness by conducting at least one tabletop exercise with staff and contractors.
- > Work with Cal State University Dominguez Hills to install stand signs at prominent pick-up and drop-off locations on campus.

Planning

- > Work with the Federal Emergency Management Agency (FEMA) to secure additional reimbursement for eligible COVID-19 expenses.
- > Update Grantee Management Plan.
- > Gradually transition CTSA Extension classes from virtual to in-person.
- > Update applicable policies and procedures as Access becomes a 5307 program recipient.
- > Work with Metro staff to transition Metro lapsing grant funds into an Access obligated project.
- > Introduce new policies and procedures for transitioning the Access to Work Program from federal to locally funded program.
- > Continue annual DEI training for staff.
- > Conduct the bi-annual Customer Satisfaction Survey of Access customers.

FY 2023/24 BUDGET SUMMARY

	FY2023/24 Budget	% of Total Budget	% of Operating Costs
Department Contract Management & Operations	\$210,061,137	77.0%	89.0%
Eligibility	\$13,583,483	5.0%	5.8%
CTSA	\$363,099	0.1%	0.2%
Administration	\$11,903,864	4.4%	5.0%
Operating Expense	\$235,911,583	86.5%	
Capital Expense	\$36,744,581	13.5%	
Total Operating & Capital Expenses	\$272,656,164		



FUNDING

	FY24 Budget	% of Total Funding	
Operating Funds	Local Funds	\$126,943,438	46.6%
	Measure M	\$17,700,000	6.5%
	Federal Section 5307	\$80,000,000	29.3%
	Passenger Revenues	\$8,844,435	3.2%
	ARPA – High Mileage Vehicles	\$2,000,000	0.7%
	Federal Section 5317	\$147,244	0.1%
	Miscellaneous Revenue	\$276,466	0.1%
	Total Operating Funds	\$235,911,583	86.5%
	Capital	\$33,744,581	12.4%
	Building Fund	\$3,000,000	1.1%
Total Funding	\$272,656,164	100.0%	

ADMINISTRATION

	Expenses	% of Total Budget	% of Operating Costs
Salaries & Related Expense	\$6,652,490	2.4%	2.8%
Professional Services	\$1,911,748	0.7%	0.8%
Network & Telecom Maintenance	\$1,683,723	0.6%	0.7%
Office Rent	\$343,392	0.1%	0.1%
Insurance	\$343,068	0.1%	0.1%
Communications	\$313,080	0.1%	0.1%
Other Expense	\$125,292	0.0%	0.1%
Travel & Conference	\$100,008	0.0%	0.0%
Other Related Employee Expense	\$93,600	0.0%	0.0%
Promotions/Events	\$35,784	0.0%	0.0%
Temporary Personnel	\$66,600	0.0%	0.0%
Business Meetings & Meals	\$57,600	0.0%	0.0%
Postage/Mailing	\$45,540	0.0%	0.0%
Board Compensation	\$43,176	0.0%	0.0%
Office/Kitchen Supplies	\$43,008	0.0%	0.0%
Repair & Maintenance	\$32,004	0.0%	0.0%
Printed Materials	\$13,752	0.0%	0.0%
Administration Total	\$11,903,864	4.4%	5.0%

CTSA

	Expenses	% of Total Budget	% of Operating Costs
Salaries & Related Expense	\$268,355	0.1%	0.1%
Other Expense	\$37,600	0.0%	0.0%
Communications	\$21,600	0.0%	0.0%
Office Rent	\$16,932	0.0%	0.0%
Postage/Mailing	\$6,600	0.0%	0.0%
Promotions/Events	\$5,280	0.0%	0.0%
Office/Kitchen Supplies	\$2,172	0.0%	0.0%
Travel & Conference	\$2,004	0.0%	0.0%
Insurance	\$1,356	0.0%	0.0%
Business Meetings & Meals	\$1,200	0.0%	0.0%
CTSA Total	\$363,099	0.1%	0.2%

ELIGIBILITY

	Expenses	% of Total Budget	% of Operating Costs
Eligibility & Appeals	\$7,252,173	2.7%	3.1%
Purchased Transportation	\$4,138,679	1.5%	1.8%
Office Rent	\$565,260	0.2%	0.2%
Printed Materials	\$474,000	0.2%	0.2%
Salaries & Related Expense	\$467,192	0.2%	0.2%
Postage/Mailing	\$242,004	0.1%	0.1%
Communications	\$163,480	0.1%	0.1%
Insurance	\$98,580	0.0%	0.0%
Tether Pilot Program	\$95,355	0.0%	0.0%
Promotions/Events	\$47,568	0.0%	0.0%
Repair & Maintenance	\$24,000	0.0%	0.0%
Office/Kitchen Supplies	\$7,176	0.0%	0.0%
Network & Telecom Maintenance	\$4,200	0.0%	0.0%
Travel & Conference	\$2,496	0.0%	0.0%
Business Meetings & Meals	\$720	0.0%	0.0%
Other Expense	\$600	0.0%	0.0%
Eligibility Total	\$13,583,483	5.0%	5.8%

CONTRACT OPERATIONS

	Expenses	% of Total Budget	% of Operating Costs
Purchased Transportation	\$190,744,667	70.0%	80.9%
Insurance	\$8,191,092	3.0%	3.5%
Contracted Customer Service	\$3,209,262	1.2%	1.4%
Salaries & Related Expense	\$1,050,773	0.4%	0.4%
Network & Telecom Maintenance	\$701,972	0.3%	0.3%
Communications	\$222,440	0.1%	0.1%
Security	\$200,000	0.1%	0.1%
Professional Services	\$155,700	0.1%	0.1%
Vehicle Costs	\$60,000	0.0%	0.0%
Office Rent	\$59,256	0.0%	0.0%
Promotions/Events	\$35,004	0.0%	0.0%
Printed Materials	\$13,752	0.0%	0.0%
Office/Kitchen Supplies	\$10,344	0.0%	0.0%
Travel & Conference	\$2,004	0.0%	0.0%
Contract Operations Total	\$204,656,267	75.1%	86.8%

CONTRACT MANAGEMENT

	Expenses	% of Total Budget	% of Operating Costs
Salaries & Related Expense	\$2,918,025	1.1%	1.2%
Travel Training	\$1,278,349	0.5%	0.5%
Promotions/Events	\$462,556	0.2%	0.2%
Printed Materials	\$206,400	0.1%	0.1%
Office Rent	\$156,612	0.1%	0.1%
Communications	\$154,400	0.1%	0.1%
Vehicle Costs	\$112,596	0.0%	0.0%
Insurance	\$47,316	0.0%	0.0%
Postage/Mailing	\$28,596	0.0%	0.0%
Other Related Employee Expense	\$18,000	0.0%	0.0%
Office/Kitchen Supplies	\$9,336	0.0%	0.0%
Travel and Conference	\$8,004	0.0%	0.0%
Other Expense	\$4,200	0.0%	0.0%
Business Meetings & Meals	\$480	0.0%	0.0%
Contract Management Total	\$5,404,870	2.0%	2.3%

TOTAL OPERATING & CAPITAL BUDGET

	Expenses	% of Total Budget
Total Operating Budget	\$235,911,583	86.5%
Capital – Federal	\$25,137,781	9.2%
Capital – Local	\$8,606,800	3.2%
Capital – Building	\$3,000,000	1.1%
Total Capital	\$36,744,581	13.5%
Total Operating & Capital Budget	\$272,656,164	



FLEET DETAIL

Access plans to procure 246 replacement revenue vehicles in FY24. The planned purchase includes a combination of Ram ProMaster low floor vans, a smaller number of larger cutaway vehicles, Access' first electric vehicles, and 10 non-revenue vehicles. Many of the vehicles were previously ordered in FY21, 22 and 23, but orders were delayed due to pandemic and supply chain challenges. The new CalAct/MBTA pricing schedule has been updated, and staff will place additional vehicle orders for vehicles not ordered in previous years.

After several challenging years, the vehicle procurement environment is starting to turn positive. Access has on order 159 small low floor Ram ProMasters. That build started in May 2023 and is expected to be completed by December 2023. Eleven large low floor Ram ProMasters were delivered in June 2023. A build of 14 Turtle Top cutaways started May 15, 2023, and will be delivered by August 2023. An additional two StarCraft Cutaways were delivered May 2023 to the Antelope Valley contractor. An additional 60 revenue vehicles will be ordered in early FY24 depending on chassis availability.

Due to delays in vehicle deliveries, Access applied for and was granted a \$5 million federal grant through the American Rescue Plan Act (ARPA) to help refurbish existing revenue service vehicles to lengthen their useful life. Of that \$5 million, approximately \$1.5 million has been spent refurbishing the current fleet.

		Number of Vehicles
Fleet	Access-provided fleet	724
	Contractor-provided fleet	131
	Subcontract fleet	464
	Total	1,319

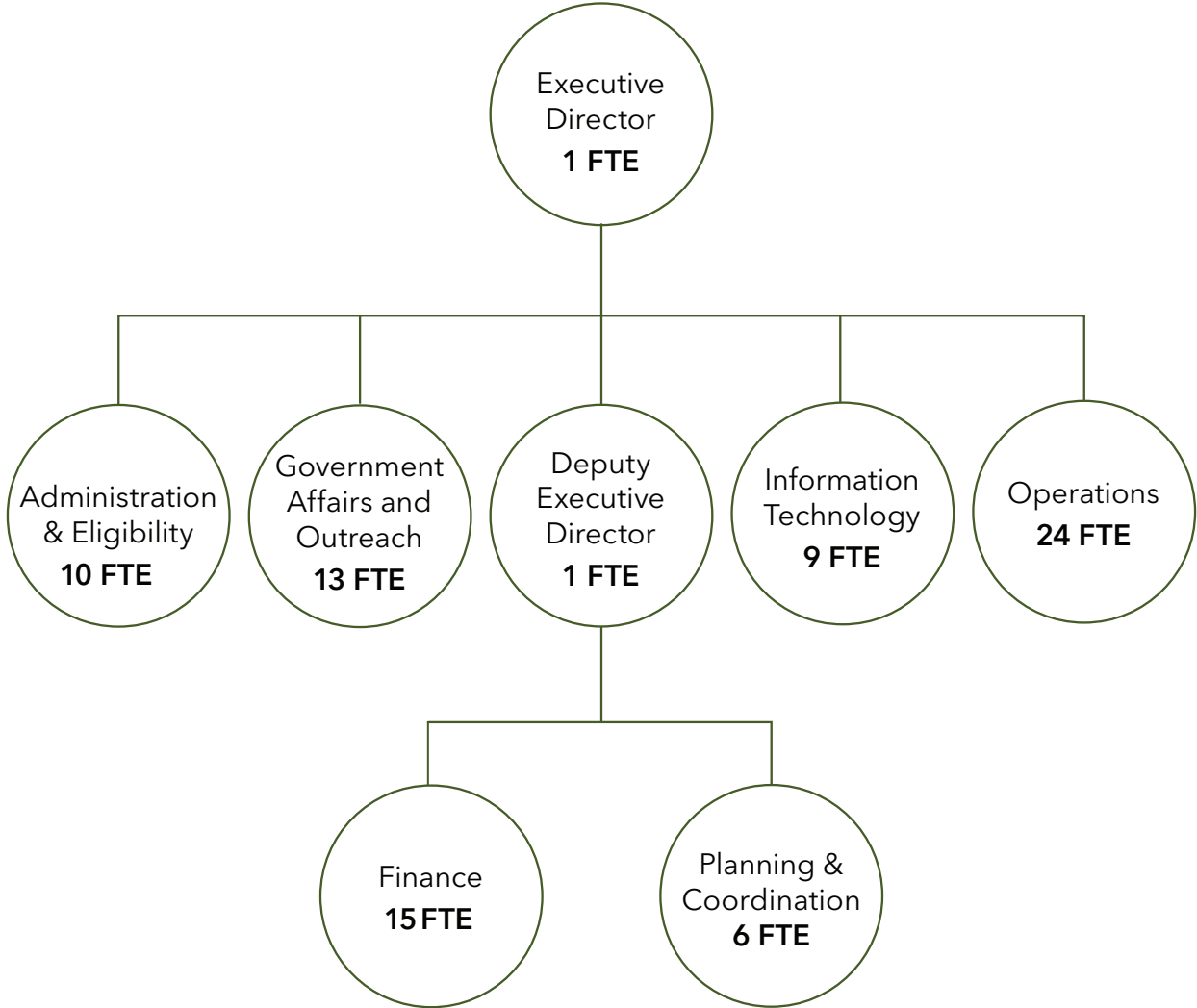
		Number of Access Provided Vehicles
Vehicle Type	Minivan	496
	MV-1	117
	Cutaway	90
	ProMaster Low Floor CNG	21
	Total	724

FLEET DETAIL CONT'D.

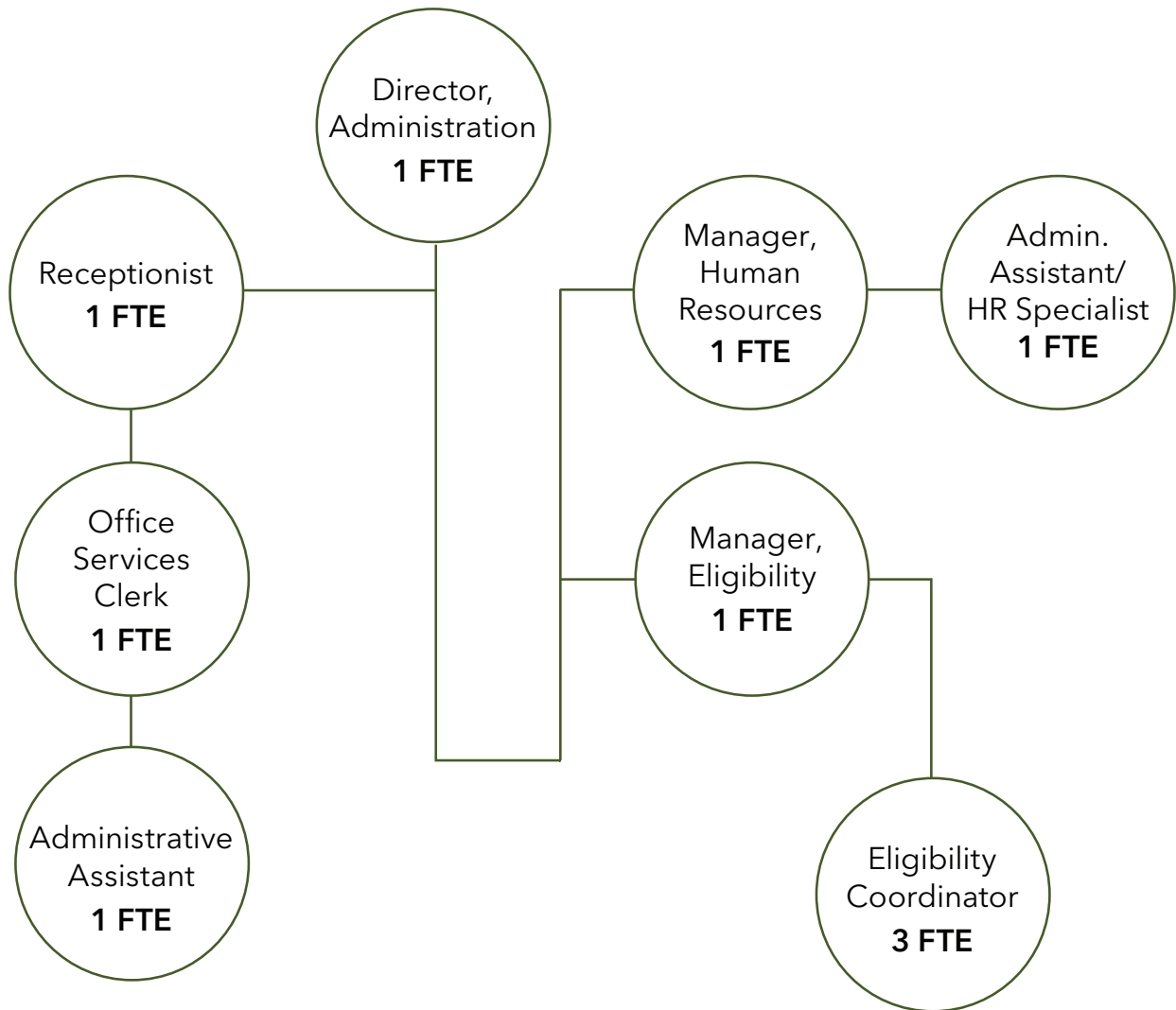
	Number of Access Provided Vehicles
Region	
Southern	234
Eastern	182
Northern	136
West Central	119
Antelope Valley	42
Santa Clarita	11
Total	724



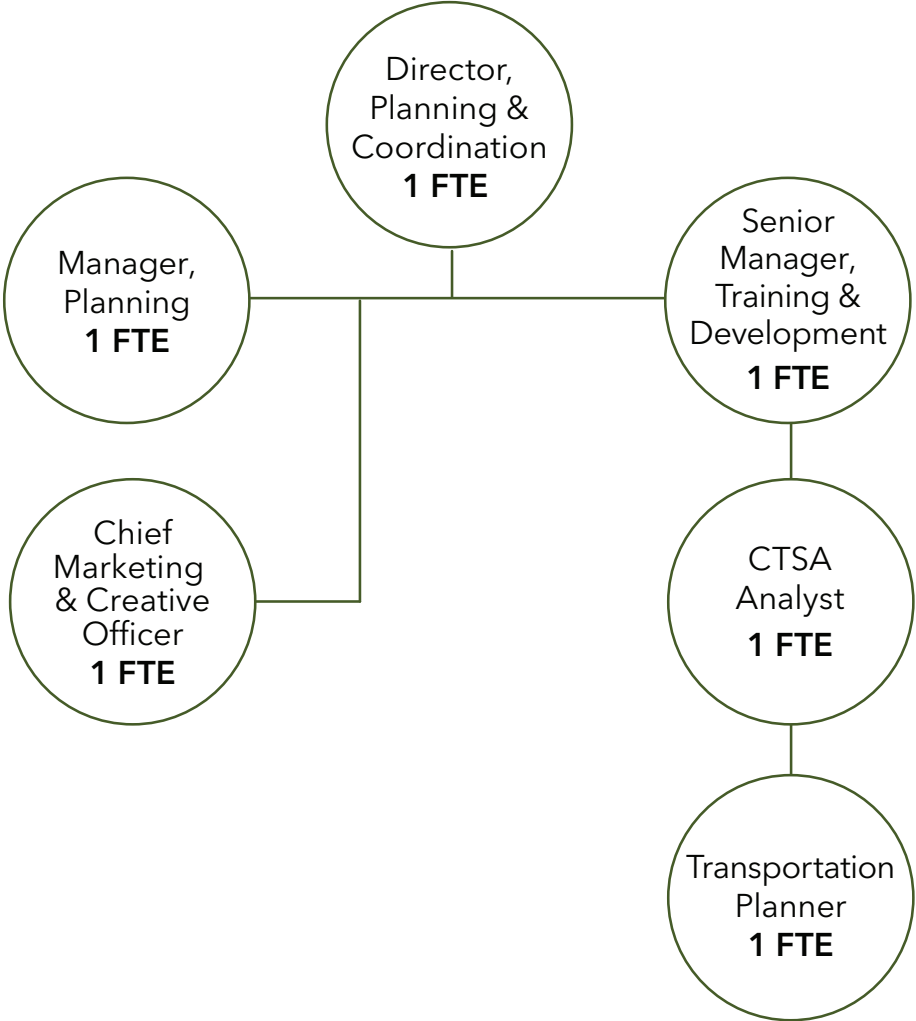
FTE SUMMARY



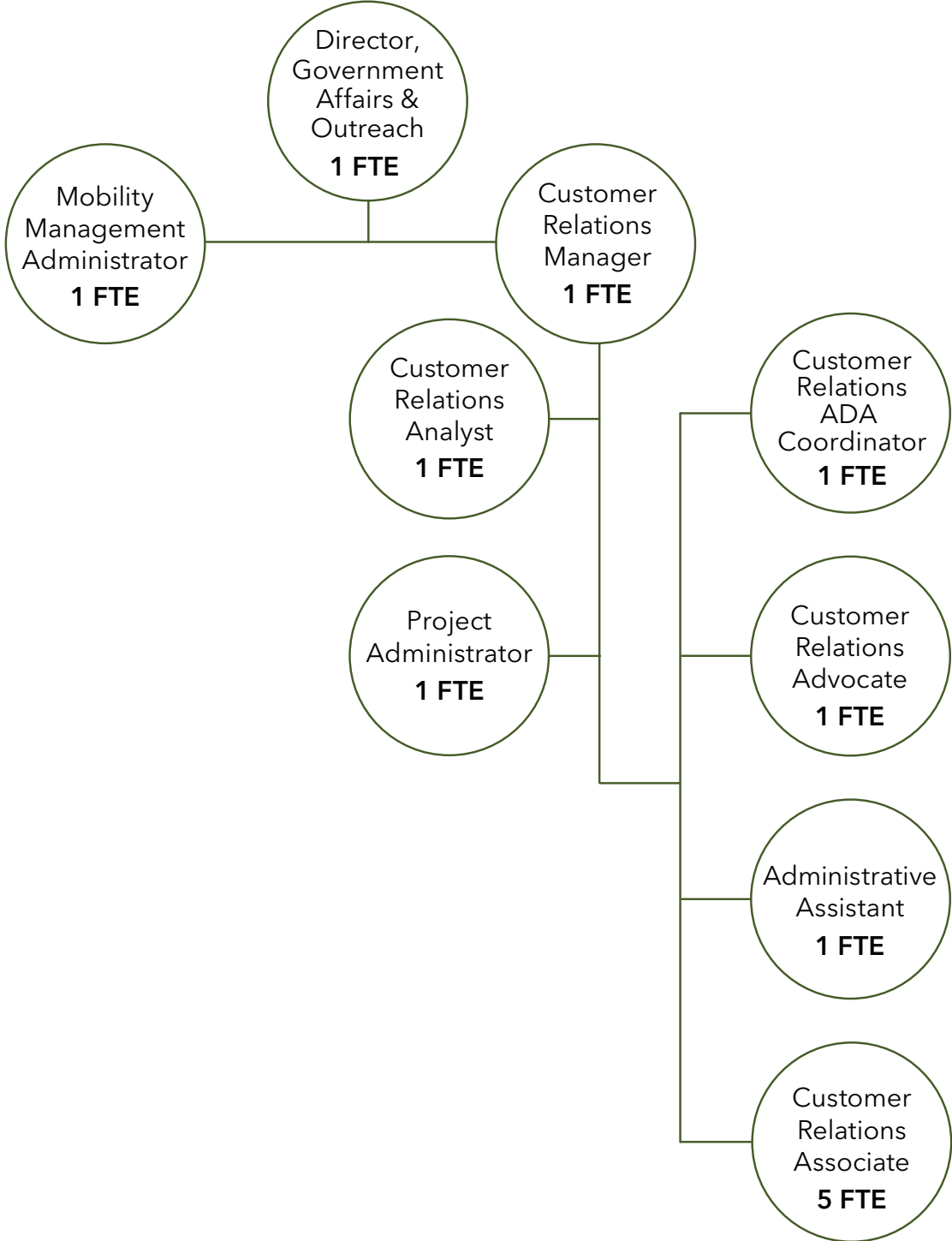
ADMINISTRATION & ELIGIBILITY



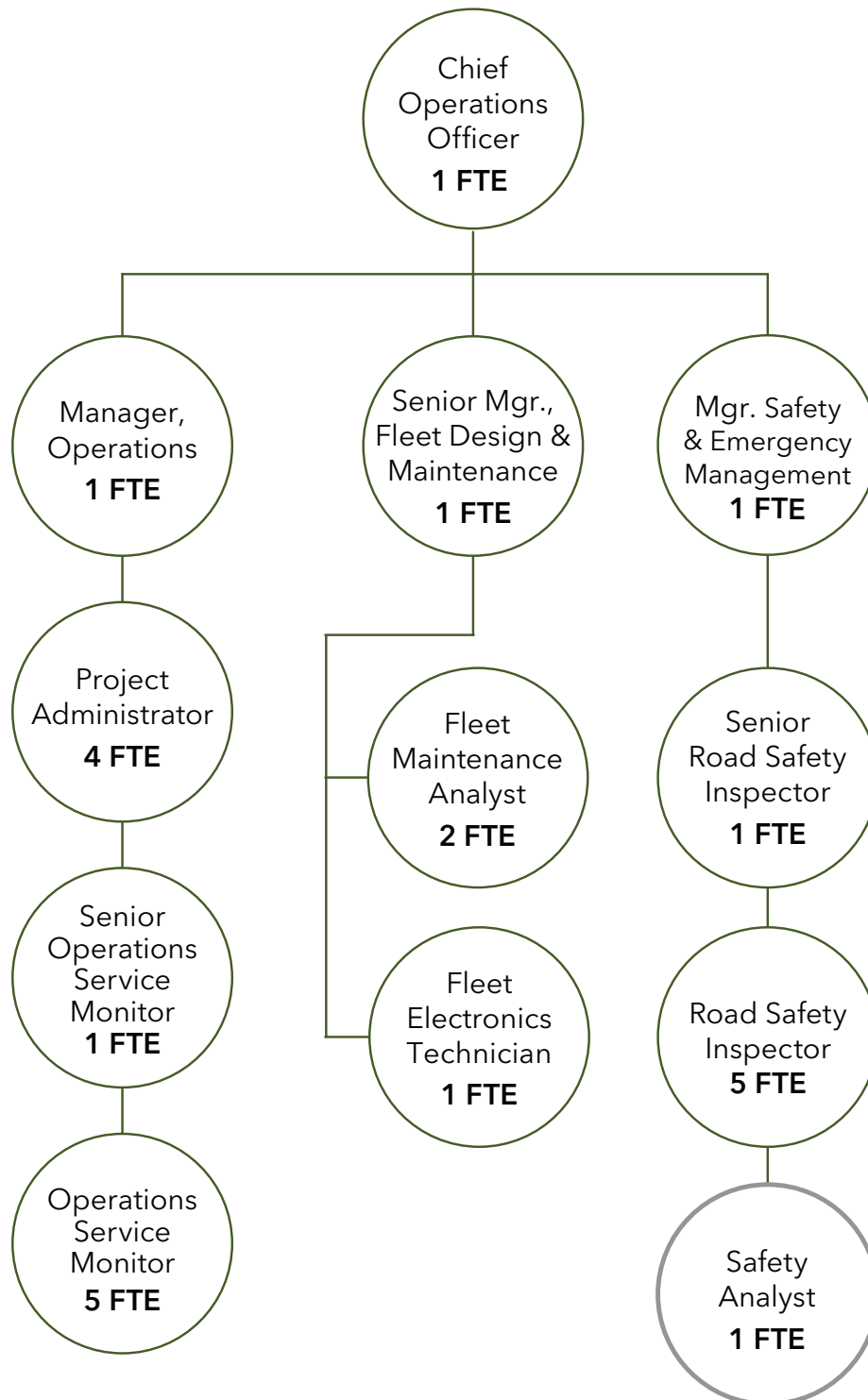
PLANNING & COORDINATION



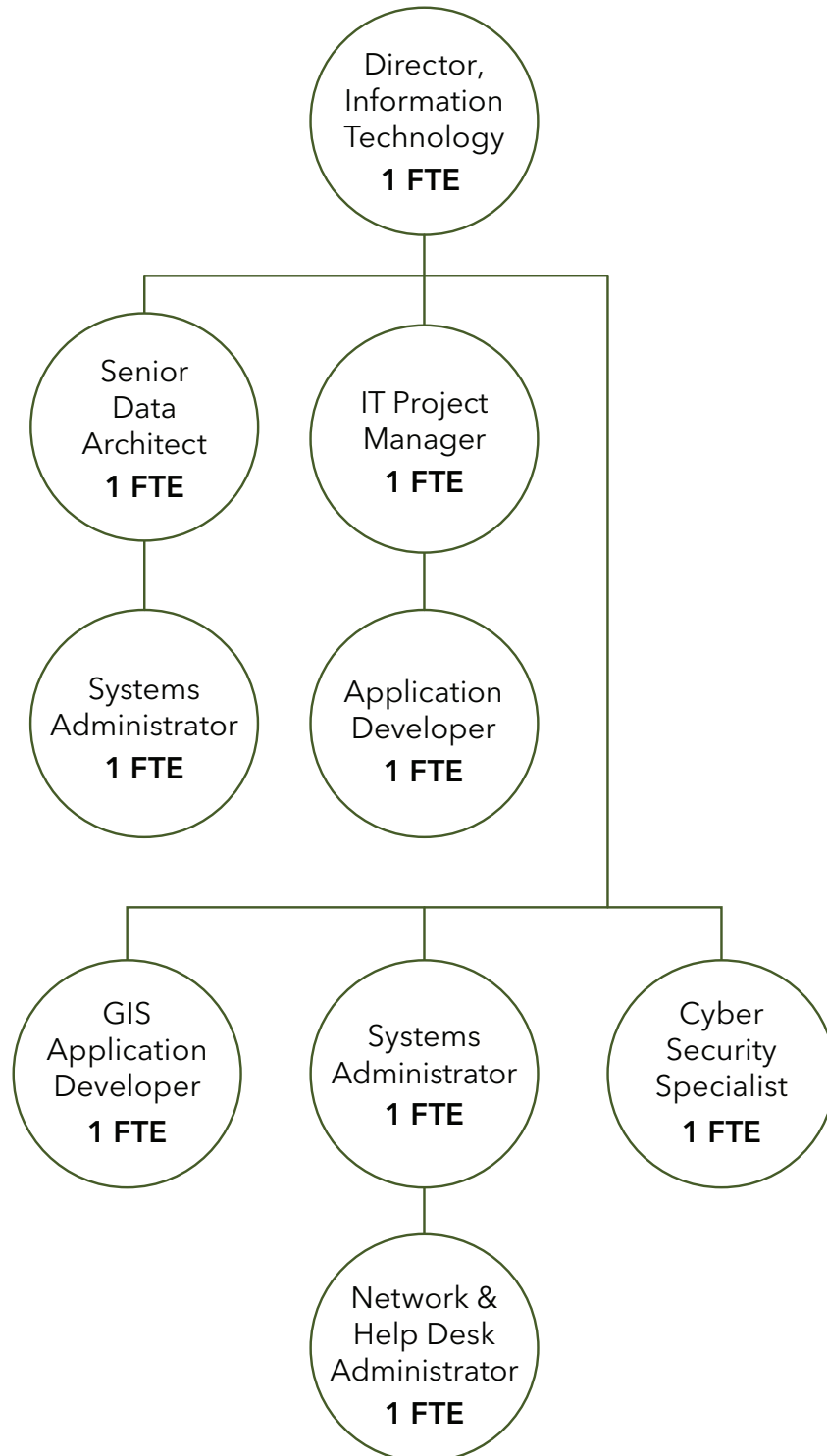
GOVERNMENT AFFAIRS & OUTREACH



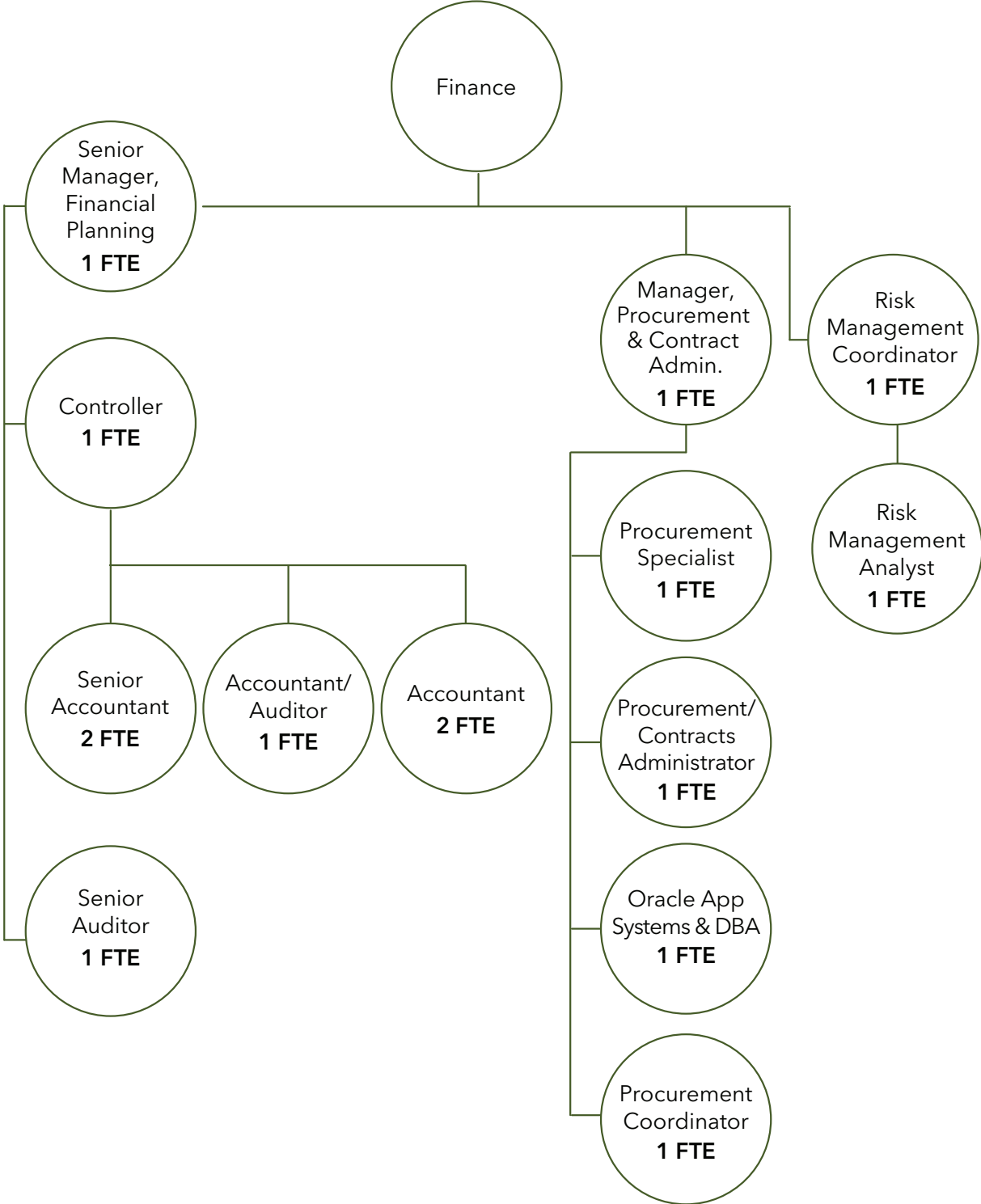
OPERATIONS



INFORMATION TECHNOLOGY



FINANCE



ANNUAL PAY SCHEDULE

		Minimum	Midpoint	Maximum
1	Assistant Administrative Analyst			
	Receptionist	\$36,036	\$50,920	\$65,804
	Office Services Clerk			
2	Accounting Clerk			
	Administrative Assistant			
	Assistant Procurement Specialist	\$47,003	\$64,159	\$81,314
	Auditor			
	GIS Analyst Assistant			
3	Communications Coordinator			
	Compliance Specialist			
	Customer Relations Associate			
	Eligibility Coordinator			
	Human Resources Specialist			
	Mobility Management Counselor	\$56,403	\$77,555	\$98,706
	Operations Service Monitor			
	Risk Management Coordinator			
	Road Safety Inspector			
	Senior Auditor			
	Senior Customer Relations Associate			
Senior Mobility Mgmt. Counselor				
4	Accountant			
	Accountant/Auditor			
	Customer Relations Advocate			
	Business Analyst	\$58,056	\$84,478	\$110,898
	Procurement Specialist			
	Safety Analyst			
	Senior Operations Service Monitor			
Senior Road Safety Inspector				
5	Customer Relations ADA Coordinator			
	Community Liaison			
	CTSA Analyst			
	Customer Relations Analyst			
	Fleet Maintenance Analyst			
	Network & Helpdesk Analyst	\$70,677	\$103,610	\$136,544
	Procurement Coordinator			
	Risk Management Analyst			
	Senior Accountant			
	Strategic Planner			
	Systems Administrator			
Transportation Planner				

	Minimum	Midpoint	Maximum
Accounting Supervisor			
Application Developer			
Chief Marketing and Creative Officer			
Customer Relations Administrator			
Cyber Security Specialist			
Emergency Management Coordinator			
Fleet Electronics Technician			
6 GIS Application Developer	\$78,250	\$121,735	\$165,218
IT Project Administrator			
Mobility Management Administrator			
Oracle App. System & DBA			
Procurement/Contracts Administrator			
Project Administrator			
Senior Application Developer			
Senior Database Architect			
Controller (Accounting)			
Manager, Customer Relations			
Manager, Human Resources			
Manager, Eligibility			
Manager, Operations			
Manager, Planning			
7 Mgr. Procurement & Contracts Admin.	\$103,493	\$151,703	\$199,914
Mgr. Safety & Emergency Mgmt			
Project Manager, IT			
Sr. Mgr., Fin., Planning & Analysis			
Sr. Mgr., Fleet Design & Maintenance			
Sr. Mgr., Operations			
Sr. Mgr., Training & Development			
Director, Administration			
8 Director, Government Affairs & Outreach	\$129,996	\$185,947	\$241,896
Director, Planning and Coordination			
Chief Operations Officer			
9 Director, Information Tech.	\$162,811	\$225,781	\$288,750
Deputy Executive Director			
10 Executive Director	\$214,557	\$283,416	\$352,275



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