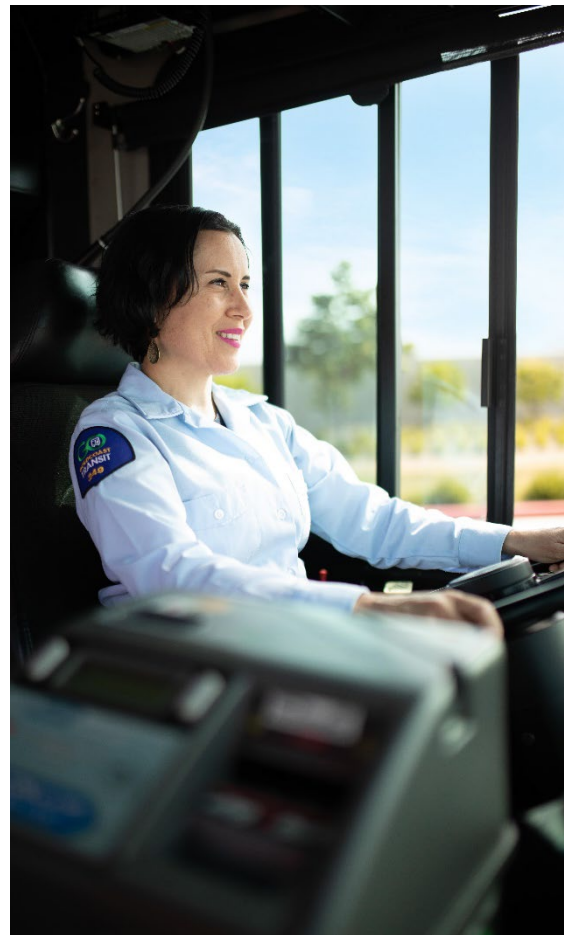




Final
FISCAL YEAR 2025
(July 1, 2024--June 30, 2025)

Operating and Capital Budget



GOLD COAST TRANSIT DISTRICT
CITY OF OJAI – CITY OF OXNARD – CITY OF PORT HUENEME – CITY OF VENTURA – COUNTY OF VENTURA

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OUR MISSION

Our mission is serving, moving, and connecting people to opportunity –one ride at a time.



OUR VISION

Our vision is to revolutionize transportation in Ventura County by leading initiatives that improve the rider experience, achieve clean air, and drive economic vitality.

MESSAGE FROM THE GENERAL MANAGER

To Members of the Gold Coast Transit District community,

I am pleased to present to you the Operating & Capital budget for the Gold Coast Transit District (GCTD) for the Fiscal Year 2025.

The budget was developed to support overall agency goals of providing safe and reliable public bus transportation in western Ventura County, providing excellent customer service, and preserving ridership –within estimated fiscal constraints.

The FY 2025 Operating Budget reflects several key assumptions:

- Decrease costs of contracted services, discontinuation of Paratransit Contract
- Increase in labor costs to existing employees and new paratransit employees.
- Fare Increase to be implemented in July 2024.
- Modest increase in ridership due to continuation of Youth/College Ride Free pilot (supported by VCTC), however ridership gains may be offset by impacts of fares not non free categories
- Minor decrease in service levels and service span on weekends to reflect available staffing
- The FY 2025 Capital Budget also reflects the districts' continued path forward on replacing our aging fleet and Zero Emission Bus (ZEB) transition, and most notably in FY 25 will start progress on the County of Ventura's 1st Zero Emission Hydrogen Fuel station.
- Continued progress on environmental pre-work needed for re-use of 301 Property

Overall, the total budget increase less than inflation due to cost saving and revenue increasing measures. However even with such measures, we project to have a \$3.5 million operational deficit which will be offset with SB 125 funds relief funds made possible by the state legislature. While these funding will provide us some relief, this funding is not permanent, and may even be reduced or delayed by the Governor next year depending on the states budget deficits.

Key activities that quantify the expected costs in the FY 2025 budget are identified below. It should be noted that some adjustments – positive or negative - to the requested budgets are possible after the commencement of FY 2025. If midyear changes occur which require a budget adjustment to be made, the changes will be brought back to the Board for consideration.

I want to thank the staff of our Finance and Administration staff for working to develop this budget and work to ensure we remain good stewards of the resources entrusted to us to fulfill our mission.



Vanessa Rauschenberger

General Manager

ORGANIZATION OVERVIEW

BOARD OF DIRECTORS

Gold Coast Transit District (GCTD) is governed by a Board of Directors. Each of GCTD's five member agencies appoints one elected official from its governing body to serve on the Board of Directors and a second to serve as an alternate member.

City of Ventura – Councilmember Mike Johnson, Chair

City of Port Hueneme – Mayor Pro Tem, Martha McQueen-Legohn, Vice Chair

City of Ojai – Councilmember Rachel Lang, Director

City of Oxnard - Councilman Bryan A. MacDonald, Director **County of Ventura** - Supervisor Matt LaVere, Director

GCTD's Senior Leadership TEAM

GCTD's General Manager is appointed by, and reports to, the Board of Directors. The General Manager is charged with carrying out the Board's policies and directives and has full charge of the operation of GCTD's services, facilities, and administration of business affairs. GCTD's Senior Leadership Team is comprised of:

Vanessa Rauschenberger, General Manager
Christine Feng, CFO / Assistant General Manager
James Beck, Director of Operations and Maintenance
Cynthia Torres Duque, Director of Planning and Marketing
Alexander Zaretsky, Director of Human Resources

EMPLOYEES

GCTD employs nearly 200 individuals, the majority of whom operate or maintain buses. Service Employees International Union Local 721 (SEIU) represents all bus operators, most maintenance employees and five administrative staff members. International Brotherhood of Teamsters Local 186 (Teamsters) represents supervisors. GCTD contracts with MV Transportation to operate the demand responsive services.

DISTRICT STATISTICS

Member Jurisdictions: Ojai, Oxnard, Port Hueneme, Ventura & County of Ventura

Average Daily Passengers (Fixed Route) : 9,456 (FY23)

Average Daily Passengers (GO ACCESS): 274 (FY23)

Annual Passengers: (approx.) 2.9 million (FY 23) Systemwide

Annual Revenue Miles: (approx.) 2 million (FY23)

Revenue Vehicles: 88 (61 - fixed-route buses / 28 - demand response vehicles)

EXECUTIVE SUMMARY

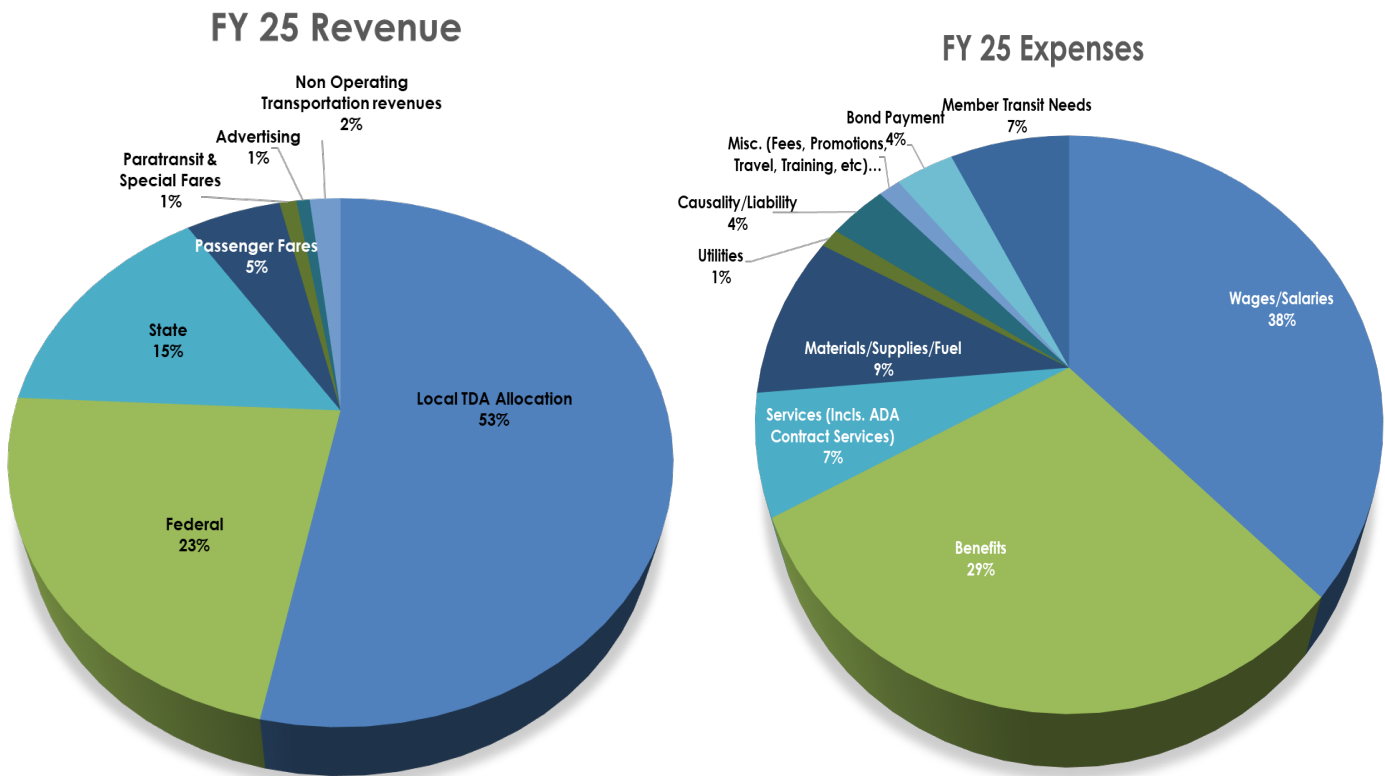
Following is a discussion of the premises for each of the major components of GCTD's FY 2025 Operating Budget Revenue and Expenses.

BUDGET DEVELOPMENT

The budget was developed by the Finance Department in consultation with GCTD's General Manager and Management Team. The draft budget report was presented to the Board of Directors on May 1, 2025, in addition to budget reviews are conducted with GCTD's Technical Advisory Committee (TAC) in April and May of 2025. Public and member agency input is solicited during this process. Once approved, monthly updates comparing the approved budget versus actual financial information will be provided.

SOURCES AND USES OF REVENUE

The fiscal year 2025 operating revenue sources are projected to total \$38,633,544, including \$20.6 million from LTF, \$8.7 million in Federal grant funds, \$2.5 million in passenger revenues, and \$5.7 million in State funds (includes \$3.5 million in SB 125 one-time funding to cover operating deficit). The approximate \$38.6 million in total operating revenue will provide \$34.4 million for GCTD operating activities, and \$4.2 million for members' transit requirements and GCTD's bond payment. The budget summary of revenues and expenses are displayed in **Table 1-3** in the appendix.



MAJOR BUDGET ASSUMPTIONS

GCTD is committed to the protection of public investments through sound financial practices. This commitment is reflected throughout the budget development process to final adoption. The budget process takes into consideration several factors:

- A. Wage and benefit increases subject to existing labor agreements approved by the GCTD Board of Directors. GCTD supervisory personnel are governed by the GCTD/Teamsters MOU effective through June 30, 2025.
- B. GCTD and SEIU negotiated a Memorandum of Understanding (MOU) effective July 1, 2021 through June 30, 2024, a new MOU is currently under negotiation.
- C. Administrative employees cost of living increase / merit step increases will be provided in accordance with GCTD Personnel Rules. A compensation study was completed in 2024, which resulted in a new 10-step salary table (**Table 7**) for non represented employees.
- D. Integration of paratransit services into GCTD and discontinuation of the contract with MV Transportation will add approximately 48 employees.
- E. Major capital items are specified in the Ten-Year Plan and anticipated in the capital reserve funding request to the extent feasible.
- F. To mitigate the risk of material loss, appropriate insurance coverage is budgeted.

FY 2025 REVENUE SOURCES

OPERATING REVENUE

Funding for GCTD operating activities is derived from several sources, including passenger fares; local, state, and federal funds; energy credit sales, bus advertising sales, other local revenues, and interest income. The table below reflects the revenue for operating activities in FY 2025.

FY 2025 Operating Revenues (Projected)

Operating Revenues	
Local TDA Allocation	\$ 20,631,299
Federal	\$ 8,696,270
State	\$ 5,775,005
Passenger Fares	\$ 2,150,000
Paratransit & Special Fares	\$ 384,000
Advertising	\$ 300,000
Non Operating Transportation revenues	\$ 696,970
	\$ 38,633,544

PASSENGER FARE STRUCTURE

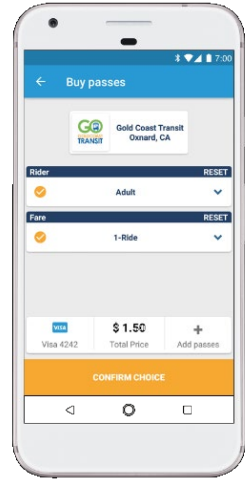
A new fare structure below will be implemented July 7, 2024.

FIXED-ROUTE Fares

- Adult & Youth - \$2
- Seniors 65+, Disabled and Veterans- \$1
- Seniors 75+ - FREE
- Children under 45" - FREE
- Transfers FREE Transfers are valid for two hours.

ACCESS Demand Response Fares

- Fare each way - \$4 (ADA certified or Senior)
- Premium Direct Service to Camarillo - \$8 each way (ADA /Senior)
- LATE NIGHTS SAFE RIDES General Public Dial-A-Ride - \$5/ride
- Senior Nutrition Site - FREE



LOCAL TRANSPORTATION FUNDS (LTF)

On October 3, 2013, Governor Brown signed into law Assembly Bill AB 664, which formed Gold Coast Transit District (GCTD). The District's legislation was initiated in response to Senate Bill SB 716, which required that all TDA funds in Ventura County be used solely for public transit purposes as of July 2014. Also in 2013, a Memorandum of Understanding (MOU) was established in eastern Ventura County for the operation and coordination of transportation services, fares, and hours of service. As of July 1, 2014, GCTD became a direct recipient of TDA funds to operate public transportation in western Ventura County.

Local Transportation Fund (LTF) revenues are derived from a ¼ cent of the general sales tax collected statewide. The State Department of Tax and Fee Administration, based on sales tax collected in each county, returns the general sales tax revenues to each county's LTF. The LTF funds GCTD receives reflect the full amount of its members' population shares.

For FY 2025, the most current **estimate from May 2024** indicate GCTD's FY 2025 gross share will be \$20.6 million before allocations are distributed to member agencies.

GCTD's LTF/TDA Apportionment by Jurisdiction

Ojai	\$ 365,988
Oxnard	\$ 9,597,205
Port Hueneme	\$ 1,016,195
Ventura	\$ 5,226,195
County of Ventura	\$ 4,425,716
	\$ 20,631,299

**Estimated as of May 2024 pending VCTC Commission Approval*

Member agencies may also request to use LTF to fund recurring transit-related activities and transit related capital items within their jurisdictions. Requests are submitted annually for review by GCTD's Technical Advisory Committee. GCTD member agencies may request funding for their recurring transit-related activities not to exceed 10% above the member's baseline based on funding for such activities starting in FY 2015, adjusted by the annual CPI.

For FY 2025, the full LTF allocation to GCTD is \$20,631,299. GCTD member agencies have submitted requests for \$2,857,502 in LTF funding for their recurring transit-related activities and transit-related capital projects. Each member will receive their request less funds allocated to members but not expended in FY 2023 per audited financials.

Funding these programs, net of carryover from members' prior year funding and returned capital funds leaves GCTD with \$17.7 million in FY 2025 LTF for use in its Operating Budget.

A summary of FY 2025 LTF Revenue and funding detail for members' recurring and non-recurring transit services items is shown in **Table 5** in the appendix.

STATE FUNDING

Based on the most recent State Controllers estimate, GCTD's State Transit Assistance (STA) and State of Good Repair (SGR) is \$397K. The Operating budget also includes \$77K in LCTOP funds to provide matching funds for the Ventura Road Route 23. In addition, GCTD will make use of approximately \$3.5 million of one-time funding from SB 125 to help provide bridge funding to address anticipated operating deficits. This funding is subject to state / VCTC approval and is finalized as part of the final budget.

FEDERAL CARES ACT FUNDS

In 2020, the CARES Act provided a one-time allocation of \$14.1 million to GCTD in response to economic and unprecedented loss of ridership and fare revenue caused by COVID-19. All funds are expected to be used by the conclusion of FY 24, therefore no funds are allocated to the FY 25 fiscal year.

FEDERAL ALLOCATION 5307, 5339 & 5310

GCTD's FY 2025 Federal transit funding Assurances are from section 5307, 5310, and 5339. 5307 Federal funding includes \$6.4 million for Operating, Preventative Maintenance, and ADA Paratransit. Section 5307 will fund half of the annual required bond payment (\$618,461), with Section 5339 funding covering the remaining half Bond payment (\$765,809). 5310/JARC-South Oxnard Microtransit (\$50,000). GCTD will use up to \$780,000 in route-specific Federal CMAQ grant funds to continue the Ventura Road Route (Route 23) pilot and in Youth Booster Service. LCTOP funds will be used to help provide local match.

ADVERTISING REVENUE

The projected revenue from FY 2025 exterior and interior bus Advertising is \$300,000.



FY 2025 OPERATING EXPENSES

FY 2025 expenses cover all transit operating activities as described in this section. Operator and Maintenance wage and benefit expenses account for the largest portion of the operating budget. GCTD continually to look for ways to streamline expenses to ensure a more efficient organization.

Operating Budget	
Wages/Salaries	\$ 14,624,401
Benefits	\$ 11,269,021
Contract Services (Incls. ADA Contract Services)	\$ 2,580,550
Materials/Supplies/Fuel	\$ 3,618,300
Utilities	\$ 450,000
Causality/Liability	\$ 1,340,000
Misc. (Fees, Promotions, Travel, Training, etc)	\$ 509,500
	\$ 34,391,772
Non Operating Budget	
Bond Payment	\$ 1,384,270
Member Transit Needs	\$ 2,857,502
	\$ 4,241,772
FY 2025 Expense Budget	\$ 38,633,544

LABOR (WAGES & BENEFITS)

For FY 2025, GCTD budgeted wages and benefits for 249 employees. GCTD currently has 200 employees, however will be integrating paratransit operations into the District in October 2024.

For fixed route service, the budget includes an estimate of 126 operators, however a slight reduction of planned operating hours will be implemented in July 2024 to match with the actual available operators. GCTD will continue to hire Operators, to working to get to at least 126 operators by the end of the year. Estimated salary and benefit increase for represented and non-represented employees are included in the FY 2025 Budget. These increases are largely due subject to contractual obligations with represented groups.

Position	FY2024 Approved Budget	FY2025 Proposed Budget Changes	FY2025 Proposed Budget
Operators			
Bus Operator- Fixed Route	126.0	-	126.0
Bus Operator- Demand Response	-	40.0	40.0
Non-Operators			
Operations Management (Fixed Route)	13.0	3.0	16.0
Operations Management (Demand Response)	2.0	8.0	10.0
Fleet & Facilities	32.5	1.5	34.0
Administration (Finance)	14.5	(2.5)	12.0
Human Resources	3.5	(0.5)	3.0
Planning & Marketing (Customer Service)	8.5	(0.5)	8.0
Total	200	49.00	249

FIXED-ROUTE SERVICE LEVELS

The budget for FY 2025, includes the assumption of maintaining the same service levels as FY 24. However, operationally, GCTD has not been able to fill all budgeted operator positions needed. Despite this unprecedented growth ridership attributed to the implementation of the Youth Ride Free Program, the rate of ridership growth is anticipated to slow significantly in FY 2025, and may also be impacted by higher fares. To ensure service can be delivered reliably with available staffing, GCTD we expect a slight reduction in service levels between FY 24 and FY 25 by reducing to weekend service.

ADA & SENIOR PARATRANSIT/DEMAND RESPONSE

The GCTD Paratransit Services contract forecast for FY 2025 is projected to be discontinued at the end of September 2024, with the transition of all staff into GCTD.

The FY 2025 budget includes \$432,000 to cover three months of contractual services, with the remaining months incorporated into operational costs.

Several current and planned grant funded demonstration projects, i.e., **Late Nate Safe Rides (LNSR)**, **GO NOW micro-transit in South Oxnard**, **Sun Rise transportation** introduced in Fall 2024 will be evaluated this year to determine if they are feasibly to continue absent continual grant funding.



The ACCESS services include federally mandated ADA complimentary services. Approximately 45% of all ACCESS transportation provided is to individuals certified as unable to use the fixed route services for some or all of their trips. ACCESS also provides safe, accessible transportation for seniors, 65 years of age and older. The average age of the passenger on ACCESS (ADA and senior transportation) in 2024 is 83 years old. This public transportation enables mobility and helps members of the community sustain a higher quality and standard of life by providing access to vital services that will ensure the upkeep of mental and physical health, social and leisure activities, and employment.

National Transit Database reporting of these services falls under the Demand Response category along with ADA/Senior paratransit services. Ridership for the current fiscal year is anticipated to be approximately 82,000 trips provided on all demand response services, including the two flexible services, (LNSR and GO NOW).

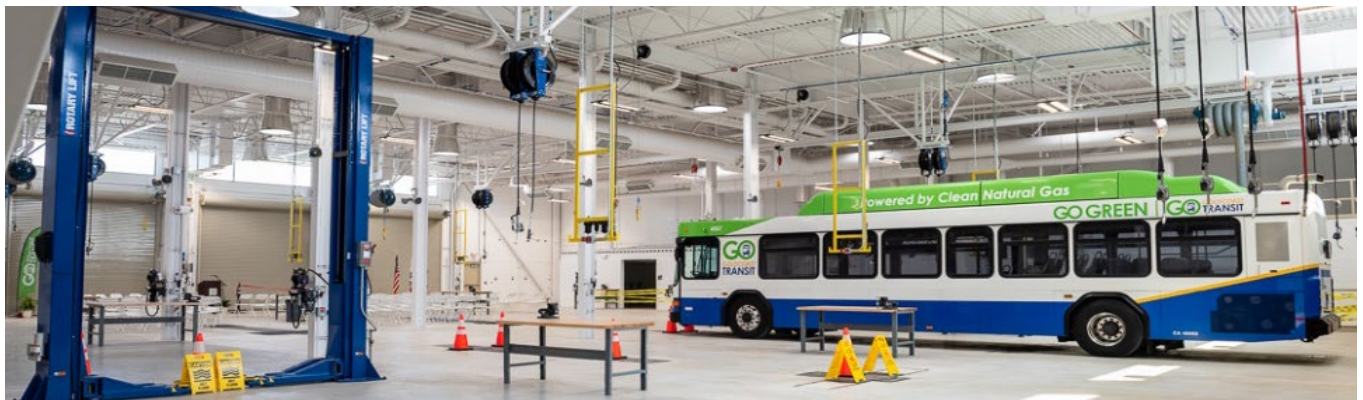
DEBT SERVICE

A key milestone in GCTD history occurred two years ago when the District relocated to the new Facility in July 2019. The larger and more functional facility allows GCTD a base of operations to support public transit in the county. To fund the facility, the District secured commitments for over 50% of the total project cost in Federal and State grants, with the remainder coming from a \$22 million Certificates of Participation (COPs) issue and GCTD's Capital Reserve. GCTD approached this undertaking in a strong financial position for an agency of its size in a county without a dedicated transit tax.

In March 2017, GCTD issued 30-year Certificates of Participation (COPs) to raise \$22,000,000 required to complete construction of the new GCTD Operations and Administration Facility in North Oxnard. The District realized capital funding in the amount of \$22,012,934 for the Project Fund and \$1,385,750 for the Reserve Fund. GCTD has been making debt obligation payments since 2017. In FY 2025, GCTD will require interest and principal payments totaling to approximately \$1.4 million.

Section 5339 funds may be programmed to replace, rehabilitate, and purchase buses and related equipment and to construct bus-related facilities, including technological changes or innovations to modify low or no emission vehicles or facilities, typically at 80% of the cost, with a 20% required local match. GCTD has FTA authorization to use 5307 or 5339 formula funds to make its COP payments.

The District anticipates having adequate dedicated Federal funding and matching local funds to meet its debt obligation in June 2024 and through the end of FY 2025.



FY 2025 CAPITAL PLAN

The capital plan incorporates information from other GCTD planning documents, including the Short-Range Transit Plan and the Fleet Management Plan. A capital project plan has been developed to ensure that:

- GCTD plans for the necessary fleet, facilities, and equipment to provide service in a safe and cost-efficient manner.
- Capital costs are identified and programmed in advance and distributed through several fiscal cycles to avoid sudden or excessive demand on local funding source.
- A plan for providing "non-federal" matching funds is established. Although most of GCTD's major capital investments are made using grant funding, many grants (including most Federal grants) require matching funds.
- Helps plan for long lead times required for certain tasks, such as procurement, and delivery of buses, are understood and accommodated.
- Project inclusion in the Capital Plan helps GCTD apply for funding opportunities

CURRENT YEAR FUNDED PROJECTS

For FY 2025, GCTD has identified \$12.5 million in capital funding for projects listed in the table below. Projects listed below were selected based on inclusion into GCTD Fleet Management Plan as well as a review of the Districts facilities and vehicles in need of replacement.

The table below shows the Capital Projects planned for FY 2025 for which funding has been identified.

CAPITAL PROJECTS FY 2024-2025 (FUNDED)									
Description	Federal	Federal	Federal	State	State	State	Local	Local	Total
	5307/CMAQ	5339 LO NO	5310/JARC	STR / SGR*	Clean CA	TIRCP	VCREA	Capital Reserve**	
Replacement Fixed Route Bus (CNG) (GILLIGs) (Phase 1 & 2 - 9 of 9)	\$6,104,000			\$ 397,772				\$ 392,228	\$ 6,894,000
Replacement Demand Response (Gas) (6 BraunAbility/2 Ford Transit)			\$ 640,000					\$ 100,000	\$ 740,000
Replacement Demand Response (Gas) (2 Hyundai Ioniq)							\$ 110,000		\$ 110,000
Hydrogen Fuel Station Project Management, Design & Construction		\$3,390,000						\$ 561,000	\$ 3,951,000
Non-Revenue Replacement Vehicles (2)						\$ 172,000			\$ 172,000
Business Systems - Computers & Services, UTA Upgrades	\$ 22,000								\$ 22,000
301 Property TOD Environmental / Site Work								\$ 160,000	\$ 160,000
Bus Stop Amenities (10)					\$ 500,000				\$ 500,000
TOTAL	\$6,126,000	\$3,390,000	\$ 640,000	\$ 397,772	\$ 500,000	\$ 172,000	\$ 110,000	\$1,213,228	\$12,549,000

*GCTD will receive \$397,772 STA/SGR in FY25.

CAPITAL PROJECT FUNDING

GCTD capital projects are typically funded by a combination of Federal, State and local matching funds. FTA Section 5307 funds are provided to GCTD on a formula basis and may be programmed for either operating or capital projects, usually at 80% of the cost, with a 20% required local match. However, GCTD relies heavily on the use of 5307 federal funding for Operating purposes. For certain qualifying projects, Congestion Mitigation and Air Quality (CMAQ) funds or Section 5339 funds may also be programmed.

More recently introduced State grant programs include the Transit and Intercity Rail Capital Program (TIRCP) and The Low Carbon Transit Operations Program (LCTOP) funded by the Greenhouse Gas Reduction Fund (SB862 – 2014 and SB9 – 2015). In 2017 the State passed SB1, which in addition to providing funds for State Transit Assistance (STA) provided additional funds for TIRCP. GCTD currently receives LCTOP funds for eligible programs and anticipates competing for TIRCP program funding.

ZERO EMISSIONS TRANSITION

In August 2022, GCTD was selected as a recipient of a grant award from the U.S. Department of Transportation's Federal Transit Administration (FTA) in the amount of \$12,117,144 to purchase hydrogen fuel cell electric buses, install a new hydrogen fueling station, and implement a robust workforce development and training program.

The grant award – made under FTA's Buses and Bus Facilities and Low and No-Emission Vehicle programs – is part of the FTA's announcement to invest \$1.66 billion into 150 transit agencies across the nation, in efforts to meet President Biden's goal of net-zero emissions by 2050.

Over the next several years, GCTD will be partnering with New Flyer and the Center for Transportation and the Environment (CTE) to deploy five (5) 40' New Flyer hydrogen fuel cell electric buses (FCEBs), construct a hydrogen fueling station that will support at least 50 buses which allows for future expansion, and complete maintenance facility upgrades to add hydrogen detection and alarming capabilities. While GCTD currently has several electric sedans and vans, this grant will fund the first heavy-duty zero-emission buses in the fleet.

Matching Funds for Capital Projects

Historically most of GCTD's capital funding has come from federal transit grants, which generally cover 80% of the cost and require a 20% state or local match component.

Over the last several years, since the passage of SB1, a significant amount of STA/SGR funds are apportioned to Ventura County each year. FY 2025, GCTD will plan to use all of its SGR/STA for "non-federal match" purposes.

The District's budget has historically included contributions of operating funds into to the Capital Reserve as circumstances and funding permit, however due to the increases in Operating costs, GCTD does not plan to be able to do that in the foreseeable future. GCTD staff will work to identify state sources of funding to provide the requires match for projects going forward as much as possible.

The past few years have seen substantial support and activity for increased transit funding at the State level. California's TIRCP and LCTOP programs may provide increasing support for transit projects in future years. Additionally, the recently enacted SB1 legislation primarily provided funding for street and highway repair also provides for transit State of Good Repair funds, additional STA funds, and additional funding for the discretionary TIRCP grant program, all of which could benefit GCTD. As a result, future programmed projects for which funding has not yet been identified, the plan makes no assumptions about possible Federal-State-local splits, however GCTD will seek to use State funding when possible as match for Federal funds to preserve as much local funding for operating as possible.

PROPOSED TEN-YEAR CAPITAL PROJECTS

Significant items on the ten-year capital project plan include: 1) Replacement of buses anticipated to reach the end of their useful life, 2) Procurement of zero emissions buses to comply with CARB's Innovative Clean Transit rule, 3) Periodic replacement of paratransit and service vehicle fleets, and 4) Additions to the District's technology to ensure the continuation of an efficient transit service. A complete list of projects can be found in **Table 6**.

TABLE 1
Operating Funding Sources FY 2025
 (July 1, 2024 to June 30, 2025)

Operating Budget		FY2025
LOCAL OPERATING REVENUE		
Passenger Fares	\$	2,150,000
Paratransit & Special	\$	384,000
Advertising	\$	300,000
Non Operating Transportation revenues	\$	696,970
Total Local Operating Revenues:	\$	3,530,970
LOCAL TRANSPORTATION FUNDS / TDA Allocation to GCTD		
Ojai		\$365,988
Oxnard		\$9,597,205
Port Hueneme		\$1,016,195
Ventura		\$5,226,195
County of Ventura		\$4,425,716
Total Local Transportation Funds / Transportation Development Act	\$	20,631,299
FEDERAL TRANSIT ADMINISTRATION		
SECTION 5307 - OPERATING ASSISTANCE.	\$	2,850,000
SECTION 5307 - PREVENTATIVE MAINTENANCE	\$	3,200,000
SECTION 5307 - ADA (PARATRANSIT) ASSISTANCE	\$	432,000
SECTION 5307 - BOND PAYMENT	\$	618,461
CAPITAL - SECTION 5339 - BUSES & FACILITIES (Bond Payment)	\$	765,809
SECTION 5307 JARC - SOUTH OXNARD MICROTRANSIT*	\$	50,000
CMAQ - DEMO PROJECT - VENTURA ROAD ROUTE 23*	\$	780,000
Total Federal Funds	\$	8,696,270
STATE FUNDS		
SB125	\$	3,551,005
LCTOP (Match RT 23)	\$	74,000
LCTOP (Youth Ridefree)	\$	1,750,000
LCTOP (College Ride)	\$	400,000
Total State Operating	\$	5,775,005
Total Operating Revenues--Funding Sources	\$	38,633,544
Capital Budget		FY2025
Federal 5307/ CMAQ	\$	6,126,000
Federal 5339/ LO NO	\$	3,390,000
Federal 5310/JARC	\$	640,000
State STR / SGR	\$	397,772
State Clean CA	\$	500,000
State TIRCP	\$	172,000
Federal - Clean Energy Commission (through VCREA)	\$	110,000
Local - Capital Reserve (TDA)	\$	1,213,228
Total Capital Revenues--Funding Sources	\$	12,549,000
Grand Total ---- Sources	\$	51,182,544

TABLE 2
Operating Funding Uses (Expenses) FY 2025
 (July 1, 2024 to June 30, 2025)

EXPENSES	FY 2025	
OPERATING BUDGET		
Wages/Salaries	\$	14,624,401
Benefits	\$	11,269,021
Services (Incls. ADA Contract Services)	\$	2,580,550
Materials/Supplies/Fuel	\$	3,618,300
Utilities	\$	450,000
Causality and Liability	\$	1,340,000
Misc. (Fees, Promotions, Travel, Training, etc)	\$	509,500
Total Operating	\$	34,391,772
Bond Payment and Member distribution		
Bond Payment	\$	1,384,270
Member distribution (LTF)-Ojai	\$	147,723
Member distribution (LTF)-Oxnard	\$	678,937
Member distribution (LTF)-Port Hueneme	\$	74,682
Member distribution (LTF)-City of Ventura	\$	300,901
Member distribution (LTF)- Ventura County	\$	1,655,259
Total Non-Operating	\$	4,241,772
Total Expenses:	\$	38,633,544
CAPITAL EXPENSES		
Replacement Fixed Route Bus (CNG) (GILLIGs) (Phase 1 & 2 - 9 of 9)	\$	6,894,000
Replacement Demand Response (Gas) (6 BraunAbility/2 Ford Transit)	\$	740,000
Replacement Demand Response (Gas) (2 Hyundai Ioniq)	\$	110,000
Hydrogen Fuel Station Project Management, Design & Construction	\$	3,951,000
Non-Revenue Replacement Vehicles (2)	\$	172,000
Business Systems - Computers & Services, UTA Upgrades	\$	22,000
301 Property TOD Environmental / Site Work	\$	160,000
Bus Stop Amenities	\$	500,000
Total Capital Expenditures	\$	12,549,000
Grand Total ---- Expenses	\$	51,182,544

TABLE 3
Two Year Comparison Operating and Capital Budget
FY 24 – FY 25

OPERATING BUDGET				
	FY2024	FY2025	Change	
LOCAL OPERATING REVENUE				
Total Local Operating Revenues (Fares, Advertising, etc)	\$ 2,963,915	\$ 3,530,970	19.13%	
LOCAL TRANSPORTATION FUNDS / TDA Allocation to GCTD				
Total Local Transportation Funds / Transportation Development Act	21,832,371	\$ 20,631,299	-5.50%	
FEDERAL TRANSIT ADMINISTRATION				
Total Federal Funds (Formula 5307, 5310, 5339)	10,053,144	\$ 8,696,270	-13.50%	
STATE FUNDS				
Total State Operating including B 125 (One time funding)	2,322,000	\$ 5,775,005	148.71%	
Total Operating Revenues--Funding Sources	\$ 37,171,430	\$ 38,633,544	3.93%	
CAPITAL BUDGET				
Total Capital Revenues--Funding Sources	\$ 5,277,333	\$ 12,549,000		
Grand Total ---- SOURCES	\$ 42,448,763	\$ 51,182,544		
EXPENSE BUDGET				
	FY 2024	FY 2025	Change	
OPERATING BUDGET				
Wages/Benefits	\$ 22,025,606	\$ 25,893,422	17.56%	
Contract Services (Incls. ADA Contract Services)	\$ 5,796,977	\$ 2,580,550	-55.48%	
Materials/Supplies/Fuel	\$ 3,557,297	\$ 3,618,300	1.71%	
Utilities	\$ 330,729	\$ 450,000	36.06%	
Causality and Liability	\$ 1,222,606	\$ 1,340,000	9.60%	
Misc. (Fees, Promotions, Travel, Training, etc)	\$ 613,160	\$ 509,500	-16.91%	
Total Operating	\$ 33,546,375	\$ 34,391,772	2.52%	
Bond Payment and Member distribution				
Member distribution (LTF)-Ojai	142,728	\$ 147,723	3.50%	
Member distribution (LTF)-Oxnard	655,978	\$ 678,937	3.50%	
Member distribution (LTF)-Port Hueneme	-	\$ 74,682	-	
Member distribution (LTF)-City of Ventura	348,514	\$ 300,901	-13.66%	
Member distribution (LTF)- Ventura County	1,370,600	\$ 1,655,259	20.77%	
Credit carryover from prior years (estimated)	(277,578)		-100.00%	
Total Non-Operating	\$ 3,625,055	\$ 4,241,772	17.01%	
Total Expenses:	37,171,430	\$ 38,633,544	3.93%	
CAPITAL EXPENSES				
Total Capital Expenditures	\$ 5,277,333	\$ 12,549,000		
Grand Total ---- USES	\$ 42,448,763	\$ 51,182,544		

**TABLE 4
Personnel Levels FY 25**

Position	FY2024 Approved Budget	FY2025 Proposed Budget Changes	FY2025 Proposed Budget
<u>Operations</u>			
Bus Operator- Fixed Route	126.0	-	126.0
Operations Total	126.0	-	126.0
<u>Operations Mgmt.</u>			
Director of Operations & Maintenance	1.0	-	1.0
Operations Manager- Fixed Route	1.0	-	1.0
Assistant Operations Manager- Fixed Route	-	1.0	1.0
Operations Safety & Training Supervisor	2.0	1.0	3.0
Operations Supervisors	9.0	-	9.0
OP & Maintenance Management Coordinator	-	1.0	1.0
Operations Mgmt. Total	13.0	3.0	16.0
<u>Paratransit (Demand Response)</u>			
Operations Manager- Demand Response	-	1.0	1.0
Assistant Operations Manager- Demand Response	-	1.0	1.0
Bus Operator- Demand Response	-	40.0	40.0
Dispatch & Reservationist- Demand Response	-	6.0	6.0
Paratransit & Special Projects Manager	1.0	-	1.0
Mobility Management Coordinator	1.0	-	1.0
Paratransit Total	2.0	48.0	50.0
<u>Fleet & Facilities</u>			
Fleet Manager	1.0	-	1.0
Facility Manager	-	1.0	1.0
Maintenance Supervisor	3.0	(1.0)	2.0
Maintenance Supervisor (Administration)	1.0	-	1.0
Facility & Equipment Mechanics I & II	2.0	-	2.0
Maintenance Material Specialist	2.0	-	2.0
Mechanic I, II, III	9.0	1.0	10.0
E-Mechanic I	1.0	-	1.0
Bldg. Maintenance Worker	2.0	-	2.0
Service Worker I & II	8.0	-	8.0
Facilities & Vehicle Cleaner-Sanitizer	3.0	1.0	4.0
Facility Intern	0.5	(0.5)	-
Maintenance Total	32.5	1.5	34.0
<u>Administration</u>			
General Manager	1.0	-	1.0
CFO/Assistant General Manager	1.0	-	1.0
Clerk of the Board/Executive Assistant	1.0	-	1.0
Director of Finance	1.0	(1.0)	-
Controller	-	1.0	1.0
Accounting Manager	1.0	-	1.0
Accounting (Accounts Payable) Specialist	1.0	-	1.0
Revenue Specialist	1.0	-	1.0
Finance and Grant Analyst	1.0	-	1.0
Accounting Analyst	1.0	(1.0)	-
Payroll Coordinator	2.0	(1.0)	1.0
I.T. Technician	1.0	-	1.0
Procurement Manager/DBE Officer	1.0	-	1.0
Inventory and Asset management Coordinator	1.0	-	1.0
Finance Intern	0.5	(0.5)	-
Administration Total	14.5	(2.5)	12.0
<u>Human Resources</u>			
Director of Human Resources	1.0	-	1.0
Human Resources Generalist	1.0	-	1.0
Human Resources Coordinator	1.0	-	1.0
Human Resources Intern	0.5	(0.5)	-
Human Resources Total	3.5	(0.5)	3.0
<u>Planning & Marketing</u>			
Director of Planning & Marketing	1.0	-	1.0
Communications & Marketing Manager	1.0	-	1.0
Customer Service Supervisor	1.0	-	1.0
Customer Service Asst	2.0	-	2.0
Transit Planning Manager	1.0	-	1.0
Transit Planner	2.0	-	2.0
P&M intern	0.5	(0.5)	-
Planning & Marketing Total	8.5	(0.5)	8.0
TOTAL	200.0	49.0	249.0
Operators	126	40.00	166.0
Non-Operators	74	9.00	83.0
Total	200	49.00	249

TABLE 5
Gold Coast Transit District
LTF Revenue and Members' Transit Services Funding – FY 2025

FY 2024-25 TDA/LTF Funding to Member Jurisdictions							
TDA/LTF REVENUE PROJECTIONS		TOTAL	OJAI	OXNARD	PORT HUENEME	VENTURA	VENTURA COUNTY
<i>LTF Allocation Estimate (Draft as of April 2024)</i>		\$ 20,631,299	\$ 365,988	\$ 9,597,205	\$ 1,016,195	\$ 5,226,195	\$ 4,425,716
FUNDING REQUESTS FOR RECURRING TRANSIT REQUIREMENTS							
City of Ojai							
Ojai Trolley Operations & Maintenance	Ojai	\$ 78,190	\$ 78,190				
City of Oxnard							
OTC Operation & Maintenance / Transit Services	Oxnard	\$ 457,088		\$ 457,088			
OTC Operation & Maintenance / Transit Services: Assistant PW Director & Admin	Oxnard	\$ 121,849		\$ 121,849			
Recurring Bus Stop Maintenance	Oxnard	\$ 100,000		\$ 100,000			
City of Port Hueneme							
Smart Waste Receptable Service/ Operating expenses	Port Hueneme	\$ 74,682			\$ 74,682		
City of Ventura							
Operation & Maintenance at VTC /AMTRAK/ MetrolinkStation/ Bus Stops	Ventura	\$ 379,184				\$ 379,184	
County of Ventura							
Recurring Bus Stop Maintenance	County	\$ 25,000					\$ 25,000
County Transit Services Management & Oversight	County	\$ 200,000					\$ 200,000
Transit Service - Heritage Valley	County	\$ 325,500					\$ 325,500
Transit Service - Ojai Trolley	County	\$ 500,000					\$ 500,000
Transit Service - T.O. D-A-R / Unincorporated Area	County	\$ 450,000					\$ 450,000
Transit Service - ECTA D-A-R	County	\$ 21,500					\$ 21,500
Transit Service - Kanan Road Shuttle	County	\$ 550,000					\$ 550,000
TOTAL - RECURRING TRANSIT REQUIREMENTS		\$ 3,282,993	\$ 78,190	\$ 678,937	\$ 74,682	\$ 379,184	\$ 2,072,000
<i>FY 2022-23 Carryover Operating, Funds Applied to FY 25</i>		\$ (698,589)	\$ -	\$ (248,129)	\$ 2,460	\$ (36,179)	\$ (416,741)
Net LTF Funding for FY 2024-25 Recurring Transit Requests (minus carryover)		\$ 2,580,867	\$ 78,190	\$ 430,808	\$ 77,142	\$ 343,005	\$ 1,655,259
<i>Under/(OVER) Baseline</i>			\$ 69,533	\$ 248,129	\$ (2,460)	\$ (3,537)	\$ 343,890
FY 24-25 Baseline Maximum Request Allowed		\$ 3,239,959	\$ 147,723	\$ 678,937	\$ 74,682	\$ 339,468	\$ 1,999,149
FUNDING REQUESTS FOR ONE-TIME CAPITAL TRANSIT NEEDS							
		TOTAL	OJAI	OXNARD	PORT HUENEME	VENTURA	VENTURA COUNTY
Ojai Trolley Stop Construction	Ojai	\$ 22,186	\$ 22,186				
Ojai Trolley Vehicles Purchase/Painting	Ojai	\$ 47,347	\$ 47,347				
Oxnard - Requested FY 23 Carryover to be used for OTC ADA upgrades)	Oxnard	\$ 148,229		\$ 148,229			
Port Hueneme - none requested	Port Hueneme	\$ 18,995			\$ 18,995		
Ventura - none requested	Ventura	\$ -				\$ -	
County of Ventura - none requested	County of Ventura	\$ -					\$ -
TOTAL CAPITAL IMPROVEMENTS		\$ 236,757	\$ 69,533	\$ 148,229	\$ 18,995	\$ -	\$ -
<i>FY 2022-23 Carryover Capital, Funds may be applied to FY 25 Operating Activities or returned via check</i>		\$ 39,878	\$ -	\$ 99,900	\$ (21,455)	\$ (38,567)	\$ -
Net LTF Funding for FY 2024-25 Capital Improvement Projects		\$ 276,635	\$ 69,533	\$ 248,129	\$ (2,460)	\$ (38,567)	\$ -
					<i>*expended in FY 24</i>		
TOTAL NET MEMBER FUNDING RECCOMENDED FOR FY 24-25		\$ 2,857,502	\$ 147,723	\$ 678,937	\$ 74,682	\$ 300,901	\$ 1,655,259
Remaining LTF/TDA Available for FY 24-25 GCTD Operating Activities		\$ 17,773,797	\$ 218,265	\$ 8,918,268	\$ 941,513	\$ 4,925,294	\$ 2,770,457

Note: TDA Allocations are estimates pending VCTC Approval. The FY 25 budget includes funding requests from member agencies, adjusted in accordance with GCTD bylaws.

TABLE 6

Ten-Year Capital Project Plan – Programmed Projects
(Funding Identified and Unfunded)

10-Year Capital Plan Funding Needs	Year 1	Year 2	Year 3	Year 4	Year 5
Budget Name	FY2024-25	FY2025-26	FY2026-27	FY2027-28	FY2028-29
Replacement Fixed Route Bus (CNG)	\$6,894,000	\$9,894,000	\$0	\$2,650,000	\$7,314,000
Replacement Fixed Route Bus (ZEB)*	\$0	\$0	\$7,476,000	\$0	\$0
Expansion Fixed Route Bus (CNG)	\$0	\$0	\$0	\$0	\$0
Expansion Fixed Route Bus (ZEB)*	\$0	\$0	\$0	\$0	\$0
Replacement Demand Response Cutaway (CNG/GAS)	\$0	\$0	\$1,560,000	\$0	\$0
Replacement Demand Response Large Van (CNG/GAS)	\$200,000	\$646,000	\$0	\$577,000	\$0
Replacement Demand Response Small Van (CNG/GAS)	\$540,000	\$0	\$0	\$0	\$0
Replacement Demand Response Large Van (ZEB)*	\$0	\$0	\$602,000	\$0	\$0
Replacement Demend Response Sedan (ZEB)*	\$110,000	\$0	\$0	\$0	\$0
Expansion Demand Response (CNG/GAS)	\$0	\$0	\$0	\$0	\$0
Expansion Demand Response (ZEB)*	\$0	\$291,000	\$602,000	\$0	\$0
Replacement Relief Car Sedan (ZEB)	\$0	\$0	\$240,000	\$0	\$0
Maintenance Truck (replacement)	\$0	\$64,000	\$0	\$0	\$0
Replacement Admin/Supervisor Van	\$86,000	\$0	\$96,000	\$298,000	\$0
Expansion Relief Sedan (ZEB)	\$86,000	\$0	\$0	\$0	\$0
Pre-Construction of Solar/ Energy Storage for H2 Station*	\$0	\$1,159,000	\$1,200,000	\$0	\$0
Camera System/Computer Replacements	\$22,000	\$24,000	\$25,000	\$26,000	\$27,000
Hydrogen Station Upgrades (Hydrogen)	\$3,951,000	\$8,633,000	\$0	\$0	\$0
On Board Bus Technology Replacement / Update	\$0	\$48,000	\$0	\$110,000	\$0
TOD Property Environmental / Site Work	\$160,000	\$0	\$0	\$0	\$0
Bus Stop Amenities & Improvements	\$500,000	\$0	\$0	\$0	\$0
TOTAL Capital Needs by Year	\$12,549,000	\$20,759,000	\$11,801,000	\$3,661,000	\$7,341,000
TOTAL FUNDED Capital Needs by Year	\$12,549,000	\$11,189,000	\$1,321,000	\$434,000	\$27,000
TOTAL UNFUNDED Capital Needs by Year	\$0	\$9,570,000	\$10,480,000	\$3,227,000	\$7,314,000

10-Year Capital Plan Funding Needs	Year 6	Year 7	Year 8	Year 9	Year 10
Budget Name	FY2029-30	FY2030-31	FY2031-32	FY2032-33	FY2033-34
Replacement Fixed Route Bus (CNG)	\$0	CNG not allowed after 2029 by CARB (w/ waiver may be requested)			
Replacement Fixed Route Bus (ZEB)*	\$8,288,000	\$0	\$8,879,000	\$0	\$9,511,000
Expansion Fixed Route Bus (CNG)	\$0	\$0	\$0	\$0	\$0
Expansion Fixed Route Bus (ZEB)*	\$0	\$0	\$0	\$0	\$0
Replacement Demand Response Cutaway (CNG/GAS)	\$0	\$0	\$0	\$0	\$0
Replacement Demand Response Large Van (CNG/GAS)	\$1,235,000	\$1,023,000	\$1,588,000	\$685,000	\$709,000
Replacement Demand Response Small Van (CNG/GAS)	\$0	\$0	\$0	\$0	\$0
Replacement Demand Response Large Van (ZEB)*	\$0	\$0	\$0	\$0	\$0
Replacement Demend Response Sedan (ZEB)*	\$0	\$0	\$0	\$0	\$0
Expansion Demand Response (CNG/GAS)	\$0	\$0	\$0	\$0	\$0
Expansion Demand Response (ZEB)*	\$0	\$0	\$0	\$0	\$0
Replacement Relief Car Sedan (ZEB)	\$0	\$0	\$0	\$0	\$0
Maintenance Truck (replacement)	\$0	\$0	\$0	\$0	\$0
Replacement Admin/Supervisor Van	\$0	\$0	\$0	\$0	\$0
Expansion Relief Sedan (ZEB)	\$0	\$0	\$0	\$0	\$0
Pre-Construction of Solar/ Energy Storage for H2 Station*	\$0	\$0	\$0	\$0	\$0
Camera System/Computer Replacements	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000
Hydrogen Station Upgrades (Hydrogen)	\$0	\$0	\$0	\$0	\$0
On Board Bus Technology Replacement / Update	\$56,000	\$0	\$129,000	\$0	\$0
TOD Property Environmental / Site Work	\$0	\$0	\$0	\$0	\$0
Bus Stop Amenities & Improvements	\$0	\$0	\$0	\$0	\$0
TOTAL Capital Needs by Year	\$9,607,000	\$1,052,000	\$10,626,000	\$716,000	\$10,252,000
TOTAL FUNDED Capital Needs by Year	\$84,000	\$29,000	\$159,000	\$31,000	\$32,000
TOTAL UNFUNDED Capital Needs by Year	\$9,523,000	\$1,023,000	\$10,467,000	\$685,000	\$10,220,000

TABLE 7
FY 2025 Non-Represented Salary Table
Effective July 1, 2024

GCTD Non-Represented Salary Table (Proposed) for FY 2025											
Position Title	Class	STEP 1 - MIN	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 MAX
General Manager	Class 9	\$ 188,920			GM not eligible for steps . determined by contract						\$ 246,497
Assistant General Manager/CFO	Class 8	\$ 162,143	\$ 167,008	\$ 172,018	\$ 177,179	\$ 182,494	\$ 187,969	\$ 193,608	\$ 199,416	\$ 205,399	\$ 211,560
Director, Human Resources	Class 7	\$ 141,189	\$ 145,425	\$ 149,787	\$ 154,281	\$ 158,909	\$ 163,677	\$ 168,587	\$ 173,644	\$ 178,854	\$ 184,219
Director, Planning and Marketing	Class 7	\$ 141,189	\$ 145,425	\$ 149,787	\$ 154,281	\$ 158,909	\$ 163,677	\$ 168,587	\$ 173,644	\$ 178,854	\$ 184,219
Director, Operations & Maintenance	Class 7	\$ 141,189	\$ 145,425	\$ 149,787	\$ 154,281	\$ 158,909	\$ 163,677	\$ 168,587	\$ 173,644	\$ 178,854	\$ 184,219
Controller	Class 6	\$ 125,117	\$ 128,870	\$ 132,736	\$ 136,718	\$ 140,820	\$ 145,045	\$ 149,396	\$ 153,878	\$ 158,494	\$ 163,249
Operations Manager - Fixed Route	Class 5	\$ 109,045	\$ 112,316	\$ 115,685	\$ 119,156	\$ 122,731	\$ 126,413	\$ 130,205	\$ 134,111	\$ 138,134	\$ 142,278
Operations Manager - Demand Response	Class 5	\$ 109,045	\$ 112,316	\$ 115,685	\$ 119,156	\$ 122,731	\$ 126,413	\$ 130,205	\$ 134,111	\$ 138,134	\$ 142,278
Facilities Manager	Class 5	\$ 109,045	\$ 112,316	\$ 115,685	\$ 119,156	\$ 122,731	\$ 126,413	\$ 130,205	\$ 134,111	\$ 138,134	\$ 142,278
Fleet Manager	Class 5	\$ 109,045	\$ 112,316	\$ 115,685	\$ 119,156	\$ 122,731	\$ 126,413	\$ 130,205	\$ 134,111	\$ 138,134	\$ 142,278
Accounting Manager	Class 5	\$ 109,045	\$ 112,316	\$ 115,685	\$ 119,156	\$ 122,731	\$ 126,413	\$ 130,205	\$ 134,111	\$ 138,134	\$ 142,278
Transit Planning Manager	Class 5	\$ 109,045	\$ 112,316	\$ 115,685	\$ 119,156	\$ 122,731	\$ 126,413	\$ 130,205	\$ 134,111	\$ 138,134	\$ 142,278
Procurement Manager/DBE Officer	Class 5	\$ 109,045	\$ 112,316	\$ 115,685	\$ 119,156	\$ 122,731	\$ 126,413	\$ 130,205	\$ 134,111	\$ 138,134	\$ 142,278
Communications and Marketing Manager	Class 5	\$ 109,045	\$ 112,316	\$ 115,685	\$ 119,156	\$ 122,731	\$ 126,413	\$ 130,205	\$ 134,111	\$ 138,134	\$ 142,278
Paratransit and Special Projects Manager	Class 5	\$ 109,045	\$ 112,316	\$ 115,685	\$ 119,156	\$ 122,731	\$ 126,413	\$ 130,205	\$ 134,111	\$ 138,134	\$ 142,278
Transit Planner II	Class 4	\$ 87,490	\$ 90,115	\$ 92,818	\$ 95,603	\$ 98,471	\$ 101,425	\$ 104,468	\$ 107,602	\$ 110,830	\$ 114,155
Human Resources Generalist	Class 4	\$ 87,490	\$ 90,115	\$ 92,818	\$ 95,603	\$ 98,471	\$ 101,425	\$ 104,468	\$ 107,602	\$ 110,830	\$ 114,155
Assistant Manager - Fixed Route	Class 4	\$ 87,490	\$ 90,115	\$ 92,818	\$ 95,603	\$ 98,471	\$ 101,425	\$ 104,468	\$ 107,602	\$ 110,830	\$ 114,155
Assistant Manager - Demand Response	Class 4	\$ 87,490	\$ 90,115	\$ 92,818	\$ 95,603	\$ 98,471	\$ 101,425	\$ 104,468	\$ 107,602	\$ 110,830	\$ 114,155
Finance & Grants Analyst	Class 4	\$ 87,490	\$ 90,115	\$ 92,818	\$ 95,603	\$ 98,471	\$ 101,425	\$ 104,468	\$ 107,602	\$ 110,830	\$ 114,155
Transit Planner I	Class 3	\$ 71,855	\$ 74,011	\$ 76,231	\$ 78,518	\$ 80,873	\$ 83,300	\$ 85,799	\$ 88,373	\$ 91,024	\$ 93,755
Inventory & Asset Management Coordinator	Class 3	\$ 71,855	\$ 74,011	\$ 76,231	\$ 78,518	\$ 80,873	\$ 83,300	\$ 85,799	\$ 88,373	\$ 91,024	\$ 93,755
Operations & Maintenance Management Coordinator	Class 3	\$ 71,855	\$ 74,011	\$ 76,231	\$ 78,518	\$ 80,873	\$ 83,300	\$ 85,799	\$ 88,373	\$ 91,024	\$ 93,755
Accounting Specialist A/P	Class 3	\$ 71,855	\$ 74,011	\$ 76,231	\$ 78,518	\$ 80,873	\$ 83,300	\$ 85,799	\$ 88,373	\$ 91,024	\$ 93,755
Payroll Coordinator	Class 3	\$ 71,855	\$ 74,011	\$ 76,231	\$ 78,518	\$ 80,873	\$ 83,300	\$ 85,799	\$ 88,373	\$ 91,024	\$ 93,755
Clerk of the Board/Executive Assistant	Class 3	\$ 71,855	\$ 74,011	\$ 76,231	\$ 78,518	\$ 80,873	\$ 83,300	\$ 85,799	\$ 88,373	\$ 91,024	\$ 93,755
Revenue Specialist	Class 2	\$ 60,503	\$ 62,318	\$ 64,187	\$ 66,113	\$ 68,096	\$ 70,139	\$ 72,243	\$ 74,411	\$ 76,643	\$ 78,942
Human Resources Coordinator	Class 2	\$ 60,503	\$ 62,318	\$ 64,187	\$ 66,113	\$ 68,096	\$ 70,139	\$ 72,243	\$ 74,411	\$ 76,643	\$ 78,942
Mobility Management Coordinator	Class 2	\$ 60,503	\$ 62,318	\$ 64,187	\$ 66,113	\$ 68,096	\$ 70,139	\$ 72,243	\$ 74,411	\$ 76,643	\$ 78,942
Information Technology Technician	Class 2	\$ 60,503	\$ 62,318	\$ 64,187	\$ 66,113	\$ 68,096	\$ 70,139	\$ 72,243	\$ 74,411	\$ 76,643	\$ 78,942
Dispatcher/Reservationist Demand Response	Class 1	\$ 53,519	\$ 55,124	\$ 56,778	\$ 58,481	\$ 60,236	\$ 62,043	\$ 63,904	\$ 65,821	\$ 67,796	\$ 69,830
Administrative Assistant (placeholder)	Class 1	\$ 53,519	\$ 55,124	\$ 56,778	\$ 58,481	\$ 60,236	\$ 62,043	\$ 63,904	\$ 65,821	\$ 67,796	\$ 69,830

APPENDIX B – GLOSSARY

Audit – GCTD's annual financial record audit performed by an independent CPA firm.

CNG Fuel Station – Maintenance and upgrade expenses related to GCTD's onsite CNG fueling station.

Contracted Paratransit Service – Contract for the GCTD ACCESS paratransit service. This service is presently provided by MV Transportation.

Contract Repair – Expenses incurred to repair vehicles, equipment and facilities through outside vendors. Major overhauls of engines, transmissions, parts, painting, oil/fuel testing and other repairs are charged to this line item.

Contract Services – Expenses include computer hardware/software maintenance; office equipment maintenance, temporary help, janitorial, security, landscape and other services.

Dues – Fees associated with professional memberships or subscriptions, such as the American Public Transit Association, California Transit Association, National Safety Council and local Chambers of Commerce.

Employee Events – Includes the costs incurred by GCTD staff employees while attending approved meetings and conferences, as well as official employee events and functions sanctioned by the General Manager.

Employee Support – Includes: salaries, health benefits, worker's compensation insurance, retirement, life insurance, uniforms, medical exams and safety programs.

Fuels/Lubricants – CNG and lubricant products for GCTD revenue and non-revenue vehicles. Also included are fuel taxes - GCTD is required to pay State Excise taxes of \$.01/therms of CNG.

Health Benefits – GCTD portion of the health, dental and vision insurance premiums for employees.

Insurance – Liability insurance for vehicles, errors & omissions, bonding, property, crime, employer liability, etc.

Legal – Costs associated with legal services required by GCTD, including but not limited general counsel and labor/employment counsel services.

Maintenance Agreements – Maintenance agreements include the two-way radio, radio repeater, and coin counting machine.

Medical Exams – The MOU's provide for bi-annual physical examinations for all represented employees. Management and non-represented employees are provided an exam annually. New employees are given pre-employment exams and employees absent from work for significant periods of time are examined prior to their return to work. Pre-employment physicals and exams of safety-sensitive personnel include a drug/alcohol screen, which is required by FTA regulations and GCTD policy.

Officers & Directors – Expenses related to Board of Directors attendance at board and committee meetings, conferences and travel/per diem while attending conferences or meetings. Included are the costs incurred by senior management employees while attending approved meetings and conferences.

OTC Facilities – The Customer Service Center (CSC) at the Oxnard Transportation Center (OTC), which provides route and schedule information and other services for transit passengers.

Other Benefits – GCTD's contribution for unemployment insurance, FICA/Medicare, Employee Assistance Program (EAP), life insurance for represented and non-represented employees and

deferred compensation for the General Manager. The EAP is required as a part of GCTD's Drug and Alcohol Program and the represented employee MOUs.

Repair Parts – Repair parts are the materials, parts and components used in repairing vehicles and equipment.

Retirement – GCTD's contribution for its employees to the California Public Employee Retirement System (CalPERS).

Risk Management – Program to manage and reduce risk, especially industrial injuries.

Safety Programs – Annual safety awards function, safety awareness activities, incentive awards, training videos and similar activities.

Salaries – Salary and wages of all employees. For represented positions this includes current salary, agreed upon step increases, agreed upon longevity and bilingual pay. For non-represented positions this includes current wages, pay increases in accordance with the personnel policy, longevity and bilingual pay, and projected salary range increases, if any, as determined by the Board of Directors.

Schedules/Marketing – This includes the GCTD Bus Book, maps, tickets, passes and artwork for public information and promotional products. Also included are media advertising, printing of promotional brochures, participation in fairs, parades, promotions, Chamber of Commerce functions and other community outreach activities.

Service/Supplies – Operational – Items related to operations, including fuels/lubricants, tires, repair parts, CNG fuel station maintenance and upgrades, contracted paratransit service, contract repair, supplies, schedules/marketing, OTC facilities and maintenance agreements.

Service/Supplies – Support – Items related to the support of GCTD services, but which are not direct operational expenses. Includes telephones/utilities, insurance, contract services, supplies, legal, audit, officers and directors and dues.

Supplies – For Fixed Route, expenses includes cash handling supplies, repair of locks, gate openers, etc. For Maintenance, expenses includes miscellaneous repair parts, industrial gases, repair of farebox counting equipment, non-stock parts and other miscellaneous parts, printing materials, freight, mail/delivery services, non-vehicle maintenance, and janitorial supplies. Also included is the mechanics' tool allowance as per union contract. For administrative departments, expenses include office supplies, computer supplies, computer software/hardware, copier costs, postage, office printing, office furniture and other associated expenses.

Telephones/Utilities – Costs associated with communications services, as well as electric, gas, water and refuse charges for the facility.

Tires – New tires are required for the front axles of all buses. Recapped tires are typically purchased for the rear axles of the buses.

Uniforms – Uniforms are provided by contract to the maintenance and operation employees. Bus Operators are provided three pairs of pants, five shirts and a cap annually. Every other year jackets/sweaters are provided. Operations supervisors are provided three pairs of pants, five shirts, a vest, a tie and a cap. Maintenance employees are provided rental uniforms cleaned and delivered by a vendor.

Urbanized Area (UZA) – The FTA has designated areas over 200,000 population as specific urbanized areas. GCTD's service area is part of the Oxnard UZA.

Workers' Compensation Insurance – Premium for the required workers' compensation insurance provided to GCTD by the California State Association of Counties-Excess Insurance Authority (CSAC-EIA).