SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
BOARD OF DIRECTORS AGENDA
REGULAR MEETING
OCTOBER 23, 2026 – 9:00 AM

HYBRID MEETING

Members of the public may attend in-person or participate remotely via Zoom.

METRO Admin Offices
110 Vernon Street
Santa Cruz, CA

Zoom Link
Dial In: 1-669-900-6833
Meeting ID: 865 5625 7850

The Board of Directors agenda packet can be found online at www.scmetro.org and is available for inspection at Santa Cruz METRO's Administrative Office at 110 Vernon Street, Santa Cruz, CA.

Public comment may be submitted via email to boardinquiries@scmetro.org. Please indicate in your email the agenda item to which your comment applies. Comments submitted before the meeting will be provided to the Directors before or during the meeting. Comments submitted after the meeting is called to order will be included in the Board's correspondence that is posted online at the Board meeting packet link. Oral public comments will also be accepted during the meeting through Zoom. Each public comment is limited to three minutes or less. Board and Committee Chairs have the discretion to manage the public comment process in a manner that achieves the purpose of public communication and ensures the orderly conduct of the meeting.

The Board may take action on each item on the agenda. The action may consist of the recommended action, a related action or no action. Staff recommendations are subject to action and/or change by the Board of Directors.

BOARD ROSTER

Director Rebecca Downing	County of Santa Cruz
Director Jimmy Dutra	City of Watsonville
Director Shebreh Kalantari-Johnson	City of Santa Cruz
Director Manu Koenig	County of Santa Cruz
Director Fabian Leonor	County of Santa Cruz
Director Donna Lind	City of Scotts Valley
Director Monica Martinez	County of Santa Cruz
Director Scott Newsome	City of Santa Cruz
Director Melinda Orbach	City of Capitola
Director Maria Orozco*	City of Watsonville
Director Larry Pageler	County of Santa Cruz
Ex-Officio Director Alma Márquez**	Cabrillo College
Ex-Officio Director Edward Reiskin	UC Santa Cruz

*275 Main Street, 4th Floor, Watsonville, CA
**6500 Soquel Dr., Welcome Center, Aptos, CA

Corey Aldridge	METRO CEO/General Manager
Julie Sherman	METRO General Counsel

SECTION I: OPEN SESSION

NOTE: THE BOARD CHAIR MAY TAKE ITEMS OUT OF ORDER

1 CALL TO ORDER

2 SAFETY DEBRIEF
Gregory Strecker, Safety, Security and Risk Management Director

3 ROLL CALL

4 ANNOUNCEMENTS

4.1 Today's meeting is being broadcast by Community Television of Santa Cruz County.

4.2 Language Line Services is providing Spanish interpretation services, which will be available during "Oral Communications" and for any other agenda item for which these services are needed.

5 BOARD OF DIRECTORS COMMENTS

6 ORAL AND WRITTEN COMMUNICATIONS TO THE BOARD OF DIRECTORS
This time is set aside for Directors and members of the general public to address any item not on the agenda which is within the subject matter jurisdiction of the Board. No action or discussion shall be taken on any item presented except that any Director may respond to statements made or questions asked or may ask questions for clarification. All matters of an administrative nature will be referred to staff. Each public comment is limited to three minutes or less. Board and Committee Chairs have the discretion to manage the public comment process in a manner that achieves the purpose of public communication and ensures the orderly conduct of the meeting. When addressing the Board, the individual may, but is not required to, provide his/her name and address in an audible tone for the record.

6.1 Email from Tianna Cui dated 9/19/26 with METRO response

7 LABOR ORGANIZATION COMMUNICATIONS

8 ADDITIONAL DOCUMENTATION TO SUPPORT EXISTING AGENDA ITEMS

CONSENT AGENDA

All items appearing on the Consent Agenda are recommended actions which are considered to be routine and will be acted upon as one motion. All items removed will be considered later in the agenda. The Board Chair will allow public input prior to the approval of the Consent Agenda items.

9.1 ACCEPT AND FILE: PRELIMINARY APPROVED CHECK AND ACH JOURNAL DETAIL FOR THE MONTH OF SEPTEMBER 2026
Chuck Farmer, Chief Financial Officer

9.2 ACCEPT AND FILE MINUTES OF:
SEPTEMBER 25, 2026 BOARD OF DIRECTORS MEETING
Corey Aldridge, CEO/General Manager

9.3 ACCEPT AND FILE: THE FINANCIAL UPDATE AUGUST 2026 RESULTS
Chuck Farmer, Chief Financial Officer

9.4 APPROVE: AUTHORIZE FUNDING OF A PROVISIONAL HUMAN RESOURCES ANALYST POSITION IN THE HUMAN RESOURCES DEPARTMENT
Dawn Crummié, Chief Human Resources Officer

REGULAR AGENDA

10 PRESENTATION OF EMPLOYEE LONGEVITY AWARDS FOR:
(5 YEARS) ABIGAHIL LAZARO, VEHICLE SERVICE WORKER II
(10 YEARS) CHRISTOPHER LEONARD, FLEET MAINTENANCE SUPERVISOR
(10 YEARS) CHRISTOPHER PEREZ, LEAD MECHANIC
(10 YEARS) DANIEL ZENTENO, MECHANIC II
(30 YEARS) MARIA HERNANDEZ, CUSTOMER SERVICE REPRESENTATIVE
Board Chair Koenig

11 RETIREE RESOLUTION OF APPRECIATION FOR:
(10 YEARS) DONNA BAUER
(22 YEARS) CAROLYN BOWERS
Board Chair Koenig

12 CEO ORAL REPORT
Corey Aldridge, CEO/General Manager

13 ANNOUNCEMENT OF NEXT MEETING: FRIDAY, NOVEMBER 20, 2026, AT 9:00 AM AT THE METRO ADMIN OFFICE, 110 VERNON STREET, SANTA CRUZ, CA
Board Chair Koenig

14 ADJOURNMENT
Board Chair Koenig

TITLE 6 - INTERPRETATION SERVICES/TÍTULO 6 - SERVICIOS DE TRADUCCIÓN

Spanish language interpretation and Spanish language copies of the agenda packet are available on an as-needed basis. Please make advance arrangements with the Sr. Executive Assistant at 831-426-6080. Interpretación en español y traducciones en español del paquete de la agenda están disponibles sobre una base como-necesaria. Por favor, hacer arreglos por adelantado con Coordinador de Servicios Administrativos al número 831-426-6080.

ACCESSIBILITY FOR INDIVIDUALS WITH DISABILITIES

This document has been created with accessibility in mind. With the exception of certain 3rd party and other attachments, it passes the Adobe Acrobat XI Accessibility Full Check. If you have any questions about the accessibility of this document, please email your inquiry to accessibility@scmtd.com. Upon request, Santa Cruz METRO will provide written agenda materials in appropriate alternative formats, or disability-related modification or accommodation, including auxiliary aids or services, to enable individuals with disabilities to participate in and provide comments at/related to public meetings. Please submit a request, including your name, phone number and/or email address, and a description of the modification, accommodation, auxiliary aid, service or alternative format requested at least two days before the meeting. Requests should be emailed to boardinquiries@scmetro.org or submitted by phone to the Sr. Executive Assistant at 831-426-6080. Requests made by mail (sent to the Sr. Executive Assistant, Santa Cruz METRO, 110 Vernon Street, Santa Cruz, CA 95060) must be received at least two days before the meeting. Requests will be granted whenever possible and resolved in favor of accessibility.

PUBLIC COMMENT

If you wish to address the Board, please follow the directions at the top of the agenda. If you have anything that you wish to distribute to the Board and included for the official record, please include it in your email. Comments that require a response may be deferred for staff reply.

Pursuant to Section 54954.2(a)(1) of the Government Code of the State of California, this agenda was posted at least 72 hours in advance of the scheduled meeting at a public place freely accessible to the public 24 hours a day. The agenda packet and materials related to an item on this agenda submitted after distribution of the agenda packet are available for public inspection in the Santa Cruz METRO Administrative Office (110 Vernon Street, Santa Cruz) during normal business hours. Such documents are also available on the Santa Cruz METRO website at http://www.scmetro.org subject to staff's ability to post the documents before the meeting.

COMMUNICATIONS TO THE BOARD OF DIRECTORS

From: Pete Rasmussen
To: [redacted]
Cc: Donna Bauer; John Urgo
Subject: Re: Inquiry: Potential Student Bus Route from Scotts Valley to Pacific Collegiate School
Date: Friday, October 16, 2026 3:22:53 PM

Dear Tianna,

Thank you for your interest in exploring METRO service to Pacific Collegiate School. Santa Cruz METRO routes provide access to approximately 90% of schools in Santa Cruz County, with 67 of 74 schools located within a half-mile of a bus stop. Since the introduction of METRO's Youth Cruz Free program in March 2023, youth ridership has grown by 500%.

Federal regulations governing transit agencies preclude METRO from providing dedicated student shuttles, analogous to "yellow school bus" service. Therefore, METRO instead provides school service on routes available to the general public. In many cases, schools are located on or near major corridors that are regularly served throughout the day. In some cases, schools are located farther from major corridors, so METRO has adjusted regular routes using small route deviations. METRO also tries, when practical, to accommodate school bell schedules with small schedule adjustments. When school-based ridership is significant enough, METRO may provide supplemental school-focused trips (but still open to the general public).

METRO currently provides morning service to Natural Bridges Dr & Mission St, about a five-minute walk from Pacific Collegiate School, Routes 20 and 40. In addition, Route 18 provides service to Western Dr & Beachview Ave, an eight-minute walk. We acknowledge, however, that the current bus options from Scotts Valley are not well-timed to connect to these Westside route options; for example, Route 35 from Scotts Valley arrives at River Front Transit Center at 7:31am, but Route 40 doesn't depart until 7:50am. One option would be to drive your child to the departure point of Route 40 at River Street South and Soquel Ave to at least avoid the Mission St traffic before heading back north on Hwy 17.

METRO typically works with school administrators rather than individual parents to assess whether there is sufficient demand for transit service and whether a viable option exists that works with the school's bell schedules. Please consult with fellow Scotts Valley and SLV PCS students and parents to assess how many students would take the bus if a more convenient option were available, and express your interest to the school Principal or Head of School. Upon request from the school administration, we will explore whether there are viable options to improve service.

Sincerely,

METRO Planning

COMMUNICATIONS TO THE BOARD OF DIRECTORS

From: [redacted]
Sent: Saturday, September 19, 2026 8:55 PM
To: boardinquiries <boardinquiries@scmetro.org>; MAC <mac@scmetro.org>; youthcruzfree@scmeteo.org <youthcruzfree@scmeteo.org>
Subject: Inquiry: Potential Student Bus Route from Scotts Valley to Pacific Collegiate School

This Message Is From an Untrusted Sender
You have not previously corresponded with this sender.
!!! Be cautious for phishing and do not click suspicious links from senders you do not know !!!

Dear Santa Cruz METRO Planning Team,
I am writing as a parent of a student who recently enrolled at Pacific Collegiate School (PCS). We love the school.However, many families living in Scotts Valley face a significant morning commute challenge. Currently, I need to drive my child from Scotts Valley to PCS every morning before commuting over Highway 17 to my job in San Jose. By the time I finish dropping off my child, the peak morning traffic has already built up, making the commute to San Jose quite difficult. Since my spouse travels frequently for work, driving our child every day is a major logistical hurdle for our household.
I am reaching out to inquire if Santa Cruz METRO has ever considered or would be open to establishing a dedicated student route (or an adjusted morning express service) connecting Scotts Valley directly to PCS.
Could you please share with us:

1. **Ridership Threshold:** How many students/riders would be needed to justify adding or adjusting a bus route for this area?
2. **Alternative Solutions:** Are there any existing routes or upcoming transit service adjustments that families in Scotts Valley could utilize for commuting to PCS?

I am confident that many families in the Scotts Valley area are facing the exact same challenge and would benefit greatly from public transit options to PCS. If there is a minimum threshold of interested families or a formal request process, please let us know so we can help coordinate with the PCS parent community.
Thank you very much for your time, support, and dedication to serving our community.
Sincerely,
Tianna

Santa Cruz Metropolitan Transit District

DATE: October 23, 2026

TO: Board of Directors

FROM: Chuck Farmer, Chief Financial Officer

SUBJECT: **ACCEPT AND FILE PRELIMINARY APPROVED CHECK AND ACH JOURNAL DETAIL FOR THE MONTH OF SEPTEMBER 2026**

I. RECOMMENDED ACTION

That the Board of Directors accept and file the preliminary approved Check and ACH Journal Detail for the Month of September 2026

II. SUMMARY

- This staff report provides the Board of Directors (Board) with a preliminary approved Check and ACH Journal Detail for the Month of September 2026.
- The Finance Department is submitting the Check and ACH Journal for Board acceptance and filing.

III. DISCUSSION/BACKGROUND

This preliminary approved Check and ACH Journal Detail provides the Board with a listing of the vendors and amounts paid out on a Monthly cash flow basis (Operating and Capital expenses).

All invoices submitted for the Month of September 2026 have been processed, the checks or ACH have been issued and signed by the Deputy Finance Director.

IV. STRATEGIC PLAN PRIORITIES ALIGNMENT

This report aligns to METRO's Financial Stability, Stewardship & Accountability strategic plan.

V. FINANCIAL CONSIDERATIONS/IMPACT

The Check and ACH Journal represents the invoices paid in September 2026 for Board review, agency disclosure and transparency.

VI. CHANGES FROM COMMITTEE

N/A.

VII. ALTERNATIVES CONSIDERED

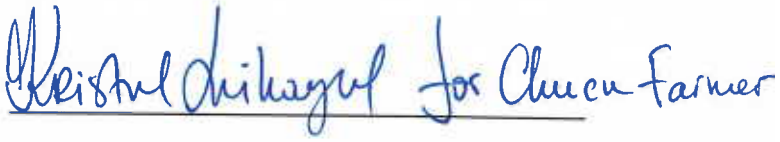
None.

VIII. ATTACHMENTS

Attachment A: Check and ACH Journal Detail for the Month of September 2026

Prepared by: Holly Reeves, Accountant I

IX. APPROVALS

Chuck Farmer, Chief Financial Officer 

Corey Aldridge, CEO/General Manager

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Attachment A

SEPTEMBER 2026 CHECK REGISTER

Check Date	Check Number	Supplier	LINE ITEM DESCRIPTION		PAYMNET AMOUNT
9/1/2026	99554	ACCO-WILSON INC	WO# 228117 / VER / QUARTERLY HVAC PM	$	6,229.00
9/1/2026	99555	AMAZON CAPITAL SERVICES INC.	WO# 228089 / MMF / ZIPPERS	$	19.74
9/1/2026	99556	AMERICAN INSTITUTE OF CHEMICAL I	09/01/2026 - 08/31/2027 CHS MEMBERSHIP	$	15,000.00
9/1/2026	99557	AT&T	CALNET 07/19/2026-08/18/2026/X2217 OCE	$	9,771.91
9/1/2026	99558	B & H FOTO & ELECTRONICS CORP	OFFICE SUPPLIES	$	440.95
9/1/2026	99559	BATTERIES PLUS #314	WO# 228069 / FIELD / BATTERIES	$	324.42
9/1/2026	99560	BATTERY SYSTEMS INC.	REVENUE VEHICLE PARTS	$	8,014.08
9/1/2026	99561	CINTAS CORPORATION NO.2	FIRST AID KIT RESTOCK / WTC	$	520.61
9/1/2026	99562	CROSSLINE SUPPLY LLC	REVENUE VEHICLE PARTS	$	4,146.36
9/1/2026	99563	CUMMINSINC	REVENUE VEHICLE PARTS 1208; 354121	$	3,002.88
9/1/2026	99564	DOC BAILEY CONSTRUCTION EQUIPI	WO# 228130 / MMF / YEARLY CRANE INSPEC	$	3,450.00
9/1/2026	99565	EAST BAY TIRE CO.	TIRES AND TUBES REVENUE/ NON REVENUE	$	6,048.82
9/1/2026	99566	FLEX TECHNOLOGY GROUP LLC DBA	OFFICE SUPPLIES	$	845.09
9/1/2026	99567	GILLIG LLC	REVENUE VEHICLE PARTS	$	1,240.92
9/1/2026	99568	GRAINGER	BATTERIES / PARTS INV / MMF	$	313.40
9/1/2026	99569	KELLEY'S SERVICE INC.	REVENUE VEHICLE PARTS	$	1,104.52
9/1/2026	99570	KJRB INC.	OUTSIDE REPAIR REVENUE VEHICLES 0224;	$	4,114.00
9/1/2026	99571	MARK THOMAS & COMPANY INC	SERVICES THRU 7/26/26 / PROJECT ID 24-00	$	3,453.45
9/1/2026	99572	MAXIMUM OIL SERVICE LLC	HAZARDOUS WASTE OF USED OIL & ANTIFRE	$	444.75
9/1/2026	99573	MID VALLEY SUPPLY INC.	CLEANING SUPPLIES	$	736.44
9/1/2026	99574	MISSION UNIFORM	TOWELS MATS MOPS / MMF	$	1,777.15
9/1/2026	99575	N/S CORPORATION	WO# 228021 / SBF / AIR CYLINDER	$	966.30
9/1/2026	99576	NVB EQUIPMENT INC.	OUTSIDE REPAIR REVENUE VEHICLES 1610;	$	9,466.97
9/1/2026	99577	PACIFIC GAS & ELECTRIC	S/P 07/27/26 - 08/25/26 / CHARGING STATIO	$	10,883.47
9/1/2026	99578	PACIFIC TRUCK PARTS INC.	REVENUE VEHICLE PARTS	$	254.47
9/1/2026	99579	PLUG POWER HYDROGEN HOLDINGS	07/2026 HYDROGEN FUEL	$	84,050.37
9/1/2026	99580	REXEL USA INC DBA: PLATT ELECTRIC	WO# 228018 / WTC / LED LIGHT STRIP	$	373.85
9/1/2026	99581	SANTA CRUZ AUTO PARTS INC.	REVENUE VEHICLE PARTS	$	1,747.95
9/1/2026	99582	SCARBOROUGH LBR & BLDG SUPPLY	FUELS AND LUBRICANTS NON REVENUE VEH	$	62.33
9/1/2026	99583	SCMTD PETTY CASH - PARACRUZ	PARACRUZ PETTY CASH REPLENISH	$	129.99
9/1/2026	99584	STEAM CLEANERS LLC	ORIGINAL INVOICE DATE 06/10/2026 PROJE	$	76,002.92
9/1/2026	99585	THE AFTERMARKET PARTS CO LLC	PROJECT#23-0001 REVENUE VEHICLE PARTS	$	33,681.42
9/4/2026	99586	ASHLEY DONDLINGER	PP18-2026	$	160.00
9/4/2026	99587	FRANCHISE TAX BOARD	PP18-2026	$	1,599.93
9/4/2026	99588	SANTA CRUZ COUNTY SHERIFF DEPA	PP18-2026	$	539.28
9/4/2026	99589	SEIU LOCAL 521	PP18-2026	$	4,271.26
9/4/2026	99590	SELF INSURED SERVICES COMPANY	PP18-2026	$	2,340.44
9/4/2026	99591	SMART-TRANSPORTATION DIVISION	PP18-2026	$	15,222.28
9/4/2026	99592	STATE OF CALIFORNIA - EDD	PP18-2026	$	144.50
9/4/2026	99593	TRANSWORLD SYSTEMS INC	PP18-2026	$	83.01
9/4/2026	99594	MARSH USA INC	09/01/2026-09/01/2027 COMMERCIAL PROI	$	359,176.81
9/8/2026	99595	MARSH USA INC	09/01/2026-09/01/2027 CYBER LIABILITY AN	$	26,241.77
9/9/2026	99596	ATHENS INSURANCE SERVICE INC	SEPTEMBER 2026 MONTHLY FEES	$	4,465.00

9/9/2026	99597	A TOOL SHED INC.	WO# 228098 / OPS / MOWER RENTAL	$	174.04
9/9/2026	99598	B & B SMALL ENGINE CORP	WO# 228098 / OPS / BRUSH CUTTER TOOL	$	183.50
9/9/2026	99599	CFM STRATEGIC COMMUNICATIONS	FEDERAL LEGISLATIVE SERVICES FOR AUGU	$	6,643.00
9/9/2026	99600	CLEAN ENERGY	LNG 8.10.26	$	126,910.30
9/9/2026	99601	COASTAL LANDSCAPING INC.	SEPTEMBER LANDSCAPING / ALL SITES	$	3,400.00
9/9/2026	99602	COMMUNITY TELEVISION OF	BOARD MEETING COVERAGE ON JULY 13 20	$	420.00
9/9/2026	99603	CRYSTAL SPRINGS WATER CO.	WATER DELIVERY / 4 JUGS / CEC	$	176.19
9/9/2026	99604	CUMMINSINC	REVENUE VEHICLE PARTS	$	4,159.05
9/9/2026	99605	EAST BAY TIRE CO.	TIRES AND TUBES REVENUE/ NON REVENUE	$	12,350.66
9/9/2026	99606	EMPLOYNET INC	MARKTING INTERNS W/E: 8/16/2026	$	1,005.84
9/9/2026	99607	FLYERS ENERGY LLC	FUEL AND LUBRICANTS NON REVENUE VEHI	$	18,461.67
9/9/2026	99608	GILLIG LLC	REVENUE VEHICLE PARTS	$	195.71
9/9/2026	99609	GLOBAL WATER TECHNOLOGY INC	WO# 228159 / OPS / MONTHLY WATER TESTI	$	299.10
9/9/2026	99610	GRAINGER	PARTS & SUPPLIES NON INVENTORY; REVEN	$	380.33
9/9/2026	99611	HOGAN MFG. INC DBA: LIFT-U; MURR	REVENUE VEHICLE PARTS 4205; 354538	$	557.19
9/9/2026	99612	HUNT & SONS INC	FUELS AND LUBRICANTS REVENUE VEHICLE	$	9,078.41
9/9/2026	99613	IMPERIAL BAG & PAPER CO LLC DBA:	FOAM SOAP / CLEANING SUPPLIES / MMF	$	1,237.16
9/9/2026	99614	KELLEY'S SERVICE INC.	REVENUE VEHICLE PARTS	$	598.43
9/9/2026	99615	KIMBALL MIDWEST	PARTS & SUPPLIES NON INVENTORY	$	1,990.63
9/9/2026	99616	KJRB INC.	OUTSIDE REPAIR OTHER VEHICLES 1719; 35	$	667.50
9/9/2026	99617	LENOVO (UNITED STATES) INC.	OFFICE SUPPLIES	$	4,299.95
9/9/2026	99618	MARK THOMAS & COMPANY INC	PROJECT#19-0002 SERVICES THROUGH 07/	$	1,790.45
9/9/2026	99619	MIP V WASTE (ECI) LP DBA: GREENW/	S/P 08/01/26 - 08/31/26 / PRC	$	1,334.68
9/9/2026	99620	MODEL 1 COMMERCIAL VEHICLES IN	REVENUE VEHICLE PARTS PC 1711; 353585	$	1,143.31
9/9/2026	99621	MOHAWK MFG. & SUPPLY CO.	REVENUE VEHICLE PARTS	$	1,264.69
9/9/2026	99622	NORTH BAY FORD LINC-MERCURY	REVENUE VEHICLE PARTS 1402; 354402	$	4,126.26
9/9/2026	99623	PACIFIC GAS & ELECTRIC	S/P 07/27/26 - 08/26/26 / OPS	$	12,142.43
9/9/2026	99624	PACIFIC TRUCK PARTS INC.	PARTS & SUPPLIES NON INVENTORY	$	1,684.09
9/9/2026	99625	PIED PIPER EXTERMINATORS INC.	MONTHLY PEST CONTROL / SVT	$	217.50
9/9/2026	99626	QOVO SOLUTIONS INC.	MOBILE SURVEILLANCE RENTAL - BEACH ST	$	1,800.00
9/9/2026	99627	QUEST DIAGNOSTIC INC.	8/26/26 PROF & TECH QUEST INVOICE FOR (	$	431.25
9/9/2026	99628	SANTA CRUZ RECORDS MNGMT INC	MONTHLY SHREDDING / CEC VER OPS MMF	$	260.00
9/9/2026	99629	SELF INSURED SERVICES COMPANY	8/2026 - LIFE INSURANCE	$	10,917.25
9/9/2026	99630	SHAW YODER ANTWIH	STATE LEGISLATIVE REPRESENTATION FOR S	$	6,032.50
9/9/2026	99631	SNAP-ON INDUSTRIAL A DIVISION	TOOLS UNDER $10000	$	290.00
9/9/2026	99632	SOUTHWEST COMMERCIAL PRODUC	CLEANING SUPPLIES	$	240.00
9/9/2026	99633	SPX TECHNOLOGIESINC.	REVENUE VEHICLE PARTS	$	1,866.22
9/9/2026	99634	STAPLES INC	DISINFECTANT / CLEANING SUPPLIES / MMF	$	648.42
9/9/2026	99635	THE HOSE SHOP INC	PARTS & SUPPLIES NON INVENTORY	$	1,293.93
9/9/2026	99636	THE JANEK CORPORATION	REVENUE VEHICLE PARTS	$	2,048.88
9/9/2026	99637	THERMO KING OF SALINAS INC	REVENUE VEHICLE PARTS	$	2,929.23
9/9/2026	99638	THE W.W. WILLIAMS COMPANY LLC	PARTS & SUPPLIES NON INVENTORY 504; 34	$	124.85
9/9/2026	99639	VEHICLE MAINTENANCE PROG INC	REVENUE VEHICLE PARTS	$	77.94
9/9/2026	99640	VERIZON WIRELESS	TELECOMMUNICATIONS 7/23/26-8/22/26	$	2,128.00
9/9/2026	99641	VERIZON WIRELESS	08/02-09/01/2026 SAFETY SECURITY & RISK	$	50.04
9/14/2026	99642	EMPLOYEE (1150)	HEALTH FAIR/MILEAGE REIMBURSEMENT	$	114.19
9/14/2026	99643	EMPLOYEE (1085)	REIMBURSEMENTS	$	317.25
9/14/2026	99644	EMPLOYEE (693)	DMV REIMBURSEMENT	$	69.00
9/14/2026	99645	EMPLOYEE (1633)	PHYSICAL EXAM RENEWAL	$	150.00

Attachment A

9/14/2026	99646	EMPLOYEE (1299)	EMPLOYEE INCENTIVE REIMBURSEMENT	$	84.02
9/14/2026	99647	EMPLOYEE (1045)	HEALTH FAIR REIMBURSEMENT	$	52.85
9/14/2026	99648	EMPLOYEE (1045)	TUITION REIMBURSEMENT	$	3,550.00
9/14/2026	99649	EMPLOYEE (999)	REIMBURSEMENT	$	152.00
9/14/2026	99650	EMPLOYEE (1296)	PHYSICAL EXAM REIMBURSEMENT	$	150.00
9/14/2026	99651	EMPLOYEE (1400)	EMPLOYEE INCENTIVE REIMBURSEMENT	$	69.95
9/14/2026	99652	EMPLOYEE (959)	PHYSICAL EXAM REIMBURSEMENT	$	150.00
9/16/2026	99653	72 HOUR LLC	OUTSIDE REPAIR REVENUE VEHICLES PC17(	$	9,655.71
9/16/2026	99654	9280-0366 QUEBEC INC DBA: TRANS	SEPTEMBER 2026 TRANSIT APP FEE	$	6,470.63
9/16/2026	99655	ACCO-WILSON INC	WO# 227709 / VER / INSTALL NEW THERMOS	$	1,191.00
9/16/2026	99656	ADARIDE.COM LLC	PARATRANSIT ELIGABILITY SEPT 26	$	6,008.75
9/16/2026	99657	ALTEC INC	WO# 228174 / ANNUAL BUCKET TRUCK PM (	$	1,120.37
9/16/2026	99658	AMAZON CAPITAL SERVICES INC.	OFFICE SUPPLIES	$	946.93
9/16/2026	99659	AMERICAN SILVERSMITHS DBA: MOLI	2026 METRO ROADEO AWARDS	$	454.08
9/16/2026	99660	AT&T	S/P 08/01/26 - 08/31/26 / PT TO PT2	$	1,999.78
9/16/2026	99661	BATTERY SYSTEMS INC.	REVENUE VEHICLE PARTS	$	5,502.72
9/16/2026	99662	BFS GROUP LLC	WO# 228132 / MMF / WASHERS	$	211.99
9/16/2026	99663	BRASS KEY INC DBA: BRASS KEY LOC	WO# 228133 / CEC / S/C 8/26/26	$	155.00
9/16/2026	99664	CAPDEPON KATHERINE	OUTSIDE REPAIR OTHER VEHICLES NR0101;	$	51.75
9/16/2026	99665	CATTO'S GRAPHICS INC.	ANNIVERSARY CATALOG ORDER	$	158.59
9/16/2026	99666	CELTIS VENTURES INC.	WEB MAINTENANCE JULY 2026	$	9,432.50
9/16/2026	99667	CITY OF SANTA CRUZ-FINANCE DEP	FY26 KITE HILL COMMUNICATIONS / PG&E 7	$	159.94
9/16/2026	99668	CITY OF SANTA CRUZ FINANCE RRF	AUGUST DUMP	$	34.72
9/16/2026	99669	COASTAL LANDSCAPING INC.	SQUIRREL TREATMENT / VER	$	300.00
9/16/2026	99670	COAST PAPER & SUPPLY INC.	CLEANING SUPPLIES / MMF	$	1,838.53
9/16/2026	99671	COMCAST BUSINESS	S/P 09/06/26 - 10/05/26 / VER INTERNET	$	280.62
9/16/2026	99672	COMMUNITY PRINTERS INC.	METRO ROUTE BROCHURES	$	15,800.05
9/16/2026	99673	CUMMINSINC	REVENUE VEHICLE PARTS	$	1,272.66
9/16/2026	99674	D & G SANITATION	CLEANING SERVICE AT WTC LOT	$	1,894.58
9/16/2026	99675	EAST BAY TIRE CO.	TIRES AND TUBES REVENUE/ NON REVENUE	$	11,266.38
9/16/2026	99676	FERGUSON US HOLDINGS INC	WO# 228158 / WTC / MISC PARTS FOR WATE	$	44.63
9/16/2026	99677	GRAINGER	PARTS & SUPPLIES NON INVENTORY	$	406.49
9/16/2026	99678	KELLEY'S SERVICE INC.	CLEANING SUPPLIES	$	1,027.65
9/16/2026	99679	KJRB INC.	OUTSIDE REPAIR REVENUE VEHICLES 1204;	$	1,474.00
9/16/2026	99680	LANGUAGE LINE SERVICES INC	OVER-THE-PHONE INTERPRETATION	$	100.00
9/16/2026	99681	MANSFIELD OIL CO OF GAINSVILLE	FUELS AND LUBRICANTS REVENUE VEHICLE	$	40,394.82
9/16/2026	99682	MID VALLEY SUPPLY INC.	CLEANING SUPPLIES / MMF	$	1,204.73
9/16/2026	99683	MISSION UNIFORM	TOWELS MATS MOPS / MMF	$	669.52
9/16/2026	99684	MODEL 1 COMMERCIAL VEHICLES IN	REVENUE VEHICLE PARTS PC	$	335.37
9/16/2026	99685	MPRESS DIGITALINC	FALL SCHEDULES 2026	$	2,037.79
9/16/2026	99686	PIED PIPER EXTERMINATORS INC.	MONTHLY PEST CONTROL / CEC	$	922.00
9/16/2026	99687	RICOH USA INC CA	09/14-10/13/2026 BASE PARACRUZ CUST#4	$	339.15
9/16/2026	99688	SANTA CRUZ AUTO PARTS INC.	REVENUE VEHICLE PARTS 11016; 354904	$	762.28
9/16/2026	99689	SANTA CRUZ COUNTY TAX COLLECTC	PARCEL #01849101 PROPERTY TAXES FY26	$	4,481.62
9/16/2026	99690	SANTA CRUZ RECORDS MNGMT INC	MONTHLY SHREDDING / WTC	$	90.00
9/16/2026	99691	SANTA CRUZ VIBES MEDIA LLC	SUMMER 2026 VIBES	$	4,645.00
9/16/2026	99692	SELF INSURED SERVICES COMPANY	9/2026 - DENTAL	$	50,596.70
9/16/2026	99693	THE HOSE SHOP INC	PARTS & SUPPLIES NON INVENTORY	$	245.21
9/16/2026	99694	VEHICLE MAINTENANCE EQUIPMENT	WO# 228161 / MMF / BAY 3 REPAIR	$	2,885.56

9/16/2026	99695	VERIZON WIRELESS	S/P 08/02/26 - 09/01/26 / FAC TABLETS	$	300.30
9/16/2026	99696	VERIZON WIRELESS	SUP TABLETS 08/02/2026 -09/01/2026	$	300.30
9/16/2026	99697	VERIZON WIRELESS	S/P 08/02/26 - 09/01/26 / FLEET TABLETS ON	$	78.56
9/16/2026	99698	WORKDAYINC.	CLOUD APPLICATION SUBSCRIPTION FEE FC	$	31,957.00
9/16/2026	99699	ZORO TOOLS INC.	REVENUE VEHICLE PARTS	$	124.20
9/21/2026	99700	ASHLEY DONDLINGER	PP19-2026	$	160.00
9/21/2026	99701	FRANCHISE TAX BOARD	PP19-2026	$	1,123.77
9/21/2026	99702	SANTA CRUZ COUNTY SHERIFF DEPA	PP19-2026	$	539.28
9/21/2026	99703	SELF INSURED SERVICES COMPANY	PP19-2026	$	2,419.71
9/21/2026	99704	TRANSWORLD SYSTEMS INC	PP19-2026	$	83.01
9/22/2026	99705	ABC BUS INC	REVENUE VEHICLE PARTS	$	1,406.98
9/22/2026	99706	ALWAYS UNDER PRESSURE	WO# 228204 / VER / S/C 9/10/26 TO SERVICE	$	629.45
9/22/2026	99707	AMAZON CAPITAL SERVICES INC.	CHAIR CYLINDER REPLACEMENTS / MMF	$	79.58
9/22/2026	99708	ANDREW J. O'KEEFE II	MEDIA SERVICE SEPT 2026	$	4,000.00
9/22/2026	99709	BFS GROUP LLC	WO# 228186 / OPS / ANT KILLER	$	39.08
9/22/2026	99710	BIG BELLY SOLAR LLC	23 TRASH CANS FOR ROTKIN TRANSIT CENTI	$	47,666.46
9/22/2026	99711	CDW GOVERNMENT INC.	CREDIT FOR INVOICE #A12713K ORG CREDI	$	534.78
9/22/2026	99712	CINTAS CORPORATION NO.2	FIRST AID KIT RESTOCK / MMF	$	997.13
9/22/2026	99713	CITY OF SANTA CRUZ/PARKING	CS PARKING PERMITS OCT26	$	900.00
9/22/2026	99714	CITY OF SANTA CRUZ-FINANCE DEP	OCT 26 RENT	$	3,741.44
9/22/2026	99715	CITY OF WATSONVILLE UTILITIES	MAIN TRASH CAN / WTC	$	1,820.58
9/22/2026	99716	CLEAN ENERGY	WO# 228215 / SBF / MONTHLY TANK INSPEC	$	20,628.00
9/22/2026	99717	COMMUNITY PRINTERS INC.	METRO NETWORK MAP	$	3,348.01
9/22/2026	99718	CUMMINSINC	REVENUE VEHICLE PARTS	$	548.21
9/22/2026	99719	DEPARTMENT OF TOXIC SUBSTANCES	290006-SM 425 FRONT ST LABOR	$	11,371.25
9/22/2026	99720	EAST BAY TIRE CO.	TIRES AND TUBES REVENUE/ NON REVENUE	$	11,273.04
9/22/2026	99721	EMPLOYNET INC	MARKETING INERNS W/E DATE: 9/6/2026	$	2,983.19
9/22/2026	99722	ENVIRONMENTAL LOGISTICS INC	HAZARDOUS WASTE DISPOSAL / MMF - FILTE	$	6,603.12
9/22/2026	99723	FRONTIER COMMUNICATIONS - 6145	09/16-10/12/2026 - SKYLINE TO OCEAN ACC	$	71.53
9/22/2026	99724	GILLIG LLC	REVENUE VEHICLE PARTS	$	57,033.12
9/22/2026	99725	GRAINGER	QUICK CONNECT FILTERS / PARTS INV / MMF	$	1,339.53
9/22/2026	99726	GROUP 4 ARCHITECTURERESEARCH-	PROJECT#19-0002 REIMBURSABLES & PROF	$	3,456.00
9/22/2026	99727	HANSON BRIDGETT LLP	MATTER # 032117.003003	$	61,034.99
9/22/2026	99728	HEREDIA KEN R.	OUTSIDE REPAIR REVENUE VEHICLES 0925;	$	850.00
9/22/2026	99729	HOLLY RILEY DBA: RANAHAN CUSTOI	SAMPLE BELT BUCKLE ORDER	$	151.00
9/22/2026	99730	JASON HAMILTON	REVENUE VEHICLE PARTS NR1724; 355452	$	636.02
9/22/2026	99731	KIMBALL MIDWEST	PARTS & SUPPLIES NON INVENTORY	$	566.15
9/22/2026	99732	LAW OFFICES OF MARIE F. SANG	CL #22000654	$	608.00
9/22/2026	99733	LUMINATOR TECH GROUP GLOBAL	REVENUE VEHICLE PARTS	$	224.21
9/22/2026	99734	MGP XI REITLLC	OCT 26 RENT	$	2,646.00
9/22/2026	99735	MID VALLEY SUPPLY INC.	CLEANING SUPPLIES / MMF	$	197.55
9/22/2026	99736	MILLER MAXFIELD INC	ROUTE GUIDES FALL 2026	$	6,531.25
9/22/2026	99737	MISSION UNIFORM	TOWELS MATS MOPS / MMF	$	623.00
9/22/2026	99738	MODEL 1 COMMERCIAL VEHICLES IN	REVENUE VEHICLE PARTS PC	$	278.40
9/22/2026	99739	NORTH BAY FORD LINC-MERCURY	REVENUE VEHICLE PARTS	$	1,712.08
9/22/2026	99740	ONSITE PHYSICAL CERTIFICATIONS	1 X PHYSICAL EXAM	$	1,350.00
9/22/2026	99741	PACIFIC GAS & ELECTRIC	08/07-09/10/2026 PARACRUZ ACCT#81752	$	2,210.91
9/22/2026	99742	PLUG POWER HYDROGEN HOLDINGS	08/2026 HYDROGEN FUEL	$	80,261.85
9/22/2026	99743	PRIORS TIRES LLC	TIRES AND TUBES REVENUE/ NON REVENUE	$	63.90

9/22/2026	99744	QUADIENTINC.	10/20/2026-01/19/2027 SMART ONLINE SUE	$	9.00
9/22/2026	99745	QUADIENT FINANCE USA INC	08/2026 POSTAGE FOR ADMIN	$	1,000.00
9/22/2026	99746	SANTA CRUZ MUNICIPAL UTILITIES	S/P 08/01/26 - 08/31/26 / SBF IRRIGATION	$	1,200.13
9/22/2026	99747	SCOTTS VALLEY WATER DISTRICT	S/P 08/01/26 - 08/31/26 / SVT	$	481.61
9/22/2026	99748	SOQUEL III ASSOCIATES	OCT 26 RENT	$	19,816.55
9/22/2026	99749	SPORTWORKS GLOBAL LLC	REVENUE VEHICLE PARTS	$	2,035.29
9/22/2026	99750	THERMO KING OF SALINAS INC	REVENUE VEHICLE PARTS	$	1,646.82
9/22/2026	99751	UPS STORE #1128	STORE #1128- 9/11/26 LIVE SCANS - PRE EM	$	45.00
9/22/2026	99752	US BANK NATIONAL ASSOCIATION	08/25-09/25/2026 EQUIPMENT LEASE CONT	$	1,812.06
9/22/2026	99753	VERIZON WIRELESS	1300/1325 TABLETS 8/2/26-9/1/26 ACCT#84	$	100.10
9/22/2026	99754	WORKFORCEQA LLC	PROF & TECH WORKFORCE- 08/2026- DOT D	$	60.00
9/24/2026	99755	HANSON BRIDGETT LLP	PROJECT #19-0002 MATTER # 032117.00500	$	36,418.30
9/24/2026	99756	HPT MOTORS LLC DBA: SANTA CRUZ	REPLACEMENT COROLLA CROSS 2026 / VIN	$	28,959.39
9/24/2026	99757	ANN DORICE	RETIREE SUPPLIMENTAL OCT 26	$	28.58
9/24/2026	99758	BAN MARK	RETIREE SUPPLIMENTAL OCT 26	$	57.17
9/24/2026	99759	BARRY BARTHOLOMEW	RETIREE SUPPLIMENTAL OCT 26	$	24.06
9/24/2026	99760	BLAIR GARY	RETIREE SUPPLIMENTAL OCT 26	$	24.06
9/24/2026	99761	BLIGHT KAREN	RETIREE SUPPLIMENTAL OCT 26	$	33.27
9/24/2026	99762	BRONDSTATTER WALLACE	RETIREE SUPPLIMENTAL OCT 26	$	66.55
9/24/2026	99763	BROWN ERNEST	RETIREE SUPPLIMENTAL OCT 26	$	66.55
9/24/2026	99764	BYTHEWAY MARY	RETIREE SUPPLIMENTAL OCT 26	$	24.06
9/24/2026	99765	CONTRERAS-NAVARRO FRANCISCO	RETIREE SUPPLIMENTAL OCT 26	$	33.27
9/24/2026	99766	CUMMINS MAJOR	RETIREE SUPPLIMENTAL OCT 26	$	66.55
9/24/2026	99767	DEVIVO WILLIAM	RETIREE SUPPLIMENTAL OCT 26	$	52.64
9/24/2026	99768	DORFMAN IRIS	RETIREE SUPPLIMENTAL OCT 26	$	33.27
9/24/2026	99769	DRAKE JUDITH	RETIREE SUPPLIMENTAL OCT 26	$	24.06
9/24/2026	99770	ELIA LARRY	RETIREE SUPPLIMENTAL OCT 26	$	24.06
9/24/2026	99771	ESCARCEGA MIGUEL	RETIREE SUPPLIMENTAL OCT 26	$	66.55
9/24/2026	99772	GARBEZ MANNY	RETIREE SUPPLIMENTAL OCT 26	$	24.06
9/24/2026	99773	GRANADOS-BOYCE MARIA	RETIREE SUPPLIMENTAL OCT 26	$	57.17
9/24/2026	99774	GROSJEAN DOUGLAS	RETIREE SUPPLIMENTAL OCT 26	$	48.13
9/24/2026	99775	HANSEN MARK	RETIREE SUPPLIMENTAL OCT 26	$	28.58
9/24/2026	99776	HERNANDEZ MARGARITO	RETIREE SUPPLIMENTAL OCT 26	$	24.06
9/24/2026	99777	HERSHEY ANDREA	RETIREE SUPPLIMENTAL OCT 26	$	26.97
9/24/2026	99778	HYMAN JOE	RETIREE SUPPLIMENTAL OCT 26	$	66.55
9/24/2026	99779	JACINTO FRANK	RETIREE SUPPLIMENTAL OCT 26	$	57.17
9/24/2026	99780	LOGIUDICE FRED	RETIREE SUPPLIMENTAL OCT 26	$	33.27
9/24/2026	99781	LORENZANO JAMES	RETIREE SUPPLIMENTAL OCT 26	$	116.78
9/24/2026	99782	LUNA SUZANNE	RETIREE SUPPLIMENTAL OCT 26	$	53.94
9/24/2026	99783	MESECK MARGARITA	RETIREE SUPPLIMENTAL OCT 26	$	24.06
9/24/2026	99784	MILLER FOREST	RETIREE SUPPLIMENTAL OCT 26	$	24.06
9/24/2026	99785	MITCHELL LISA	RETIREE SUPPLIMENTAL OCT 26	$	17.51
9/24/2026	99786	MITCHELL TODD	RETIREE SUPPLIMENTAL OCT 26	$	17.51
9/24/2026	99787	MUNGIOLI LARRY	RETIREE SUPPLIMENTAL OCT 26	$	33.27
9/24/2026	99788	OWENS ROLAND	RETIREE SUPPLIMENTAL OCT 26	$	109.19
9/24/2026	99789	PARHAM WALLACE	RETIREE SUPPLIMENTAL OCT 26	$	66.55
9/24/2026	99790	PETERS TERRIE	RETIREE SUPPLIMENTAL OCT 26	$	33.27
9/24/2026	99791	RAMOS ROSALIO	RETIREE SUPPLIMENTAL OCT 26	$	146.10
9/24/2026	99792	REED KATHY	RETIREE SUPPLIMENTAL OCT 26	$	26.97

Attachment A

9/24/2026	99793	REGAN MICHAEL	RETIREE SUPPLIMENTAL OCT 26	$	57.17
9/24/2026	99794	RODRIGUEZ VALENTIN	RETIREE SUPPLIMENTAL OCT 26	$	53.94
9/24/2026	99795	ROWE RUBY	RETIREE SUPPLIMENTAL OCT 26	$	83.51
9/24/2026	99796	RUIZ ESTEVAN	RETIREE SUPPLIMENTAL OCT 26	$	57.17
9/24/2026	99797	SALGUEIRO MICHAEL	RETIREE SUPPLIMENTAL OCT 26	$	57.17
9/24/2026	99798	SERRATO ELVIRA	RETIREE SUPPLIMENTAL OCT 26	$	85.74
9/24/2026	99799	SYREN LESLYN	RETIREE SUPPLIMENTAL OCT 26	$	90.93
9/24/2026	99800	TOVAR SERENA	RETIREE SUPPLIMENTAL OCT 26	$	33.27
9/24/2026	99801	WHITNEY LUCERE	RETIREE SUPPLIMENTAL OCT 26	$	66.55
9/24/2026	99802	WU PETER	RETIREE SUPPLIMENTAL OCT 26	$	28.58
9/24/2026	99803	WYANT JUDI	RETIREE SUPPLIMENTAL OCT 26	$	33.27
9/24/2026	99804	YANCY TERRY	RETIREE SUPPLIMENTAL OCT 26	$	33.27
9/28/2026	99805	CATTO'S GRAPHICS INC.	ORG INV DATE: 6/16/26	$	23,220.22
9/28/2026	99806	GROUP 4 ARCHITECTURERESEARCH-	PROJECT #19-0020 SERVICES THROUGH 06/	$	7,780.50
9/28/2026	99807	MARK THOMAS & COMPANY INC	SERVICES THRU 7/26/26 / PROJECT ID 23-00	$	8,210.16
9/28/2026	99808	PALAMERICAN SECURITY SILICON VA	AUGUST 2026 SECURITY SERVICES AT JKS	$	29,652.85
9/28/2026	99809	RELIABLE MONITORING SERVICES DE	PROJECT #23-0005C	$	10,846.75
9/28/2026	99810	TURBO IMAGES CORP DBA: TURBO IM	PROJECT #26-0001 ARTIC HYDROGEN BUS V	$	13,965.82
9/28/2026	99811	WORKDAYINC.	WORKDAY ENTERPRISE CLOUD APPLICATIO	$	445,969.00
GRAND TOTAL				**$**	**2,157,694.36**

Attachment A

SEPTEMBER 2026 ACH PAYMENT

Payment Type	Payment Date	Payee	Line Item Description	Payment Amount
EFT	9/4/2026	CAPUZZI CONSULTING GROUP I	DESIGN AND ENGINEERING SERVICE	$ 226,368.28
EFT	9/4/2026	KRUEGER TRANSPORT LLC	TASK ORDER NO. 3 - ON-CALL HYDRC	$ 49,153.73
EFT	9/16/2026	THE AFTERMARKET PARTS CO I	REV VEHICLE PARTS	$ 2,185.21
EFT	9/17/2026	REBEL PAYMENTS MOBILITY & II	INTEGRATED TICKETING SUPPORT -	$ 16,251.85
EFT	9/17/2026	UNITED PARCEL SERVICE	FREIGHT	$ 134.11
EFT	9/21/2026	SEIU LOCAL 521	DUES 2ND SEPTEMBER 2026	$ 4,164.40
EFT	9/21/2026	SMART-TRANSPORTATION DIVIS	DUES 2ND SEPTEMBER 2026	$ 15,719.10
EFT	9/24/2026	AMS.NET LLC DBA: MGT IMPACT	INDOOR WIRELESS AP - TRI RADIO (W	$ 36,874.31
EFT	9/24/2026	ABACHERLI, ARLETTE	RETIREE SUPP REIMB - OCT 26	$ 109.19
EFT	9/24/2026	ADAMS, ELLEN	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	AGUIRRE, CIRO	RETIREE SUPP REIMB - OCT 26	$ 17.84
EFT	9/24/2026	AITKEN, ANGELA	RETIREE SUPP REIMB - OCT 26	$ 130.19
EFT	9/24/2026	ALLEN, ROBERT	RETIREE SUPP REIMB - OCT 26	$ 24.06
EFT	9/24/2026	ANDRADE, GERALD	RETIREE SUPP REIMB - OCT 26	$ 57.17
EFT	9/24/2026	ARCHIBEQUE, ELEANOR	RETIREE SUPP REIMB - OCT 26	$ 21.32
EFT	9/24/2026	ARCHIBEQUE, JUANITA	RETIREE SUPP REIMB - OCT 26	$ 66.55
EFT	9/24/2026	AVILES, PATRICIA	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	BASS, BETTY	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	BOYD, MICHAEL	RETIREE SUPP REIMB - OCT 26	$ 66.55
EFT	9/24/2026	BREGANTE, BATTISTA	RETIREE SUPP REIMB - OCT 26	$ 24.06
EFT	9/24/2026	BRONDSTATTER, CHERYL	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	BROWN, KENNETH	RETIREE SUPP REIMB - OCT 26	$ 66.55
EFT	9/24/2026	BURKET, JANET	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	CANALES, DONNA	RETIREE SUPP REIMB - OCT 26	$ 17.84
EFT	9/24/2026	CAPELLA, KATHLEEN	RETIREE SUPP REIMB - OCT 26	$ 57.17
EFT	9/24/2026	CASANEGA, RICHARD	RETIREE SUPP REIMB - OCT 26	$ 24.06
EFT	9/24/2026	CAVATAIO, PASQUALE	RETIREE SUPP REIMB - OCT 26	$ 48.13
EFT	9/24/2026	CAWALING, GEORGE	RETIREE SUPP REIMB - OCT 26	$ 92.07
EFT	9/24/2026	CENTER, DOUGLAS	RETIREE SUPP REIMB - OCT 26	$ 24.06
EFT	9/24/2026	CHANDLEY, PAUL	RETIREE SUPP REIMB - OCT 26	$ 109.19
EFT	9/24/2026	CLAYTON, MICHAEL	RETIREE SUPP REIMB - OCT 26	$ 24.06
EFT	9/24/2026	COTTER, ROBERT	RETIREE SUPP REIMB - OCT 26	$ 66.55
EFT	9/24/2026	CRAMBLETT, LAWRENCE	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	CRUISE, RICHARD	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	CUMMINGS, PATRICIA	RETIREE SUPP REIMB - OCT 26	$ 57.17
EFT	9/24/2026	DANIEL, REBECCA	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	DAVIDOSKI, PAUL	RETIREE SUPP REIMB - OCT 26	$ 28.58
EFT	9/24/2026	DIAZ, OLIVIA	RETIREE SUPP REIMB - OCT 26	$ 53.94
EFT	9/24/2026	DOBBS, LILLIAN	RETIREE SUPP REIMB - OCT 26	$ 24.06
EFT	9/24/2026	EMERSON, WILLIAM	RETIREE SUPP REIMB - OCT 26	$ 66.55
EFT	9/24/2026	FALLAU, NICHOLAS	RETIREE SUPP REIMB - OCT 26	$ 76.28
EFT	9/24/2026	FENN, MARILYN	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	FLAGG, PAULA	RETIREE SUPP REIMB - OCT 26	$ 17.84
EFT	9/24/2026	FLORES, JUAN	RETIREE SUPP REIMB - OCT 26	$ 92.07
EFT	9/24/2026	FOUSE, BRENT	RETIREE SUPP REIMB - OCT 26	$ 26.97
EFT	9/24/2026	FRANCIS, RUFUS	RETIREE SUPP REIMB - OCT 26	$ 35.68
EFT	9/24/2026	GABRIEL, RICHARD	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	GABRIELE, BERNARD	RETIREE SUPP REIMB - OCT 26	$ 17.51
EFT	9/24/2026	GABRIELE, CATHLEEN	RETIREE SUPP REIMB - OCT 26	$ 17.51
EFT	9/24/2026	GALE, TERRY	RETIREE SUPP REIMB - OCT 26	$ 66.55
EFT	9/24/2026	GALLOWAY, SCOTT	RETIREE SUPP REIMB - OCT 26	$ 24.06
EFT	9/24/2026	GARCIA, DANIEL	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	GARCIA, SAMUEL	RETIREE SUPP REIMB - OCT 26	$ 33.27
EFT	9/24/2026	GOSE, JOHN	RETIREE SUPP REIMB - OCT 26	$ 24.06

EFT	9/24/2026	GROBMAN, BRUCE	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	HAMM, CAROLYN	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	HERNANDEZ, JUAN	RETIREE SUPP REIMB - OCT 26	$	57.17
EFT	9/24/2026	HICKLIN, LUCILLE	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	HILL, ANDREW	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	HILTNER, THOMAS	RETIREE SUPP REIMB - OCT 26	$	116.78
EFT	9/24/2026	HOLCOMB, MICHAEL	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	JUSSEL, PETE	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	KALE, RICKEY	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	KAMEDA, TERRY	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	KELLY, ELOISE	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	KONNO, DAVID	RETIREE SUPP REIMB - OCT 26	$	42.63
EFT	9/24/2026	LAWSON, LOIS	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	LEFFLER, JEAN	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	LEGORRETA, PETE	RETIREE SUPP REIMB - OCT 26	$	42.63
EFT	9/24/2026	LONGNECKER, LLOYD	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	LUCIER,MARILYN	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	LYNCH, GLENN	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	MACHADO, MARGARET	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	MALPHRUS, BRENDA	RETIREE SUPP REIMB - OCT 26	$	28.58
EFT	9/24/2026	MARTIN, DAWN	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	MARTINEZ, MANUEL	RETIREE SUPP REIMB - OCT 26	$	131.13
EFT	9/24/2026	MARTINEZ, MARK	RETIREE SUPP REIMB - OCT 26	$	57.17
EFT	9/24/2026	MCDONALD, JANIE	RETIREE SUPP REIMB - OCT 26	$	29.88
EFT	9/24/2026	MCDONALD, KEVIN	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	MCFADDEN, IAN	RETIREE SUPP REIMB - OCT 26	$	20.98
EFT	9/24/2026	MCHALE, BRIAN	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	MELLON, JOHN	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	MOREAU, DAVID	RETIREE SUPP REIMB - OCT 26	$	109.19
EFT	9/24/2026	MORGAN, JEANETTE	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	MORR, BONNIE	RETIREE SUPP REIMB - OCT 26	$	57.17
EFT	9/24/2026	MULLIS, MICHAEL	RETIREE SUPP REIMB - OCT 26	$	116.65
EFT	9/24/2026	MUNGUIA, GUSTAVO	RETIREE SUPP REIMB - OCT 26	$	48.13
EFT	9/24/2026	NABOR, GLEN	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	NAUKKARINEN, JUKKA	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	NELSON, EDWARD	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	NELSON, RICHARD	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	NIETO, MANUEL	RETIREE SUPP REIMB - OCT 26	$	48.13
EFT	9/24/2026	NORTH, JEFFREY	RETIREE SUPP REIMB - OCT 26	$	109.19
EFT	9/24/2026	NORTHON, M	RETIREE SUPP REIMB - OCT 26	$	69.95
EFT	9/24/2026	O'DONNELL, SHAWN	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	O'HAGIN, JUSTINA	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	OJEDA, ROBERTO	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	OROZCO, RICHARD	RETIREE SUPP REIMB - OCT 26	$	131.13
EFT	9/24/2026	PAULSON, STEVEN	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	PEREZ, ANTONIO	RETIREE SUPP REIMB - OCT 26	$	48.13
EFT	9/24/2026	PICARELLA, FRANCIS	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	POLANCO, JOSE	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	PRECIADO, MARY LOU	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	PRICE, HARRY	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	PRINCE, DEBRA	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	PRINCE, PETER	RETIREE SUPP REIMB - OCT 26	$	57.17
EFT	9/24/2026	PRUDDEN, RICHARD	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	PYE, GINA	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	RAMIREZ, MANUEL	RETIREE SUPP REIMB - OCT 26	$	17.84
EFT	9/24/2026	RHODES, BRUCE	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	ROCHA, SHERRI	RETIREE SUPP REIMB - OCT 26	$	28.58
EFT	9/24/2026	ROSS, ELISABETH	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	ROSS, EMERY	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	ROY, ARLEN	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	RYLANDER, REED	RETIREE SUPP REIMB - OCT 26	$	48.13

Attachment A

EFT	9/24/2026	SANCHEZ, ASCENCION	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	SCARGILL, RAYMOND	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	SCHRAEDER, PAUL	RETIREE SUPP REIMB - OCT 26	$	48.13
EFT	9/24/2026	SCILLA, JOSEPH	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	SILVA, EDWARDO	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	SLATER, ROBYN	RETIREE SUPP REIMB - OCT 26	$	57.17
EFT	9/24/2026	STARKEY, THOMAS	RETIREE SUPP REIMB - OCT 26	$	28.58
EFT	9/24/2026	STICKEL, THOMAS	RETIREE SUPP REIMB - OCT 26	$	48.13
EFT	9/24/2026	SWART, RANDY	RETIREE SUPP REIMB - OCT 26	$	48.13
EFT	9/24/2026	THOMAS, RUSSELL	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	TOLENTINO, SALVADOR	RETIREE SUPP REIMB - OCT 26	$	53.94
EFT	9/24/2026	TRENT, VICKI	RETIREE SUPP REIMB - OCT 26	$	28.58
EFT	9/24/2026	TUTTLE-CALLIS, CHERI	RETIREE SUPP REIMB - OCT 26	$	116.78
EFT	9/24/2026	VALDEZ, JOSE	RETIREE SUPP REIMB - OCT 26	$	57.17
EFT	9/24/2026	VAN DE VEER, JOHN	RETIREE SUPP REIMB - OCT 26	$	116.78
EFT	9/24/2026	VANDERZANDE, ED	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	VEST, SHELLY	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	VONWAL, YVETTE	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	WADSWORTH, RITA	RETIREE SUPP REIMB - OCT 26	$	24.06
EFT	9/24/2026	WALTER, KEVIN	RETIREE SUPP REIMB - OCT 26	$	48.13
EFT	9/24/2026	WHITE, LESLIE	RETIREE SUPP REIMB - OCT 26	$	33.27
EFT	9/24/2026	WILLIS, GREGORY	RETIREE SUPP REIMB - OCT 26	$	103.37
EFT	9/24/2026	WILSON, BONNIE	RETIREE SUPP REIMB - OCT 26	$	66.55
EFT	9/24/2026	WOODBRIDGE, ELIZABETH	RETIREE SUPP REIMB - OCT 26	$	109.19
EFT	9/24/2026	YEO, BILL	RETIREE SUPP REIMB - OCT 26	$	26.97
EFT	9/24/2026	ECOLANE USA, INC-CID 253	08/12-09/11/2026 INSIGHTS	$	967.45
EFT	9/24/2026	KUBA INC	OPEN-LOOP FARE PAYMENT SYSTEM	$	113,173.92
EFT	9/28/2026	CAPUZZI CONSULTING GROUP I	RAPID CORRIDOR DESIGN	$	218,796.86
EFT	9/28/2026	MESSER LLC	HYDROGEN FUEL STORAGE, COMPRI	$	1,342,951.00
EFT	9/28/2026	MP METRO ASSOCIATES LP	WATSONVILLE STATION REDEVELOP	$	63,640.98
EFT	9/28/2026	REBEL PAYMENTS MOBILITY & I	ITP SUPPORT - PROJECT MANAGMEN	$	7,761.05
EFT	9/28/2026	UNITED PARCEL SERVICE	W896X0376 FREIGHT OUT 8/28, 9/10	$	80.73
Manual	9/9/2026	U.S. BANK - CAL-CARD	MISC TRAVEL & EXPENSES	$	14,882.92
Manual	9/17/2026	CALIFORNIA DEPT OF TAX & FEE	DECAL RENEWAL 10/01/2026-09/30/20	$	12,336.00
GRAND TOTAL				**$**	**2,132,000.06**

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SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
BOARD OF DIRECTORS REGULAR MEETING MINUTES*
ADMIN OFFICE, 110 VERNON STREET, SANTA CRUZ, CA
SEPTEMBER 25, 2026 – 9:00 AM
HYBRID MEETING

A regular meeting of the Board of Directors of the Santa Cruz Metropolitan Transit District (METRO) convened on Friday, September 25, 2026, as a hybrid meeting.

The Board Meeting agenda packet can be found online at www.scmetro.org. *Minutes are "summary" minutes, not verbatim minutes. Audio recordings of Board meeting open sessions are available to the public upon request.

This document was created with accessibility in mind. With the exception of certain third party and other attachments, it passes the Adobe Acrobat XI Accessibility Full Check. If you have any questions about the accessibility of this document, please email your inquiry to accessibility@scmtd.com.

DRAFT

1 CALLED TO ORDER at 9:03 AM by Board Chair Koenig.

2 SAFETY DEBRIEF
Gregory Strecker, Safety, Security & Risk Management Director, provided a debriefing on safety, emphasizing METRO's response to fire, earthquake and/or a medical emergency, and evacuation routes.

3 ROLL CALL
The following Directors were **present**, representing a quorum:

Director Rebecca Downing* *AR 9:50 AM*	**County of Santa Cruz**
Director Jimmy Dutra	City of Watsonville
Director Shebreh Kalantari-Johnson	City of Santa Cruz
Director Manu Koenig	**County of Santa Cruz**
Director Fabian Leonor	**County of Santa Cruz**
Director Donna Lind	**City of Scotts Valley**
Director Monica Martinez	**County of Santa Cruz**
Director Scott Newsome	**City of Santa Cruz**
Director Melinda Orbach	**City of Capitola**
Director Maria Orozco**	**City of Watsonville**
Director Larry Pageler***	**County of Santa Cruz**
Ex-Officio Director Alma Márquez	**Cabrillo College**
Ex-Officio Director Edward Reiskin *AR 9:12 AM*	**UCSC Santa Cruz**

*3800 Broadway St., American Canyon, CA
**275 Main Street, 4th Floor, Watsonville, CA
***1802 South Forest St., Denver, CA

Corey Aldridge	CEO/General Manager
Shayna van Hoften	Legal Counsel

4 ANNOUNCEMENTS

4.1 Today's meeting was broadcast by Community Television of Santa Cruz County.

4.2 Alma Robinson, Language Line Services, provided Spanish interpretation services.

5 BOARD OF DIRECTORS COMMENTS

Directors Lind and Orbach announced that Scotts Valley and Capitola have organized and are participating in a Week Without Driving ridealongs on October 5, 2026. Both have city/county officials joining them. Director Orbach added that this is an opportunity to bring our community together to explore transportation accessibility, mobility, and connection and consider how transportation barriers impact many transit dependent community members (e.g., elderly, youth, and people with disabilities).

Director Lind mentioned that the Board Advisory Committee has developed a standard process for the CEO's annual evaluation. This review will be based on the CEO's self-evaluation, CEO's performance against Board established goals, and the CEO's goals for the coming year. The committee will conduct interviews with key stakeholders including the leadership team and union representatives. The committee will prepare a summary of interview feedback and present that to the full Board to discuss in closed session. Any proposed contractual amendments and approval of these changes will be discussed in an open session. Also, the Advisory Committee will perform periodic check-ins with the CEO throughout the year to review progress towards the goals, discuss emerging issues, and provide feedback and course correction as needed.

Hearing nothing further, Board Chair Koenig moved to the next agenda item.

6 ORAL AND WRITTEN COMMUNICATIONS TO THE BOARD OF DIRECTORS

Brian Peoples, Trail Now, spoke to his emails in the agenda packet—one on "The Cost of Silence: How Avoiding the Rail Debate has Delayed the Coastal Trail" and the second is about METRO and the Santa Cruz Regional Transportation Commission's (SCCRTC) proposal to continue spending money on passenger rail studies. Trail Now supports METRO getting this funding instead. If the METRO Board Members who are on the SCCRTC continue to vote in favor of the train, this will impact public perception of METRO. Trail Now wants to support METRO and make sure it gets the money it needs.

Eduardo Montesino, speaking as a member of the public, stated METRO needs to provide a clear, accountable plan for serving riders and engaging with the community. Riders deserve reliable service and accountable leadership. METRO should explain its priorities and identify who is responsible in carrying them out and provide specific actions and timelines.

Hearing nothing further, Board Chair Koenig moved to the next agenda item.

7 LABOR ORGANIZATION COMMUNICATIONS

Having none, Board Chair Koenig moved to the next agenda item.

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8 ADDITIONAL DOCUMENTATION TO SUPPORT EXISTING AGENDA ITEMS
There was one additional document received and distributed to the Board of Directors on September 24, 2026 and will be added to the agenda packet.

CONSENT AGENDA

All items appearing on the Consent Agenda are recommended actions which are considered to be routine and will be acted upon as one motion. All items removed will be considered later in the agenda. The Board Chair will allow public input prior to the approval of the Consent Agenda items.

9.1 ACCEPT AND FILE: PRELIMINARY APPROVED CHECK AND ACH JOURNAL DETAIL FOR THE MONTH OF AUGUST 2026
Chuck Farmer, Chief Financial Officer

9.2 ACCEPT AND FILE MINUTES OF:
A. AUGUST 19, 2026 METRO ADVISORY COMMITTEE MEETING
B. AUGUST 28, 2026 BOARD OF DIRECTORS MEETING
Corey Aldridge, CEO/General Manager

9.3 ACCEPT AND FILE: FISCAL YEAREND MONTHLY BUDGET STATUS REPORTS FOR JUNE 30, 2026 AND ADOPTION OF THE PRELIMINARY SCHEDULE OF RESERVE ACCOUNT BALANCES
Chuck Farmer, Chief Financial Officer

9.4 ACCEPT AND FILE: THE FINANCIAL UPDATE JULY 2026 RESULTS
Chuck Farmer, Chief Financial Officer

9.5 APPROVE: CONSIDER A RESOLUTION DESIGNATING THE CEO/GENERAL MANAGER AS THE AUTHORIZED AGENT TO SUBMIT A GRANT APPLICATION AND EXECUTE ACTIONS NECESSARY TO RECEIVE FORMULA FUNDS FROM THE FY26 LOW CARBON TRANSIT OPERATIONS PROGRAM
Derek Toups, Planning and Innovation Deputy Director

9.6 APPROVE: REVISED CLASS SPECIFICATIONS AND WAGE SCALES FOR INFORMATION TECHNOLOGY SUPPORT ANALYST JOB SERIES WITHIN INFORMATION TECHNOLOGY DEPARTMENT
Dawn Crummié, Chief Human Resources Officer

9.7 APPROVE: CONSIDERATION OF DECLARING VEHICLES AND/OR EQUIPMENT AS EXCESS FOR PURPOSES OF DISPOSAL OR AUCTION
Chuck Farmer, Chief Financial Officer

9.8 APPROVE: ACCEPT THE PROPOSED OVERALL DISADVANTAGED BUSINESS ENTERPRISE (DBE) GOAL OF 0% FOR FEDERALLY FUNDED PROCUREMENTS FOR FFY27–FFY29 AND OPEN THE PUBLIC COMMENT PERIOD BEGINNING OCTOBER 6, 2026
Chuck Farmer, Disadvantaged Business Enterprise Liaison Officer

9.9 APPROVE: REVISED CLASS SPECIFICATIONS FOR FACILITIES MAINTENANCE MANAGER AND FLEET MAINTENANCE MANAGER WITHIN MAINTENANCE DEPARTMENT
Dawn Crummié, Chief Human Resources Officer

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9.10 APPROVE: CLASS SPECIFICATION AND WAGE SCALE FOR ADMINISTRATIVE MAINTENANCE SPECIALIST I WITHIN FLEET MAINTENANCE DEPARTMENT
Dawn Crummié, Chief Human Resources Officer

There were no public comments.

Hearing nothing further, Board Chair Koenig called for a roll call vote.

ACTION: MOTION TO APPROVE THE CONSENT AGENDA AS PRESENTED

MOTION: DIRECTOR LIND SECOND: DIRECTOR NEWSOME

MOTION PASSED WITH 8 AYES (Directors Koenig, Leonor, Lind, Martinez, Newsome, Orbach, Orozco, and Pageler). Directors Downing, Dutra, and Kalantari-Johnson were absent.

REGULAR AGENDA

10 PRESENTATION OF EMPLOYEE LONGEVITY AWARDS FOR:
(10 YEARS) DONNA BAUER, SR. EXECUTIVE ASSISTANT*
(10 YEARS) LUCAS IRIGUCHI, FACILITIES MAINTENANCE WORKER II
(5 YEARS) JAMES SEILENBINDER, MECHANIC II*
***Denotes those in attendance to receive their certificate.*

Board Chair Koenig thanked all the employees for their years of service.

There were no public comments.

Hearing nothing further, Board Chair Koenig moved to the next agenda item.

11 RETIREE RESOLUTION OF APPRECIATION FOR URIEL MENDOZA, BUS OPERATOR (26 YEARS)
Board Chair Koenig thanked Mr. Mendoza for his years of service and presented him with a plaque.

Mr. Mendoza expressed his gratitude and relayed a story of how at the age of five he realized how a watch took over his life and everything ran on a schedule. With retirement, that is no longer the case, and the watch no longer controls his life.

Jaime Renteria, SMART Chairperson, also presented Mr. Mendoza with a plaque from members of SMART. He commented that Mr. Mendoza is a hard worker, great with the public, and he's been there personally and professionally to others.

There were no public comments.

Hearing nothing further, Board Chair Koenig called for a roll call vote.

ACTION: MOTION TO APPROVE THE RETIREE RESOLUTION OF APPRECIATION FOR URIEL MENDOZA, BUS OPERATOR

MOTION: DIRECTOR LIND SECOND: DIRECTOR ORBACH

MOTION PASSED WITH 8 AYES (Directors Koenig, Leonor, Lind, Martinez, Newsome, Orbach, Orozco, and Pageler). Directors Downing, Dutra, and Kalantari-Johnson were absent.

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12 APPROVE: RESOLUTION OF THE BOARD OF DIRECTORS OF THE SANTA CRUZ METROPOLITAN TRANSIT DISTRICT OPPOSING CALIFORNIA PROPOSITION 43 ON THE NOVEMBER 3, 2026 GENERAL ELECTION BALLOT

Corey Aldridge, CEO/General Manager, spoke to the item and explained that the Howard Jarvis Taxpayers Association circulated a petition that any special election by a special district had to pass by a two-thirds majority vote. The petition passed and will now be on the November 3, 2026 ballot as Proposition 43 for the voters to decide its fate. If it passes, it means all the work that Friends of Santa Cruz METRO did on behalf of Santa Cruz METRO would be moot and METRO would need to pass its 2028 ballot measure by a two-thirds majority vote. He requested the Board to approve the resolution before them.

Discussion followed on:

- How it affects all of Santa Cruz County's jurisdictions
- How it takes important decisions out of the hands of local voters and deprives voters of options

Ben Finke, Bus Operator, pointed out that a citizen initiative already requires a massive effort to gather signatures and get on the ballot. By raising the threshold to two-thirds, it takes power away from the people who act in their communities, gather signatures, and see ballot measures that they support put into action.

Hearing nothing further, Board Chair Koenig called for a roll call vote.

ACTION: MOTION TO APPROVE THE RESOLUTION OF THE BOARD OF DIRECTORS OF THE SANTA CRUZ METROPOLITAN TRANSIT DISTRICT OPPOSING CALIFORNIA PROPOSITION 43 ON THE NOVEMBER 3, 2026 GENERAL ELECTION BALLOT

MOTION: DIRECTOR ORBACH SECOND: DIRECTOR LIND

MOTION PASSED WITH 8 AYES (Directors Koenig, Leonor, Lind, Martinez, Newsome, Orbach, Orozco, and Pageler). Directors Downing, Dutra, and Kalantari-Johnson were absent.

13 TRAINING ON PUBLIC COMMUNICATIONS WHEN BALLOT MEASURES ARE PENDING

Shayna van Hoften, Legal Counsel, mentioned that Friends of Santa Cruz METRO qualified its ballot measure to implement a new sales tax within METRO's entire jurisdiction via a citizen initiative but the election will not be held until March 2028. That is 18 months away and a long time of being in a restrictive communications environment. The main thing to remember in an active election environment is that METRO can educate but not advocate for the passage of the ballot measure. She spoke to the presentation and reviewed what is allowed in educating the public and the types of advocacy that are prohibited; the citizen initiative; what METRO can and cannot do (with communication examples of each); staff conduct rules during work hours versus on personal time; use of public funds in marketing efforts; citizen initiative campaign responsibilities; and next steps METRO can take in outreach efforts.

DRAFT

She highlighted the importance of providing neutral, factual information and refraining from persuasive advocacy.

Discussion followed on:

- Various scenarios on phrasing responses to inquiries
- METRO's responsibility on managing signage near bus stops
- Advocating on personal time
- METRO presentation versus campaign advocacy
- Placing factual information on buses is acceptable
- Mass mailings are not allowed if it relates to a ballot measure; the agency must take a neutral stance

SMART Chairperson Renteria thanked Ms. van Hoften for the presentation and expressed that METRO needs to make sure the drivers are trained on what they can and cannot say.

Mr. Finke asked for clarification on how a Bus Operator can respond to being asked how they are personally going to vote. He suggested that previous budget projections if the ballot measure didn't pass be revisited so that information is not taken out of context.

Legal Counsel van Hoften responded to all concerns. CEO Aldridge added that initially METRO was looking at November 2026 and now we are looking at March 2028 with regards to the budget. Staff is working on a detailed plan to bring back to the Board which will provide a clearer picture of what those changes will look like in 2028 if the measure doesn't pass.

Board Members thanked Legal Counsel van Hoften for this educational information.

Hearing nothing further, Board Chair Koenig moved to the next agenda item.

14 CEO ORAL REPORT

Corey Aldridge, CEO/General Manager, spoke to the following items:

- Human Resources (HR) Professionals Day is September 26th, and he extended gratitude towards the HR Team. HR recently hosted a well-attended employee Health Fair, and through their efforts, METRO has rolled out two new supplemental benefits to employees--Longterm Benefit Care and Prepaid Legal Services.
- Upcoming activities include a Week Without Driving October 1 - 8 including the community celebration at the Capitola Mall on Friday, October 2nd, from 4:00 – 7:00 PM and to consider joining a ridealong during the week.
- METRO will be offering system-wide free fares on Wednesday, October 7th, for California Clean Air Day.
- METRO will have a booth at the Museum of Discovery "Zoom Honk Smash" Touch-A-Truck Event at the Capitola Mall parking lot on October 3rd from 10:30 AM - 3:00 PM.
- METRO is hosting its annual Bus Roadeo and company picnic on Saturday, October 10th. We are still recruiting volunteer judges so if any Board Members are interested, please reach out to Donna Bauer.

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- METRO has maintained an active community presence over the past month by participating in several events such as the Cornucopia at UCSC, local resource fairs, the Downtown Farmers' Market, and the Santa Cruz County Fair in which METRO provided free rides to the fairgrounds and discount admission tickets.
- METRO hosted the 2026 Central Coast Transit Summit on September 22nd, bringing together transit leaders and partners from across the Central Coast to connect, exchange ideas, and strengthen our shared focus on the future of public transportation. We were pleased to welcome representatives from San Benito, Santa Barbara, San Luis Obispo, Gold Coast, and Monterey-Salinas transit agencies. The summit provided a valuable opportunity to share perspectives, explore opportunities for collaboration, and build stronger connections across our region.
- CEO Aldridge visited Washington, DC last week and met directly with Representatives Zoe Lofgren and Jimmy Panetta, senior staff of Senators Alex Padilla and Adam Schiff's offices, and officials from the Department of Transportation to advocate for METRO's capital grant applications and policy priorities. Additionally, as President of The Bus Coalition, he lead advocacy on Capitol Hill, including our Built in America roundtable and meeting with Congressional Bus Caucus Co-Chair Darren LaHood to ensure that bus capital funding remains a federal priority.
- CEO Aldridge also visited Sacramento on September 18th to attend the California Transit Association's Executive Committee Meeting to align statewide legislative priorities, transit and operations funding, and state regulatory strategies impacting METRO's zero-emission transition. These leadership tables ensure Santa Cruz METRO remains directly tied to funding decisions and policy momentum both in Sacramento and on Capitol Hill.

There were no public comments.

Hearing nothing further, Board Chair Koenig moved to the next agenda item.

15 ANNOUNCEMENT OF NEXT MEETING

Board Chair Koenig announced the next regular board meeting will be held on Friday, October 23, 2026, at 9:00 AM at the Admin Offices, 110 Vernon Street, Santa Cruz, CA.

16 ADJOURNMENT

Board Chair Koenig adjourned the meeting at 10:22 AM.

Respectfully submitted,

Donna Bauer
Sr. Executive Assistant

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Santa Cruz Metropolitan Transit District

DATE: October 23, 2026

TO: Board of Directors

FROM: Chuck Farmer, Chief Financial Officer

SUBJECT: **ACCEPT AND FILE THE FINANCIAL UPDATE AUGUST 2026 RESULTS**

I. RECOMMENDED ACTION

That the Board of Directors accept and file the Financial Update August 2026 Results

II. SUMMARY OF ISSUES

An analysis of Santa Cruz Metropolitan Transit District's (METRO) financial status is prepared monthly to inform the Board of Directors (Board) regarding METRO's actual revenues and expenses in relation to the adopted operating and capital budgets for the fiscal year.

This staff report is the web-accessible companion document to the attached PowerPoint presentation titled "Financial Update August 2026 Results."

Staff recommends that the Board accept and file the attached report.

III. DISCUSSION/BACKGROUND

Below are the written explanations of the various charts and graphs in the attached Financial Update August 2026 Results. The fiscal year has elapsed 16.6%.

Slide 1

(Cover) Financial Update August 2026 Results

Slide 2

(Cover) August 2026 Financial Results

Slide 3

August 2026 Operating Surplus/(Deficit) Actual vs. Budget

- Actuals are $64K favorable to budget – excludes UAL/Bond Payment, Retiree Obligations
    - Operating Revenue – unfavorable by $44K
    - Labor, Regular – favorable by $178K
    - Fringe Benefits – favorable by $278K

- Labor, OT – unfavorable by $270K, increased overtime, primarily for Bus Operators, Fleet, and Operations
- Non-Personnel – unfavorable by $77K

Slide 4

August 2026 Operating Revenue and Expenses

- Operating Revenue, net unfavorable by $44K
  - Passenger Fares - unfavorable by $53K
  - Special Transit Fares – favorable by $8K
- Operating Expense, net favorable by $109K – driven by open headcount, lower fringe costs (workers' compensation and medical insurance), and reduced hydrogen fuel usage, partially offset by higher overtime and Software as a Service costs which will be reclassified at year-end as per GASB 96
  - Labor Regular – favorable by $178K
  - Labor OT – unfavorable by $270K
  - Fringe Benefits – favorable by $278K, excludes UAL and Retiree Obligations related costs
  - Non-Personnel – unfavorable by $77K, excludes Bond payment related costs
- Operating Surplus/(Deficit) favorable by $64K
  - Farebox/Contracts Recovery – 12.3% vs 12.8% budget
- Non-Operating Revenue/(Expense), net unfavorable by $43K – driven by lower sales tax revenue and interest income, partially offset by increased TIRCP reimbursements
  - Sales Tax/including Measure D – unfavorable by $100K
  - Federal/State Grants – favorable by $67K
  - Pension UAL/Bond Payment costs – unfavorable by $9K
  - Retiree Obligations – favorable by $32K
  - All Other – unfavorable by $33K
- Operating Surplus/(Deficit) before Transfers favorable by $22K

Slide 5

(Cover) YTD August 2026 Financial Results

Slide 6

YTD August 2026 Operating Surplus/(Deficit) Actual vs. Budget

- Actuals are $284K favorable to budget – excludes UAL/Bond Payment and Retiree Obligations
    - Operating Revenue – unfavorable by $43K
    - Labor Regular – favorable by $229K, due to funded/vacant positions
    - Labor OT – unfavorable by $558K, driven by overtime for Bus Operators, Fleet, and Operations departments
    - Fringe Benefits – favorable by $354K due to due to funded/vacant positions
    - Non-Personnel – favorable by $301K, primarily due to lower hydrogen fuel and materials & supplies costs, partially offset by Software as a Service and settlement costs

Slide 7

YTD August 2026 Operating Revenue and Expenses

- Operating Revenue, net unfavorable by $43K
    - Passenger Fares - unfavorable by $83K
    - Special Transit Fares – favorable by $40K
- Operating Expense, net favorable by $327K – driven by open headcount, lower fringe costs, and reduced hydrogen fuel usage, partially offset by higher overtime and Software as a Service cost which will be reclassified at year-end as per GASB 96
    - Labor Regular – favorable by $229K
    - Labor OT – unfavorable by $558K
    - Fringe Benefits – favorable by $354K, excludes UAL/Retiree Obligation related costs
    - Non-Personnel – favorable by $301K, excludes Bond payment related costs
- Operating Surplus/(Deficit) $284K favorable
    - Farebox/Contracts Recovery – 12.7% vs 12.7% budget
- Non-Operating Revenue/(Expense), net unfavorable by $4K – driven by lower sales tax revenue, offset by grant favorability (TIRCP)
    - Sales Tax/including Measure D – unfavorable by $217K
    - Federal/State Grants – favorable by $186K
    - Pension UAL/Bond Payment costs – unfavorable by $24K
    - Retiree Obligations – favorable by $77K
    - All Other – unfavorable by $18K

- Operating Surplus/(Deficit) before Transfers favorable by $279K

Slide 8

(Cover) YTD August 2026 Capital Spending Results

Slide 9

YTD August 2026 Capital Spend

Total Capital Projects spending month to date is $3,152K against full year budget of $25.2M; Year to Date spending:

- Construction Related Projects – spending of $948K against budget of $14,380K
- IT Projects – spending of $192K against budget of $750K
- Facilities Repair & Improvements – spending of $12K against no budget
- Revenue Vehicle Replacement – spending of $8,125K against budget of $9,290K
- Non-Revenue Vehicle Replacement – spending of $0K against budget of $0K
- Fleet & Maintenance Equipment – spending of $86K against budget of $326K
- Miscellaneous – spending of $48K against budget of $500K

Slide 10

(Cover) Questions

IV. STRATEGIC PLAN PRIORITIES ALIGNMENT

This report pertains to METRO's Financial Stability, Stewardship & Accountability.

V. FINANCIAL CONSIDERATIONS/IMPACT

Favorable budget variances in Operating Expenses, partially offset by unfavorable Operating Revenues, contribute to a favorable budget variance in Operating Balance, YTD August 2026.

VI. ALTERNATIVES CONSIDERED

There are no alternatives to consider, as this is an accept and file Financial Update Report.

VII. ATTACHMENTS

Attachment A: Financial Update August 2026 Results Presentation

Prepared by: Lukas Dolansky, Financial Analyst

VIII. APPROVALS

Chuck Farmer, Chief Financial Officer Kristal Mikayl for Chuck Farmer

Corey Aldridge, CEO/General Manager

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Attachment A

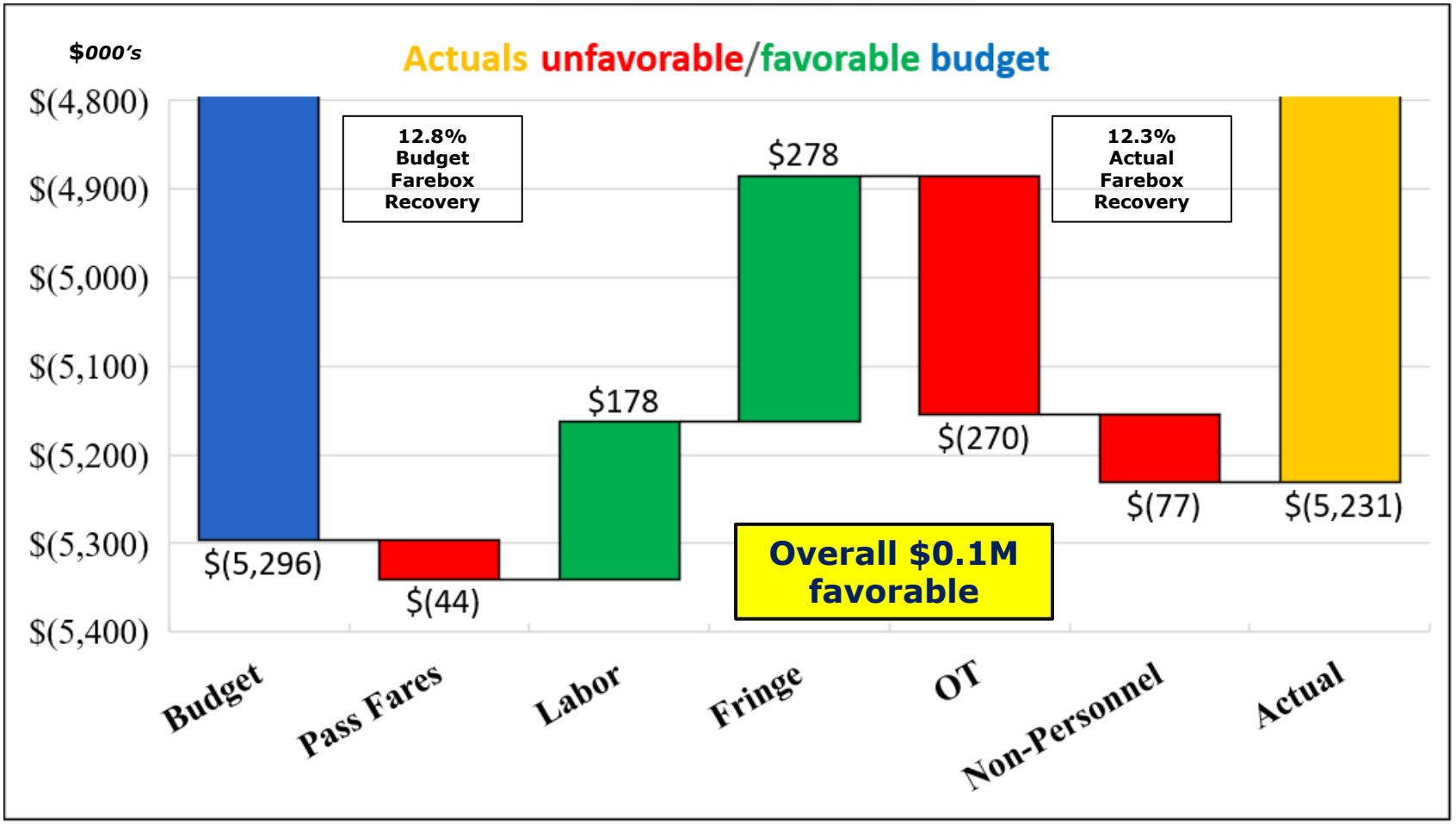
Financial Update
August 2026 Results

Board of Directors
October 23, 2026

Chuck Farmer, Chief Financial Officer

August 2026 Financial Results

August 2026 Operating Surplus/(Deficit) Actual vs. Budget



Note: All August figures reflect closed month-end actuals. August not foot due to rounding.

Attachment A

August 2026 Operating Revenue and Expenses

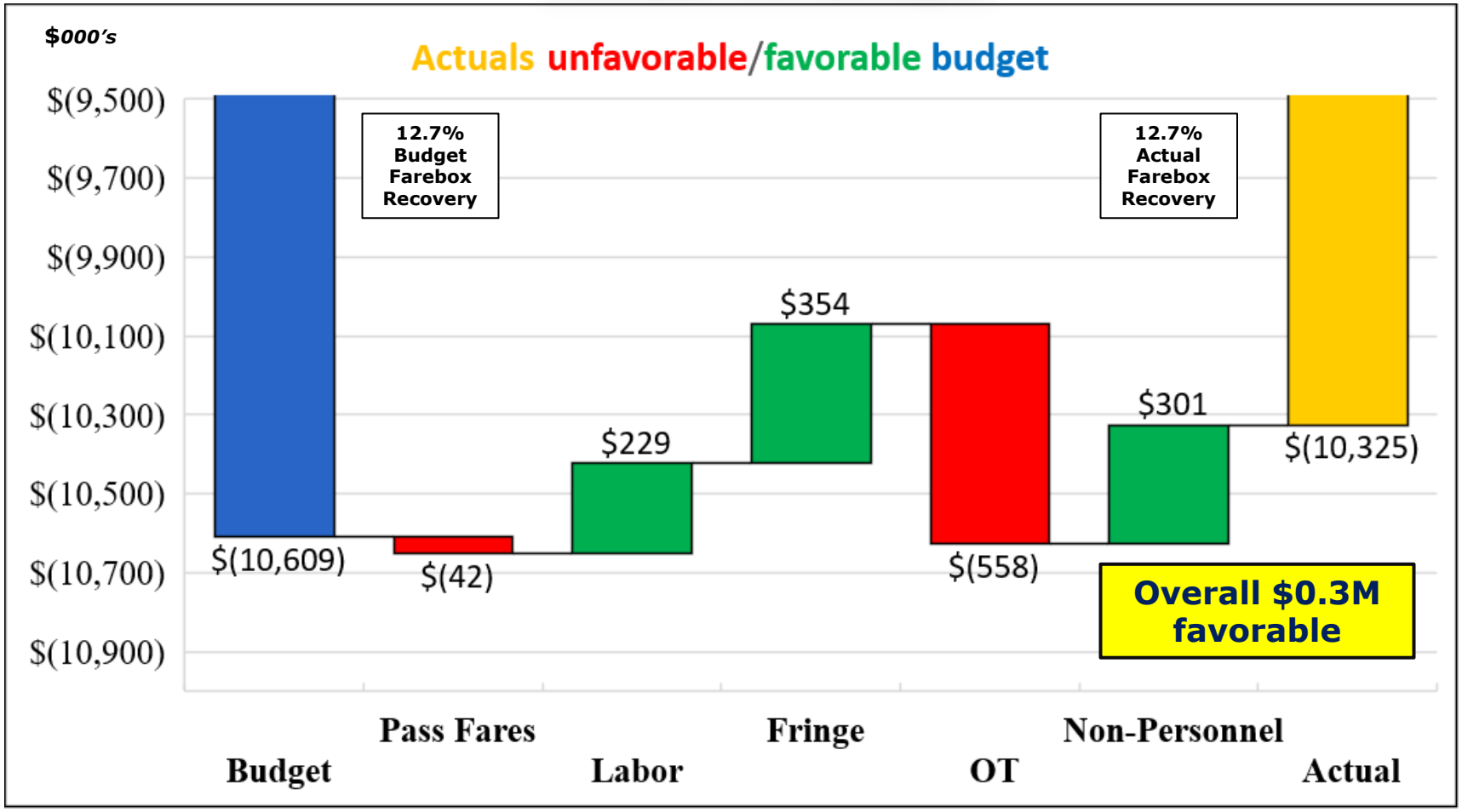
$ 000's	Actual	Budget	Fav/ (Unfav)
Operating Revenue			
Passenger Fares	$ 226	$ 278	($ 53)
Special Transit Contracts	511	503	8
Total Operating Revenue	**$ 737**	**$ 781**	**($ 44)**
Operating Expense			
Labor - Regular	2,110	2,288	(178)
Labor - OT	344	75	270
Fringe *(excludes UAL & Retiree costs)*	1,730	2,008	(278)
Non-Personnel *(excludes Bond costs)*	1,784	1,707	77
Total OpEx	**$ 5,969**	**$ 6,077**	**($ 109)**
Operating Surplus/(Deficit)	**($ 5,232)**	**($ 5,296)**	**$ 64**
Farebox/Contracts Recovery	***12.3%***	***12.8%***	***(0.5%)***
Non-Operating Revenue/(Expense)			
Sales Tax/including Measure D	2,935	3,035	(100)
Federal/State/Local Grants	704	636	67
Pension UAL/Bond Interest Payment	(293)	(284)	(9)
Retiree Obligations	(415)	(446)	32
All Other	100	133	(33)
Total Non-Operating Revenue/(Expense)	**$ 3,032**	**$ 3,074**	**($ 43)**
Operating Surplus/(Deficit) before Transfers	**($ 2,200)**	**($ 2,222)**	**$ 22**

- Operating Surplus/(Deficit) favorable $64K, driven by open headcount, lower fringe and hydrogen fuel costs, partially offset by higher overtime and Software as a Service which will be reclassified at year-end as per GASB 96.
- Non-Operating Revenue/(Expense) unfavorable $43K, driven by reduced Sales Tax and reduced interest income, partially offset by increased TIRCP reimbursements.

Note: All August figures reflect closed month-end actuals. August not foot due to rounding.

YTD August 2026 Financial Results

YTD August 2026 Operating Surplus/(Deficit) Actual vs. Budget



Note: All August figures reflect closed month-end actuals. August not foot due to rounding.

9.3A.6

Attachment A

YTD August 2026 Operating Revenue and Expenses

$ 000's	Actual	Budget	Fav/ (Unfav)
Operating Revenue			
Passenger Fares	$ 458	$ 541	($ 83)
Special Transit Contracts	1,044	1,004	40
Total Operating Revenue	**$ 1,503**	**$ 1,545**	**($ 43)**
Operating Expense			
Labor - Regular	$ 4,346	$ 4,576	$ 229
Labor - OT	707	149	(558)
Fringe *(excludes UAL & Retiree costs)*	3,662	4,016	354
Non-Personnel *(excludes Bond costs)*	3,112	3,413	301
Total OpEx	**$ 11,828**	**$ 12,154**	**$ 327**
Operating Surplus/(Deficit)	**($ 10,325)**	**($ 10,609)**	**$ 284**
Farebox/Contracts Recovery	***12.7%***	***12.7%***	***(0.0%)***
Non-Operating Revenue/(Expense)			
Sales Tax/including Measure D	$ 5,820	$ 6,037	($ 217)
Federal/State/Local Grants	1,459	1,273	186
Pension UAL/Bond Interest Payment	(591)	(567)	(24)
Retiree Obligations	(815)	(892)	77
All Other	244	262	(18)
Total Non-Operating Revenue/(Expense)	**$ 6,117**	**$ 6,112**	**$ 4**
Operating Surplus/(Deficit) before Transfers	**($ 4,208)**	**($ 4,497)**	**$ 288**

- Operating Surplus/(Deficit) favorable $284K, driven by open headcount, lower fringe and hydrogen fuel costs, partially offset by higher overtime and Software as a Service which will be reclassified at year-end as per GASB 96.
- Non-Operating Revenue/(Expense) unfavorable $4K, driven by lower sales tax revenue offset by grant favorability.

Note: All August figures reflect closed month-end actuals. August not foot due to rounding.

YTD August 2026
Capital Spending Results

Attachment A

YTD August 2026 Capital Spend

$000's Project Category:	Month to Date Actuals	Year to Date Actuals	Portfolio Total Budget	% Spend
Construction	$ 666	$ 948	$ 14,380	7%
IT Projects	143	192	750	26%
Facilities Upgrades and Improvements	-	12	-	0%
Revenue Vehicle Replacements and Campaigns	2,215	8,125	9,290	87%
Revenue Vehicle Fleet Electrification	-	-	-	0%
Non-Revenue Vehicle Purchases and Replacements	-	-	-	0%
Fleet Maintenance and Equipment	81	86	326	26%
Office Equipment	-	-	-	0%
Miscellaneous Projects	48	48	500	10%
Total	**$ 3,152**	**$ 9,411**	**$ 25,246**	**37.3%**

For the Month

- Spending includes payment for 1 hydrogen bus, Rapid Bus Enhancements, Contactless Fare Payment System.

Year-to-Date

- Construction: $0.9M, driven by Rapid Bus Enhancements ($0.4M), Watsonville Parking Lot ($0.3M), Hydrogen Fueling Stations, Watsonville Station Redevelopment and Pacific Station Redevelopment.
- IT Projects: $0.2M, driven by Contactless Fare Payment Systems
- Revenue Vehicles: $8.1M, driven by ($8.0M) Hydrogen Fuel Cell Buses, ($0.6M) Additional Bus Components

Note: All August figures reflect closed month-end actuals. August not foot due to rounding.

Questions?

Santa Cruz Metropolitan Transit District

DATE: October 23, 2026

TO: Board of Directors

FROM: Dawn Crummié, Chief Human Resources Officer

SUBJECT: **APPROVAL TO AUTHORIZE FUNDING OF A PROVISIONAL HUMAN RESOURCES ANALYST POSITION IN THE HUMAN RESOURCES DEPARTMENT**

I. RECOMMENDED ACTION

That the Board of Directors approves the funding of a Provisional HR Analyst position in the Human Resources Department.

II. SUMMARY

- On September 26, 2025, a member of the Human Resources Department resigned, and staff did not backfill that position. On September 22, 2026, another member of the Human Resources Department retired. To address the needs of the Human Resources Department staff as it relates to all-around support of the agency, staff have determined the need for a Provisional HR Analyst position. A provisional position is defined in the Personnel Rules and Regulations of the Santa Cruz Metropolitan Transit District as, “An appointment made to a classified position for a specified period of time longer than six months and less than two years.”
- SEIU representatives have been informed of the reason for a provisional position.
- To fund the Provisional HR Analyst position, staff will defund the existing Leave of Absence Coordinator position within the Human Resources Department.

III. DISCUSSION/BACKGROUND

To address the operational needs of the Human Resources Department following two vacancies over the past year, staff have determined that a Provisional HR Analyst position is necessary to provide additional support to the department and the agency.

Staff is requesting the Board of Directors approve funding for a Provisional HR Analyst position.

IV. STRATEGIC PLAN PRIORITIES ALIGNMENT

This item aligns with the following Strategic Plan Priorities:

- Service Quality and Delivery
- Employee Engagement: Attract, Retain and Develop

V. FINANCIAL CONSIDERATIONS/IMPACT

For a Level I Analyst, the expected financial impact is a savings of $12K for FY27 and savings of 18K for FY28. For a Level II Analyst, there is no additional funding needed for FY27 and approximately $2K in additional funding would be needed for FY28.

VI. ALTERNATIVES CONSIDERED

- Rejecting staff's recommendation is an alternative. Staff does not recommend this option, as this position is needed to address the immediate operational needs of the Human Resources Department and support METRO's ongoing workforce and employee needs.

VII. ATTACHMENTS

Attachment A: HR Analyst I Job Description

Attachment B: HR Analyst II Job Description

Attachment C: HR Analyst I/II Wage Scale

Prepared by: Dawn Crummié, Chief Human Resources Officer

VIII. APPROVALS

Dawn Crummié
Chief Human Resources Officer

Approved as to fiscal impact:
Chuck Farmer, Chief Financial Officer

Corey Aldridge, CEO/General Manager

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Class Code: PO218
FLSA Status: Exempt

HR Analyst I
Bargaining Unit: SEA

DEFINITION:

Under direction, an Human Resources Analyst I performs professional and analytical duties in administering human resources programs, including recruitment and selection, classification and compensation, benefits and retirement administration, leave management, training and development, employee and labor relations, workers' compensation, regulatory compliance, Human Resources Information System (HRIS) development/administration, and related human resources functions; provides professional advice and assistance to Santa Cruz METRO management on personnel-related issues; performs related work as required.

DISTINGUISHING CHARACTERISTICS:

HR Analyst I is the journey-level in the Human Resources Analyst series. Positions at this level perform increasingly diverse, advanced, and complex human resources assignments and/or tasks, receive occasional instruction, and have full knowledge of the concepts, practices, procedures, and policies of the assigned function.

This class is distinguished from the Human Resources Analyst II in that the latter is responsible for the more complex programs and projects requiring in-depth knowledge and the ability to interpret, apply, and ensure compliance with a variety of personnel related laws, regulations, and policies.

EXAMPLES OF DUTIES AND RESPONSIBILITIES:

The duties listed below represent the various types of work that may be performed. The omission of specific statements of duties does not exclude them if the work is related or a logical assignment to this class.

- Plans and administers recruitment and selection processes; conducts job analyses and collaborates with hiring managers to establish job-related qualifications; prepares and maintains job announcements and recruitment materials; prepares interview questions; develops, schedules, and proctors various tests and assessments; develops rating criteria; reviews and screens applications; coordinates, facilitates, and trains interview panels to ensure equitable hiring practices; tracks employment applications and related documents;; and creates and maintains eligibility lists.
- Sources talent using a variety of platforms and resume databases to match job requirements; represents the organization at job fairs, community events, and college recruitment activities; engages in employee panels, community events, and recruitment events to support academic and industry collaboration.
- Conducts candidate reference checks as part of the pre-employment screening process; as authorized, sends offers of employment and schedules pre-employment drug screening, fingerprinting, and medical examinations; coordinates new employee onboarding processes.
- Coordinates recruitment and hiring of temporary help through outside employment agencies; interviews and selects temporary employees.
- Processes and responds to employment verification requests and other administrative support as needed.

- Administers Santa Cruz METRO's multi-tiered benefits and retirement programs in accordance with plan provisions and in compliance with local, state, and federal laws, Santa Cruz METRO policies and procedures, and labor contracts, including contract review and renewal, negotiating premium rates, and ensuring vendor effectiveness and competitiveness; monitors eligibility, limitations, and restrictions of plan participation; processes enrollments and withdrawals; calculates and determines benefits; collaborates with Finance/Payroll on benefits related financial matters such as reconciling invoices, identifying and resolving billing discrepancies, and ensuring timely processing of pension and insurance payments, fees, and reimbursements; works with Payroll to ensure accurate reflection of benefits deductions in payroll, audits payroll reports for accuracy, and ensures compliance with labor agreements (MOUs); analyzes changes to MOUs and ensures proper integration into benefits programs and HR systems researches and analyzes benefit plan changes and employee data, conducts surveys, and prepares various reports and statements; develops, evaluates, and revises program components and processes; implements new benefits programs; facilitates and participates in external audits.
- Communicates and works with employees, supervisors, managers, retirees, insurance carriers, benefits brokers, benefits providers, and third-party administrators to resolve coverage and claim issues, respond to issues, and provide benefit program information to active and retired employees; provides guidance on policy and plan document interpretation.
- Administers comprehensive leave management program ensuring compliance with local, state, and federal laws, Santa Cruz METRO policies and procedures, and labor contracts; reviews, monitors, and tracks requests and leave usage and accrued balance; evaluates and approves or denies medical certifications; communicates and coordinates with other Santa Cruz METRO departments to ensure proper administration of salary continuance and leave programs.
- Serves as a liaison between employees and management regarding leave status and return to work processes; assists with reasonable accommodations.
- Conducts classification studies by gathering and analyzing job data, recommending proper classification, and documenting findings and results; conducts compensation and benefits studies; responds to external and internal requests for salary and benefits information.
- Assists in labor relations activities including negotiations and contract implementation.
- Assists in investigating grievances, complaints, and misconduct allegations and recommends corrective action; facilitates meetings with union representatives and management.
- Counsels and advises employees and management on human resources-related matters, policies, and procedures; provides information to other organizations and the public requiring the use of judgment and the interpretation of human resources policies and procedures and legal requirements; assists management in maintaining regulatory compliance with HR programs.
- Administers Santa Cruz METRO's training and development program including researching, creating, and conducting training, workshops, and presentations; conducts new hire orientation, open enrollment meetings, and exit interviews; coordinates external trainings.
- Tracks departmental budget and processes invoices and requisitions for the department.
- Participates in administering Santa Cruz METRO's workers' compensation program by monitoring cases from inception to final disposition, reviewing and processing workers' compensation claim forms and related documentation, preparing and maintaining documentation and records, and acting as a liaison with other departments, workers' compensation claims administrator, insurance carriers, contractors, and others; assists in preparing the workers' compensation budget by monitoring claim payments and other administrative expenses and auditing, reviewing, adjusting, and preparing statements from workers' compensation contractors and providers.

- Participates in the development and administration of Santa Cruz METRO's human resources policies, practices, and procedures; identifies opportunities and provides recommendations for improving service delivery and procedures; participates in developing and implementing new or revised human resources programs, systems, procedures, and methods of operation.
- Participates in the implementation and maintenance of HRIS and related databases; updates benefit configurations and business processes in HRIS to align with new or revised MOU requirements; organizes and maintains accurate and detailed databases, files, and records; verifies accuracy of information, researches discrepancies, and records information; coordinates and ensures compliance with established records retention schedules; participates in business and system process design and updates; collaborates with IT Department and external vendors on system upgrades, integrations, and issue resolution to optimize HRIS functionality.
- Administers Learning and Talent modules of the HRIS system to support employee development and performance; develops and maintains dashboards and reports to track progress, identify trends, and recommend improvements.
- Administers or assists in administering various human resources compliance programs such as Lactation Accommodation Program, Consolidated Omnibus Budget Reconciliation Act (COBRA), responding to Title II/Title VI/Americans with Disabilities Act/504 complaints, Public Record requests, and other legal inquiries, or related programs. Researches, analyzes, summarizes, and interprets data from various sources and prepares and presents various reports, correspondence, memoranda, and other documents.
- Attends meetings, conferences, workshops, and training sessions, and reviews publications to remain current on principles, practices, technologies, regulations, and new developments in the field of human resources.
- May supervise assigned clerical and/or other support staff by scheduling, assigning, directing, and evaluating their work; provides staff training as needed; may perform and/or have significant input into subordinate staff selection and disciplinary action.
- Drives a Santa Cruz METRO vehicle to perform assignments.
- Performs related work as required

EMPLOYMENT STANDARDS:

Knowledge of:

- Principles, practices, and techniques of public agency human resources administration, including recruitment and selection, classification and compensation, benefits and retirement administration, leave management, training and development, employee and labor relations, workers' compensation, regulatory compliance, Human Resource Information System (HRIS) development/administration, and related human resources functions.
- Analytical methods of researching, gathering, organizing, and reporting data.
- Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.
- Intermediate mathematics, including percentages and intermediate statistics.
- Principles and procedures of record-keeping.
- Business correspondence, formatting, and report writing.
- Methods of prioritizing, planning, and organizing complex projects and analytical work.
- Advanced customer service techniques.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.

- Modern office practices, procedures, and the effective use of modern office equipment, personal computers, and standard business software.

Ability to:

- Administer and coordinate human resources programs.
- Learn and understand the organization and operation of Santa Cruz METRO and of outside agencies as necessary to assume assigned responsibilities.
- Conduct research on a wide variety of human resources topics.
- Collect, analyze, interpret, summarize, and present information and data in an effective manner.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Make accurate mathematical and statistical computations.
- Maintain confidentiality of sensitive personal information of employees, former employees, retirees, and other matters affecting Santa Cruz METRO employee relations.
- Provide effective and responsive customer service, including in stressful situations.
- Maintain a calm demeanor in stressful situations.
- Establish and maintain a variety of filing, record-keeping, and tracking systems.
- Learn, understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed.
- Balance multiple assignments simultaneously and effectively.
- Utilize standard office equipment and computer software and learn to use specialized Santa Cruz METRO software if assigned.
- Communicate clearly and effectively in both oral and written form.
- Establish and maintain effective working relationships within the department and with other divisions, departments, agencies, suppliers, vendors, and the public.

MINIMUM QUALIFICATIONS:

Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education, Training, and Experience:

Bachelor's degree from an accredited college or university in human resources management, organizational development, business or public administration, or a related field.

AND

Two (2) year of professional human resources administration experience, preferably in a public agency.

Familiarity with transit agency or transportation system activities and functions is desirable.

LICENSES AND CERTIFICATES:

A valid California Driver's License will be required at the time of appointment and throughout employment.

Must be able to obtain and maintain a current, valid California Class "C" Driver's License.

Certified Professional (CP) or Senior Certified Professional (SCP) from a recognized Human Resource Certification organization preferred.

PHYSICAL AND MENTAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands

While performing the duties of this job, the employee is frequently required to reach with hands and arms; walk, sit and stand; use finger dexterity; talk and hear, and use a keyboard. Work often requires the repetitive use of both hands to grasp and feel objects; stooping at the waist, and standing. Work may require lifting up to 20 pounds unaided. Specific visual abilities required for this job include close vision, distance vision, the ability to see colors and shades, and the ability to perceive depth.

Mental Demands

While performing the duties of this job, an employee uses written and oral communication skills; reads and interprets data, information and documents; analyzes and solves problems; uses math and mathematical reasoning; performs highly detailed work; deals with multiple concurrent tasks; and interacts with others encountered in the course of work.

Work Environment:

The employee typically works in a standard office environment where the noise level is moderate.

OTHER CONDITIONS OF EMPLOYMENT:

- Must pass a requisite background check.
- May occasionally work extended hours or hours outside of the regular schedule.
- May require occasional travel.
- Must maintain strict confidentiality of work-related information.
- Must participate in professional development activities.

*Adopted:	01-28-2022
*BOD Approved:	01-28-2022
*Revised:	09-12-2025
*Job Family:	Administrative Professional
*Job Series:	HR Analyst
*Job Series Level:	Journey
*Confidential:	Yes

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Class Code: PO212
FLSA Status: Exempt

HR Analyst II
Bargaining Unit: SEA

DEFINITION:

Under general direction, an Human Resources Analyst II performs a variety of professional and analytical duties in administering human resources programs, including recruitment and selection, classification and compensation, training and development, employee relations, regulatory compliance, Human Resource Information System (HRIS) development/administration, and related human resources functions; assists HR management in planning, organizing, and achieving departmental objectives; provides professional advice and assistance to Santa Cruz METRO management on personnel-related issues; performs related work as required.

DISTINGUISHING CHARACTERISTICS:

HR Analyst II is an advanced level class in the series responsible for performing the full scope of HR Analyst I duties, as well as the more complex work requiring in-depth knowledge and interpretation of personnel related laws, regulations, and policies as well as the application of complex analytical thinking and methodologies to investigate and resolve difficult issues.

EXAMPLES OF DUTIES AND RESPONSIBILITIES:

The duties listed below represent the various types of work that may be performed. The omission of specific statements of duties does not exclude them if the work is related or a logical assignment to this class.

- Performs analytical duties to support HR functions, processes, and Human Resource Information System (HRIS) development and administration.
- Assists Human Resources Management in planning, organizing, and achieving departmental objectives.
- Assists Santa Cruz METRO management on personnel-related issues.
- Coordinates with Information Technology (IT), Finance and Payroll to ensure that HRIS data is appropriately reported maintained and updated and integrating properly with other systems.
- Performs HRIS audits to identify and resolve deficiencies.
- Communicates end user requirements to the HRIS vendor as well as IT staff; trains HR staff and HRIS end users.
- Prepares and administers the HR budget and processes expenditures.
- Assists in planning, administering, and implementing Santa Cruz METRO's Equal Employment Opportunity Plan.
- Evaluates operational effectiveness and efficiency; recommend changes as needed.
- Ensure compliance with industry standards and legal requirements.
- May assist in developing HR policies and procedures.
- Processes step increase and longevity pay; ensures compliance of paytable with collective bargaining agreements.
- Processes compensation changes and personnel action documents and routes for approval into HRIS.
- Assists in labor relations activities including negotiations and contract implementation.

- Assists in investigating grievances, discrimination, complaints, possible policy violations, and misconduct allegations and recommends corrective action; facilitates meetings with union representatives and management.
- Serves as a backup and/or independently plans and administers recruitment, outreach, and selection, classification and compensation, benefits and retirement administration, leave management, and training and development, and related programs.
- Serves as a liaison between employees, HR, and management regarding leave status and return to work processes; assists with reasonable accommodations.
- Administers or assists in administering various human resources compliance programs such as Lactation Accommodation Program, Consolidated Omnibus Budget Reconciliation Act (COBRA), responding to Title II/Title VI/Americans with Disabilities Act/504 complaints, Public Record requests, and other legal inquiries or related programs.
- Operates standard office equipment; utilizes standard business computer software in performing job tasks.
- May utilize specialized Santa Cruz METRO software.
- Drives a Santa Cruz METRO vehicle to perform assignments.
- Provides staff training as needed.
- Performs related work as required.

EMPLOYMENT STANDARDS:

Knowledge of:

- Principles and practices of public administration including organizational development, staff development, and public human resources management
- Laws and regulations applicable to public human resources management.
- Principles of pay equity and compensation management.
- Analytical methods of researching, gathering, organizing, and reporting data.
- Modern office practices, procedures, and equipment
- Business correspondence, formatting, and report writing.
- Methods of prioritizing, planning, and organizing complex projects and analytical work.
- Advanced time management techniques.
- Advanced customer service techniques.
- Intermediate mathematics, including percentages and intermediate statistics.
- The effective use of modern office equipment, personal computers, and standard business software.

Ability to:

- Analyze, interpret, explain, and implement human resources policies, regulations, and requirements.
- Solve complex problems and develop solutions using analytical techniques.
- Plan, organize, and/or prepare research and analytical studies
- Research, collect, analyze, and interpret data and prepare comprehensive reports of findings and recommendations.
- Provide effective and responsive customer service, including in stressful situations.
- Work independently using good judgment and discretion.
- Adhere to established work schedules and timelines.
- Maintain a calm demeanor in stressful situations.

- Balance multiple assignments simultaneously and effectively.
- Utilize standard office equipment and computer software and learn to use specialized Santa Cruz METRO software if assigned.
- Communicate clearly and effectively in both oral and written form.
- Establish and maintain effective working relationships within the department and with other divisions, departments, agencies, suppliers, vendors, and the public.

MINIMUM QUALIFICATIONS:

Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education, Training, and Experience:

Bachelor's degree from an accredited college or university in occupational development business, public administration, or a related field.

AND

Four (4) years of professional human resources analytical experience, preferably in a public agency.

Familiarity with transit agency or transportation system activities and functions is desirable.

Experience administering a Human Resources Information System is desirable.

Master's degree is desirable.

LICENSES AND CERTIFICATES:

A valid California Driver's License will be required at the time of appointment and throughout employment.

Must be able to obtain and maintain a current, valid California Class "C" Driver's License.

Certified Professional (CP) or Senior Certified Professional (SCP) from a recognized Human Resource Certification organization preferred.

PHYSICAL AND MENTAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands

While performing the duties of this job, the employee is frequently required to reach with hands and arms; walk, sit and stand; use finger dexterity; talk and hear, and use a keyboard. Work often requires the repetitive use of both hands to grasp and feel objects; stooping at the waist, and standing. Work may require lifting up to 20 pounds unaided. Specific visual abilities required for this job include close vision, distance vision, the ability to see colors and shades, and the ability to perceive depth.

Mental Demands

While performing the duties of this job, an employee uses written and oral communication skills; reads and interprets data, information and documents; analyzes and solves problems; uses math and mathematical reasoning; performs highly detailed work; deals with multiple concurrent tasks; and interacts with others encountered in the course of work.

Work Environment:

The employee typically works in a standard office environment where the noise level is moderate.

OTHER CONDITIONS OF EMPLOYMENT:

- Must pass a requisite background check.
- May occasionally work extended hours or hours outside of the regular schedule.
- May require occasional travel.
- Must maintain strict confidentiality of work-related information.
- Must participate in professional development activities.

*Adopted:	12-11-18
*BOD Approved:	08-23-19
*Revised:	09-12-25
*Job Family:	Administrative Professional
*Job Series:	HR Analyst
*Job Series Level:	Advanced
*Confidential:	Yes

Attachment C

FY27: 3% wage increase, effective June 18, 2026/Adopted by the Board as of June 26, 2026

UNION	Job Code	TITLE	Step 1	1L	1LL	Step 2	2L	2LL	Step 3	3L	3LL	Step 4	4L	4LL	Step 5	5L	5LL	Step 6	6L	6LL
SEP	OA200	Administrative Supervisor	37.02	38.87	40.72	38.87	40.81	42.75	40.81	42.85	44.89	42.85	44.99	47.13	44.99	47.24	49.49	47.24	49.60	51.96
SEP	PO203	Assistant Safety & Training Coordinator	40.43	42.45	44.47	42.45	44.57	46.69	44.57	46.80	49.03	46.80	49.14	51.48	49.14	51.60	54.06	51.60	54.18	56.76
SEP	OA201	Custodial Supervisor	30.37	31.89	33.41	31.89	33.48	35.07	33.48	35.15	36.82	35.15	36.91	38.67	36.91	38.76	40.61	38.76	40.70	42.64
SEP	OA202	Customer Service Supervisor	36.33	38.15	39.97	38.15	40.06	41.97	40.06	42.06	44.06	42.06	44.16	46.26	44.16	46.37	48.58	46.37	48.69	51.01
SEP	OA203	Facilities Maintenance Supervisor	41.55	43.63	45.71	43.63	45.81	47.99	45.81	48.10	50.39	48.10	50.51	52.92	50.51	53.04	55.57	53.04	55.69	58.34
SEP	OA204	Fleet Maintenance Supervisor	47.52	49.90	52.28	49.90	52.40	54.90	52.40	55.02	57.64	55.02	57.77	60.52	57.77	60.66	63.55	60.66	63.69	66.72
SEP	PO220	Maintenance Trainer	40.43	42.45	44.47	42.45	44.57	46.69	44.57	46.80	49.03	46.80	49.14	51.48	49.14	51.60	54.06	51.60	54.18	56.76
SEP	OA205	Parts and Materials Supervisor	41.80	43.89	45.98	43.89	46.08	48.27	46.08	48.38	50.68	48.38	50.80	53.22	50.80	53.34	55.88	53.34	56.01	58.68
SEP	OA209	Payroll Supervisor	43.02	45.17	47.32	45.17	47.43	49.69	47.43	49.80	52.17	49.80	52.29	54.78	52.29	54.90	57.51	54.90	57.65	60.40
SEP	OA206	Revenue Collection Supervisor	31.96	33.56	35.16	33.56	35.24	36.92	35.24	37.00	38.76	37.00	38.85	40.70	38.85	40.79	42.73	40.79	42.83	44.87
SEP	PO204	Safety & Training Coordinator	43.70	45.89	48.08	45.89	48.18	50.47	48.18	50.59	53.00	50.59	53.12	55.65	53.12	55.78	58.44	55.78	58.57	61.36
SEP	OA207	Transit Supervisor	39.17	41.13	43.09	41.13	43.19	45.25	43.19	45.35	47.51	45.35	47.62	49.89	47.62	50.00	52.38	50.00	52.50	55.00
SEP	OA208	Transportation Planning Supervisor	57.19	60.05	62.91	60.05	63.05	66.05	63.05	66.20	69.35	66.20	69.51	72.82	69.51	72.99	76.47	72.99	76.64	80.29
SES	PO200	Accountant I	39.07	41.02	42.97	41.02	43.07	45.12	43.07	45.22	47.37	45.22	47.48	49.74	47.48	49.85	52.22	49.85	52.34	54.83
SES	PO201	Accountant II	42.97	45.12	47.27	45.12	47.38	49.64	47.38	49.75	52.12	49.75	52.24	54.73	52.24	54.85	57.46	54.85	57.59	60.33
SES	PO219	Accountant III	46.89	49.23	51.57	49.23	51.69	54.15	51.69	54.27	56.85	54.27	56.98	59.69	56.98	59.83	62.68	59.83	62.82	65.81
SES	AS103	Administrative Assistant	29.05	30.50	31.95	30.50	32.03	33.56	32.03	33.63	35.23	33.63	35.31	36.99	35.31	37.08	38.85	37.08	38.93	40.78
SES	AS102	Administrative Clerk	26.15	27.46	28.77	27.46	28.83	30.20	28.83	30.27	31.71	30.27	31.78	33.29	31.78	33.37	34.96	33.37	35.04	36.71
SES	AS104	Administrative Specialist	31.92	33.52	35.12	33.52	35.20	36.88	35.20	36.96	38.72	36.96	38.81	40.66	38.81	40.75	42.69	40.75	42.79	44.83
SES	AS126	Administrative Maintenance Specialist I	33.16	34.82	36.48	34.82	36.56	38.30	36.56	38.39	40.22	38.39	40.31	42.23	40.31	42.33	44.35	42.33	44.45	46.57
SES	AS124	Administrative Maintenance Specialist II	36.48	38.30	40.12	38.30	40.22	42.14	40.22	42.23	44.24	42.23	44.34	46.45	44.34	46.56	48.78	46.56	48.89	51.22
SES	PP103	Benefits Technician	30.47	31.99	33.51	31.99	33.59	35.19	33.59	35.27	36.95	35.27	37.03	38.79	37.03	38.88	40.73	38.88	40.82	42.76
SES	PP104	Buyer	31.18	32.74	34.30	32.74	34.38	36.02	34.38	36.10	37.82	36.10	37.91	39.72	37.91	39.81	41.71	39.81	41.80	43.79
SES	AS107	Claims Technician I	27.23	28.59	29.95	28.59	30.02	31.45	30.02	31.52	33.02	31.52	33.10	34.68	33.10	34.76	36.42	34.76	36.50	38.24
SES	AS108	Claims Technician II	30.25	31.76	33.27	31.76	33.35	34.94	33.35	35.02	36.69	35.02	36.77	38.52	36.77	38.61	40.45	38.61	40.54	42.47
SES	SM100	Custodial Service Worker	22.50	23.63	24.76	23.63	24.81	25.99	24.81	26.05	27.29	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60
SES	AS109	Customer Service Representative	26.90	28.25	29.60	28.25	29.66	31.07	29.66	31.14	32.62	31.14	32.70	34.26	32.70	34.34	35.98	34.34	36.06	37.78
SES	AS120	Customer Service Assistant	29.05	30.50	31.95	30.50	32.03	33.56	32.03	33.63	35.23	33.63	35.31	36.99	35.31	37.08	38.85	37.08	38.93	40.78
SES	SC100	Facilities Maintenance Worker I	27.70	29.09	30.48	29.09	30.54	31.99	30.54	32.07	33.60	32.07	33.67	35.27	33.67	35.35	37.03	35.35	37.12	38.89
SES	SC101	Facilities Maintenance Worker II	30.79	32.33	33.87	32.33	33.95	35.57	33.95	35.65	37.35	35.65	37.43	39.21	37.43	39.30	41.17	39.30	41.27	43.24
SES	PO205	Financial Analyst	45.70	47.99	50.28	47.99	50.39	52.79	50.39	52.91	55.43	52.91	55.56	58.21	55.56	58.34	61.12	58.34	61.26	64.18
SES	PO207	Grants/Legislative Analyst	42.34	44.46	46.58	44.46	46.68	48.90	46.68	49.01	51.34	49.01	51.46	53.91	51.46	54.03	56.60	54.03	56.73	59.43
SES	PO218	HR Analyst I	42.23	44.34	46.45	44.34	46.56	48.78	46.56	48.89	51.22	48.89	51.33	53.77	51.33	53.90	56.47	53.90	56.60	59.30
SES	PO212	HR Analyst II	46.44	48.76	51.08	48.76	51.20	53.64	51.20	53.76	56.32	53.76	56.45	59.14	56.45	59.27	62.09	59.27	62.23	65.19
SES	AS111	Human Resources Clerk	26.39	27.71	29.03	27.71	29.10	30.49	29.10	30.56	32.02	30.56	32.09	33.62	32.09	33.69	35.29	33.69	35.37	37.05
SES	AS112	Human Resources Specialist	29.02	30.47	31.92	30.47	31.99	33.51	31.99	33.59	35.19	33.59	35.27	36.95	35.27	37.03	38.79	37.03	38.88	40.73
SES	PP105	Human Resources Technician	30.47	31.99	33.51	31.99	33.59	35.19	33.59	35.27	36.95	35.27	37.03	38.79	37.03	38.88	40.73	38.88	40.82	42.76
SES	TO103	Information Technology Project Coordinator	37.60	39.48	41.36	39.48	41.45	43.42	41.45	43.52	45.59	43.52	45.70	47.88	45.70	47.99	50.28	47.99	50.39	52.79
SES	TO101	Information Technology Support Analyst I	34.15	35.86	37.57	35.86	37.65	39.44	37.65	39.53	41.41	39.53	41.51	43.49	41.51	43.59	45.67	43.59	45.77	47.95
SES	TO102	Information Technology Support Analyst II	37.94	39.84	41.74	39.84	41.83	43.82	41.83	43.92	46.01	43.92	46.12	48.32	46.12	48.43	50.74	48.43	50.85	53.27
SES	PP112	Junior Accountant	35.16	36.92	38.68	36.92	38.77	40.62	38.77	40.71	42.65	40.71	42.75	44.79	42.75	44.89	47.03	44.89	47.13	49.37
SES	SM101	Lead Custodial Service Worker	27.01	28.36	29.71	28.36	29.78	31.20	29.78	31.27	32.76	31.27	32.83	34.39	32.83	34.47	36.11	34.47	36.19	37.91
SES	SC102	Lead Facilities Maintenance Worker	36.95	38.80	40.65	38.80	40.74	42.68	40.74	42.78	44.82	42.78	44.92	47.06	44.92	47.17	49.42	47.17	49.53	51.89
SES	AS114	Legal Secretary	26.39	27.71	29.03	27.71	29.10	30.49	29.10	30.56	32.02	30.56	32.09	33.62	32.09	33.69	35.29	33.69	35.37	37.05
SES	PP111	Marketing Specialist	32.36	33.98	35.60	33.98	35.68	37.38	35.68	37.46	39.24	37.46	39.33	41.20	39.33	41.30	43.27	41.30	43.37	45.44
SES	AS121	Mobility Training Coordinator	33.85	35.54	37.23	35.54	37.32	39.10	37.32	39.19	41.06	39.19	41.15	43.11	41.15	43.21	45.27	43.21	45.37	47.53
SES	AS125	Leave of Absence Coordinator	41.53	43.61	45.69	43.61	45.79	47.97	45.79	48.08	50.37	48.08	50.48	52.88	50.48	53.00	55.52	53.00	55.65	58.30

Attachment C

FY27: 3% wage increase, effective June 18, 2026/Adopted by the Board as of June 26, 2026

UNION	Job Code	TITLE	Step 1	1L	1LL	Step 2	2L	2LL	Step 3	3L	3LL	Step 4	4L	4LL	Step 5	5L	5LL	Step 6	6L	6LL
SES	AS115	Paratransit Eligibility Coordinator	37.76	39.65	41.54	39.65	41.63	43.61	41.63	43.71	45.79	43.71	45.90	48.09	45.90	48.20	50.50	48.20	50.61	53.02
SES	AS122	Payroll Administrator	33.75	35.44	37.13	35.44	37.21	38.98	37.21	39.07	40.93	39.07	41.02	42.97	41.02	43.07	45.12	43.07	45.22	47.37
SES	AS116	Payroll Specialist	30.47	31.99	33.51	31.99	33.59	35.19	33.59	35.27	36.95	35.27	37.03	38.79	37.03	38.88	40.73	38.88	40.82	42.76
SES	PO202	Planning Aide	24.32	25.54	26.76	25.54	26.82	28.10	26.82	28.16	29.50	28.16	29.57	30.98	29.57	31.05	32.53	31.05	32.60	34.15
SES	PO211	Planning Data Analyst	39.10	41.06	43.02	41.06	43.11	45.16	43.11	45.27	47.43	45.27	47.53	49.79	47.53	49.91	52.29	49.91	52.41	54.91
SES	PO213	Purchasing Agent	37.42	39.29	41.16	39.29	41.25	43.21	41.25	43.31	45.37	43.31	45.48	47.65	45.48	47.75	50.02	47.75	50.14	52.53
SES	PP108	Purchasing Assistant	34.31	36.03	37.75	36.03	37.83	39.63	37.83	39.72	41.61	39.72	41.71	43.70	41.71	43.80	45.89	43.80	45.99	48.18
SES	AS119	Revenue Account Coordinator	26.30	27.62	28.94	27.62	29.01	30.39	29.00	30.45	31.90	30.45	31.97	33.49	31.97	33.57	35.17	33.57	35.25	36.93
SES	AS118	Revenue Collection Clerk	23.69	24.84	26.02	24.84	26.08	27.32	26.08	27.38	28.68	27.38	28.75	30.12	28.75	30.19	31.63	30.19	31.70	33.21
SES	PO217	Safety and Training Program Specialist I	44.06	46.26	48.46	46.26	48.57	50.88	48.57	51.00	53.43	51.00	53.55	56.10	53.55	56.23	58.91	56.23	59.04	61.85
SES	PO218	Safety and Training Program Specialist II	49.00	51.45	53.90	51.45	54.02	56.59	54.02	56.72	59.42	56.72	59.56	62.40	59.56	62.54	65.52	62.54	65.67	68.80
SES	PP110	Scheduling Analyst	37.76	39.65	41.54	39.65	41.63	43.61	41.63	43.71	45.79	43.71	45.90	48.09	45.90	48.20	50.50	48.20	50.61	53.02
SES	PP101	Senior Accounting Technician*	33.19	34.85	36.51	34.85	36.59	38.33	36.59	38.42	40.25	38.42	40.34	42.26	40.34	42.36	44.38	42.36	44.48	46.60
SES	AS110	Senior Customer Service Representative	32.30	33.92	35.54	33.92	35.62	37.32	35.62	37.40	39.18	37.40	39.27	41.14	39.27	41.23	43.19	41.23	43.29	45.35
SES	PO206	Senior Financial Analyst	50.25	52.76	55.27	52.76	55.40	58.04	55.40	58.17	60.94	58.17	61.08	63.99	61.08	64.13	67.18	64.13	67.34	70.55
SES	PO216	Senior Systems Administrator	56.70	59.54	62.38	59.54	62.52	65.50	62.52	65.65	68.78	65.65	68.93	72.21	68.93	72.38	75.83	72.38	76.00	79.62
SES	PO210	Senior Transportation Planner	50.84	53.38	55.92	53.38	56.05	58.72	56.05	58.85	61.65	58.85	61.79	64.73	61.79	64.88	67.97	64.88	68.12	71.36
SES	PO215	Systems Administrator	51.52	54.10	56.68	54.10	56.81	59.52	56.81	59.65	62.49	59.65	62.63	65.61	62.63	65.76	68.89	65.76	69.06	72.34
SES	PO208	Transportation Planner I	38.12	40.03	41.94	40.03	42.03	44.03	42.03	44.13	46.23	44.13	46.34	48.55	46.34	48.66	50.98	48.66	51.09	53.52
SES	PO209	Transportation Planner II	42.34	44.46	46.58	44.46	46.68	48.90	46.68	49.01	51.34	49.01	51.46	53.91	51.46	54.03	56.60	54.03	56.73	59.43
SEV	TO100	Electronic Technician	39.17	41.13	43.09	41.13	43.19	45.25	43.19	45.35	47.51	45.35	47.62	49.89	47.62	50.00	52.38	50.00	52.50	55.00
SEV	SC106	Lead Mechanic	42.25	44.36	46.47	44.36	46.58	48.80	46.58	48.91	51.24	48.91	51.36	53.81	51.36	53.93	56.50	53.93	56.63	59.33
SEV	AS106	Lead Parts and Materials Clerk	37.16	39.02	40.88	39.02	40.97	42.92	40.97	43.02	45.07	43.02	45.17	47.32	45.17	47.43	49.69	47.43	49.80	52.17
SEV	SM105	Lead Vehicle Service Worker	30.01	31.51	33.01	31.51	33.09	34.67	33.09	34.74	36.39	34.74	36.48	38.22	36.48	38.30	40.12	38.30	40.22	42.14
SEV	SC103	Mechanic I	31.68	33.26	34.84	33.26	34.92	36.58	34.92	36.67	38.42	36.67	38.50	40.33	38.50	40.43	42.36	40.43	42.45	44.47
SEV	SC104	Mechanic II	35.21	36.97	38.73	36.97	38.82	40.67	38.82	40.76	42.70	40.76	42.80	44.84	42.80	44.94	47.08	44.94	47.19	49.44
SEV	SC105	Mechanic III	38.74	40.68	42.62	40.68	42.71	44.74	42.71	44.85	46.99	44.85	47.09	49.33	47.09	49.44	51.79	49.44	51.91	54.38
SEV	AS105	Parts and Materials Clerk	30.96	32.51	34.06	32.51	34.14	35.77	34.14	35.85	37.56	35.85	37.64	39.43	37.64	39.52	41.40	39.52	41.50	43.48
SEV	SC107	Upholsterer I	28.20	29.61	31.02	29.61	31.09	32.57	31.09	32.64	34.19	32.64	34.27	35.90	34.27	35.98	37.69	35.98	37.78	39.58
SEV	SC108	Upholsterer II	31.01	32.56	34.11	32.56	34.19	35.82	34.19	35.90	37.61	35.90	37.70	39.50	37.70	39.59	41.48	39.59	41.57	43.55
SEV	SC109	Vehicle Body Repair Mechanic	31.01	32.56	34.11	32.56	34.19	35.82	34.19	35.90	37.61	35.90	37.70	39.50	37.70	39.59	41.48	39.59	41.57	43.55
SEV	SM104	Vehicle Service Detailer	27.50	28.88	30.26	28.88	30.32	31.76	30.32	31.84	33.36	31.84	33.43	35.02	33.43	35.10	36.77	35.10	36.86	38.62
SEV	SM102	Vehicle Service Worker I	22.50	23.63	24.76	23.63	24.81	25.99	24.81	26.05	27.29	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60
SEV	SM103	Vehicle Service Worker II	24.99	26.24	27.49	26.24	27.55	28.86	27.55	28.93	30.31	28.93	30.38	31.83	30.38	31.90	33.42	31.90	33.50	35.10

Longevity Pay is based only on length of service.

tant to the SEA Chapter. Position and wage approved on BOD 06.26.2020. Adding HR Analyst I to the SEA Chapter. Position and wage approved on BOD 01.28.2022. Adding IT Project Coordinator to the SEA Chapter. Position and wage approved on
ning Coordinator. Position and wage approved on BOD 06.24.2022. Adding Accountant III. Position and wage approved on BOD 09.23.2022. Adding Maintenance Trainer. Position and wage approved on BOD 02.24.2023. Adding Payroll Administrator
wages approved on BOD 10.27.2023. Adding Marketing Specialist Position and wages approved on BOD 12.15.2023. Updated wages scales for the Custodial, Facilities Maintenance, Vehicle Service and Planning Data Analyst Series to be approved on
es for the Customer Service Series to be approved on BOD 06.27.2025. Updated wages scales for the Parts & Materials Series to be approved on BOD 08.22.2025. Updated wages scales for the HR Analyst Series to be approved on BOD 09.26.2025.
sence Coordinator approved on BOD 05.15.2026. Updated position title and wage scale for Administrative Maintenance Specialist II approved on BOD 05.15.2026. Updated position titles and wage scale for Accountant II and III and added Junior
2026. ** Wage scale and position for Sr. Accounting place remain in place until the position becomes vacant.* Updated wage scale for IT Support Analyst I and II approved on BOD 09/25/2026. Added position title and wage scale for Administrative
n BOD 09/25/2026.

THE BOARD OF DIRECTORS PROUDLY PRESENTS THIS

CERTIFICATE OF APPRECIATION

TO

ABIGAHIL LAZARO

VEHICLE SERVICE WORKER II

FOR THE COMPLETION OF 5 YEARS OF SERVICE
BETWEEN 2021 AND 2026

GIVEN THIS 23RD DAY OF OCTOBER 2026

BOARD CHAIR

CEO / GENERAL MANAGER

SANTA CRUZ METRO
THE BOARD OF DIRECTORS PROUDLY PRESENTS THIS
CERTIFICATE OF APPRECIATION
TO
CHRISTOPHER LEONARD
FLEET MAINTENANCE SUPERVISOR
FOR THE COMPLETION OF 10 YEARS OF SERVICE
BETWEEN 2016 AND 2026
GIVEN THIS 23RD DAY OF OCTOBER 2026
BOARD CHAIR
CEO / GENERAL MANAGER

SANTA CRUZ METRO
THE BOARD OF DIRECTORS PROUDLY PRESENTS THIS
CERTIFICATE OF APPRECIATION
TO
CHRISTOPHER PEREZ
LEAD MECHANIC
FOR THE COMPLETION OF 10 YEARS OF SERVICE
BETWEEN 2016 AND 2026
GIVEN THIS 23RD DAY OF OCTOBER 2026
BOARD CHAIR
CEO / GENERAL MANAGER

SANTA CRUZ METRO
THE BOARD OF DIRECTORS PROUDLY PRESENTS THIS
CERTIFICATE OF APPRECIATION
TO
DANIEL ZENTENO
MECHANIC II
FOR THE COMPLETION OF 10 YEARS OF SERVICE
BETWEEN 2016 AND 2026
GIVEN THIS 23RD DAY OF OCTOBER 2026
BOARD CHAIR
CEO/GENERAL MANAGER

THE BOARD OF DIRECTORS PROUDLY PRESENTS THIS

CERTIFICATE OF APPRECIATION

TO

MARIA HERNANDEZ

CUSTOMER SERVICE REPRESENTATIVE

FOR THE COMPLETION OF 30 YEARS OF SERVICE
BETWEEN 1996 AND 2026

GIVEN THIS 23RD DAY OF OCTOBER 2026

BOARD CHAIR

CEO / GENERAL MANAGER

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BEFORE THE BOARD OF DIRECTORS OF THE SANTA CRUZ METROPOLITAN TRANSIT DISTRICT

Resolution No.
On the Motion of Director:
Duly Seconded by Director:
The Following Resolution is Adopted:

RESOLUTION OF APPRECIATION FOR THE SERVICES OF DONNA BAUER AS SENIOR EXECUTIVE ASSISTANT FOR THE SANTA CRUZ METROPOLITAN TRANSIT DISTRICT

WHEREAS, the Santa Cruz Metropolitan Transit District (METRO) was formed to provide public transportation to all the residents of Santa Cruz County, and

WHEREAS, the provision of public transportation service requires a competent, dedicated workforce, and

WHEREAS, METRO, requiring an employee with expertise and dedication, appointed Donna Bauer to serve in the position of Senior Executive Assistant, and

WHEREAS, Donna Bauer served as a member of the Administration Department of METRO for the time period of September 13, 2016 to November 6, 2026, and

WHEREAS, Donna Bauer provided METRO with dedicated service and commitment during the time of her employment, and

WHEREAS, Donna Bauer served METRO with distinction, and

WHEREAS, the service provided to the residents of Santa Cruz County by Donna Bauer resulted in reliable, quality public transportation being available in the most difficult of times, and

WHEREAS, during the time of Ms. Bauer's service, METRO improved existing and built new operating facilities, converted the fleet to a CNG propulsion system, developed accessible bus stops, improved ridership, responded to adverse economic conditions, assumed direct operational responsibility for the Highway 17 Express service and the Amtrak Connector service, and assumed direct operational responsibility for the ParaCruz service, and

WHEREAS, the quality of life in Santa Cruz County was improved dramatically as a result of the exemplary service provided by Donna Bauer.

NOW, THEREFORE, BE IT RESOLVED, that upon her retirement as Senior Executive Assistant, the Board of Directors of METRO does hereby commend her efforts in advancing public transit service in Santa Cruz County and expresses sincere appreciation on behalf of itself, the METRO staff and all residents of Santa Cruz County.

BE IT FURTHER RESOLVED, that a copy of this resolution be entered into the official records of the Santa Cruz Metropolitan Transit District.

PASSED AND ADOPTED this 23rd Day of October 2026 by the following vote:

AYES: Directors -

NOES: Directors -

ABSTAIN: Directors -

ABSENT: Directors -

Approved:
Manu Koenig, Board Chair _____

Attest:
Corey Aldridge, CEO/General Manager _____

Approved as to form:
Julie Sherman, General Counsel _____

BEFORE THE BOARD OF DIRECTORS OF THE SANTA CRUZ METROPOLITAN TRANSIT DISTRICT

Resolution No.
On the Motion of Director:
Duly Seconded by Director:
The Following Resolution is Adopted:

RESOLUTION OF APPRECIATION FOR THE SERVICES OF CAROLYN BOWERS AS BUS OPERATOR FOR THE SANTA CRUZ METROPOLITAN TRANSIT DISTRICT

WHEREAS, the Santa Cruz Metropolitan Transit District (METRO) was formed to provide public transportation to all the residents of Santa Cruz County, and

WHEREAS, the provision of public transportation service requires a competent, dedicated workforce, and

WHEREAS, METRO, requiring an employee with expertise and dedication, appointed Carolyn Bowers to serve in the position of Bus Operator, and

WHEREAS, Carolyn Bowers served as a member of the Operations Department of METRO for the time period of January 9, 2004 to October 12, 2026, and

WHEREAS, Carolyn Bowers provided METRO with dedicated service and commitment during the time of her employment, and

WHEREAS, Carolyn Bowers served METRO with distinction, and

WHEREAS, the service provided to the residents of Santa Cruz County by Carolyn Bowers resulted in reliable, quality public transportation being available in the most difficult of times, and

WHEREAS, during the time of Ms. Bower's service, METRO improved existing and built new operating facilities, converted the fleet to a CNG propulsion system, developed accessible bus stops, improved ridership, responded to adverse economic conditions, assumed direct operational responsibility for the Highway 17 Express service and the Amtrak Connector service, and assumed direct operational responsibility for the ParaCruz service, and

WHEREAS, the quality of life in Santa Cruz County was improved dramatically as a result of the exemplary service provided by Carolyn Bowers.

NOW, THEREFORE, BE IT RESOLVED, that upon her retirement as Bus Operator, the Board of Directors of METRO does hereby commend her efforts in advancing public transit service in Santa Cruz County and expresses sincere appreciation on behalf of itself, the METRO staff and all residents of Santa Cruz County.

BE IT FURTHER RESOLVED, that a copy of this resolution be entered into the official records of the Santa Cruz Metropolitan Transit District.

PASSED AND ADOPTED this 23rd Day of October 2026 by the following vote:

AYES: Directors -

NOES: Directors -

ABSTAIN: Directors -

ABSENT: Directors -

Approved:
Manu Koenig, Board Chair _____

Attest:
Corey Aldridge, CEO/General Manager _____

Approved as to form:
Julie Sherman, General Counsel _____

VERBAL PRESENTATION

CEO ORAL REPORT

Corey Aldridge
CEO/General Manager

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