



FISCAL YEAR 2026

(July 1, 2025--June 30, 2026)

Operating & Capital Budget



GOLD COAST TRANSIT DISTRICT

CITY OF OJAI – CITY OF OXNARD – CITY OF PORT HUENEME – CITY OF VENTURA – COUNTY OF VENTURA

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1. MESSAGE FROM THE GENERAL MANAGER

To Members of the Gold Coast Transit District community,

I am pleased to present to you the Operating & Capital Budget for the Gold Coast Transit District (GCTD) for the Fiscal Year 2026.

The budget was developed to support overall agency goals of providing safe and reliable public bus transportation in western Ventura County, providing excellent customer service, and preserving ridership –within estimated fiscal constraints. The FY 2026 Operating Budget reflects several key assumptions:

- Maintain Fixed Route Service Levels in FY 26 compared to prior year
- Decreased costs of contracting, with ADA/Paratransit services directly operated
- Increase in labor costs – primarily related to contractual agreements and newly hired ADA/Paratransit employees who joined GCTD last year.
 - Supervisory employees wages are governed by the GCTD/Teamsters Local 186 MOU effective through June 30, 2026.
 - Bus Operators, Mechanical, and Administrative employees wages are governed by the GCTD/SEIU Local 721 MOU effective through June 30, 2027.
 - Management, Professional and Administrative (non-represented) cost of living and merit increases will be provided in accordance with GCTD Personnel Rules.
- Continuation of Youth Ride Free program
- The FY 2026 Capital Budget reflects the districts' continued path forward on replacing our aging fleet and Zero Emission Bus (ZEB) transition.
- GCTD's obligations to debt service payments for the construction of the facility
- TDA requirements for recurring member transit needs
- Continued use of SB 125 funds made possible by the state legislature.
- To mitigate the risk of material loss, appropriate insurance coverage is budgeted.

It should be noted that some adjustments – positive or negative - to the requested budgets are possible after the commencement of FY 2026. If midyear changes occur which require a budget amendment to be made, the changes will be brought back to the Board for consideration.

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



Vanessa Rauschenberger

General Manager

2. STRATEGIC GOALS & STRATEGIES

In July 2023, the Board of Directors approved a three-year Strategic Plan. The development of the strategic plan was guided by input from our employees, the leadership team and Board of Directors, who worked together to explore opportunities for the future and identify how to address future challenges. The resulting five Strategic Priorities were established.

MISSION

Serving, Moving, and Connecting People to Opportunity - One Ride at a Time.

VISION

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

STRATEGIC GOALS

1. Deliver service excellence by providing customer focused, high-quality service to every member of our community.
2. Ensure safety and security while caring for the well-being of employees, passengers, and the general public.
3. Increase and provide responsible stewardship of all resources by prioritizing oversight, integrity, accountability, and transparency.
4. Cultivate a positive and inclusive work culture that prioritizes employee engagement, high performance, learning and development.
5. Increase public awareness, expand community presence, and build a transit-supportive region through public education, partnerships, and advocacy.



KEY PRIORITIES FOR FY 2026

Public transit plays a vital role in the region's economic, social, and environmental well-being. However, without careful attention to long-term planning, the District may face difficult decisions in future years. Looking ahead, the District faces several challenges and opportunities. In line with the goals of the strategic plan, staff presented the following key priorities to the Board of Directors in April 2025 to help guide our staff's work in the coming year.

1. Expand staff professional development / training in areas such as ADA compliance, grants and project management to support ongoing agency projects.
2. Continue to review our organizational structure to meet strategic goals, which will include hiring additional dispatch staff for ADA/Paratransit, revising the former Paratransit & Special Projects Manager to a Compliance & Grants Manager position, and restore the Fiscal Analyst position.
3. Continue to adjust services to improve the quality of our services. GCTD plans to begin implementation of Year 1 of the SRTP in FY 25/26 and prepare for Year 2 recommendations

in FY 26/27 which includes interlining and reorganizing of routes to make service faster for more members of the public.

4. Utilize the facility capacity for expanded service operations, fueling or administration of transit service. GCTD staff will evaluate potential for future facility space utilization to support transit operations or fueling other agencies.
5. We are evaluating the possibility of transitioning all customer service functions from the Customer Service Center (CSC) at Oxnard Transit Center (OTC) to the 1901 site. We will continue to evaluate customer visits and call volumes to determine cost / benefit to the customer as well as district costs. The current lease agreement ends in Dec 2026.
6. Continue to actively pursue alternative funding opportunities that are designed to meet growing demand for services and improvements, and bus replacement needs, including from sources considered new and emerging.
7. Continue working with municipal entities to increase fueling levels, accommodating more of their fleet fueling needs.
8. Continue to identify ways to partner with organizations, such as Alzheimer's of America, County of Ventura, and organizations to advertise on GCTD buses.
9. Staff will work with VCTC to identify ways to facilitate easier fare payment, and explore zone-based fare for General Public Demand Response rides to help manage growth and costs of operations.
10. Staff will conduct research into the feasibility of a potential future district-led ballot measure to support long-term locally generated funding. Staff will also coordinate with VCTC to expand partnerships which may include exploring a county wide measure in the future.
11. Given the evolving priorities at the federal level, GCTD's current Fleet Replacement Plan and Zero Emission Transition plans will need to be reviewed for financial feasibility to ensure that operational funds are not at risk. GCTD staff will work on this over the coming year, as developments at the federal level continue to evolve.

3. ORGANIZATION OVERVIEW & ORGANIZATIONAL CHART

BOARD OF DIRECTORS

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

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

City of Ojai – Councilmember Rachel Lang, Vice Chair

County of Ventura - Supervisor Matt LaVere, Director

City of Ventura – Mayor Dr. Jeannette Sanchez-Palacios, Director

City of Oxnard – Councilmember Gabriela Rodriguez, Director

GCTD'S SENIOR LEADERSHIP TEAM

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

Vanessa Rauschenberger, General Manager

Christine Feng, CFO / Assistant General Manager

James Beck, Director of Operations and Maintenance

Cynthia Torres Duque, Director of Planning and Marketing

Alexander Zaretsky, Director of Human Resources

EMPLOYEES

GCTD employs nearly 250 individuals, the majority of whom operate and maintain buses. Service Employees International Union Local 721 (SEIU) represents all bus operators, most maintenance employees and three administrative staff members. International Brotherhood of Teamsters Local 186 (Teamsters) represents supervisors and dispatchers.

DISTRICT STATISTICS

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

Average Daily Passengers (Fixed Route) : 11,510

Average Daily Passengers (GO ACCESS): 326

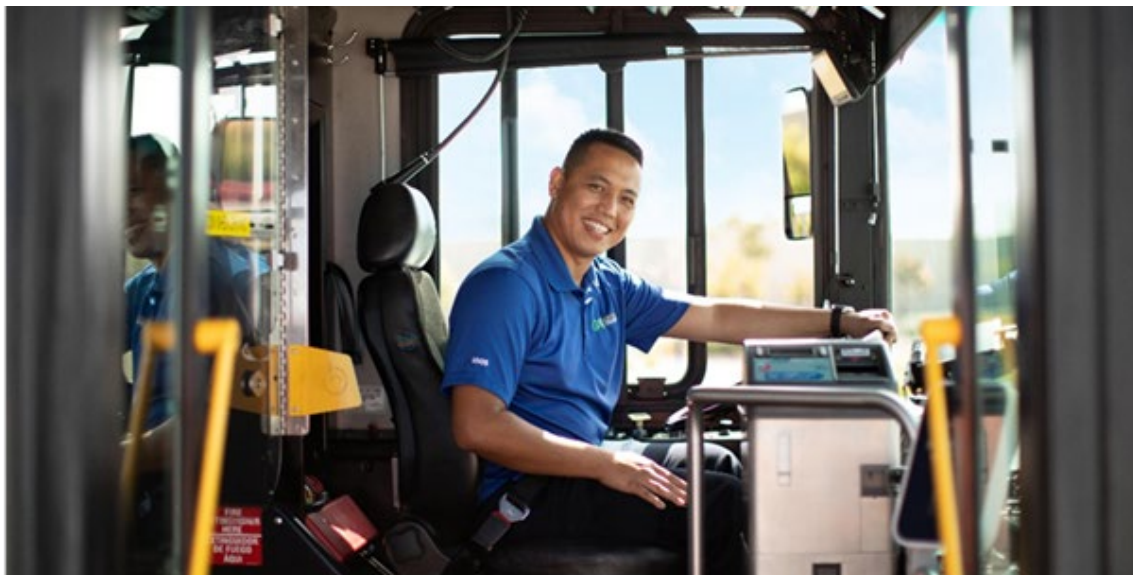
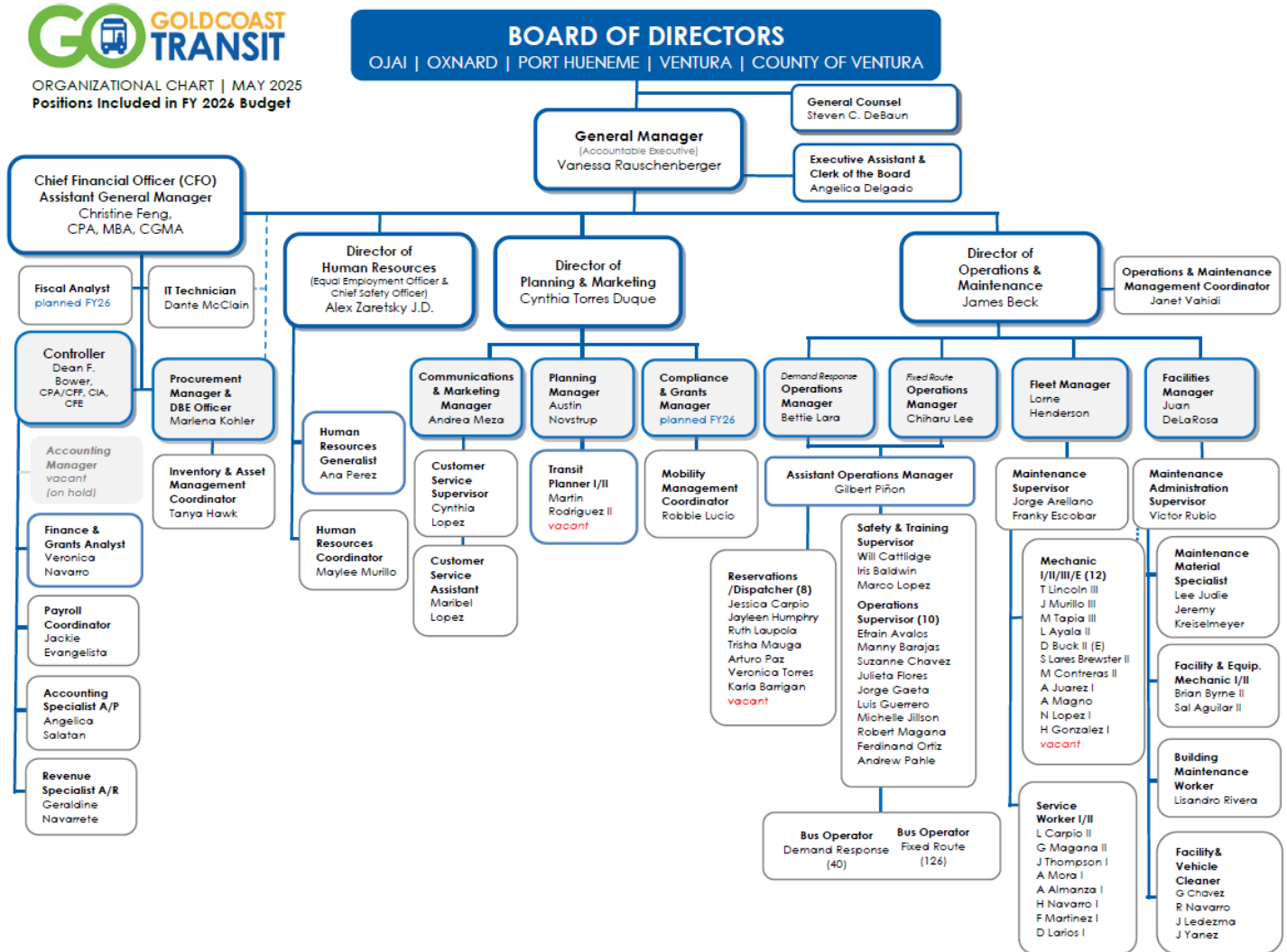
Annual Passengers: (approx.) 3.6 million Systemwide

Annual Revenue Miles: (approx.) 2 million

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



ORGANIZATIONAL CHART | MAY 2025
Positions Included in FY 2026 Budget



4. BUDGET IN BRIEF

Following is a discussion of the premises for each of the major components of GCTD's FY 2026 Operating Budget Revenue and Expenses.

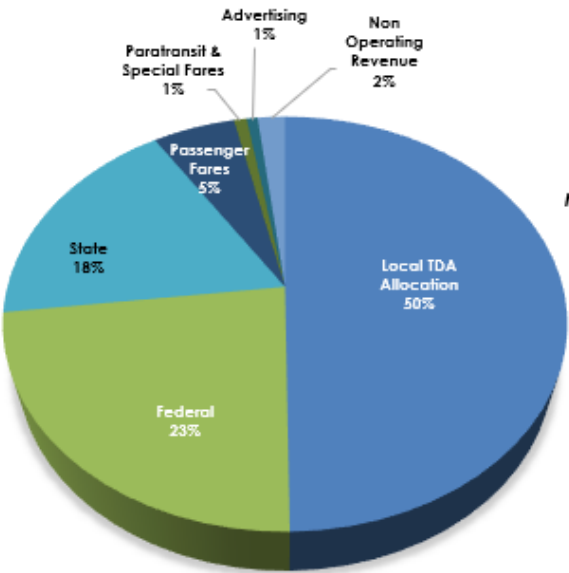
BUDGET DEVELOPMENT

The budget was developed by the Finance Department in consultation with GCTD's General Manager and Management Team. The draft budget report was presented to the Board of Directors on May 7, 2025, in addition to budget reviews are conducted with GCTD's Technical Advisory Committee (TAC) in April of 2025. Public and member agency input is solicited during this process. Once approved, monthly updates comparing the approved budget versus actual financial information will be provided.

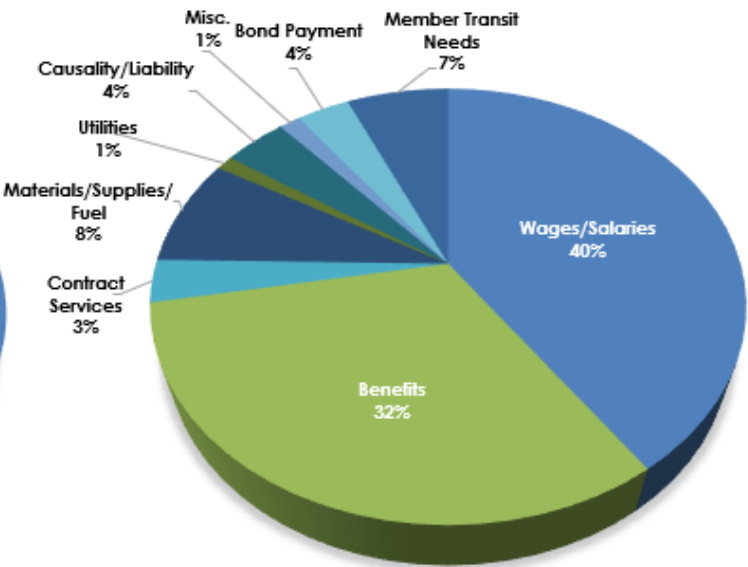
SOURCES AND USES OF FUNDS

The FY 2026 operating revenue sources are projected to total \$40.2 million, including \$20.2 million from LTF, \$9.4 million in Federal grant funds, \$3.6 million in passenger revenues, and \$7.0 million in State funds (includes \$4.0 million in SB 125 one-time funding to cover operating deficit). The approximate \$40.2 million in total operating revenue will provide \$36.2 million for GCTD operating activities, and \$4.0 million for members' transit requirements and GCTD's bond payment. The budget summary of revenues and expenses are displayed in **Table 1-3** in the appendix.

FY 2026 Funding Sources



FY 2026 Expenses



5. TRANSIT SERVICE LEVELS

FIXED-ROUTE SERVICE LEVELS

GCTD establishes service levels each year through the adoption of its annual budget. The FY 2026 revenue service hours are expected to increase by 0.25%, reaching a total of 182,200 hours.



The FY 2026 Service Plan guides the budget development for fixed-route services in two distinct periods. The first period starts on July 6, 2025, while the second period begins on January 4, 2026, and concludes on August 2, 2026. The process of developing the service plan includes reviewing passenger and operator feedback, evaluating long term plans, analyzing route performance, assessing available resources.

For the upcoming fiscal year, GCTD does not anticipate significant changes in funding, vehicle availability, or labor availability. The Short-Range Transit Plan, adopted December 2025, recommends maintaining current service levels for FY 2026. The proposed service plan will include minor schedule adjustments for two routes, along with minor edits to improve on-time performance, reduce overcrowding, and enhance operational efficiency, with most changes occurring in the first period. Changes planned for the January 2026 service change will generally be minor, to avoid disruptions to passengers' routines during the academic year, particularly for student ridership. In Fall 2025, staff will analyze the efficacy and efficiency of planned services based on operator and passenger feedback, ridership data and on-time performance. It is anticipated that any recommendations for improvements will be limited to minor adjustments.

ADA & SENIOR PARATRANSIT/DEMAND RESPONSE (GO ACCESS)

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

Last year, the Paratransit Services contract was discontinued at the end of September 2024, with the transition of all staff into GCTD to be operated directly. Therefore, there is no Paratransit contract service budgeted in FY 2026. Several current and planned grant funded demonstration projects, i.e., Late Nate Safe Rides (LNSR), GO NOW micro-transit in South Oxnard, Sun Rise transportation introduced in Fall 2024 will be evaluated this year to determine if they are feasibly to continue absent continual grant funding.



6. SUMMARY OF FINANCIAL POLICIES

The financial policies below establish a clear framework to ensure the fiscal integrity, accountability, and transparency of Gold Coast Transit District's (GCTD) financial management practices. These policies guide budget development, financial reporting, investment activities, and the management of revenues, expenses, and reserves.

1. Budgeting and Financial Planning

- GCTD adopts an annual budget that is balanced/aligned with strategic priorities.
- Budgets are prepared on a conservative basis, estimating revenues realistically and appropriating sufficient funds for operations and maintenance.
- Financial forecasting is done to anticipate revenue / expense and capital needs
- Budget amendments are approved by the Board of Directors as necessary

2. Revenues

- GCTD maintains a diversified revenue base to protect against economic fluctuations.
- Revenues are monitored monthly to ensure they meet budgeted expectations.
- Grants are pursued aggressively, managed responsibly, and reported accurately.

3. Expenditures and Cost Control

- Expenditures are controlled through rigorous internal monitoring and approval processes.
- All spending complies with approved budget authority unless amended by the Board.
- Efforts are made to achieve cost savings and operational efficiencies where possible.

4. Financial Reporting and Transparency

- GCTD provides monthly financial reports of fiscal activities to the Board of Directors.
- Annual financial statements are audited by an independent external auditor.
- Financial information is made accessible to promote transparency and accountability.

5. Reserve and Fund Balance Policy

- GCTD maintains operating reserves sufficient to cover a minimum of 90 days of expenses.
- Reserve funds are used only for emergencies, non-recurring expenses, or capital projects

6. Debt Management

- GCTD uses debt financing only for long-term capital projects, not operational costs.
- Debt service obligations are managed prudently to maintain a strong financial position and protect the agency's creditworthiness.

7. Investment Policy

- GCTD funds are invested in accordance with California Government Code and GCTD's Investment Policy to ensure safety, liquidity, and a reasonable rate of return.
- Investments prioritize capital preservation and meet short-term cash flow requirements.

8. Procurement and Contracting

- GCTD follows a fair, competitive, and transparent procurement process
- All contracts comply with federal, state, and local laws, as well as GCTD's policies

9. Risk Management

- GCTD maintains adequate insurance coverage to mitigate risks related to liability, property damage, workers' compensation, and other operational exposures.
- Risk assessment and mitigation strategies are integrated into all major decisions.

10. Policy Review and Amendments

- This Financial Policy are reviewed at least once every three years or as needed.
- Amendments are approved by the Board of Directors if any.

7. BUDGET PROCESS

Gold Coast Transit District has established a clear and transparent process for developing, approving, and managing the District's annual operating and capital budgets.

1. Budget Development Timeline

- **November–December:** Initiate budget preparation. Staff reviews current year financial performance and forecasts year-end results.
- **January–February:** Departments submit budget requests, including anticipated staffing, operating, and capital needs.
- **March–April:** Executive management reviews departmental submissions. Budget priorities are aligned with the District's strategic goals and operational needs.
- **May:** Draft Operating and Capital Budgets are compiled and presented to the Board of Directors for initial review and feedback.
- **June:** Public hearings are held (if necessary). Final Budget is presented to the Board for approval before the beginning of the new fiscal year (July 1).

2. Budget Components

- **Operating:** Includes revenues and expenses related to daily transit operations, including salaries, benefits, services, and materials.
- **Non-Operating:** Debt Payment and Member Agency Transit Needs
- **Capital:** Covers long-term investments like fleet replacement, facilities upgrades, and technology improvements. Funded primarily by grants and restricted funds.

3. Key Principles

- **Balanced-Budget:** Operating revenues fully cover operating expenses and try to prevent relying on one-time funding sources.
- **Transparency:** Budget information is made available for public review and input before final adoption.
- **Accountability:** CFO and department heads are responsible for staying within approved budgets and regularly monitoring performance.
- **Financial-Sustainability:**
Long-term financial impacts are considered during the budget process to ensure sustainability.

4. Budget Monitoring and Amendments

- Staff prepares monthly financial reports comparing actual results to budgeted amounts.
- Mid-Year reviews are conducted to assess financial health and adjust forecasts.
- Budget amendments (e.g., new grants, unanticipated expenses) require Board approval.

8. FY 2026 REVENUE SOURCES (FUNDING SOURCES)

OPERATING REVENUE

Funding for GCTD operating activities is derived from several sources, including passenger fares; local, state, and federal funds; energy credit sales, bus advertising sales, other local revenues, and interest income. The table below reflects the revenue for operating activities in FY 2026.

FY 2026 Operating Revenues (Projected)

Operating Revenues (Funding Sources)

| | | |
|---------------------------------------|----|-------------------|
| Local TDA Allocation | \$ | 20,028,323 |
| Federal | \$ | 9,354,523 |
| State | \$ | 7,205,378 |
| Passenger Fares | \$ | 2,250,000 |
| Paratransit & Special Fares | \$ | 350,000 |
| Advertising | \$ | 300,000 |
| Non Operating Transportation revenues | \$ | 750,000 |
| | \$ | 40,238,224 |

PASSENGER FARES

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

FIXED-ROUTE Fares

Adult & Youth - \$2

Seniors 65+, Disabled and Veterans- \$1

Seniors 75+ - FREE

Children under 45" - FREE

Transfers FREE Transfers are valid for two hours.

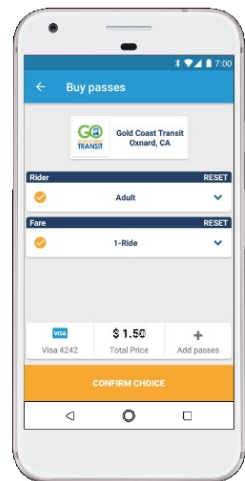
ACCESS Demand Response Fares

Fare each way - \$4 (ADA certified or Senior)

Premium Direct Service to Camarillo - \$8 each way (ADA /Senior)

LATE NIGHTS SAFE RIDES General Public Dial-A-Ride - \$5/ride

Senior Nutrition Site - FREE



LOCAL FUNDS / TRANSPORTATION DEVELOPMENT ACT (TDA)

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

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

For FY 2026, the most current **estimate from May 2025** indicate GCTD's FY 2026 gross share will be \$20.2 million before allocations are distributed to member agencies.

| LOCAL TRANSPORTATION FUNDS / TDA Allocation to GCTD | | |
|--|-----------|-------------------|
| Ojai | \$ | 352,614 |
| Oxnard | \$ | 9,270,542 |
| Port Hueneme | \$ | 972,056 |
| Ventura | \$ | 5,083,957 |
| County of Ventura | \$ | 4,349,154 |
| Total Local Transportation Funds / Transportation Development Act | \$ | 20,028,323 |

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

For FY 2026, the full LTF allocation to GCTD is \$20,167,648. GCTD member agencies have submitted requests for \$2,680,718 in LTF funding for their recurring transit-related activities and transit-related capital projects. Each member will receive their request less funds allocated to members but not expended in FY 2024 per audited financials.

Funding these programs, net of carryover from members' prior year funding and returned capital funds leaves GCTD with \$17.5 million in FY 2026 LTF for use in its Operating Budget.

A summary of FY 2026 LTF Revenue and funding detail for members' recurring and non-recurring transit services items is shown in **Table 5** in the appendix.

STATE FUNDING (STA / SGR / LCTOP / SB 125)

Based on the most recent State Controllers estimate, GCTD's State Transit Assistance (STA) and State of Good Repair (SGR) is \$350K. The Operating budget also includes \$75K in LCTOP funds to provide matching funds for the Ventura Road Route 23.

In addition, GCTD will make use of approximately \$4.0 million of one-time funding from SB 125 to help provide bridge funding to address anticipated operating deficits. This funding is subject to state / VCTC approval and is finalized as part of the final budget.

FEDERAL ALLOCATION 5307, 5339 & 5310

GCTD's FY 2026 Federal transit funding Assistances are from section 5307, 5310, and 5339. 5307 Federal funding includes \$6.2 million for Operating, Preventative Maintenance, and ADA Paratransit. Section 5307 will fund half of the annual required bond payment (\$618,697), with Section 5339 funding covering the remaining half Bond payment (\$765,809). 5310/JARC-Enhanced Mobility (\$89,000). GCTD will use up to \$1.67 Million in route-specific Federal CMAQ

grant funds to continue the Ventura Road Route (Route 23) pilot and in Youth Booster Service. LCTOP funds will be used to help provide local match.

ADVERTISING REVENUE

The projected revenue from FY 2026 exterior and interior bus Advertising is \$300,000.



NON-OPERATING REVENUE

Non-operating revenue represents income generated from sources outside of Gold Coast Transit District's core transit operations. While not directly linked to passenger fares or transit service delivery, these revenues provide critical support for day-to-day operations and strategic initiatives. The following are key components of GCTD's non-operating revenue:

1. Investment Income

GCTD earns interest on cash balances and designated reserves held in accounts such as the Local Agency Investment Fund (LAIF), money market accounts, and other permitted instruments as guided by the District's investment policy. These earnings help preserve fund balances and offset operating costs.

2. Energy Credits

Energy credits include revenues from programs such as California's Low Carbon Fuel Standard (LCFS), which incentivize the use of cleaner, lower-emission fuels. GCTD generates and monetizes these credits based on its fuel consumption data, particularly the use of electricity and natural gas in fleet operations.

3. Alternative Fuel Credits

These include reimbursements from programs like the federal Alternative Fuel Excise Tax Credit, which returns a portion of fuel taxes paid on qualified alternative fuels such as Compressed Natural Gas (CNG). The credits promote the use of clean energy sources and reduce overall fuel expenses.

4. Scrap Sale Revenue

GCTD occasionally disposes of obsolete or decommissioned equipment and vehicle parts. Revenues from these sales are modest but represent responsible asset management and recapture of value from end-of-life assets.

5. City of Oxnard Truck Fueling Partnership

GCTD has established a cooperative agreement with the City of Oxnard to allow city-owned trucks to utilize the CNG fueling infrastructure located at GCTD's operations and maintenance facility. This partnership not only promotes regional use of clean fuels but also provides GCTD with a modest revenue stream through cost-sharing or fee-based fueling arrangements. The partnership enhances interagency collaboration and supports broader environmental goals within the region.



9. FY 2026 OPERATING EXPENSES (BY FUNCTION)

FY 2026 expenses cover all transit operating activities as described in this section. Operator and Maintenance wage and benefit expenses account for the largest portion of the operating budget. GCTD continually to look for ways to streamline expenses to ensure a more efficient organization.

FY 26 Expense Budget

| | | |
|--------------------------------------|-----------|-------------------|
| Wages/Salaries | \$ | 16,218,107 |
| Benefits | \$ | 12,807,941 |
| Contract Services | \$ | 1,274,086 |
| Materials/Supplies/Fuel | \$ | 3,248,366 |
| Utilities | \$ | 437,000 |
| Causality/Liability | \$ | 1,636,500 |
| Misc. | \$ | 551,000 |
| Total Operating | \$ | 36,173,000 |
| Bond Payment | \$ | 1,384,506 |
| Member Transit Needs | \$ | 2,680,718 |
| Total-Non Operating and Debt | \$ | 4,065,224 |
| FY 2026 -Total Expense Budget | \$ | 40,238,224 |

Wages/Salaries: This category supports compensation for full-time and part-time employees, including operations, maintenance, and administrative staff. It reflects efforts to maintain competitive wages and ensure high service reliability through workforce stability. For FY 2026, GCTD budgeted wages and benefits for 251 employees. GCTD currently has 249 employees. For fixed route service, the budget includes an estimate of 126 fixed route and 40 demand response operators. Estimated wage/salary and benefit increase for represented and non-represented employees are included in the FY 2026 Budget. These increases are largely due subject to contractual obligations with represented groups.

| Position | FY2025 Approved Budget | FY2026 Proposed Budget Changes | FY2026 Proposed Budget |
|--|---------------------------|-----------------------------------|---------------------------|
| Bus Operators : | | | |
| Bus Operator - Fixed Route | 126.0 | - | 126.0 |
| Bus Operator - Demand Response (Paratransit) | 40.0 | - | 40.0 |
| Maintenance & Administration: | | | |
| Operations Management | 24.0 | 2.0 | 26.0 |
| Maintenance | 34.0 | - | 34.0 |
| Executive | 2.0 | | 2.0 |
| Finance | 10.0 | 1.0 | 11.0 |
| Human Resources | 3.0 | - | 3.0 |
| Planning & Marketing | 10.0 | (1.0) | 9.0 |
| TOTAL | 83.0 | 2.0 | 85.0 |
| Operators | 166.0 | - | 166.0 |
| Non-Operators | 83.0 | 2.0 | 85.0 |
| Total | 249.0 | 2.0 | 251.0 |

Benefits: Includes employer contributions to health insurance, pensions (e.g., CalPERS), and other employee benefit programs. This allocation is critical to employee retention and compliance with labor agreements.

Contract Services:

Covers professional and technical services not handled in-house, such as legal counsel, IT support, auditing, and consulting. These contracts provide operational efficiency and access to specialized expertise.

Materials, Supplies, and Fuel :

Encompasses the procurement of vehicle parts, general supplies, and fuel necessary for day-to-day transit operations and maintenance of the fleet.

Utilities: Budgeted for electricity, water, natural gas, and communications services to support all GCTD facilities and operations centers.

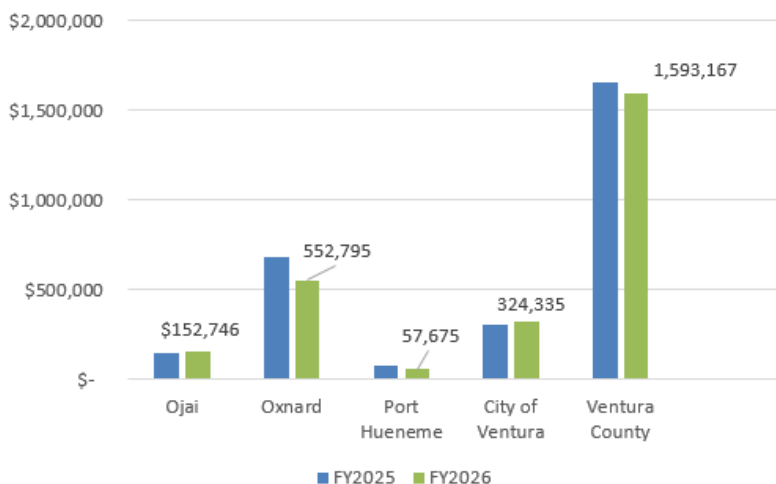
Casualty and Liability: Funds risk management initiatives including insurance premiums for vehicles, facilities, and workers' compensation. It helps mitigate the financial impact of accidents and liability claims.

Miscellaneous: A flexible line item that supports minor, unforeseen, or general operating expenses that do not fall under other categories, such as staff training, memberships, and minor equipment.

NON OPERATING EXPENSES

Bond Payment: Represents scheduled debt service payments on outstanding bonds issued for capital infrastructure projects. It reflects GCTD's commitment to meeting its long-term financial obligations.

Member Transit Needs: Allocated to meet the unique transit service needs of member jurisdictions. This includes contributions toward local fixed-route services, dial-a-ride programs, and special community mobility projects.



10.FY 2026 OPERATING EXPENSES (BY DEPARTMENT)

The Gold Coast Transit District's FY 2026 Operating Budget totals \$36,173,000 (excluding bond payment and members transit needed), allocated across eight departments. This funding supports core transit functions including Operations, Maintenance, ADA/Paratransit services, Administration and Finance, Planning & Marketing. The budget is structured around key expenditure categories: Wages/Salaries, Benefits, Services, Materials, Utilities, Casualties/Liabilities, and Miscellaneous costs.

FY 2026 OPERATING EXPENSES BY DEPARTMENT

| Category | OPERATIONS | | | MAINTENANCE | | ADMINISTRATION | | | Total |
|--------------------------------------|--|--------------------------|---|------------------------|-------------------------|--|---------------------------|--------------------|------------|
| | Operations (Fixed Route Bus Operators) | Operations Management | ADA/Paratransit Operations Demand Response Bus Operators | Vehicle Maintenance | Facility Maintenance | Executive Administration & Finance | Planning and Marketing | Human Resources | |
| Wages/Salaries | 7,988,256 | 1,354,718 | 2,351,536 | 1,461,795 | 715,263 | 1,288,304 | 737,074 | 321,161 | 16,218,107 |
| Benefits | 6,956,892 | 989,207 | 1,440,731 | 1,210,292 | 666,708 | 813,320 | 512,156 | 218,635 | 12,807,941 |
| Services | 35,000 | | 12,000 | 175,524 | 305,800 | 630,000 | 105,762 | 10,000 | 1,274,086 |
| Materials | 19,973 | 9,240 | 292,733 | 2,262,320 | 108,600 | 421,000 | 129,500 | 5,000 | 3,248,366 |
| Utilities | | | | | 437,000 | | | | 437,000 |
| Casualties and Liabilities | | | | | | 1,636,500 | | | 1,636,500 |
| Misc | 9,000 | 20,000 | 10,000 | 8,500 | 35,000 | 312,000 | 112,000 | 44,500 | 551,000 |
| Department total Operating Budget | 15,009,120 | 2,373,165 | 4,107,000 | 5,118,431 | 2,268,372 | 5,101,124 | 1,596,493 | 599,296 | 36,173,000 |

Bond payment 1,384,506
Member Transit Needs 2,680,718

Total Operating Expenses- FY 2026 **40,238,224**

The FY 2026 budget reflects GCTD's strategic focus on maintaining high-quality transit operations while investing in workforce support, vehicle and facility maintenance, and customer engagement. The majority of the budget—approximately 72%—is committed to personnel costs, emphasizing the human resources required to sustain safe and reliable transit services across the region.

OPERATIONS

1. Fixed Route Operations (\$15,009,120)

This department represents fixed route bus operators and associated costs. It holds the largest portion of the budget, largely driven by:

- Wages: \$7.99 million
- Benefits: \$6.96 million
- Minor allocations to services, materials, and miscellaneous.

2. Operations Management / Supervisors (\$2,373,165)

Management and Supervisory roles for transit operations are included here:

- Wages/Benefits: \$2.34 million
- Minimal costs in materials and misc. items.

3. ADA/Paratransit Operations (\$4,107,000)

Covers specialized transportation for individuals with mobility limitations and seniors:

- Wages and Benefits: \$3.79 million
- Materials and service contracts: \$304,733

MAINTENANCE

4. Vehicle Maintenance (\$5,118,431)

Supports bus repairs and fleet upkeep, with high material and service expenses:

- Materials: \$2.26 million
- Services: \$175,524
- Includes labor and benefits for mechanics.

5. Facility Maintenance (\$2,268,372)

Maintains GCTD's operations facility and fueling infrastructure:

- Major categories: Services (\$305,800) and Utilities (\$437,000)
- Labor, benefits, and materials support core infrastructure.

ADMINISTRATION

6. Finance / Administration (\$5,101,124)

Executive Staff, Financial planning, Insurance premiums, phones, grants, procurement, IT and general administration:

- Casualties/Liability insurance premiums and miscellaneous expenses \$1.9 million
- Wages/Benefits: \$2.4 million
- Expenses for services and materials: \$700,000

7. Planning and Marketing (\$1,596,493)

Responsible for community outreach, planning services, planning, scheduling, customer service, and rider engagement:

- Wages/Benefits: \$1.25 million
- Expenses for services and materials: \$235,262

8. Human Resources (\$599,296)

Supports staffing, training, and workforce development:

- Wages/Benefits: \$539,796
- Smaller allocations to materials, services, and misc.

11. FY 2026 CAPITAL PLAN

FY 2026 CAPITAL PROJECT PLAN

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

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

CAPITAL PROJECTS FY 2026 (FUNDING IDENTIFIED)

| Description | Federal | Federal | STATE | STATE | STATE | Local | Local | Total |
|---|-------------------------|---------------------|-------------------|---------------------|---------------------|--------------------------------------|----------------------|----------------------|
| | 5307/ CMAQ / JARC | 5339 LO NO | STR / SGR* | TIRCP / ZEPTEC | HVIP | VW Mitigation Trust / VCREA | Capital Reserve** | |
| Replacement Fixed Route Bus (CNG) (9 GILLIGs) | \$ 4,576,126 | | \$ 350,034 | \$ 1,938,028 | | | | \$ 6,864,188 |
| Replacement Demand Response (CNG) (6 Cutaways) | \$ 147,000 | | | \$ 984,000 | | | | \$ 1,131,000 |
| Replacement Demand Response (Gas) (1 Ford Transit) | | | | \$ 110,000 | | | | \$ 110,000 |
| Replacement Fixed Route Bus (FCEB) (New Flyer) | | \$ 2,954,633 | | | \$ 1,290,000 | \$ 2,400,000 | | \$ 6,644,633 |
| Hydrogen Fuel Station Project Management, Design & Construction | | \$ 4,128,467 | | \$ 458,719 | | | | \$ 4,587,186 |
| Replacement Support Vehicle (Non-revenue) | | | | | | | \$ 65,000 | \$ 65,000 |
| Replacement Service Vehicle (ZEB) (2 Relief Sedans) | | | | \$ 42,463 | | | \$ 50,537 | \$ 93,000 |
| Business Systems Upgrades (Camera systems, computer replacement, onboard) | \$ 57,600 | | | | | | \$ 14,400 | \$ 72,000 |
| Facility Solar/Energy Storage Project | | | | \$ 1,824,496 | | | | \$ 1,824,496 |
| Facility Vehicle Charging Infrastructure | | | | | | \$ 80,050 | \$ 9,695 | \$ 89,745 |
| TOTAL | \$4,780,726 | \$ 7,083,100 | \$ 350,034 | \$ 5,357,706 | \$ 1,290,000 | \$ 2,480,050 | \$ 139,632 | \$ 21,481,248 |

CAPITAL PROJECT FUNDING

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

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

Zero Emissions Transition

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

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

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

Proposed Ten-Year Capital Projects

Significant items on the ten-year capital project plan include: 1) Replacement of buses anticipated to reach the end of their useful life, 2) Procurement of zero emissions buses to comply with CARB's Innovative Clean Transit rule, 3) Periodic replacement of paratransit and service vehicle fleets, 4) Additions to the District's technology to ensure the continuation of an efficient transit service, and 5) Solar/ Energy Storage.

Matching Funds for Capital Projects

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

Over the last several years, since the passage of SB1, a significant amount of STA/SGR funds are apportioned to Ventura County each year. FY 2026, GCTD will plan to use all of its SGR/STA for "non-federal match" purposes.

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

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

The total projected cost for all items on the ten-year capital project plan is \$ 91.9 million. This includes \$37.6 million for programmed projects (funding identified), and \$54.3 million for programmed projects over the next ten years (funding unidentified), **Table 6**.

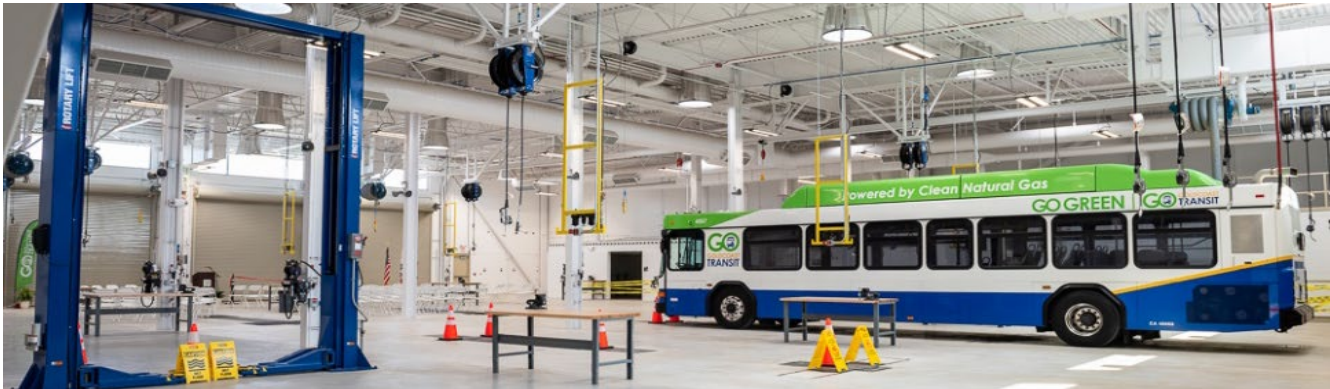
12. DEBT SERVICE

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

In March 2017, GCTD issued 30-year Certificates of Participation (COPs) to raise \$22,000,000 required to complete construction of the new GCTD Operations and Administration Facility in North Oxnard. The District realized capital funding in the amount of \$22,012,934 for the Project Fund and \$1,385,750 for the Reserve Fund. GCTD has been making debt obligation payments since 2017. In FY 2026, GCTD will require interest and principal payments totaling to approximately \$1.4 million.

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

The District anticipates having adequate dedicated Federal funding and matching local funds to meet its debt obligation in June 2025 and through the end of FY 2026.



13. DETAILED BUDGET TABLES

TABLE 1
Operating Funding Sources FY 2026
 (July 1, 2025 to June 30, 2026)

| OPERATING REVENUE (FUNDING SOURCES) | | FY2026 |
|--|-----------|-------------------|
| LOCAL OPERATING REVENUE | | |
| Passenger Fares | \$ | 2,250,000 |
| Paratransit & Special | \$ | 350,000 |
| Advertising | \$ | 300,000 |
| Non Operating Transportation | \$ | 750,000 |
| Total Local Operating Revenues: | \$ | 3,650,000 |
| LOCAL TRANSPORTATION FUNDS / TDA Allocation to GCTD | | |
| Ojai | \$ | 352,614 |
| Oxnard | \$ | 9,270,542 |
| Port Hueneme | \$ | 972,056 |
| Ventura | \$ | 5,083,957 |
| County of Ventura | \$ | 4,349,154 |
| Total Local Transportation Funds / Transportation Development Act | \$ | 20,028,323 |
| FEDERAL TRANSIT ADMINISTRATION | | |
| SECTION 5307 - OPERATING ASSISTANCE. | \$ | 2,500,000 |
| SECTION 5307 - PREVENTATIVE MAINTENANCE | \$ | 3,065,000 |
| SECTION 5310 - Enhanced Mobility | \$ | 89,000 |
| SECTION 5307 - BOND PAYMENT | \$ | 618,697 |
| CAPITAL - SECTION 5339 - BUSES & FACILITIES (Bond Payment) | \$ | 765,809 |
| SECTION 5307 JARC - late night /sunrise/unhoused employment Transpor | \$ | 645,785 |
| CMAQ - DEMO PROJECT - VENTURA ROAD ROUTE 23* | \$ | 1,670,232 |
| Total Federal Funds | \$ | 9,354,523 |
| STATE FUNDS | | |
| SB125 | \$ | 4,130,378 |
| LCTOP (Match RT 23) | \$ | 75,000 |
| LCTOP (Youth Ridefree) | \$ | 2,400,000 |
| LCTOP (College Ride) | \$ | 600,000 |
| Total State Operating | \$ | 7,205,378 |
| Total Operating Revenues--Funding Sources | \$ | 40,238,224 |

TABLE 2
Operating Funding Uses (Expenses) FY 2026
 (July 1, 2025 to June 30, 2026)

| EXPENSES | | FY2026 |
|---|-----------|-------------------|
| OPERATING BUDGET | | |
| Wages/Salaries | \$ | 16,218,107 |
| Benefits | \$ | 12,807,941 |
| Services | \$ | 1,274,086 |
| Materials/Supplies/Fuel | \$ | 3,248,366 |
| Utilities | \$ | 437,000 |
| Causality and Liability | \$ | 1,636,500 |
| Misc. (Fees, Promotions, Travel, Training, etc) | \$ | 551,000 |
| Total Operating | \$ | 36,173,000 |
| Bond Payment and Member Transit Needs | | |
| Bond Payment | \$ | 1,384,506 |
| Member distribution (LTF)-Ojai | \$ | 152,746 |
| Member distribution (LTF)-Oxnard | \$ | 552,795 |
| Member distribution (LTF)-Port Hueneme | \$ | 57,675 |
| Member distribution (LTF)-City of Ventura | \$ | 324,335 |
| Member distribution (LTF)- Ventura County | \$ | 1,593,167 |
| Total Non-Operating | \$ | 4,065,224 |
| Total Expenses: | \$ | 40,238,224 |
| CAPITAL EXPENSES | | |
| Replacement Fixed Route Bus (CNG) (9 GILLIGs) | \$ | 6,864,188 |
| Replacement Demand Response (CNG) (6 Cutaways) | \$ | 1,131,000 |
| Replacement Demand Response (Gas) (1 Ford Transit) | \$ | 110,000 |
| Replacement Fixed Route Bus (FCEB) (New Flyer) | \$ | 6,644,633 |
| Hydrogen Fuel Station Project Management, Design & Construction | \$ | 4,587,186 |
| Replacement Support Vehicle (Non-revenue) | \$ | 65,000 |
| Replacement Service Vehicle (ZEB)(2 Relief Sedans) | \$ | 93,000 |
| Business Systems Upgrades (Camera systems, computer replacement, or | \$ | 72,000 |
| Facility Solar/Energy Storage Project | \$ | 1,824,496 |
| Facility Vehicle Charging Infrastructure | \$ | 89,745 |
| Total Capital Expenditures | \$ | 21,481,248 |

TABLE 3
Two Year Comparison Operating and Capital Budget
FY 25 vs FY 26

| OPERATING BUDGET | FY2025 | FY 2026 | Change |
|---|----------------------|----------------------|---------------|
| LOCAL OPERATING REVENUE | | | |
| Total Local Operating Revenues (Fares, Advertising, etc) | \$ 3,530,970 | \$ 3,650,000 | 3.37% |
| LOCAL TRANSPORTATION FUNDS / TDA Allocation to GCTD | | | |
| Total Local Transportation Funds / Transportation Development Act | 20,631,299 | 20,028,323 | -2.92% |
| FEDERAL TRANSIT ADMINISTRATION | | | |
| Total Federal Funds (Formula 5307, 5310, 5339) | \$ 8,696,270 | \$ 9,354,523 | 7.57% |
| STATE FUNDS | | | |
| Total State Operating including SB 125 & LCTOP Fare Reimbursement | \$ 5,775,005 | \$ 7,205,378 | 24.77% |
| Total Operating Revenues--Funding Sources | \$ 38,633,544 | \$ 40,238,224 | 4.15% |
| CAPITAL BUDGET | FY2025 | FY 2026 | |
| Total Capital Revenues--Funding Sources | \$ 12,549,000 | \$ 21,481,248 | |
| Grand Total ---- SOURCES | \$ 51,182,544 | \$ 61,719,472 | 20.59% |
| EXPENSE BUDGET | FY 2025 | FY 2026 | Change |
| OPERATING BUDGET | | | |
| Wages/Benefits | \$ 25,893,422 | \$ 29,026,048 | 12.10% |
| Contract Services* | \$ 2,580,550 | \$ 1,274,086 | -50.63% |
| Materials/Supplies/Fuel | \$ 3,618,300 | \$ 3,248,366 | -10.22% |
| Utilities | \$ 450,000 | \$ 437,000 | -2.89% |
| Causality and Liability | \$ 1,340,000 | \$ 1,636,500 | 22.13% |
| Misc. (Fees, Promotions, Travel, Training, etc) | \$ 509,500 | \$ 551,000 | 8.15% |
| Total Operating | \$ 34,391,772 | \$ 36,173,000 | 5.18% |
| Total Non-Operating (Bond & Member Distribution) | \$ 4,241,772 | \$ 4,065,224 | -4.16% |
| Total Expenses: | \$ 38,633,544 | \$ 40,238,224 | 4.15% |
| CAPITAL EXPENSES | FY2025 | | |
| Total Capital Expenditures | \$ 12,549,000 | \$ 21,481,248 | 71.18% |
| Grand Total ---- USES | \$ 51,182,544 | \$ 61,719,472 | 20.59% |
| *Included ADA Contract (FY 24 full year, FY 25 three months) | | | |

TABLE 4 Personnel Levels FY 2026

| Position | FY2025 Approved Budget | FY2026 Proposed Changes | FY2026 Proposed Budget |
|---|---------------------------|----------------------------|---------------------------|
| Bus Operators | | | |
| Bus Operator - Fixed Route | 126.0 | - | 126.0 |
| Bus Operator - Demand Response (Paratransit) | 40.0 | - | 40.0 |
| Operations Management | | | |
| Director of Operations & Maintenance | 1.0 | - | 1.0 |
| Operations Manager - Fixed Route | 1.0 | - | 1.0 |
| Operations Manager - Demand Response (Paratransit) | 1.0 | - | 1.0 |
| Assistant Operations Manager | 2.0 | (1.0) | 1.0 |
| Operations Safety & Training Supervisor | 3.0 | - | 3.0 |
| Operations Supervisors | 9.0 | 1.0 | 10.0 |
| Operations & Maintenance Mgmt Coordinator | 1.0 | - | 1.0 |
| Dispatch & Reservationist - Demand Response (Paratransit) | 6.0 | 2.0 | 8.0 |
| Operations Total | 190.0 | 2.0 | 192.0 |
| Fleet Management | | | |
| Fleet Manager | 1.0 | - | 1.0 |
| Maintenance Supervisor | 2.0 | - | 2.0 |
| Mechanic I | 3.0 | 1.0 | 4.0 |
| Mechanic II | 4.0 | - | 4.0 |
| Mechanic III | 3.0 | - | 3.0 |
| E-Mechanic II | 1.0 | - | 1.0 |
| Facilities Management | | | |
| Facility Manager | 1.0 | - | 1.0 |
| Maintenance Administration Supervisor | 1.0 | - | 1.0 |
| Facility & Equipment Mechanics I | 1.0 | (1.0) | - |
| Facility & Equipment Mechanic II | 1.0 | 1.0 | 2.0 |
| Maintenance Material Specialist | 2.0 | - | 2.0 |
| Building Maintenance Worker | 2.0 | (1.0) | 1.0 |
| Service Worker I | 6.0 | - | 6.0 |
| Service Worker II | 2.0 | - | 2.0 |
| Facilities & Vehicle Cleaner-Sanitizer | 4.0 | - | 4.0 |
| Maintenance Total | 34.0 | - | 34.0 |
| Executive | | | |
| General Manager | 1.0 | - | 1.0 |
| Clerk of the Board/Executive Assistant | 1.0 | - | 1.0 |
| Finance | | | |
| CFO/Assistant General Manager | 1.0 | - | 1.0 |
| Controller | 1.0 | - | 1.0 |
| Accounting Manager | 1.0 | - | 1.0 |
| Accounting Specialist - Accounts Payable | 1.0 | - | 1.0 |
| Revenue Specialist | 1.0 | - | 1.0 |
| Finance and Grant Analyst | 1.0 | - | 1.0 |
| Fiscal Analyst | - | 1.0 | 1.0 |
| Payroll Coordinator | 1.0 | - | 1.0 |
| I.T. Technician | 1.0 | - | 1.0 |
| Purchasing Manager/DBE Officer | 1.0 | - | 1.0 |
| Inventory and Asset Management Coordinator | 1.0 | - | 1.0 |
| Human Resources | | | |
| Director of Human Resources | 1.0 | - | 1.0 |
| Human Resources Generalist | 1.0 | - | 1.0 |
| Human Resources Coordinator II | - | 1.0 | 1.0 |
| Human Resources Coordinator I | 1.0 | (1.0) | - |
| Planning & Marketing | | | |
| Director of Planning & Marketing | 1.0 | - | 1.0 |
| Communications & Marketing Manager | 1.0 | - | 1.0 |
| Customer Service Supervisor | 1.0 | - | 1.0 |
| Customer Service Assistant | 2.0 | (1.0) | 1.0 |
| Paratransit & Special Projects Manager | 1.0 | (1.0) | - |
| Compliance & Special Projects Manager | - | 1.0 | 1.0 |
| Mobility Management Coordinator | 1.0 | - | 1.0 |
| Transit Planning Manager | 1.0 | - | 1.0 |
| Transit Planner I | 1.0 | - | 1.0 |
| Transit Planner II | 1.0 | - | 1.0 |
| Administration Total | 25.0 | - | 25.0 |
| TOTAL | 249.0 | 2.0 | 251.0 |
| Operators | 166.0 | - | 166.0 |
| Non-Operators | 83.0 | 2.0 | 85.0 |
| Total | 249.0 | 2.0 | 251.0 |

TABLE 5

Gold Coast Transit District
LTF Revenue and Members' Transit Services Funding – FY 2026

| FY 2026 TDA/LTF Funding to Member Jurisdictions | | | | | | | |
|---|-------------------|--|--------------|-------------|---------------|---------------------|-------------------------------|
| TDA/LTF REVENUE PROJECTIONS | | | TOTAL | OJAI | OXNARD | PORT HUENEME | VENTURA VENTURA COUNTY |
| <i>LTF Allocation Estimate (Draft as of April 2025)</i> | | | \$20,167,648 | \$357,763 | \$9,381,525 | \$993,358 | \$5,108,746 \$4,326,256 |
| FUNDING REQUESTS FOR RECURRING TRANSIT REQUIREMENTS | | | | | | | |
| City of Ojai | | | | | | | |
| Ojai Trolley Operations & Maintenance | Ojai | | \$ 87,226 | \$ 87,226 | | | |
| City of Oxnard | | | | | | | |
| OTC Operation & Maintenance / Transit Services | Oxnard | | \$ 515,212 | | \$ 515,212 | | |
| OTC Operation & Maintenance / Transit Services: Assistant PW Director & Admin | Oxnard | | \$ 66,809 | | \$ 66,809 | | |
| Recurring Bus Stop Maintenance | Oxnard | | \$ 120,000 | | \$ 120,000 | | |
| City of Port Hueneme | | | | | | | |
| Smart Waste Receptable Service/ Operating expenses | Port Hueneme | | \$ 26,820 | | | \$ 26,820 | |
| City of Ventura | | | | | | | |
| Operation & Maintenance at VTC /AMTRAK/ Metrolink Station/ Bus Stop | Ventura | | \$ 351,010 | | | | \$ 351,010 |
| County of Ventura | | | | | | | |
| Recurring Bus Stop Maintenance | County | | \$ 30,000 | | | | \$ 30,000 |
| County Transit Services Management & Oversight | County | | \$ 200,000 | | | | \$ 200,000 |
| Transit Service - Heritage Valley | County | | \$ 380,150 | | | | \$ 380,150 |
| Transit Service - Ojai Trolley | County | | \$ 450,000 | | | | \$ 450,000 |
| Transit Service - T.O. D-A-R / Unincorporated Area | County | | \$ 125,000 | | | | \$ 125,000 |
| Transit Service - ECTA D-A-R | County | | \$ 20,000 | | | | \$ 20,000 |
| Transit Service - Kanan Road Shuttle | County | | \$ 500,000 | | | | \$ 500,000 |
| TOTAL - RECURRING TRANSIT REQUIREMENTS | | | \$ 2,872,227 | \$ 87,226 | \$ 702,021 | \$ 26,820 | \$ 351,010 \$1,705,150 |
| <i>FY 2023-24 Carryover Operating, Funds Applied to FY 26</i> | | | \$ (347,307) | \$ - | \$ (249,126) | \$ 1,910 | \$ 11,892 \$ (111,983) |
| <i>Prior year budget revision (adjustment from capital to Operating)</i> | | | \$ 61,333 | | \$ 99,900 | | \$ (38,567) |
| Net LTF Funding for FY 2025-26 Recurring Transit Requests (minus carryover) | | | \$ 2,586,253 | \$ 87,226 | \$ 552,795 | \$ 28,730 | \$ 324,335 \$1,593,167 |
| Under/(OVER) Baseline | | | | \$ 65,520 | \$ - | \$ 48,491 | |
| FY 25-26 Baseline Maximum Request Allowed | | | \$ 3,350,118 | \$ 152,746 | \$ 702,021 | \$ 77,221 | \$ 351,010 \$ 2,067,120 |
| FUNDING REQUESTS FOR ONE-TIME CAPITAL TRANSIT NEEDS | | | | | | | |
| | | | TOTAL | OJAI | OXNARD | PORT HUENEME | VENTURA VENTURA COUNTY |
| Ojai Trolley Stop Construction | Ojai | | \$ 60,000 | \$ 60,000 | | | |
| Ojai Trolley Vehicles Purchase/Painting | Ojai | | \$ 5,520 | \$ 5,520 | | | |
| Oxnard - Requested FY 23 Carryover to be used for OTC ADA upgrades) | Oxnard | | \$ - | | \$ - | | |
| Port Hueneme - Bus Stop Ammeneties | Port Hueneme | | \$ 50,400 | | | \$ 50,400 | |
| Ventura | Ventura | | \$ - | | | | \$ - |
| County of Ventura | County of Ventura | | \$ - | | | | \$ - |
| TOTAL CAPITAL IMPROVEMENTS | | | \$ 115,920 | \$ 65,520 | \$ - | \$ 50,400 | \$ - \$ - |
| <i>FY2023-24 Carryover Capital, Funds may be applied to FY 26 Operating Activities or returned vi</i> | | | \$ (21,455) | \$ - | \$ - | \$ (21,455) | \$ - \$ - |
| Net LTF Funding for FY 2024-25 Capital Improvement Projects | | | \$ 94,465 | \$ 65,520 | \$ - | \$ 28,945 | \$ - \$ - |
| TOTAL NET MEMBER FUNDING RECCOMENDED FOR FY 25-26 | | | \$ 2,680,718 | \$ 152,746 | \$ 552,795 | \$ 57,675 | \$ 324,335 \$1,593,167 |

TABLE 6

Ten-Year Capital Project Plan – Programmed Projects

(Funding Identified GREEN and Unfunded YELLOW)

| 10-Year Capital Plan Funding Needs | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|---|--------------|--------------|-------------|-------------|-----------|
| Budget Name | FY2025-26 | FY2026-27 | FY2027-28 | FY2028-29 | FY2029-30 |
| Replacement Fixed Route Bus (CNG) | \$6,865,000 | \$6,536,000 | \$6,765,000 | \$7,002,000 | \$0 |
| Replacement Fixed Route Bus (ZEB)* | \$7,223,000 | \$0 | \$0 | \$0 | \$0 |
| Expansion Fixed Route Bus (CNG) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Expansion Fixed Route Bus (ZEB)* | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Demand Response Cutaway (CNG/GAS) | \$1,131,000 | \$404,000 | \$0 | \$0 | \$0 |
| Replacement Demand Response Large Van (CNG/GAS) | \$108,000 | \$0 | \$597,000 | \$247,000 | \$256,000 |
| Replacement Demand Response Small Van (CNG/GAS) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Demand Response Large Van (ZEB)* | \$0 | \$0 | \$162,000 | \$0 | \$0 |
| Replacement Demand Response Sedan (ZEB)* | \$0 | \$0 | \$0 | \$136,000 | \$0 |
| Expansion Demand Response (CNG/GAS) | \$0 | \$0 | \$0 | \$240,000 | \$0 |
| Expansion Demand Response (ZEB)* | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Relief Car Sedan (ZEB) | \$93,000 | \$100,000 | \$257,000 | \$213,000 | \$0 |
| Maintenance Truck (replacement) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Non-Revenue Support Van | \$65,000 | \$0 | \$0 | \$0 | \$0 |
| Replacement Supervisor Van (CNG/GAS) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Expansion Relief Sedan (ZEB) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Solar/ Energy Storage | \$1,159,000 | \$1,242,000 | \$0 | \$0 | \$0 |
| Facility Business System Upgrades | \$24,000 | \$26,000 | \$27,000 | \$28,000 | \$29,000 |
| Hydrogen Station Upgrades (Hydrogen) | \$4,587,000 | \$7,137,000 | \$0 | \$0 | \$0 |
| On Board System Replacement / Update | \$48,000 | \$0 | \$116,000 | \$0 | \$56,000 |
| Facility Vehicle Charging Infrastructure | \$90,000 | \$0 | \$0 | \$0 | \$0 |
| TOTAL Capital Needs by Year | \$21,393,000 | \$15,445,000 | \$7,924,000 | \$7,866,000 | \$341,000 |
| TOTAL FUNDED Capital Needs by Year | \$21,393,000 | \$15,319,000 | \$906,110 | \$0 | \$0 |
| TOTAL UNFUNDED Capital Needs by Year | \$0 | \$126,000 | \$7,017,890 | \$7,866,000 | \$341,000 |
| TOTAL UNFUNDED ZEB Eligible Projects | \$0 | \$100,000 | \$162,000 | \$136,000 | \$0 |
| TOTAL UNFUNDED NON ZEB | \$0 | \$26,000 | \$6,855,890 | \$7,730,000 | \$341,000 |

| 10-Year Capital Plan Funding Needs | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 |
|---|--|-----------|--------------|--------------|-------------|
| Budget Name | FY2030-31 | FY2031-32 | FY2032-33 | FY2033-34 | FY2034-35 |
| Replacement Fixed Route Bus (CNG) | CNG not allowed after 2029 by CARB (waiver may be requested) | | | | |
| Replacement Fixed Route Bus (ZEB)* | \$0 | \$0 | \$5,707,000 | \$17,119,000 | \$7,875,000 |
| Expansion Fixed Route Bus (CNG) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Expansion Fixed Route Bus (ZEB)* | \$0 | \$0 | \$5,703,000 | \$0 | \$0 |
| Replacement Demand Response Cutaway (CNG/GAS) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Demand Response Large Van (CNG/GAS) | \$397,000 | \$411,000 | \$284,000 | \$284,000 | \$294,000 |
| Replacement Demand Response Small Van (CNG/GAS) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Demand Response Large Van (ZEB)* | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Demand Response Sedan (ZEB)* | \$0 | \$0 | \$0 | \$0 | \$0 |
| Expansion Demand Response (CNG/GAS) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Expansion Demand Response (ZEB)* | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Relief Car Sedan (ZEB) | \$171,000 | \$0 | \$122,000 | \$0 | \$0 |
| Maintenance Truck (replacement) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Non-Revenue Support Van | \$0 | \$0 | \$0 | \$0 | \$0 |
| Replacement Supervisor Van (CNG/GAS) | \$0 | \$0 | \$0 | \$122,000 | \$127,000 |
| Expansion Relief Sedan (ZEB) | \$0 | \$0 | \$0 | \$0 | \$0 |
| Solar/ Energy Storage | \$0 | \$0 | \$0 | \$0 | \$0 |
| Facility Business System Upgrades | \$30,000 | \$31,000 | \$32,000 | \$32,000 | \$33,000 |
| Hydrogen Station Upgrades (Hydrogen) | \$0 | \$0 | \$0 | \$0 | \$0 |
| On Board System Replacement / Update | \$0 | \$135,000 | \$0 | \$62,000 | \$0 |
| Facility Vehicle Charging Infrastructure | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL Capital Needs by Year | \$598,000 | \$577,000 | \$11,848,000 | \$17,619,000 | \$8,329,000 |
| TOTAL FUNDED Capital Needs by Year | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL UNFUNDED Capital Needs by Year | \$598,000 | \$577,000 | \$11,848,000 | \$17,619,000 | \$8,329,000 |
| TOTAL UNFUNDED ZEB Eligible Projects | \$171,000 | \$0 | \$5,829,000 | \$17,119,000 | \$7,875,000 |
| TOTAL UNFUNDED NON ZEB | \$427,000 | \$577,000 | \$6,019,000 | \$500,000 | \$454,000 |

TABLE 7a

FY 2026 Non-Represented Salary Table

FY 2026 BUDGETED SALARY/WAGE TABLE

Proposed Effective July 1, 2025

Non-Represented Classifications Salary Table

| Position Title | CLASS | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|---|---------|------------|----------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| General Manager/CEO | Class 9 | \$ 197,422 | GM Salary Determined by Contract | | | | | | | | \$ 257,590 |
| AGM/Chief Financial Officer (CFO) | Class 8 | \$ 169,440 | \$ 174,523 | \$ 179,759 | \$ 185,152 | \$ 190,706 | \$ 196,427 | \$ 202,320 | \$ 208,390 | \$ 214,641 | \$ 221,081 |
| Director, Human Resources (EEO) | Class 7 | \$ 147,542 | \$ 151,969 | \$ 156,528 | \$ 161,224 | \$ 166,060 | \$ 171,042 | \$ 176,173 | \$ 181,458 | \$ 186,902 | \$ 192,509 |
| Director, Planning and Marketing | Class 7 | \$ 147,542 | \$ 151,969 | \$ 156,528 | \$ 161,224 | \$ 166,060 | \$ 171,042 | \$ 176,173 | \$ 181,458 | \$ 186,902 | \$ 192,509 |
| Director, Operations & Maintenance | Class 7 | \$ 147,542 | \$ 151,969 | \$ 156,528 | \$ 161,224 | \$ 166,060 | \$ 171,042 | \$ 176,173 | \$ 181,458 | \$ 186,902 | \$ 192,509 |
| Controller | Class 6 | \$ 130,747 | \$ 134,669 | \$ 138,709 | \$ 142,871 | \$ 147,157 | \$ 151,572 | \$ 156,119 | \$ 160,802 | \$ 165,626 | \$ 170,595 |
| Operations Manager - Fixed Route | Class 5 | \$ 113,952 | \$ 117,370 | \$ 120,891 | \$ 124,518 | \$ 128,253 | \$ 132,101 | \$ 136,064 | \$ 140,146 | \$ 144,350 | \$ 148,681 |
| Operations Manager - Demand Response | Class 5 | \$ 113,952 | \$ 117,370 | \$ 120,891 | \$ 124,518 | \$ 128,253 | \$ 132,101 | \$ 136,064 | \$ 140,146 | \$ 144,350 | \$ 148,681 |
| Facilities Manager | Class 5 | \$ 113,952 | \$ 117,370 | \$ 120,891 | \$ 124,518 | \$ 128,253 | \$ 132,101 | \$ 136,064 | \$ 140,146 | \$ 144,350 | \$ 148,681 |
| Fleet Manager | Class 5 | \$ 113,952 | \$ 117,370 | \$ 120,891 | \$ 124,518 | \$ 128,253 | \$ 132,101 | \$ 136,064 | \$ 140,146 | \$ 144,350 | \$ 148,681 |
| Accounting Manager | Class 5 | \$ 113,952 | \$ 117,370 | \$ 120,891 | \$ 124,518 | \$ 128,253 | \$ 132,101 | \$ 136,064 | \$ 140,146 | \$ 144,350 | \$ 148,681 |
| Transit Planning Manager | Class 5 | \$ 113,952 | \$ 117,370 | \$ 120,891 | \$ 124,518 | \$ 128,253 | \$ 132,101 | \$ 136,064 | \$ 140,146 | \$ 144,350 | \$ 148,681 |
| Procurement Manager/DBE Officer | Class 5 | \$ 113,952 | \$ 117,370 | \$ 120,891 | \$ 124,518 | \$ 128,253 | \$ 132,101 | \$ 136,064 | \$ 140,146 | \$ 144,350 | \$ 148,681 |
| Communications and Marketing Manager | Class 5 | \$ 113,952 | \$ 117,370 | \$ 120,891 | \$ 124,518 | \$ 128,253 | \$ 132,101 | \$ 136,064 | \$ 140,146 | \$ 144,350 | \$ 148,681 |
| Compliance and Grants Manager | Class 5 | \$ 113,952 | \$ 117,370 | \$ 120,891 | \$ 124,518 | \$ 128,253 | \$ 132,101 | \$ 136,064 | \$ 140,146 | \$ 144,350 | \$ 148,681 |
| Transit Planner II | Class 4 | \$ 91,427 | \$ 94,170 | \$ 96,995 | \$ 99,905 | \$ 102,902 | \$ 105,989 | \$ 109,169 | \$ 112,444 | \$ 115,817 | \$ 119,292 |
| Human Resources Generalist | Class 4 | \$ 91,427 | \$ 94,170 | \$ 96,995 | \$ 99,905 | \$ 102,902 | \$ 105,989 | \$ 109,169 | \$ 112,444 | \$ 115,817 | \$ 119,292 |
| Assistant Operations Manager | Class 4 | \$ 91,427 | \$ 94,170 | \$ 96,995 | \$ 99,905 | \$ 102,902 | \$ 105,989 | \$ 109,169 | \$ 112,444 | \$ 115,817 | \$ 119,292 |
| Finance & Grants Analyst | Class 4 | \$ 91,427 | \$ 94,170 | \$ 96,995 | \$ 99,905 | \$ 102,902 | \$ 105,989 | \$ 109,169 | \$ 112,444 | \$ 115,817 | \$ 119,292 |
| Transit Planner I | Class 3 | \$ 75,088 | \$ 77,341 | \$ 79,661 | \$ 82,051 | \$ 84,513 | \$ 87,048 | \$ 89,660 | \$ 92,349 | \$ 95,120 | \$ 97,973 |
| Inventory & Asset Management Coordinator | Class 3 | \$ 75,088 | \$ 77,341 | \$ 79,661 | \$ 82,051 | \$ 84,513 | \$ 87,048 | \$ 89,660 | \$ 92,349 | \$ 95,120 | \$ 97,973 |
| Operations & Maintenance Management Coordinator | Class 3 | \$ 75,088 | \$ 77,341 | \$ 79,661 | \$ 82,051 | \$ 84,513 | \$ 87,048 | \$ 89,660 | \$ 92,349 | \$ 95,120 | \$ 97,973 |
| Accounting Specialist A/P | Class 3 | \$ 75,088 | \$ 77,341 | \$ 79,661 | \$ 82,051 | \$ 84,513 | \$ 87,048 | \$ 89,660 | \$ 92,349 | \$ 95,120 | \$ 97,973 |
| Payroll Coordinator | Class 3 | \$ 75,088 | \$ 77,341 | \$ 79,661 | \$ 82,051 | \$ 84,513 | \$ 87,048 | \$ 89,660 | \$ 92,349 | \$ 95,120 | \$ 97,973 |
| Clerk of the Board/Executive Assistant | Class 3 | \$ 75,088 | \$ 77,341 | \$ 79,661 | \$ 82,051 | \$ 84,513 | \$ 87,048 | \$ 89,660 | \$ 92,349 | \$ 95,120 | \$ 97,973 |
| Human Resources Coordinator II | Class 3 | \$ 75,088 | \$ 77,341 | \$ 79,661 | \$ 82,051 | \$ 84,513 | \$ 87,048 | \$ 89,660 | \$ 92,349 | \$ 95,120 | \$ 97,973 |
| Fiscal Analyst | Class 3 | \$ 75,088 | \$ 77,341 | \$ 79,661 | \$ 82,051 | \$ 84,513 | \$ 87,048 | \$ 89,660 | \$ 92,349 | \$ 95,120 | \$ 97,973 |
| Revenue Specialist | Class 2 | \$ 63,225 | \$ 65,122 | \$ 67,076 | \$ 69,088 | \$ 71,161 | \$ 73,295 | \$ 75,494 | \$ 77,759 | \$ 80,092 | \$ 82,495 |
| Human Resources Coordinator I | Class 2 | \$ 63,225 | \$ 65,122 | \$ 67,076 | \$ 69,088 | \$ 71,161 | \$ 73,295 | \$ 75,494 | \$ 77,759 | \$ 80,092 | \$ 82,495 |
| Mobility Management Coordinator | Class 2 | \$ 63,225 | \$ 65,122 | \$ 67,076 | \$ 69,088 | \$ 71,161 | \$ 73,295 | \$ 75,494 | \$ 77,759 | \$ 80,092 | \$ 82,495 |
| Information Technology Technician | Class 2 | \$ 63,225 | \$ 65,122 | \$ 67,076 | \$ 69,088 | \$ 71,161 | \$ 73,295 | \$ 75,494 | \$ 77,759 | \$ 80,092 | \$ 82,495 |
| Placeholder (Administrative) | Class 1 | \$ 55,927 | \$ 57,605 | \$ 59,333 | \$ 61,113 | \$ 62,946 | \$ 64,835 | \$ 66,780 | \$ 68,783 | \$ 70,847 | \$ 72,972 |

TABLE 7b
FY 2026 Represented Salary/Wage Tables

TEAMSTERS 186

| POSITION | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|------------------|-----------|-----------|-----------|-----------|-----------|
| | Range Adjustment | \$ 69,695 | \$ 73,180 | \$ 76,839 | \$ 80,681 | \$ 84,715 |
| Maintenance Supervisor | 15-Jul-23 | \$ 73,180 | \$ 76,839 | \$ 80,681 | \$ 84,715 | \$ 88,951 |
| Maintenance Administration Supervisor | 1-Jul-24 | \$ 76,473 | \$ 80,297 | \$ 84,312 | \$ 88,527 | \$ 92,954 |
| Operations Safety & Training Supervisor | 1-Jul-25 | \$ 79,915 | \$ 83,910 | \$ 88,106 | \$ 92,511 | \$ 97,137 |
| | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| Operations Supervisor | 15-Jul-23 | \$ 68,263 | \$ 71,676 | \$ 75,260 | \$ 79,023 | \$ 82,974 |
| | 1-Jul-24 | \$ 71,334 | \$ 74,901 | \$ 78,646 | \$ 82,579 | \$ 86,708 |
| | 1-Jan-25 | \$ 71,513 | \$ 75,088 | \$ 78,843 | \$ 82,785 | \$ 86,924 |
| | 1-Jul-25 | \$ 74,731 | \$ 78,467 | \$ 82,391 | \$ 86,510 | \$ 90,836 |
| | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| Customer Service Supervisor | Range Adjustment | \$ 60,000 | \$ 63,017 | \$ 66,168 | \$ 69,477 | \$ 72,951 |
| | 15-Jul-23 | \$ 63,000 | \$ 66,168 | \$ 69,477 | \$ 72,951 | \$ 76,598 |
| | 1-Jul-24 | \$ 65,835 | \$ 69,146 | \$ 72,603 | \$ 76,233 | \$ 80,045 |
| | 1-Jul-25 | \$ 68,798 | \$ 72,258 | \$ 75,870 | \$ 79,664 | \$ 83,647 |

SEIU 721

| Bus Operator | | | | | | | | |
|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| | STEPS | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% | 4.50% |
| | A | B | C | D | E | F | G | H |
| Market Adjustment | \$ 23.99 | \$ 25.06 | \$ 26.19 | \$ 27.37 | \$ 28.60 | \$ 29.89 | \$ 31.23 | \$ 32.64 |
| 7/1/2024 | \$ 24.94 | \$ 26.07 | \$ 27.24 | \$ 28.47 | \$ 29.75 | \$ 31.09 | \$ 32.48 | \$ 33.95 |
| 7/1/2025 | \$ 26.07 | \$ 27.24 | \$ 28.47 | \$ 29.75 | \$ 31.09 | \$ 32.48 | \$ 33.95 | \$ 35.47 |
| 7/1/2026 | \$ 27.04 | \$ 28.26 | \$ 29.53 | \$ 30.86 | \$ 32.25 | \$ 33.70 | \$ 35.22 | \$ 36.80 |

SEIU 721

| Customer Service Assistant | | | | | | |
|-----------------------------------|----------|----------|----------|----------|----------|----------|
| | STEPS | 5.0% | 5.0% | 5.0% | 5.0% | 5.0% |
| | A | B | C | D | E | F |
| Market Adjustment | \$ 21.44 | \$ 22.52 | \$ 23.64 | \$ 24.82 | \$ 26.06 | \$ 27.37 |
| 7/1/2024 | \$ 22.30 | \$ 23.42 | \$ 24.59 | \$ 25.82 | \$ 27.11 | \$ 28.46 |
| 7/1/2025 | \$ 23.30 | \$ 24.47 | \$ 25.69 | \$ 26.98 | \$ 28.33 | \$ 29.74 |
| 7/1/2026 | \$ 24.18 | \$ 25.39 | \$ 26.66 | \$ 27.99 | \$ 29.39 | \$ 30.86 |

| Maintenance Material Specialist | | | | | | |
|--|----------|----------|----------|----------|----------|----------|
| | STEPS | 5.0% | 5.0% | 5.0% | 5.0% | 5.0% |
| | A | B | C | D | E | F |
| Market Adjustment | \$ 23.64 | \$ 24.82 | \$ 26.06 | \$ 27.37 | \$ 28.74 | \$ 30.17 |
| 7/1/2024 | \$ 24.59 | \$ 25.82 | \$ 27.11 | \$ 28.46 | \$ 29.89 | \$ 31.38 |
| 7/1/2025 | \$ 25.69 | \$ 26.98 | \$ 28.33 | \$ 29.74 | \$ 31.23 | \$ 32.79 |
| 7/1/2026 | \$ 26.66 | \$ 27.99 | \$ 29.39 | \$ 30.86 | \$ 32.40 | \$ 34.02 |

TABLE 7b (continued)
FY 2026 Represented Salary/Wage Tables
SEIU 721

MECHANICAL UNIT – WAGE TABLE Effective July 1st, 2024

| Facility & Vehicle Cleaner | | | | | | |
|---------------------------------------|----------|----------|----------|----------|----------|----------|
| | STEPS | 5.00% | 5.00% | 5.00% | 5.00% | 5.00% |
| | A | B | C | D | E | F |
| Market Adjustment | \$ 19.45 | \$ 20.42 | \$ 21.44 | \$ 22.52 | \$ 23.64 | \$ 24.82 |
| 7/1/2024 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.42 | \$ 24.59 | \$ 25.82 |
| 7/1/2025 | \$ 21.14 | \$ 22.20 | \$ 23.30 | \$ 24.47 | \$ 25.69 | \$ 26.98 |
| 7/1/2026 | \$ 21.93 | \$ 23.03 | \$ 24.18 | \$ 25.39 | \$ 26.66 | \$ 27.99 |

| Service Worker I | | | | | | |
|-------------------------|----------|----------|----------|----------|----------|----------|
| | STEPS | 5.00% | 5.00% | 5.00% | 5.00% | 5.00% |
| | A | B | C | D | E | F |
| Market Adjustment | \$ 20.42 | \$ 21.44 | \$ 22.52 | \$ 23.64 | \$ 24.82 | \$ 26.06 |
| 7/1/2024 | \$ 21.24 | \$ 22.30 | \$ 23.42 | \$ 24.59 | \$ 25.82 | \$ 27.11 |
| 7/1/2025 | \$ 22.20 | \$ 23.30 | \$ 24.47 | \$ 25.69 | \$ 26.98 | \$ 28.33 |
| 7/1/2026 | \$ 23.03 | \$ 24.18 | \$ 25.39 | \$ 26.66 | \$ 27.99 | \$ 29.39 |

| Service Worker II / Building Maintenance Worker | | | | | | |
|--|----------|----------|----------|----------|----------|----------|
| | STEPS | 5.00% | 5.00% | 5.00% | 5.00% | 5.00% |
| | A | B | C | D | E | F |
| Market Adjustment | \$ 22.52 | \$ 23.64 | \$ 24.82 | \$ 26.06 | \$ 27.37 | \$ 28.74 |
| 7/1/2024 | \$ 23.42 | \$ 24.59 | \$ 25.82 | \$ 27.11 | \$ 28.46 | \$ 29.89 |
| 7/1/2025 | \$ 24.47 | \$ 25.69 | \$ 26.98 | \$ 28.33 | \$ 29.74 | \$ 31.23 |
| 7/1/2026 | \$ 25.39 | \$ 26.66 | \$ 27.99 | \$ 29.39 | \$ 30.86 | \$ 32.40 |

| Mechanic I / Facility & Equipment Mechanic I * | | | | | | |
|---|----------|----------|----------|----------|----------|----------|
| | STEPS | 5.00% | 5.00% | 5.00% | 5.00% | 5.00% |
| | A | B | C | D | E | F |
| Market Adjustment | \$ 24.82 | \$ 26.06 | \$ 27.37 | \$ 28.74 | \$ 30.17 | \$ 31.68 |
| 7/1/2024 | \$ 25.82 | \$ 27.11 | \$ 28.46 | \$ 29.89 | \$ 31.38 | \$ 32.95 |
| 7/1/2025 | \$ 26.98 | \$ 28.33 | \$ 29.74 | \$ 31.23 | \$ 32.79 | \$ 34.43 |
| 7/1/2026 | \$ 27.99 | \$ 29.39 | \$ 30.86 | \$ 32.40 | \$ 34.02 | \$ 35.72 |

| Mechanic II / Facility & Equipment Mechanic II * | | | | | | |
|---|----------|----------|----------|----------|----------|----------|
| | STEPS | 5.00% | 5.00% | 5.00% | 5.00% | 5.00% |
| | A | B | C | D | E | F |
| Market Adjustment | \$ 30.17 | \$ 31.68 | \$ 33.27 | \$ 34.93 | \$ 36.68 | \$ 38.51 |
| 7/1/2024 | \$ 31.38 | \$ 32.95 | \$ 34.60 | \$ 36.33 | \$ 38.14 | \$ 40.05 |
| 7/1/2025 | \$ 32.79 | \$ 34.43 | \$ 36.15 | \$ 37.96 | \$ 39.86 | \$ 41.85 |
| 7/1/2026 | \$ 34.02 | \$ 35.72 | \$ 37.51 | \$ 39.38 | \$ 41.35 | \$ 43.42 |

| Mechanic III * | | | | | | |
|-----------------------|----------|----------|----------|----------|----------|----------|
| | STEPS | 5.00% | 5.00% | 5.00% | 5.00% | 5.00% |
| | A | B | C | D | E | F |
| Market Adjustment | \$ 33.27 | \$ 34.93 | \$ 36.68 | \$ 38.51 | \$ 40.44 | \$ 42.46 |
| 7/1/2024 | \$ 34.60 | \$ 36.33 | \$ 38.14 | \$ 40.05 | \$ 42.05 | \$ 44.16 |
| 7/1/2025 | \$ 36.15 | \$ 37.96 | \$ 39.86 | \$ 41.85 | \$ 43.94 | \$ 46.14 |
| 7/1/2026 | \$ 37.51 | \$ 39.38 | \$ 41.35 | \$ 43.42 | \$ 45.59 | \$ 47.87 |

*E-Mechanic + \$1hr

8. APPENDIX B – GLOSSARY

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Other Benefits – GCTD's contribution for unemployment insurance, FICA/Medicare, Employee Assistance Program (EAP), life insurance for represented and non-represented employees and deferred compensation for the General Manager. The EAP is required as a part of GCTD's Drug and Alcohol Program and the represented employee MOUs.

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

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

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

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

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

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

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

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

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

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

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

Uniforms – Uniforms are provided by contract to the maintenance and operation employees. Maintenance employees are provided rental uniforms cleaned and delivered by a vendor.

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

Workers' Compensation Insurance – Premium for the required workers' compensation insurance