

SRTA

SUSQUEHANNA REGIONAL TRANSPORTATION AUTHORITY

DATE: April 30, 2025

TIME: 10:00 AM

PLACE: 415 N. Zarfoss Dr. York, PA

**A Microsoft Teams option will also be offered.
Public may participate at Cameron Street or Zarfoss Drive Locations.**

PURPOSE: April 2026 Board Meeting

ORDER OF BUSINESS

1. Call to Order
2. Changes or Modifications to the Agenda
3. Public Comment: Accepted in Person or in Writing
4. Approval of Minutes
 - A. Meeting Minutes of March 26, 2026 (Pages 3-7)
5. Communications
 - A. rabbitcares Annual Appeals for Board of Directors (Page 8)
6. Treasurer's Report
 - A. 2027 SRTA Budget Presentation (Pages 9-16)
7. Old Business
8. New Business

RESOLUTION 2617 – ADOPTING THE MANAGEMENT WORK PLAN FOR
FY2026-2027 (Pages 17-24)

RESOLUTION 2618 – AUTHORIZING CONTRACT FOR BUS PRE-AWARD AND
POS-DELIVERY BUY AMERICA AUDITS AND QUALITY
INSPECTIONS (Pages 25-26)

RESOLUTION 2619 – AUTHORIZING CONTRACT AWARD FOR ECOLANE API
ACCESS (Page 27)

9. Future Procurements (Page 28)

10. Staff Report

11. EEO Update – Sherry Welsh, Civil Rights Officer (Pages 29-35)

12. Lemoyne transfer center equity analysis public comment (Pages 36-37)

11. Adjournment

Executive Session

**Next Meeting: Thursday, May 28 at 901 N. Cameron St, Harrisburg
10:00AM – SRTA Board Meeting**

Reminder: Ethics Statements are due May 1, 2026

SUSQUEHANNA REGIONAL TRANSPORTATION AUTHORITY BOARD OF DIRECTORS MEETING MINUTES

Date: March 26, 2026, 10:00am

Location: 901 North Cameron Street, Harrisburg, PA

PRESENT

Present were board members: Eric Bugaile, Jason Graves, Carrie Gray, Keith Martin, Raymond Rosen, Kirk Stoner, Thomas Wilson, LaToya Winfield Bellamy, and others. Jill Nagy, Counsel, was also present.

Administrative Staff and Guests included: Steve Baldwin, Dave Cook, Rich Farr, Brian Gillette, Rich Halter, Nicole Hansen, Bev Hockenberry, Liza Hoover, Jamie Leonard, Trevor Manahan, Jenna Reedy, Joseph Schneider, Bill Shaw, Rick Trout, Sherry Welsh, Shawn Wilson, and Jason Wolfgang. Guests present were Mike Bubernack (ET&T), Justin Miller and Tina Miller.

CALL TO ORDER

Chairman Rosen called the meeting to order at 10:00am.

CHANGES OR MODIFICATIONS TO THE AGENDA

Mr. Farr requested to present Resolution 2610 – Recognizing Shawn Wilson for 30 Years of Service.

The motion was made by LaToya Winfield Bellamy, seconded by Keith Martin and passed unanimously.

PUBLIC COMMENT

There was no public comment.

APPROVAL OF MINUTES

A motion to approve the February 26, 2026 meeting minutes was made by Kirk Stoner, seconded by LaToya Winfield Bellamy, and passed unanimously.

COMMUNICATIONS

Board reappointments of Eric Bugaile and Thomas Wilson were noted.

York County Area Agency on Aging reported a 100% score across all reviewed areas.

TREASURER'S REPORT

Treasurer Keith Martin and CFO Steve Baldwin presented the February 2026 Financial Statement.

RIDERSHIP:

- Year-to-date ridership is approximately 4.6% below prior year.
- February ridership showed slight improvement compared to the same month last year.
- Paratransit ridership increased and contributed to overall stabilization.

REVENUE & EXPENSES:

- Operating subsidy expenditures are approximately \$1.2 million below budget.
- Total operating expenses are approximately \$688,000 below budget.
- Savings are attributable to lower-than-expected labor and operating costs.

STAFFING:

- 53 vacant positions, unchanged from the prior month.

RESERVES & LINE OF CREDIT:

- Approximately 180 days of cash on hand, consistent with Authority targets.
- No draws on the line of credit.

CAPITAL EXPENDITURES:

- Zarfoss Facility heaters – approximately \$75,000.
- Harrisburg Parks & Recreation Facility – approximately \$164,000.
- West Fairview Facility – approximately \$700,000.
- Purchase of 12 paratransit vehicles - \$1,716,060
- Cisco network licensing and upgrades – approximately \$400,000.

LOCAL MATCH:

- Full funding secured through the end of the calendar year for all services except Northern Tier, which is funded through June.

PROGRAM UPDATES:

- rabbitWorks vanpool program expanded from 30 trips in December to 398 trips in February.
- Four vans are currently in operation, supporting second and third-shift workers. Discussion ensued on the PM performance and the importance of maintaining a safe system.

OLD BUSINESS

Update on gasoline contract under Resolution 2607:

- First six months at \$2.79 per gallon.
- Second six months at \$2.41 per gallon.
- Current pricing below projections, resulting in favorable cost savings.

NEW BUSINESS

Resolution 2611 – Contract for AI Voice Front Door.

Motion to approve was raised by Tom Wilson, seconded by Jason Graves, and passed unanimously.

Resolution 2612 – AI Front Door Phase II.

Motion to approve was raised by Tom Wilson, seconded by Jason Graves, and passed unanimously.

Resolution 2613 – Approving the Revising of SRTA Hiring and Maintenance of Essential Requirements and Employment Qualifications/Driver Policy

Motion to approve was raised by Kirk Stoner, seconded by Keith Martin, and passed unanimously.

Resolution 2614 – Approval of Amendments to the SRTA Purchasing and Procurement Manual

Motion to approve was raised by Jason Graves, seconded by Tom Wilson, and passed unanimously.

Resolution 2615 – Authorizing Contract for Enterprise Resource Planning (ERP)

Motion to approve was raised by Kirk Stoner, seconded by LaToya Winfield Bellamy, and passed unanimously.

Resolution 2616 – Authorizing Contract Award for Zarfoss Door Additions

Motion to approve was raised by Tom Wilson, seconded by Keith Martin, and passed unanimously.

FUTURE PROCUREMENTS

The list of upcoming procurement activities was reviewed.

STAFF REPORT

Fare collection system rollout is currently underway with pilot testing in York and Gettysburg. Full implementation is expected in July. There will be a transition from six fare structures to three (urban, rural, commuter).

Ecolane, the current shared-ride database built from eleven different systems, has some inefficiencies and limits compliance and reporting capabilities. A comprehensive, multi-year initiative is planned to redesign the system's structure, improve data accessibility, and align funding and operational processes. Operational efficiencies have improved, but further integration is needed. The effort will involve external partners and provide opportunities for staff cross-training and process improvement.

Staff reported that the Parks and Recreation building project has been approved, with contracts awarded and permits secured. Construction is expected to begin shortly, with completion anticipated within one year. The park itself will remain unchanged; following completion, park operations will relocate, the existing park building will be demolished, and the project will advance to the next phase of facility development.

A \$39,000 grant was awarded to support transportation services for veterans across all counties, assisting those without other funding sources in accessing medical appointments.

The deployment of a new wheelchair securement system called Quantum will be on incoming buses, designed to improve both safety and rider independence. Three new buses have been received and are expected to enter service within approximately two months following inspection and training. The new system allows wheelchair users to secure themselves without operator assistance and enhances safety by positioning riders facing backward.

Mr. Farr reminded the Board of the upcoming board retreat, noting that preparatory materials, including reports and audio summaries, are available on the website. Board members were encouraged to review materials in advance and provide input on the agenda.

Executive Session

It was determined that an executive session was not necessary.

Next Meeting

The next Board meeting will be held on April 30, 2026 in York.

Adjournment

There being no further business, the meeting was adjourned at 11:12AM.

Respectfully Submitted,

Thomas Wilson, Secretary



4/8/2026

Subject: Request for Support of rabbitcares from Susquehanna Regional Transportation Authority (d. b. a. rabbittransit) Board of Directors

Dear rabbittransit Board Members,

Greetings on behalf of the rabbitcares board. I hope you are all aware of rabbitcares – the charitable (501 (c) 3) of rabbittransit. This charitable arm was established in order to solicit grant and other charitable funding for the organization. As our “parent organization”, I know you recognize the value of this work and the meaningful difference it makes in our communities.

As board chair, I am reaching out to request your personal financial support for rabbitcares. One of the key factors in securing grants is demonstrating strong and unified support from organizational leadership – in particular the boards of directors. Funders often look for active participation from board members, with full engagement serving as a clear signal of confidence in the mission and long-term viability of the organization. For many grantors, 100% board giving is a requirement for securing any funding.

The rabbitcares board members each make their own annual gifts to fulfill this requirement, and we are asking you to join us in doing the same. As with our own board members, we appreciate the time, expertise, and leadership you provide as rabbittransit Board Members. We now ask you to join us in adding to those contributions with a financial gift. While gifts in any amount are welcome, we respectfully ask for a minimum gift of \$25.00, with the hope of 100% participation.

Gifts for this fiscal year may be directed to the General Fund by June 30, 2026 to support overall impact using the following link: <https://www.rabbittransit.org/product/general-fund-to-support-overall-impact/> or by mailing a check to rabbitcares at 415 N. Zarfoss Drive, York, PA 17404. Please let us know if there is a preferred method that works best for you.

Thank you for your ongoing leadership and for considering this request. Your support is instrumental to the continued growth and impact of our organization and the communities we serve.

Sincerely,

Glenn Miller
Chair, rabbitcares Board of Directors



Susquehanna Regional Transportation Authority
2027 Budget Presentation
Safety, Service, Stewardship





Major Assumptions

- Anticipate Inflation continuing to moderate to an annual rate of 3 1/2 %
- Higher than general inflation increases for Benefits, Fuel, Tires, Utilities and Insurance (trends)
- Ridership
 - Paratransit – 1% Growth
 - Fixed Route – 0% Growth
 - Microtransit – 10% Growth



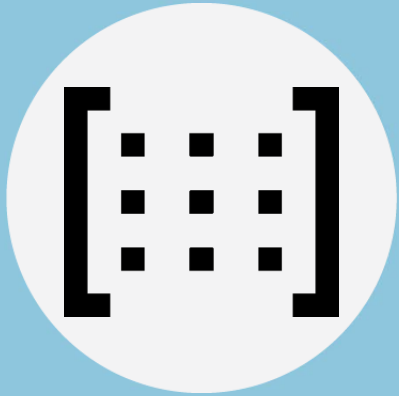
Budget Achievements

- ▶ Conservative
- ▶ Fully Supports Management Work Plan
- ▶ Accommodates New Initiatives
- ▶ Current Year Expenses exceed Current Year Revenues and Subsidies by \$1.1 million, consistent with prior projections, while maintaining 96.3% of previously saved subsidy funds.



Initiatives to Support Management Work Plan

- Fully transition management of the Dauphin County Medical Assistance Transportation Program
- Fully transition management of the Cambria County Medical Assistance Transportation Program
- Management Work Plan Initiatives
- Fill Every Open Administrative Position







Non-Operating Income and Expenses

- Non-Operating income & expenses include Intercity Bus and Geisinger Health Plan.
 - ❖ UPMC and Geisinger MCO has ended
 - ❖ Cambria Co. MATP is now part of SRTA's operating divisions



Budget Summary

Cost Increase vs. 2026

 Existing Operating Expenses	<u>Dollars</u>	<u>%</u>
Increase Over FY26	\$4,050,869	5.8%
 New Initiatives		
Taking over MATP Program Cambria County	\$4,830,302	7.0%
Taking over MATP Program Dauphin County	\$1,085,000	1.6%
New Management Workplan Expenses	\$841,306	1.2%
Open Administrative Positions (Assumed Filled)	\$326,125	0.4%
 Total Increase	\$11,133,302	16.0%
 Grand Total	\$80,541,248	16.0%

Susquehanna Regional Transportation Authority
Income Statement

Projected FY2026 & Budgeted FY2027

	FY2026 Projected	FY2027 Proposed Budget	FY 27 Proposed Budget to FY26 Projected
Operating Revenue	\$ 26,602,552	\$ 30,917,741	16.2%
Grant/Subsidy Revenue	\$ 42,805,094	\$ 49,623,506	15.9%
TOTAL REVENUE	\$ 69,407,646	\$ 80,541,248	16.0%
EXPENSES			
Wages	\$ 15,200,000	\$ 16,722,925	10.0%
Benefits	\$ 7,290,461	\$ 8,133,114	11.6%
Services	\$ 4,261,961	\$ 4,657,130	9.3%
Fuel	\$ 2,100,000	\$ 2,398,120	14.2%
Tires	\$ 115,000	\$ 122,419	6.5%
Parts, Materials and Supplies	\$ 560,767	\$ 777,135	38.6%
Utilities	\$ 1,568,424	\$ 1,675,016	6.8%
Casualty and Liability Costs	\$ 485,810	\$ 571,975	17.7%
Purchased Transportation	\$ 36,964,000	\$ 44,251,377	19.7%
Miscellaneous Expenses	\$ 477,172	\$ 741,849	55.5%
Leases and Rentals	\$ 148,119	\$ 153,347	3.5%
Passed Through Expenses	\$ 235,932	\$ 336,842	42.8%
TOTAL EXPENSES	\$ 69,407,646	\$ 80,541,248	16.0%
TOTAL NON OPERATING GRANT INCOME **	\$ 10,680,549	\$ 6,388,197	-40.2%
TOTAL NON OPERATING GRANT EXPENSES **	\$ 10,666,911	\$ 6,386,197	-40.1%
REE/(EER)	\$ 13,638	\$ 2,000	

Susquehanna Regional Transportation Authority
Income Statement

Projected FY2026 & Budgeted FY2027

	FY2026 Projected	FY2027 Proposed Budget	FY 27 Proposed Budget to FY26 Projected
Operating Revenue	\$ 26,602,552	\$ 30,917,741	16.2%
Grant/Subsidy Revenue	\$ 42,805,094	\$ 49,623,506	15.9%
TOTAL REVENUE	\$ 69,407,646	\$ 80,541,248	16.0%
EXPENSES			
Wages	\$ 15,200,000	\$ 16,396,800	7.9%
Benefits	\$ 7,290,461	\$ 8,033,114	10.2%
Services	\$ 4,261,961	\$ 4,361,824	2.3%
Fuel	\$ 2,100,000	\$ 2,398,120	14.2%
Tires	\$ 115,000	\$ 122,419	6.5%
Parts, Materials and Supplies	\$ 560,767	\$ 577,135	2.9%
Utilities	\$ 1,568,424	\$ 1,675,016	6.8%
Casualty and Liability Costs	\$ 485,810	\$ 571,975	17.7%
Purchased Transportation	\$ 36,964,000	\$ 38,430,019	4.0%
Miscellaneous Expenses	\$ 477,172	\$ 495,849	3.9%
Leases and Rentals	\$ 148,119	\$ 153,347	3.5%
MATP Mileage Reimbursement Payments	\$ 235,932	\$ 242,898	3.0%
TOTAL OPERATING EXPENSES	\$ 69,407,646	\$ 73,458,515	5.8%
New Initiatives			
Cambria MATP Expense	\$ -	\$ 4,830,301.58	7.0%
Dauphin MATP Expense	\$ -	\$ 1,085,000.00	1.6%
Management Plan Support	\$ -	\$ 841,306.00	1.2%
Open Admin. Positions	\$ -	\$ 326,125.00	0.5%
TOTAL EXPENSES	\$ 69,407,646	\$ 80,541,248	16.0%
TOTAL NON OPERATING GRANT INCOME **	\$ 10,680,549	\$ 6,388,197	-40.2%
TOTAL NON OPERATING GRANT EXPENSES **	\$ 10,666,911	\$ 6,386,197	-40.1%
REE/(EER)	\$ 13,638	\$ 2,000	

RESOLUTION 2617

**ADOPTING THE MANAGEMENT WORK PLAN FOR FISCAL YEAR
2026/2027**

WHEREAS, the Management Work Plan for FY2026-2027, which includes the proposed operating budget, and management objectives, was reviewed with the Susquehanna Regional Transportation Authority Board of Directors as a whole at the April 30, 2026 Board of Directors meeting; and,

WHEREAS, the proposed Management Work Plan for FY2026-2027 presents reasonable assumptions regarding the operation and investment in Authority assets; and,

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Susquehanna Regional Transportation Authority that it adopts the Management Work Plan for FY2026/2027.

CERTIFICATION OF OFFICERS

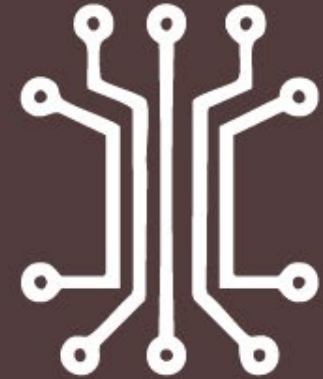
OF

SUSQUEHANNA REGIONAL TRANSPORTATION AUTHORITY

I certify that the foregoing is a sound and true copy of a Resolution adopted at a legally convened meeting of the Susquehanna Regional Transportation Authority Board Members held on April 30, 2026.

Attest: _____
Thomas Wilson
Secretary

Eric Bugaile
Vice-Chairman



Management Work Plan

2026-2027

Board of Directors Presentation

FY 2026-2027



Strategic Priorities



Stakeholder Engagement and Advocacy



Operational Excellence



Technology Integration



Risk Management and Financial Sustainability



Workforce Development

Stakeholder Engagement and Advocacy

*Through intentional stakeholder engagement and dynamic advocacy, we aim to foster a shared vision for the future of mobility. By empowering our internal teams, crafting meaningful communications, and cultivating strategic relationships, we will position **rabbittransit** as an indispensable partner in advancing vibrant, connected communities.*

STRATEGIES:



Internal Capacity Building, Communication and Educational Materials Development

- Implement assessment, selection and implementation of a CRM product.
- Develop "state of the rabbit" materials by county.
- Create scripting for board members on legislative advocacy.
- Share PROWAG implications and challenges through HIMC collaboration.



External Relationship Building

- Expand upon the access of the local advocacy group (PPTA)
- Participate in CCAP orientation for new commissioners.





Operational Excellence

*Delivering exceptional mobility experiences requires continuous pursuit of operational excellence. **rabbittransit** is committed to refining our service delivery, embracing innovation, and investing in infrastructure that elevates both efficiency and the customer journey.*

STRATEGIES:



Service Performance Improvement

- Define and reduce service interruption rates.
- Begin execution of HIMC Phase 3.
- Utilize AssetWorks to improve quality and cost for vehicle maintenance.



Service Realignment and Modernization

- Implement pilot for Shared Ride Delivery Model (PPTA collaboration.)



Payment Systems

- Deploy new Fare Collection System.



Infrastructure Development

- Implement Bus Cleaning Program.
- Complete Capital Region Facility and Transfer Center.
- Advance construction and renovation of West Shore Facility.

Technology Integration

*Technology is the catalyst that will assist in transforming the future of **rabbittransit**'s operations, decision-making, and customer experience. By embracing advanced systems, pioneering innovation, and fostering a culture of digital leadership, we will create a more agile, connected, and intelligent transit network. Through thoughtful integration, we aim to not only streamline operations but also enrich interactions with our employees, riders and stakeholders.*

STRATEGIES:

Backend Systems Implementation

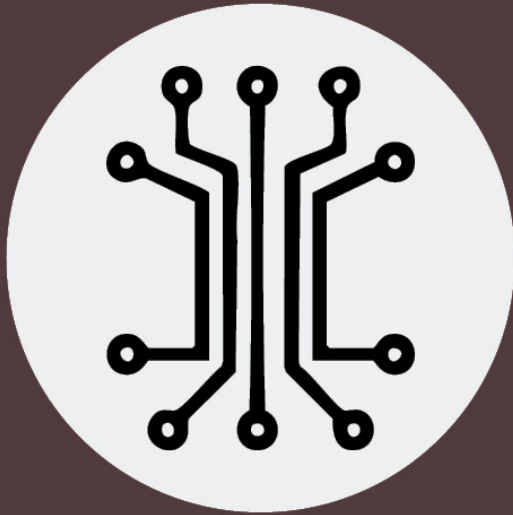
- Advance Enterprise Resource Planning (ERP) Project Phase 1 to create one source of truth.
- Deploy AssetWorks Facility Module.

Innovation and AI Development

- Develop and deploy AI Trip Reservation Platform to support the call center.

Customer-Facing Technology

- Implement Customer Satisfaction Survey Action Plan.





Risk Management and Financial Sustainability

*Safeguarding **rabbittransit's** future demands a disciplined approach to financial stewardship, risk mitigation, and organizational resilience. By identifying emerging risks, strengthening operational safeguards, and building robust financial and leadership structures, **rabbittransit** is building a foundation that ensures stability, protects the public trust, and supports long-term growth.*

STRATEGIES:



Financial Planning and Oversight

- Monitor KPIs across core functional areas to ensure performance, accountability, and continuous improvement.
- Enhance engagement with national associations regarding political environment monitoring.



Organizational Continuity

- Update business continuity plan for executive staff.
- Establish leadership development program.

Workforce Development

*A strong, engaged workforce is essential to delivering on **rabbitransit's** mission and vision. By cultivating a culture of growth, recognition, and opportunity, **rabbitransit** is building a resilient organization where employees are empowered to thrive, contribute meaningfully, and drive lasting impact in the communities we serve.*

STRATEGIES:

➤ **Assessment and Feedback**

- Develop Employee Climate Survey Action Plan.

➤ **Training and Development Programs**

- Advance Maintenance Apprenticeship Program to Round 2.
- Launch reimagined Adult Learner Specialization training plan.
- Enhance training programs for customer-facing staff.

➤ **Employee Experience and Retention**

- Reimagine and implement Mentor Program.



RESOLUTION 2618

AUTHORIZING CONTRACT FOR BUS PRE-AWARD AND POS-DELIVERY BUY AMERICA AUDITS AND QUALITY INSPECTIONS

WHEREAS, Susquehanna Regional Transportation Authority, representing the Pennsylvania Transit Consortium, determined that there is a need for a firm to provide Pre-award and Post-delivery Buy America Audits along with providing on-line quality inspection services; and,

WHEREAS SRTA, acting as lead agency, issued a Request for Proposals (RFP) consistent with Federal, State, and SRTA procurement requirements on March 2, 2026 for Pre-Award and Post-Delivery Buy America Audits and Line Inspections for Quality Control at Gillig, bus manufacturer; and,

WHEREAS, proposals were due on April 3, 2026; and,

WHEREAS, three (3) responsive and responsible proposals were received from Southeast Transit Services LLC, Jeezny Sourcing LLC, and AmeriTran Service Corp. (dba Transit Resource Center); and,

WHEREAS, proposals were evaluated and scored as follows: AmeriTran Service Corp. – 88; Jeezny Sourcing LLC – 73.6; Southeast Transit Services, LLC – 69.2; and,

WHEREAS, the contract term shall commence upon Notice to Proceed through February 28, 2028, with three one-year options through February 28, 2031; and,

WHEREAS, each of the participating agencies of the Pennsylvania Transit Consortium will be responsible for their agency’s costs; and,

NOW, THEREFORE BE IT RESOLVED, that the Board authorizes a consortium award, with each transit system awarding its own contract, with AmeriTran Service Corp. in an amount not to exceed Six Hundred Fifty-Four Thousand Nine Hundred Twenty-Seven Dollars (\$654,927).

**CERTIFICATION OF OFFICERS
OF
SUSQUEHANNA REGIONAL TRANSPORTATION AUTHORITY**

I certify that the foregoing is a sound and true copy of a Resolution adopted at a legally convened meeting of the Susquehanna Regional Transportation Authority Board Members held on April 30, 2026.

attest: _____
Thomas Wilson,
Secretary

Eric Bugaile
Vice-Chairman

RESOLUTION 2618

AUTHORIZING CONTRACT FOR BUS PRE-AWARD AND POS-DELIVERY BUY AMERICA AUDITS AND QUALITY INSPECTIONS

FACT SHEET

- Scoring Results

	Total
Supplier	/ 100 pts
AmeriTran Service Corp dba Transit Resource Center	88
Jeezny Sourcing LLC	73.6
Southeast Transit Services LLC	69.2

- Vehicle Units by Contract Year

Year 1	Year 2	Year 3	Year 4	Year 5
55	129	119	143	142

- TRC maintains staffing at Gillig
- Scoring was performed by personnel from LANTA, SCTA, Freedom Transit, and SRTA

RESOLUTION 2619

AUTHORIZING CONTRACT AWARD FOR ECOLANE API ACCESS

WHEREAS, the Susquehanna Regional Transportation Authority (SRTA) has contracted with a firm to provide an artificial intelligence (AI) voice front door for the benefit of SRTA ridership utilizing the Customer Service call center; and,

WHEREAS, there is a need for an application programming interface (API) from Ecolane to support the AI voice front door function; and,

WHEREAS, the API will support rider lookup, authentication, trip status and estimated time of arrival, trip booking, trip modification, trip cancellation, and eligibility validation; and,

WHEREAS, this procurement is determined to be a sole source as Ecolane is the proprietary provider of the software platform and associated integrations required for compatibility; and,

WHEREAS, SRTA will own the API for a five (5) year term; and,

WHEREAS, the cost is Twelve Thousand Dollars (\$12,000) per year for five (5) years for a total contract amount of Sixty Thousand Dollars (\$60,000); and,

NOW, THEREFORE BE IT RESOLVED, that the SRTA Board of Directors authorizes the Executive Director to enter into a sole source contract with Ecolane for an API to support the call center AI in an amount not to exceed Sixty Thousand Dollars (\$60,000).

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OF
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I certify that the foregoing is a sound and true copy of a Resolution adopted at a legally convened meeting of the Susquehanna Regional Transportation Authority Board Members held on April 30, 2026.

ATTEST: _____

Thomas Wilson
Secretary

Eric Bugaile
Vice-Chairman

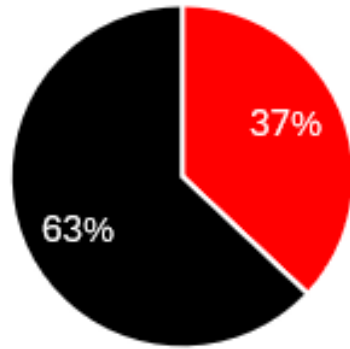
Current and Future Procurement Projects

Name	Type	Released	Questions Due	Bid/ Proposal Due	Contract Start	Value	Notes	Grant Number
20240722 - MTS Security Repairs	IFB					\$ 35,000.00		MTS Allotment
20240808- NorCo Lift Replacement	IFB					\$ 89,000.00	Waiting on Engineer	Maintenance 2022-2023-1.
20240814 - NorCo Maintenance Storage								Funding?
20240823 - Zarfoss Painting	IFB					\$ 148,000.00		Funding?
20240824 - Remote Generator Monitoring							RFP in development	Funding?
20240910 - System Wide Electrical Contractor	RFP						RFP in development	Operating
20250214 - King Street Stormwater Repair	IFB	45744	45779	45424	45810	\$ 14,000.00	In Process	Funding?
20250617 - Admin Vehicle Replacement	Contract						Waiting on Project Manager	CPTA 24-25 13289
20250715 - Janitorial Supply	TBD					\$ 165,000.00	Waiting on Project Manager	Operating
20250729 - Pension Fund Replacement	RFP					\$ 63,000.00	Delayed	Operating
20251015 - Fuel Management Support							Waiting on Project Manager	
20260108 - Office Expansion	RFP	3/9/2026	3/26/2026	4/16/2026	6/1/2026	\$ 132,000.00		CAT 23-24 #9532 /CPTA 23-24 #9628
20260108 - Predictive Maintenance Software	RFI					\$ -		No Cost
20260114 - Paratransit SubContractor	RFP	4/16/2026	5/11/2026	5/27/2026	9/1/2026	\$ 2,102,633.79	In Process	Operating
20260115 - Tire Lease	IFB						In Process	Operating
20260128 - West Shore Transfer Center	IFB						Waiting on Engineer	CAT 24-25 #13144 / d202502
20260202 - TVM Site Prep	IFB	46115	46147	46153	46176	\$ 65,000.00		CAT24-25 13144/d202502
20260211 - Zarfoss Fire Alarm Testing	Micro Purchase						Waiting on Project Manager	
20260212 - Dauphin Door Curtains	IFB/Costars						Waiting on Project Manager	
20260218 - Elevator Maintenance	RFQ	3/4/2026	3/26/2026	5/7/2026	6/1/2026	\$ 176,000.00	In Process	Operating
20260224 - Heavy Vehicle Inspections	RFP	46083	46097	46115	46145			
20260304 - NICE Integrations	Sole Source					\$ 49,000.00	In Process	Operating
20260305 - Vault Installation Air Supply	Small					\$ 2,415.00	Waiting on Cost	
20260306 - Ecolane Integrations	Sole Source					\$ 60,000.00	Resolution This Meeting	Operating
20260307 - Avail Integrations	Sole Source							Operating
20260325 - Shrewsbury Park and Ride Security							Waiting on Project Manager	CPTA-23-24-#0004
20260325 - Ford Telematics						TBD	Waiting on Project Manager	
20260401 - Zarfoss Vacuums	Micro Purchase	3/14/2026		3/21/2026		\$ 3,417.80	In Process	CPTA 23-24 #9628
20260401 - Zarfoss Lockers	Micro Purchase						In Process	CPTA 23-24 #0001
20260407 - ICB Consulting	RFP	4/21/2026	5/11/2026	5/25/2026	7/1/2026	\$ 103,000.00		ICB Grant Funding
20260410 - Asset Inventory Audit							Waiting on Project Manager	
20260414 - Maintenance - Facilities Software	Sole Source						In Process	D202505 Smart Fleet Mgmt
20260414 - Zarfoss Chemical Storage						\$ 55,000.00	Waiting on Project Manager	CPTA 23-24 #9628

Current Activity

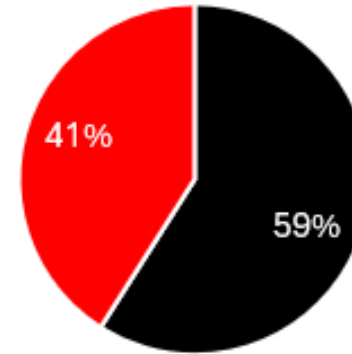
In Process Total \$ 3,227,466.59

SRTA Employment - Race (625)

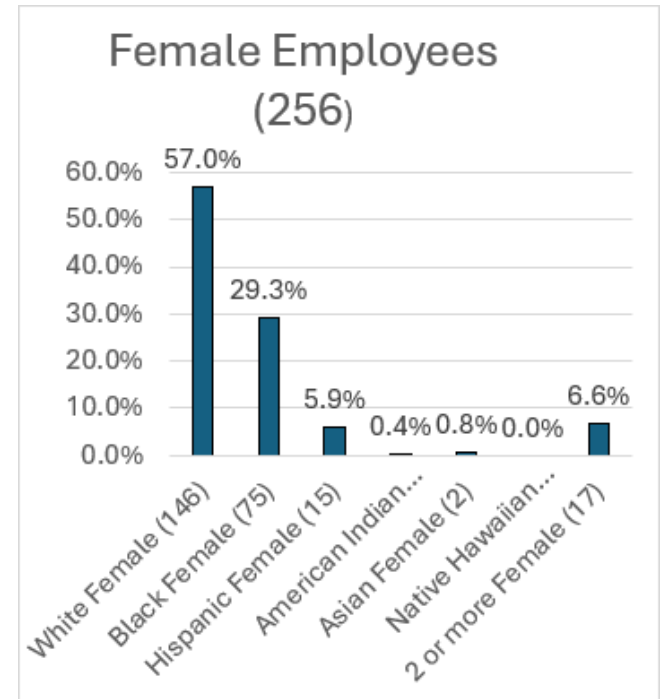
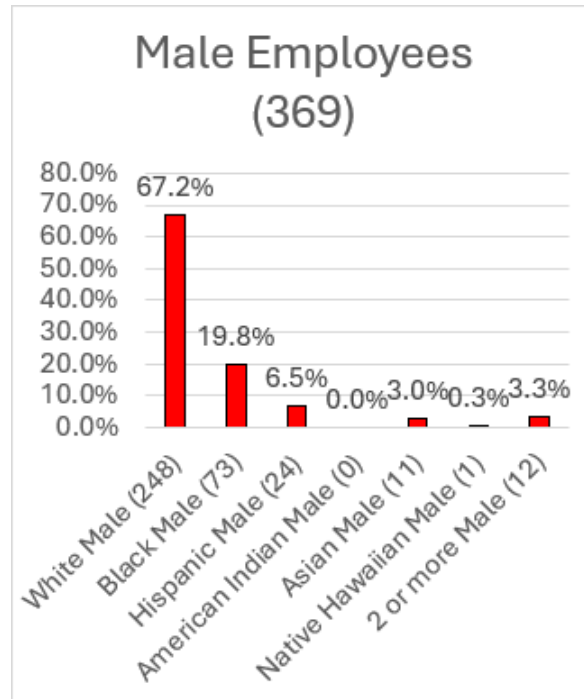
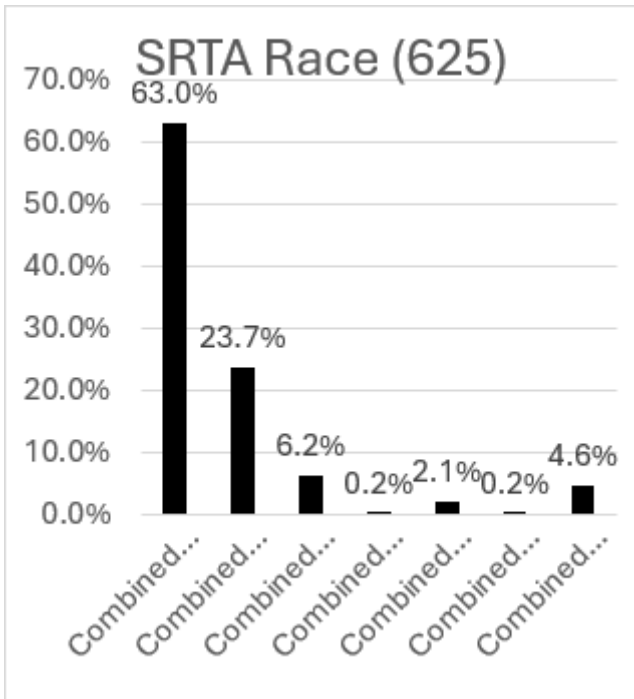


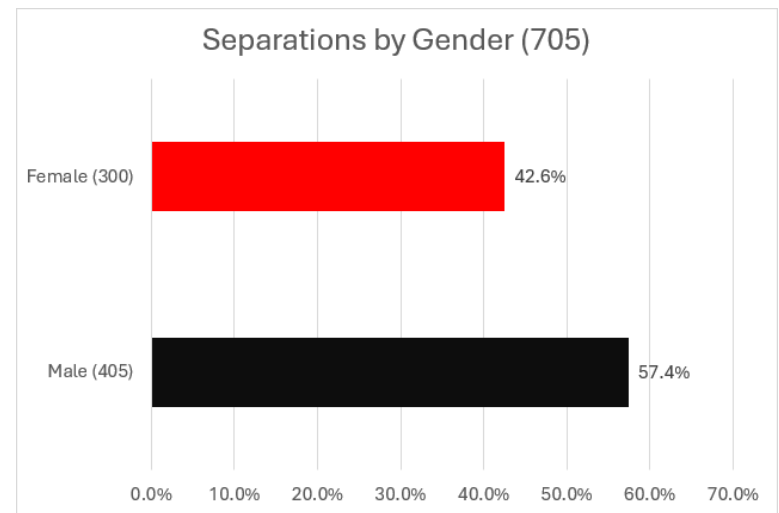
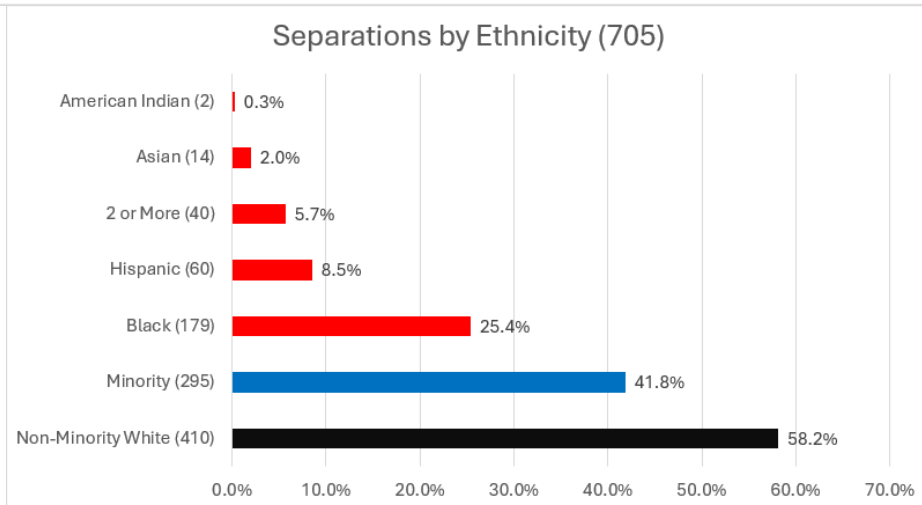
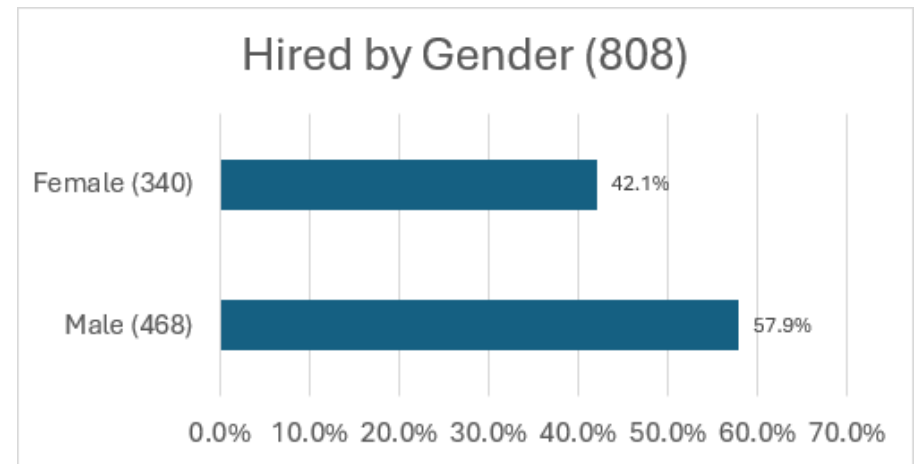
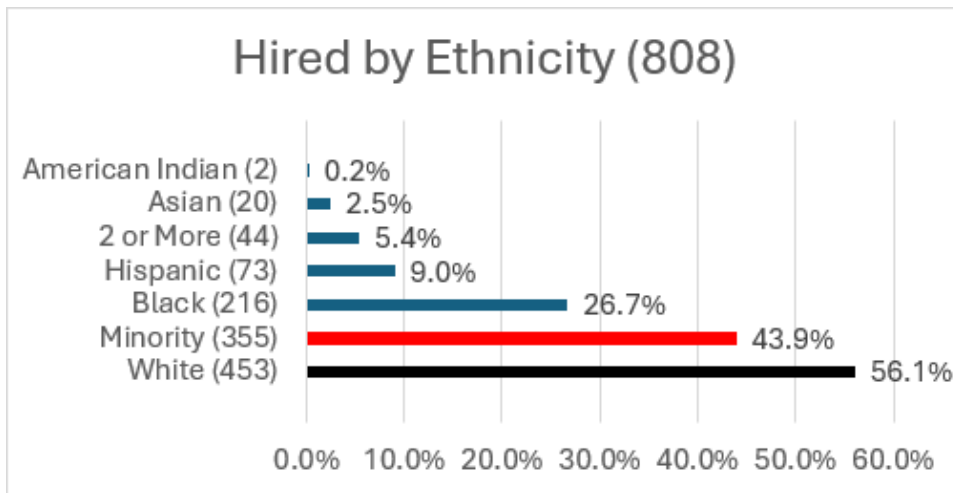
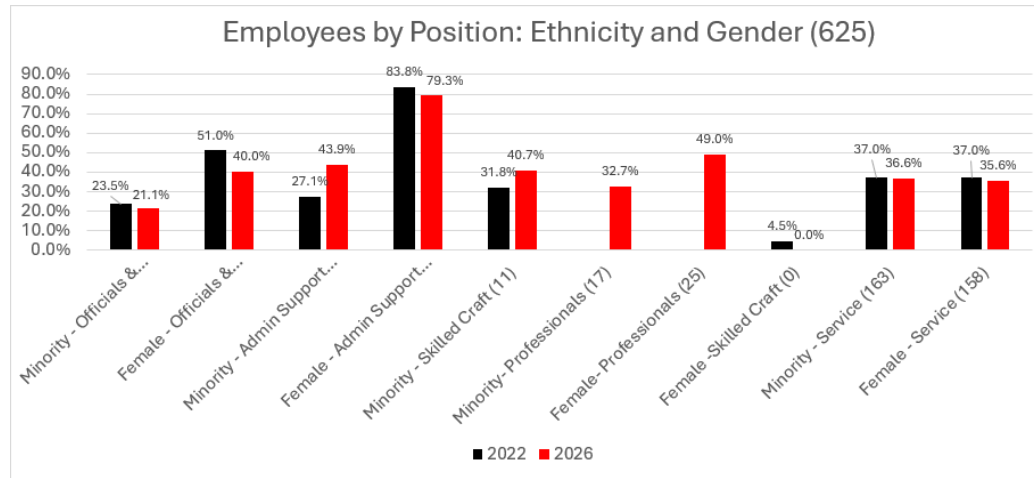
■ Minority (174) ■ Non-Minority (394)

SRTA Employment - Gender (625)



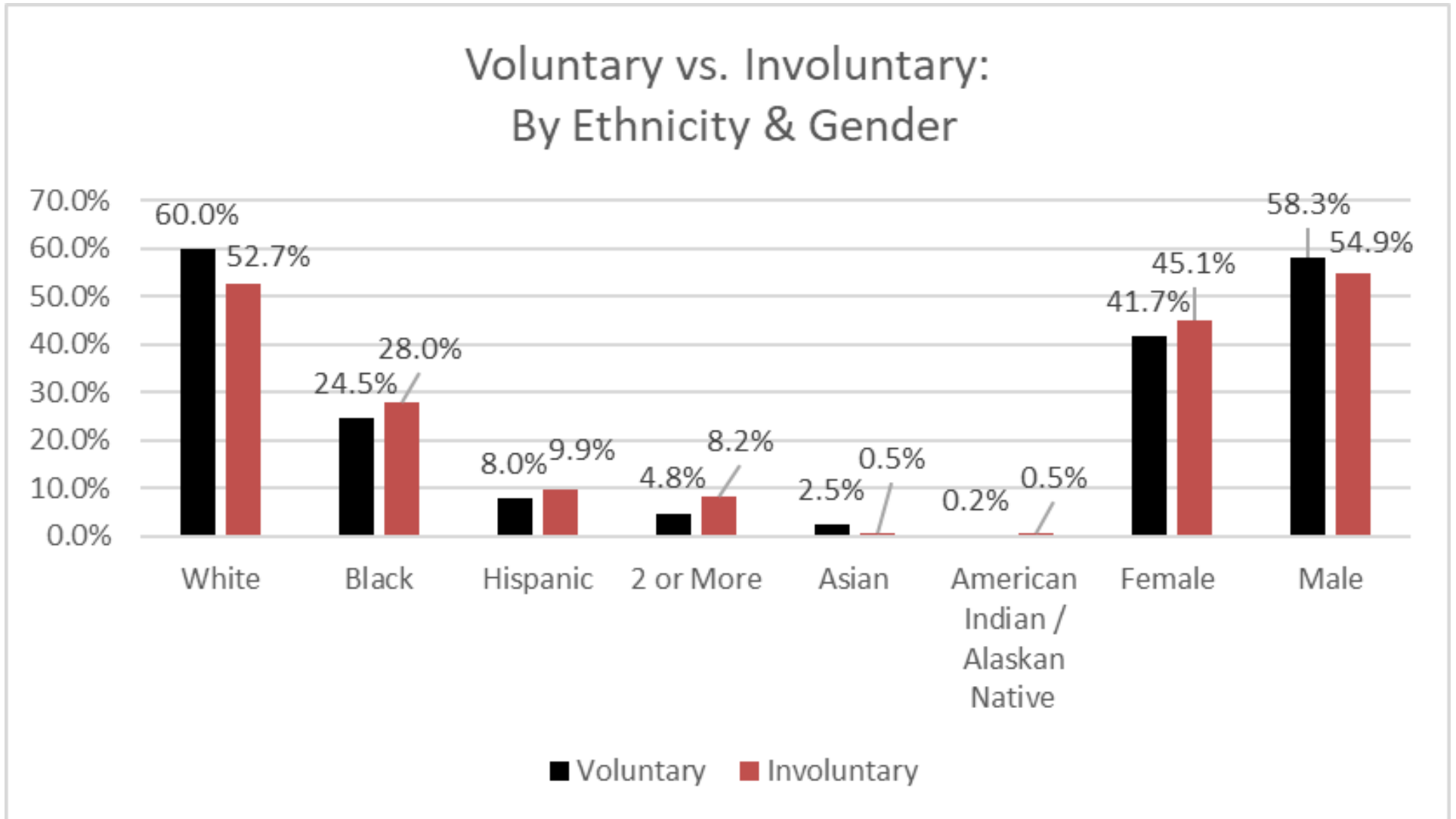
■ Males (369) ■ Females (256)





Separation Reason	White	Black	Hispanic	2 or More	Asian	American Indian / Alaskan Native
Voluntary	60.6%	23.8%	9.1%	3.9%	2.3%	0.3%
Personal Reasons	33.3%	33.3%	11.1%	11.1%	11.1%	0.0%
Attendance	34.5%	44.8%	6.9%	6.9%	3.4%	3.4%
Termination	61.0%	23.7%	8.5%	6.8%	0.0%	0.0%
Poor Performance	41.5%	34.1%	14.6%	9.8%	0.0%	0.0%
Resigned	58.1%	30.2%	7.0%	2.3%	2.3%	0.0%
Retirement	76.2%	19.0%	0.0%	4.8%	0.0%	0.0%
Involuntary	66.7%	22.2%	0.0%	11.1%	0.0%	0.0%
Failure to Follow Company Rules	58.3%	16.7%	16.7%	8.3%	0.0%	0.0%
Abandonment	23.1%	38.5%	23.1%	15.4%	0.0%	0.0%
Misconduct	45.5%	27.3%	9.1%	18.2%	0.0%	0.0%
Deceased	85.7%	14.3%	0.0%	0.0%	0.0%	0.0%
Better Pay/Benefits	33.3%	33.3%	0.0%	0.0%	33.3%	0.0%
Transferred	56.0%	28.0%	0.0%	16.0%	0.0%	0.0%
Termination at Will	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mutual Agreement	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discharged	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	75.0%	0.0%	0.0%	0.0%	25.0%	0.0%

Separation Reason	Female %	Male %
Voluntary	40.5%	59.5%
Personal Reasons	22.2%	77.8%
Attendance	58.6%	41.4%
Termination	45.8%	54.2%
Poor Performance	41.5%	58.5%
Resigned	41.9%	58.1%
Retirement	45.2%	54.8%
Involuntary	44.4%	55.6%
Failure to Follow Company Rules	41.7%	58.3%
Abandonment	69.2%	30.8%
Misconduct	45.5%	54.5%
Deceased	28.6%	71.4%
Better Pay/Benefits	33.3%	66.7%
Transferred	48%	52%
Termination at Will	0%	100%
Mutual Agreement	0%	100%
Discharged	0%	100%
Unknown	50%	50%



	USA	PA	Adams County	Columbia County	Cumberland County	Dauphin County	Franklin County	Montour County	Northumberland County	Perry County	Snyder County	Union County	York County	SRTA Service Area
Total population	340110990	13078751	107914	66012	275516	293029	159285	18103	90027	46239	39668	42456	471240	1355109
Male	49.5%	49.3%	49.9%	48.0%	50.0%	49.2%	49.2%	49.1%	50.9%	50.6%	49.9%	53.9%	49.8%	49.6%
Female	50.5%	50.7%	50.1%	52.0%	50.0%	50.8%	50.8%	50.9%	49.1%	49.4%	50.1%	46.1%	50.2%	50.4%

White alone	56.3%	71.9%	85.4%	90.3%	78.4%	58.5%	83.8%	89.0%	87.7%	93.5%	93.8%	86.0%	77.4%	75.6%
Black or African American alone	11.7%	10.1%	1.7%	1.0%	4.6%	15.6%	1.5%	2.4%	2.3%	0.8%	0.7%	5.7%	6.4%	6.9%
Hispanic or Latino (of any race)	20.0%	9.4%	8.3%	4.9%	5.6%	12.7%	8.2%	3.1%	5.9%	2.5%	2.6%	5.1%	10.6%	9.2%
American Indian and Alaska Native alone	0.5%	0.1%	0.0%	0.1%	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%
Asian alone	6.2%	4.1%	1.4%	0.5%	6.8%	7.0%	1.4%	3.4%	0.4%	0.3%	0.7%	1.8%	1.8%	3.7%
Native Hawaiian and Other Pacific Islander alone	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%
Some Other Race alone	0.5%	0.5%	0.5%	0.9%	0.2%	1.4%	0.3%	0.2%	0.3%	0.1%	0.2%	0.3%	0.6%	0.6%
Two or More Races	4.6%	3.8%	2.8%	2.2%	4.4%	4.8%	4.3%	1.8%	3.3%	2.7%	1.7%	1.1%	3.2%	3.9%

Utilization Analysis by Job Category

Job Category Use EEO-4	Salary Range (\$XX,000-XX,000)	Total Workforce					Male							Female							
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi	
1 - Officials & Administrators																					
Current Workforce	\$70,000-250,000	18	9	2	6	1	9	-	1	1	-	-	-	6	-	-	1	-	-	-	-
Percent in Category	^Entry		50.0%	11.1%	33.3%	5.6%	50.0%	0.0%	5.6%	5.6%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%
Percent of Availability							42.6%	0.0%	3.3%	3.7%	1.4%	0.0%	1.6%	38.4%	0.0%	3.0%	3.3%	1.2%	0.0%	1.5%	
Percent Underutilized													5%								
Underutilized (Yes/No)							No	No	No	No	No	No	No	No	No	No	No	No	No	No	
Number Needed to Reach Parity							-	-	-	-	-	-	-	-	-	-	-	-	-	-	

2 - Professionals																					
Current Workforce	\$39,780-110,000	52	16	10	18	8	16	-	6	1	1	-	2	18	-	3	1	-	-	4	
Percent in Category	^Entry		30.8%	19.2%	34.6%	15.4%	30.8%	0.0%	11.5%	1.9%	1.9%	0.0%	3.8%	34.6%	0.0%	5.8%	1.9%	0.0%	0.0%	7.7%	
Percent of Availability							42.6%	0.0%	3.3%	3.7%	1.4%	0.0%	1.6%	38.4%	0.0%	3.0%	3.3%	1.2%	0.0%	1.5%	
Percent Underutilized										2%			4%				1%				
Underutilized (Yes/No)							No	No	No	No	No	No	Yes	No	No	No	No	No	No	No	
Number Needed to Reach Parity							-	-	-	-	-	-	-	1	-	-	-	-	-	-	

Job Category Use EEO-4	Salary Range (\$XX,000-XX,000)	Total Workforce					Male							Female							
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi	
6 - Administrative Support																					
Current Workforce	\$35,672-76,960	83	12	5	35	31	12	-	5	-	-	-	-	35	-	19	5	2	-	5	
Percent in Category	^Entry		14.5%	6.0%	42.2%	37.3%	14.5%	0.0%	6.0%	0.0%	0.0%	0.0%	0.0%	42.2%	0.0%	22.9%	6.0%	2.4%	0.0%	6.0%	
Percent of Availability							42.6%	0.0%	3.3%	3.7%	1.4%	0.0%	1.6%	38.4%	0.0%	3.0%	3.3%	1.2%	0.0%	1.5%	
Percent Underutilized									4%	1%		2%									
Underutilized (Yes/No)							No	No	Yes	Yes	No	Yes	No	No	No	No	No	No	No	No	
Number Needed to Reach Parity							-	-	3	1	-	1	-	-	-	-	-	-	-	-	

7 - Skilled Craft																					
Current Workforce	\$43,680-58,240	27	17	10	0	0	17	-	4	4	-	-	2	-	-	-	-	-	-	-	
Percent in Category	^Entry		63.0%	37.0%	0	0	63.0%	0.0%	14.8%	14.8%	0.0%	0.0%	7.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Percent of Availability							42.6%	0.0%	3.3%	3.7%	1.4%	0.0%	1.6%	38.4%	0.0%	3.0%	3.3%	1.2%	0.0%	1.5%	
Percent Underutilized													38%								
Underutilized (Yes/No)							No	No	No	No	No	No	Yes	No	No	No	No	No	No	No	
Number Needed to Reach Parity							-	-	-	-	-	-	10	-	-	-	-	-	-	-	

8 - Service-Maintenance																					
Current Workforce	\$31,200-59,280	455	198	97	89	71	198	-	59	19	10	1	8	89	1	54	8	-	-	8	
Percent in Category	^Entry		43.5%	21.3%	19.6%	15.6%	43.5%	0.0%	13.0%	4.2%	2.2%	0.2%	1.8%	19.6%	0.2%	11.9%	1.8%	0.0%	0.0%	1.8%	
Percent of Availability							42.6%	0.0%	3.3%	3.7%	1.4%	0.0%	1.6%	38.4%	0.0%	3.0%	3.3%	1.2%	0.0%	1.5%	
Percent Underutilized													19%				2%	1%			
Underutilized (Yes/No)							No	No	No	No	No	No	Yes	No	No	Yes	Yes	No	No	No	
Number Needed to Reach Parity							-	-	-	-	-	-	-	85	-	-	7	5	-	-	
Planned percent increase Year 1																					
Planned percent increase Year 2																					
Planned percent increase Year 3																					
Planned percent increase Year 4																					

Notes: Source: U.S. Census Bureau, American Community Survey 5-Year Estimates (2022–2023), Tables DP03 and B03002: Labor Force by Sex- U.S. Census Bureau, American Community Survey (ACS) 2023 5-Year Estimates, Table DP03 – Selected Economic Characteristics, Civilian labor force participation by sex for Adams, Columbia, Cumberland, Dauphin, Franklin, Montour, Northumberland, Perry, Snyder, Union, and York Counties, Pennsylvania. Ethnicity Distribution- U.S. Census Bureau, American Community Survey (ACS) 2022 5-Year Estimates, Table B03002 – Hispanic or Latino Origin by Race, Population by race and ethnicity for Adams, Columbia, Cumberland, Dauphin, Franklin, Montour, Northumberland, Perry, Snyder, Union, and York Counties, Pennsylvania.

Abbreviation	Meaning
W	White
AI/AN	American Indian/American Native
B	Black
H/L	Hispanic/Latino
A	Asian
NHOPI	Native Hawaiians and Other Pacific Islanders
Multi	Multi-Race

Workforce Goals

Underutilization was found in the following categories:				
Underutilizations are found in the below Job Categories	EEO Grouping	Number of Employees to Increase in Order to Reach Parity	Goal	Number of Employees to Hire in Order to Reach Goal
1. Officials & Administrators	Minority - Hispanic / Latino	1	Decrease this underutilization by 50%	1
2. Administrative Support	Minority - Hispanic / Latino	1	Decrease this underutilization by 50%	1
3. Administrative Support	Minority – multi-race	1	Decrease this underutilization by 50%	1
4. Skilled Craft	White females	8	Decrease this underutilization by 20%	2
5. Service-Maintenance	White females	81	Decrease this underutilization by 10%	9
6. Service-Maintenance	Minority - Hispanic / Latino, females	9	Decrease this underutilization by 20%	2
7. Service-Maintenance	Minority - Asian, females	5	Decrease this underutilization by 20%	1

Objectives:

- ⇒ SRTA will target potential applicants in categories where underutilization is present when positions become vacant in the organization, .
- ⇒ SRTA will monitor hiring policies to ensure it is decreasing underutilization in minorities and females.
- ⇒ SRTA will increase communications with hiring managers and supervisors about the importance of diversity and the EEO Plan.
- ⇒ SRTA will work with existing employees to encourage them to inspire individuals in their personal networks to apply for open positions.
- ⇒ SRTA will seek out candidates from organizations and institutions that are tailored towards minorities and females.

Lemoyne Transfer Center Public Comment Analysis (4/30/26)

As part of the Title VI equality analysis, SRTA held a public forum and an electronic input process to gather public input into the re-development of the Lemoyne Transit Center. The following is an executive summary of the comments provided and the proposed actions. The topics covered have been arranged in a prioritized ranking from most critical to least critical to the community (as expressed in the feedback):

1. Accessibility of Physical Infrastructure (Highest Priority)

- Properly designed **curb cuts**, alignment, and detectable warning surfaces.
- Use of **truncated domes, contrast, and texture** for navigation.
- Overall ability for individuals—especially blind/low-vision users—to **independently and safely move through the site**.

This is the most detailed and strongly emphasized area, directly tied to safety, independence, and ADA compliance.

Action: These suggestions are already in the design plans- *CLOSED*

2. Pedestrian Safety & Crossing Design

- Safe crossing treatments, especially near or around roundabouts.
- Installation of:
 - Clearly marked crosswalks, Flashing signals, Defined pedestrian paths
- Walkable access to:
 - Restrooms, Food, Indoor shelter

Safety risks are explicitly identified, particularly for vulnerable users. The concern is not theoretical— it affects real-world usability and risk exposure. Valuable for overall experience, but acknowledged as partially outside project control and less central to core transit operations.

Action: This work is outside the re-development scope of work. SRTA will continue to work with PennDOT and Borough to find solution.

3. Real-Time Information & Communication Systems

- Reliable GPS tracking on all buses.
- Continued support and enhancement of tools like MyStop.
- Clear identification of buses and destinations.

Critical for successful transfers and user confidence, especially for riders who rely on technology for navigation.

Action: These suggestions are already in the design plans of the Lemoyne Transfer Center (real-time bus schedule signs, digital monitors to identify bus stops) – Closed.

4. Integration Between Transit Services (Fixed Route + Paratransit)

- Seamless coordination between services.
- Consideration of a universal/free transfer policy.

This directly affects mobility for riders with disabilities and expands the practical usability of the system.

Actions: Paratransit riders will need to schedule their destinations to accommodate utilizing fixed route from a trip that initially started or ended as a shared ride trip. Paratransit will be permitted to service the transit center – Closed.

5. Multimodal Connectivity

- Connection to regional transportation providers (Amtrak, intercity bus, etc.).
- Designing the center as part of a larger mobility network, not a standalone facility.

Important for long-distance and regional mobility, though slightly less immediate than on-site accessibility and safety.

Action: Space reserved for a connection to the Future Rail trail. Not a SRTA project – No further action needed by SRTA - Closed.

6. Bus Shelter Design & On-Site Amenities

- Accessible, weather-protected shelters.
- Logical layout for boarding and circulation.

Important for comfort and usability, but less critical than movement, safety, and information systems.

Actions: These suggestions are already in the design plans- Closed.

7. General Project Support / Positive Feedback (Contextual)

- Strong support for the project overall.
- Recognition of its importance for mobility and community access.

Not a design requirement, but important context showing community alignment and support.

Actions: None Needed.